



Greater
Hume
Council

Council Review



Q3, 2020/2021




1: Leadership and Communication


Objective: We lead a vibrant, connected and inclusive community.





1.1: Leadership and advocacy is demonstrated and encouraged in our communities




1.1.1: Plan and lead good governance having a clear framework for strategic planning, policies, procedures and service standards and financial sustainability with effective financial management that is transparent and accountable



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.1.1	Establish and implement a structured policy review process including subscription to legislative updates service	Continue structured policy review process		Policy review process in place	75%		17 policies reviewed July - March	Director Corporate & Community Services
1.1.1.2	Modify the structure of Council's budget to align with the themes and strategies established in Council's IP&R planning documents	Review budget process and commence development of a new budget structure to align with IP&R planning documents		Revised budget structure developed	100%		Additional reporting commenced September 2020 budget review	Director Corporate & Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.1.3	Implement best practice financial management processes	Complete Council's annual financial statements in accordance with accounting standards and audit requirements		Financial statements compliant with all statutory requirements	100%		Completed. External audit completed with clear audit report achieved. Financial Statements completed, reported to Council and lodged in accordance with agreed audit plan and timeline.	Director Corporate & Community Services
		Update Council's Long Term Financial Plan on an annual basis taking into consideration other Resourcing Strategy documents and Delivery Program requirements		LTFP revised annually in conjunction with adoption of annual operating budget	100%		Completed as part of budget adoption process	Director Corporate & Community Services
		Review Council's loan portfolio to ensure appropriate borrowing levels are maintained and		Loan borrowings maintained at optimum levels as determined by Council	100%		Borrowing levels were examined when developing the 2021/2022 budget. Council's operating	Director Corporate & Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		infrastructure spending maximised					position has limited capacity to fund additional loan servicing costs and as such further borrowing has not been factored into future budgets with the exception of a loan to fund the development of the residential subdivision in Culcairn where loan costs will be funded from the proceeds of land land sales.	
		Commence review of alternate corporate software package including pricing and implementation timeline for consideration in 2021/2022 Operational Plan			100%		Implementation of software to enable automation and digitisation of accounts payable function has commenced. No further major software purchases are planned.	Director Corporate & Community Services



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.1.4	Actions and strategies detailed in Council's IP&R plans are implemented and status reviews presented to Council on a quarterly basis	IP&R status reports presented to Council on quarterly basis		Quarterly reports presented to Council	75%		Achieved and ongoing	General Manager
1.1.1.5	Implement effective governance strategies	Progressively implement strategies outlined in Council's Fit for the Future Improvement Action Plan		Annual reviews conducted and report provided to Council no later than 30 June annually	50%			General Manager
1.1.1.6	Maintain effective and open complaints handling processes	Undertake effective investigation and resolution of complaints		Customer Action Request reports provided to Council monthly	75%		Monthly reports presented to Council	Director Corporate & Community Services
1.1.1.7	Implement effective risk management programs to minimise	Review Council's Integrated Risk Management Plan and develop and implement		Integrated Risk Management Plan reviewed on an annual basis.	75%		Corporate Risk Register nearing completion which will inform future Audit Risk and Improvement	General Manager



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	Council's exposure to risk and ensure continuity of critical business functions	supporting processes to ensure ongoing integration of risk management principles into Council's day to day operations					Committee meetings	
1.1.1.8	Implement organisation wide service and efficiency reviews	Implement service and efficiency reviews in accordance with Council's Fit for the Future Improvement Action Plan		Two functional areas reviewed annually	25%		NO further reviews undertaken during the 3rd quarter.	General Manager
1.1.2.4	Provide Councillors with support and training to ensure their ongoing professional development.	Develop and implement a Councillor professional development program in accordance with OLG guidelines			25%		Three courses offered to Councillors to be undertaken in the 4th Quarter of the 2020/2021 Financial Year.	General Manager
1.1.2.5	Provide opportunities and actively encourage	Deliver formal training in meeting procedures to Youth Advisory			60%		No action undertaken during this period.	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	younger people to join community groups	Committee members and develop projects to offer similar training through partnerships with schools in the shire						
1.1.2.6	Improve leadership in community groups to facilitate greater accountability from community groups that manage Council's assets	Review current Management Committee manual and provide refresher training to management committees as required			100%		This matter was the subject of an Internal Audit review with key actions and timelines provided in the final report. Ongoing implementation of recommendations to be reported through ARIC	Director Corporate & Community Services
1.1.2.7	Recognise community leaders and their efforts and encourage others in the community to take up leadership roles	Recognise community leaders through Australia Day awards			100%		Australia Day 2021 in Greater Hume was held at the Walbundrie Recreation Ground, Walbundrie, it was a fabulous ceremony, with over 400 people attending. Some of the highlights were the inspiring addresses	Executive Assistant Tourism & Promotions


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							<p>given by our Australia Day Ambassador, Anupam Sharma, captains of St Paul's Lutheran College, Lucy McDonnell and Kelsey Lieschke and Cr Heather Wilton, Mayor, Greater Hume Council. The Australian flag was jointly raised by well-known local Max Webb. Announcement of Citizen, Young Citizen and Community Event of the Year, Mayoral Award and School Citizenship Awardees.</p>	

1.1.2: Council is responsive to community needs and priorities


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.2.1	Engagement by Council to demonstrate Council leadership	Continued implementation of the GHSC Communication Plan		Communications Plan implementation continued	75%		Progress on LGA entrance and town signage project. All locations identified. Report issued to Transport for NSW for consent by this authority. Revised graphic design completed, and approved by Promotions Working Group. Council has endorsed the sign program. Contractor appointed. Signs to be installed May 2021. No action on content plan this quarter.	Executive Assistant
		Continued implementation of the GHSC Communication Plan			75%		Achieved and Ongoing - new forms for Have Your Say, audit of #greaterhume and #visitgreaterhume to up date information.	Executive Assistant Tourism & Promotions




DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.2.2	Improve community attendance at Council meetings and provide greater contact with local councillors	Facilitate the advertising of information regarding Council meetings and events in accordance with legislation and time requirements and include on Council's website		Council meetings advertised in accordance with statutory requirements	75%		Achieved and ongoing.	General Manager
1.1.2.3	Improve community attendance at Council Meetings and provide greater contact with local councillors	Hold a minimum of two Council Meetings per annum at venues other than Culcairn or Holbrook		Two or more meetings held at alternative venues annually	0%		Unable to hold meeting locations other than Holbrook due to COVID restrictions and the requirement to 'live stream'	General Manager

1.1.3: Successfully engage Australian and State governments to advocate on issues important to the community

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.3.1	Councillors and senior staff represent the interests of Greater Hume Council to State and Federal members and government departments	Lobby State and Federal politicians on issues of importance to our community		All appropriate funding opportunities taken	75%		Meeting held with Member for Albury, Justin Clancy i=on the impact of the Emergency Services Levy in rural councils.	General Manager

1.1.4: Strong relationships and effective partnerships


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.1.4.1	Lobby Australian and State governments for increased funding	Meet with local Australian and State government parliamentarians at least annually		Meetings held annually	0%		No formal meeting held with Parliamentarians other than the meeting held with the Member for Albury as outlines in 1.1.3.1.2	General Manager




DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Actively participate in Local Government NSW Annual Conference		Nominated councillors and General Manager attend NSWLG Conference	100%		Three Councillors and four staff members participated in the on line Annual Conference.	General Manager
1.1.4.2	Cooperatively work with surrounding councils to identify where resources and costs can be shared	Continue as an active participant in REROC/RivJO initiatives		Membership maintained	75%		General manager remains on the REROC Executive and convenor of the RIVJO/REROC Workforce Development Group	General Manager
		Continue current programs. Joint spray sealing contract procured with Lockhart Shire Council AlburyCity - waste - museums Lockhart Shire Council - Joint Road Safety, Youth		Existing agreements maintained and new opportunities investigated	75%		Achieved and ongoing	General Manager

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Services						

1.2: There is open and two way communication both with communities and within our communities, the community is consulted on decisions that effect them and consultation processes are inclusive

1.2.1: Accessible and inclusive Communications Strategy and active use of the Community Engagement Toolkit and Council's website is accessible



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.2.1.1	Implement the planned community engagement processes using various communication strategies	Maintain membership of community engagement peak bodies and networks		Council is an active member of IAP2 and staff attend the North East Engagement Network meetings at least three times per year.	50%		Membership of IAP2 confirmed. NE Engagement Network has not been meeting due to Covid-19. Last meeting clashed with commitment to Regional Australia Institute in Canberra.	Executive Assistant



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Relevant staff and Councillors to undertake IAP2 and/or other community engagement training		Community engagement training is completed for all councillors and relevant staff	0%			Executive Assistant
		Develop two Council newsletters (Autumn and Spring) and rates notice insert whilst ensuring effective and targeted content		Two Council newsletters and rate notice inserts developed and sent to residents	75%		Greater Hume First Newsletter 2021 sent in early April.	Executive Assistant Tourism & Promotions
		Investigate contemporary community engagement techniques to enhance communications with the community in readiness for the review of the community strategic plan		Relevant and accessible reference group/s established	50%		CET aid used to develop Councillor Attraction Strategy for Council election coming up in Sept 2021. Various strategy documents are placed on Have Your Say and widely publicised through local community newsletters.	Executive Assistant




DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							<p>Discussion planned with senior officers of neighbouring councils to share ideas and investigate engagement techniques in readiness for review of Council's community strategic plan window anticipated early 2022. Website is accessible.</p>	





1.3: Residents feel a sense of belonging, are able to reach their potential, work productively, and there is a sense of mutual respect, inclusiveness, ownership and pride in their community


1.3.1: Councils values, actions and decisions are inclusive. Access and Inclusion Reference group established Community Health and Wellbeing Alliance continues

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
1.3.1.1	Acknowledge all volunteers and those providing welfare, and genuinely engage them in Council decisions, policy and meaningful dialogue to improve outcomes for those that are disadvantaged.	Invite volunteers to present information about their work to council Seek out opportunities to support welfare work through funding, special grants & material aid		One meeting of the Community Health & Wellbeing Alliance dedicated to consulting with the welfare volunteers in the shire Number of successful grant application	20%		Volunteers to be acknowledged during National Volunteer week - 17 - 23 May	Manager Community Services
1.3.1.2	Undertake work to ensure that young people, people who are disadvantaged, and people with a disability can exercise their rights as equal citizens in areas such as Council elections, Council meetings,	Establish a process/system for young people, people who are disadvantaged and people with a disability to participate on the Youth Council and participate in		Youth Council rules and charter reviewed annually for inclusiveness	0%			Director Corporate & Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	Council consultation processes, Council policy, and membership of Council's committees involving community representatives and in making complaints.	decision making processes.						
1.3.1.3	Implement Greater Hume Shire Disability Inclusion Action Plan (DIAP)	Progressively audit Council functions, facilities, services, events and information sources against Access to Premises Standards and other relevant standards for inclusiveness and implement recommended improvements		Audit and improvements progressively implemented DIAP updated Priorities funded	90%		Incorporated in actions for next DIAP to continue assessment of council facilities.	Manager Community Services
		Council engage with owners of commercial businesses to encourage voluntary upgrading of			75%		A number of properties have been upgraded to improved disabled access provisions including all ability	Director Environment & Planning

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		disabled access provisions					W/C and egress	
		Engineering and Environment staff apply the provisions of the Disability Inclusion Act and Continuous Accessible Path and Travel		Community infrastructure projects compliant with the Disability Inclusion Act and CAPT	75%		Provisions of the act are applied to all new designs that are completed	Director Engineering
		All new signage is compliant with the provisions of the Disability Inclusion Act		Signage is accessible and inclusive	75%		All new signage is being made compliant with the disability act	Director Engineering
		Review GHSC employment HR policies and processes for inclusiveness		Policy review completed	70%		Policies progressively being updated in line with Council's policy review schedule	Manager Corporate Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Include inclusiveness in the Workplace Inspirations Day		Inclusiveness included in the WID	0%		No Work Inspirations Days held due to COVID restrictions. Next Work Inspiration day will be held in Term 3 of 2021.	General Manager
		Customer Service Staff are aware of the resources needed to respond to PwD/Carers		% staff satisfied they are aware of the resources needed to support PwD/Carers	10%			Manager Community Services
		GHSC Policies and procedures reflect the needs of PwD/Carers		Relevant policies compliant with Disability Inclusion Act	30%		DIAP feedback and actions being completed.	Manager Community Services
		Criteria for Council Community grants includes diversity, accessibility and inclusiveness		Successful applications include the needs for PwD and Carers. (Where applicable)	20%		No grants funded	Manager Community Services


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Support and resource DIAP reference group		Hold reference group meetings 2 to 3 times per year	10%		Funding provided for development of second DIAP.	Manager Community Services



2: Healthy Lifestyle




Objective: we create health, inclusive and resilient communities, acknowledge or volunteers and value our youth.


2.1: Welcoming, resilient and involved communities

2.1.1: Welcome people from diverse cultures to live, work and settle in Greater Hume Shire


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.1.1	Encourage more residents to be involved in the Greater Hume Shire and events	Continue to rotate the Australia Day function across towns in Greater Hume local government area		Official GHSC Australia Day function held in a Walla Walla in 2019	75%		Report to Council regarding 2022 Australia Day, EOI have been called for a Greater Hume community to host Australia Day.	Executive Assistant Tourism & Promotions




DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.1.2	Provide and promote a range of cultural and personal development opportunities for youth	Implement actions and projects detailed in the annual youth plan		Actions implemented from youth plan	70%		Discussions have been held with Billabong High and St Paul's College Walla Walla on the commencement of Adulting 101 programs from 1 June 21. The annual Sportsability Day due to be held on 22 March 21 was postponed to 17 May 21 due to inclement weather conditions.	Team Leader Library & Youth Services
2.1.1.3	Develop partnerships with schools and other community organisations to deliver and promote targeted health and wellbeing programs to youth	Regular communication with local high schools to establish need and partnership opportunities		<p>Participation in annual mental health forum, Youth Inspirations Day and other joint projects</p> <p>Planning meeting held with Billabong High school and St Paul's College to discuss youth health and wellbeing projects</p>	70%		Regular communication continues with local high schools to plan health and wellbeing projects including: Adulting 101 programs to commence in June, Work Experience students, SBAT students, Youth Week programs and the annual Sportsability Day which will be now held in May. It has been	Team Leader Library & Youth Services



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							identified that working with the local high schools has ensured that all programs undertaken are inclusive for all young people. The Youth Inspiration Day is now planned for Term 4.	
2.1.1.4	Recognise the contribution of volunteers in communities and assist with recruitment and retention	In National Volunteer Week each year, acknowledge and celebrate the shire's volunteers		Celebration morning(s) held during Volunteers Week	10%		Council report and acknowledgement.	Manager Community Services
		Work Health & Safety volunteer induction and training provided		Annual training conducted	0%			General Manager
		Provide advice and support to volunteer community organisations in governance and		Refresher training held annually	50%		No further action this quarter	Manager Corporate Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		financial management						
2.1.1.5	Review opportunities to create greater diversity in our communities and workforce	Investigate the benefits of membership of Welcoming Cities and report presented to Council			50%		Welcoming Cities to make a presentation to a Council workshop in June 2021 regarding benefits of membership.	Executive Assistant

2.1.2: Local education and local career opportunities

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.1.2.1	GHC to lead and exercise responsibility as an equal opportunity employer and community leaders to work with others to enhance local employment and mentoring opportunities for young people,	Review the application of EEO principles across all areas of Council		Annual audit against EEO principles	20%		No action to date. Potential to form part of student placement project in conjunction with REROC and Charles Sturt University	Director Corporate & Community Services



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	people who are disadvantaged, and people with a disability.	Continue to support traineeships for local young people		At least maintain current level of 3 trainees and 1 apprentice	90%		Four additional trainees appointed to work at Council's childcare centres in Holbrook, Henty and Walla Walla	Director Corporate & Community Services
		Participate in regional youth focused mentoring programs		Participate in REROC Take Charge youth event	20%		Billabong and St Pauls participated in event in March	Manager Community Services
2.1.2.2	Work with TAFE and other Registered Training Organisations to provide entry level certificates and qualifications locally.	Continue to support VET providers in the local community.		VET providers continue to deliver entry level qualifications locally via supported video link at Holbrook and Henty libraries	40%		Will provide Cert III trainee training for children services.	Manager Community Services




DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Establish school based traineeships			100%		Two students from Walla Walla College will commence on Wednesday 10 February 21. One student will undertake training at the Henty and Culcairn Libraries and one at Walla Walla Children Services. Hayden Honeywill also commenced a traineeship with Greater Hume Council in December 20 - Cert 3 in Library & Information studies.	Team Leader Library & Youth Services
2.1.2.3	Maintain contemporary information and computing	Undertake an annual review of GHC community ICT facilities to		Audit completed	20%		No further action	Manager Community Services


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	technology facilities for education purposes.	monitor use, value and upgrade as required						

2.2: We have services to promote and deliver health and wellbeing for all ages


2.2.1: Continue the Community Health and Wellbeing Alliance and implement the CH&W Plan

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.1.1	Facilitate mental and physical health awareness information	Partner with community organisations and health services to deliver a mental health program in October each year		Mental health focus of October 2018 Alliance meeting	100%		Seniors programs partnered with many local community groups and businesses for seniors week which received lot of positive feedback.	Manager Community Services
		List health and wellbeing events and links to community health		Health and wellbeing events listed on GHSC website	10%		Events updated and provided on website and social media platforms as well	Manager Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		services on the GHSC website					as promoted as appropriate through media and newsletters.	
2.2.1.2	Greater Hume Council becomes a health promoting council	GHSC supports and approves the actions of the Community Health and Wellbeing Alliance		The Alliance is supported by council and meets at least three times per year	20%		Health and wellbeing service providers invited to participate in DIAP consultation workshop.	Manager Community Services
		Undertake a review of the Community Health & Wellbeing Plan		Review completed and updated plan presented to Council by 30 June 2019	20%		No further progress	Manager Community Services
2.2.1.6	Develop partnerships with local health services to plan and implement key health promotion initiatives: injury	Engage the Community Health and Wellbeing Alliance in health promotion initiatives and support local, regional and		2-3 Health promotion activities per year	30%		Successful in MPH N grant for bushfire recovery for Greater Hume and Snowy Valleys play groups.	Manager Community Services



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	prevention, farm/work safety promotion, cancer prevention (particularly skin cancer prevention) and active community (physical activity promotion and nutrition)	national programs Implement the Holbrook Healthy Town Project			90%		Some programs still to be completed, youth events for skate park.	Manager Community Services



2.2.2: Develop a Greater Hume Youth Plan and continue Youth Advisory Committee


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.2.1	Provide training and mentoring opportunities for young leaders	Implement a young leaders training and mentoring action program		Revised youth leadership training plan developed by 30 June 2019	100%		Plan completed and implementation to commence in March 2021 after discussions with school Executive Committee. Prior to this year the leadership program was on hold due to COVID 19 restrictions.	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility


2.2.3: Continue to support the enhancement of children services across the Shire

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.3.1	Continue to review adequacy of existing childcare services and identify gaps in the provision of services according to the needs of local families	Undertake a biannual review of existing childcare services provided through engagement with preschools and other children's services		Biannual survey completed	70%		Feedback from strategic planning review and workshop completed. Draft plan completed.	Manager Community Services
2.2.3.2	Ensure that Greater Hume Children Services remains a relevant and	Implement the Greater Hume Children Services Strategic Plan including the implementation of a		Increase number of educators and increased number of FTE children in care	70%		Review of 12 month trial with inclusion of Holbrook centre this year has been completed. Plans have been	Manager Community Services


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	reliable service	targeted marketing strategy					established for increased numbers of children and educators, however, to date a major focus has been on attracting and retaining qualified educators as required.	
		Monitor operations of centre based Henty, Holbrook and Walla Walla Children Services			50%		Ongoing. Monthly financial reports prepared and reviewed.	Director Corporate & Community Services
		Undertake financial review of centres and family day care services to determine long term impact of COVID-19 crisis			100%		Completed. Review undertaken and impact quantified. Enrollment numbers have returned to pre-COVID levels and	Director Corporate & Community Services


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							CCS funding reinstated. No further impacts are anticipated at this time however the situation will continue to be monitored closely.	
		Finalise Memorandum of Understanding (MOU) with Henty Preschool and commence planning for service transition			0%		No further advice received from Preschool on this matter.	Director Corporate & Community Services

2.2.4: Develop a Memorandum of Understanding with Community Transport provider to improve community transport outcomes

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.4.1	Establish effective local community transport options	Support the ongoing provision of point to point transport service and advocate for retention of program at conclusion of the current trial period		Conduct two meetings annually	100%		Transport service continuing effectively. Council support provided when required	Director Corporate & Community Services


2.2.5: Advocate for safe work practices and employment standards

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.2.5.1	Implement best practice human resource policies and strategies to attract, engage, develop and retain the best and highly skilled staff to strengthen	Implement the strategies from the Workforce Management Plan		Annual report on implementation of Workforce Management Plan presented to Council	50%		Ongoing. Workforce Management Plan will be reviewed and updated as part of the development of new Community Strategic Plan and supporting sub-	Director Corporate & Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	workforce capacity						plans to commence 1 July 2022	
2.2.5.2	Provide a safe work environment	Integrated risk management system developed and implemented		WHS Committee meets a minimum of 4 times per year	75%		Continually under review and updated where necessary. Random alcohol and other drug testing commenced with two testing days held in the first half of the year.	General Manager


2.3: Volunteering is inclusive, well acknowledged and supported


2.3.1: Council acknowledges, partners and supports community committees and organisations and celebrates volunteering

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.3.1.1	Support self-help/support and interest groups such as men's shed, friendly visiting, craft groups and service clubs to be sustainable, accessible and inclusive.	Continue to acknowledge and work with local groups assisting with funding and resources to ensure there are accessible, affordable and inclusive.		Recruitment process undertaken to target self help / support and special interest groups to attend Alliance meetings	10%		No further progress	Manager Community Services


2.4: Our residents feel safe

2.4.1: Street lighting is effective and energy efficient



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.1.1	Implement the street light installation priority program	Continue the installation of new streetlights in accordance with the agreed priority program		Installation of new street lighting within budgetary requirements	90%		Majority of streetlighting has been changed to LED lights, remainder will be completed over 2021	Director Engineering

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.1.2	Expand the utilisation of solar powered and LED technology in streetlighting	Work with electricity authorities to implement LED technology for new and existing streetlights		Agreement reached with essential Energy for the installation of LED technology	90%		Majority of streetlights have been changed to LED, with the remainder to be completed in 2021	Director Engineering

2.4.2: Implement Council's Road Safety Strategy

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.2.1	Work with RMS, Lockhart Shire and the community to implement the Roads Safety Strategy	Implement the Road Safety Strategy annual priorities		Ongoing reduction in road fatalities and injuries in Greater Hume LGA	75%		All priorities are being implemented	Director Engineering



2.4.3: Engage community in developing and expanding accessible pedestrian cycle ways and walking track networks


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.4.3.1	Council to investigate opportunities and invest in liveability infrastructure such as recreation facilities, cycleways, footpaths, recreational walking tracks	Lodge grant applications for identified shared path projects under Action Transport funding program			100%		Applications lodged, but were not successful. Will lodge new applications for 2021/22	Director Engineering
		Implement actions from existing capital works program		90% of works completed as detailed in the capital works program	75%		Council has committed to funding Urana Road shared path from Pioneer Drive to Dight St, following unsuccessful active transport application. Council has committed \$25k funding towards a feasibility study for the Lavington to Urana Shared path project	Director Engineering


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility


2.5: Council provides learning and development opportunities for all

2.5.1: Community spaces allow our residents to learn and engage

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
2.5.1.1	Investigate feasibility of developing additional libraries within the shire or improving access to library facilities and information services	Investigate alternative methods of service delivery to rural and remote communities		Report on mobile library usage and alternatives presented by 30 June 2019	80%		Mobile library usage is presented to Council on a monthly basis.	Team Leader Library & Youth Services
		Create and promote traditional and online library services		Develop and implement an outreach program to promote online resources and traditional library resources at two communities annually	100%		During Q2 the following outreach services were provided to the community Book Week 2020 Outreach Services provide to: Jindera Public School Jindera St John's School Culcairn Public	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							St Joseph's Culcairn Gerogery Public School Burrumbuttock Public School Brocklesby Public School Walla Walla Children Services Jindera Preschool All Henty Schools program delivered in the Henty Park Christmas presentations were also delivered to the Henty Children Services	
		Investigate and implement new and innovative programs in Council's libraries		Children's programs delivered in conjunction with RRL. Youth programs delivered. Author talks conducted.	80%		All GHC present in total four online storytime sessions per month, feed back from ALIA indicates GHC is one of the most successful LGA's presenting online	Team Leader Library & Youth Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							<p>storytime. Grant funding enabled Women's Week to be held in three of the four libraries and one as an outreach program. Grant funding also enable Seniors' Week to be held in all libraries, the Jindera Pioneer Museum, and the Walla Walla Memorial hall. Children's programs and planned to be held in April with the Vege Plot presenters and Lego workshops.</p>	
		Promote existing programs to increase library participation		Report on library membership and participation in library programs presented to Council annually	80%		Library membership and participation in library programs reported on a monthly basis to	Team Leader Library & Youth Services



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							council. Staff will undertake training in April with the NSWPLA as well as attending a RRL branch meeting to further increase membership and participation in libraries.	
2.5.1.2	Create an environment that attracts and enables caring and qualified staff	Library staff to attend a minimum of two training information days with RRL		% of staff attending two training/information days	80%		One library staff member attended a recent RRL Branch meeting and one a NSWPLA Members - Engaging and Retaining workshop.	Team Leader Library & Youth Services

3: Growth and Sustainability




Objective: We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities.


3.1: We have prosperous and diverse local businesses and a growing economy




3.1.2: Partner with local, state and national departments and organisations to grow and expand accessible and inclusive local business


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.1.2.1	Promote industrial development to enhance employment opportunities	Promote the existing industrial land development at Holbrook and Jindera		Promotion plans developed and implemented	75%		Plans well advanced for the release of a further 7 lots at Jindera and 4 at Holbrook. Quotations have been received for the development of a longer term plan for the Jindera Industrial Estate.	General Manager
		Assess development opportunities for industrial land development		Feasibility report completed for industrial land development in	75%		Industrial estates at Holbrook and Jindera - Stage 2 blocks - all sold, or under	Executive Assistant

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		elsewhere in the shire		Henty, Culcairn and Walla Walla.			contract. Certificate of title issued and contract prepared for sale of 7,300 sqm at Enterprise Drive to Ten Mile Engineering, exchange imminent. Next stages - subdivision design well advanced, contractors quotes provided for provision of services for next stages at Holbrook and Jindera industrial estates. Waiting list of interested purchasers is maintained and updated with new enquiries.	

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.1.2.2	Encourage and support local businesses to enhance employment opportunities	Continuance of Buy Local in Greater Hume campaign			75%		Officer updating the business database in this quarter. Aim to reprint directory next quarter.	Executive Assistant
		Council's procurement practices to promote local purchasing where a fit for purpose and cost effective option is available		Compliance with procurement procedures monitored and reported to Directors	75%		Compliance with purchasing procedures continues to improve through the continued introduction of Vendor Panel. Local Preference Purchasing Policy to be reviewed during the fourth quarter.	General Manager
		Business newsletter compiled and		Two forums held annually with Riverina Murray	75%		Business newsletter issued in the quarter. A	Executive Assistant



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		released quarterly		Business Enterprise Centre			total of 7 business alerts issued to database during the quarter. Greater Hume partnered with BEC and ran women in business event in March 2021 at four locations, total 92 women participated in activities.	
				Membership of NSW Business Chamber maintained				
		Participation on RivJo Drought Sub Committee			50%		Adverse events plan adopted December 2020. Committee to be known as Critical Events Coordination Committee. TOR prepared. Meetings (zoom) 10 Feb 2021.	Executive Assistant


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Promote and support business mentoring and training services			75%		Women in Business event held in March 2021 partnered with Business Enterprise Centre (Business Connect).	Executive Assistant
3.1.2.3	Advocate for employment opportunities with new and existing business/industry and local training	Continue to promote the buy local policies and invest in attracting new business to improve employment		Annual investment in the Buy Local program	75%		Buy Local message promoted in Country Change promotions and in Community Newsletter (Autumn) issue.	Executive Assistant
3.1.2.4	Review the provision of Council's services and take action to address services that impede the smooth	Investigate and adopt an option that allows remote access to Council's		Remote access technology installed at Culcairn Landfill	75%		Following an unsuccessful tendering process the component of	Director Environment & Planning

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	operation of local businesses	Culcairn Waste Management Facility					this project have been determined and individual quotations obtained.	
3.1.2.5	Council look for opportunities to address organic material in the waste stream	Investigate funding opportunities to process organic materials			60%		Council staff have been engaged in determining costings whereby Council would process organic material.	Director Environment & Planning




3.2: Our towns and villages are revitalised

3.2.1: Implement inclusive and accessible Small Town Revitalisation Initiatives for all villages and towns as part of the Master Planning Process



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.2.1.1	Undertake community consultation and undertake data collection and research to inform amendments to GHLEP 2012	Investigate options for amendments to GHLEP 2012 to support more opportunities for residential development			75%		Council has successfully amended the GHLEP 2012 to make provision for residential land in Culcairn. The Jindera Residential Land Use Strategy is on exhibition	Director Environment & Planning
3.2.1.2	Continue to support and develop sporting facilities and other community infrastructure	Provide assistance to community groups in the development of funding applications		Promote and provide grant writing assistance to community and sporting groups when required (and where resources allow)	0%		Grant writing workshop provided via zoom to clubs and groups, particularly for Riverina Water Grants. One on	Manager Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
				Host two grant writing workshops in the shire each year			one assistance provided to Walla Walla primary school and development committee, Holbrook schools through support for youth projects and Henty community groups	
		Promote Council's loans to community groups policy to encourage maximum uptake of available low interest loans		Promote council policy through shire newsletter on a quarterly basis and through community email database	0%		No budget provision made	Manager Community Services

3.2.2: Develop a New Resident Attraction Strategy for Greater Hume Shire and expand new residential estates

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.2.2.1	Promote residential development	Investigate the cost of construction for residential land developments and initiate where approved by Council		Complete construction of the Walla Walla residential subdivision	75%		Preliminary planning for Culcairn substantially completed and Consultants appointed to undertake the detailed for stage 2 at Walla Walla.	General Manager
		Investigate the cost of residential land developments		Report on residential development opportunities in Culcairn and Henty presented to Council by 30 June 2019			No further action during the quarter.	General Manager
3.2.2.2	Attract new residents to the shire	Continue partnership with Country Change program auspiced by RDA Riverina		Discussion held with AlburyCity regarding possible partnership	75%		Work this quarter included preparation of material for digital campaign feature month of April, promoting affordable land and housing (median), PRD Top 10 Affordable regions,	Executive Assistant




DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							<p>and new photography. Businesses in Greater Hume were invited to participate by providing jobs, and promotional messages, e.g. education and accommodation. Council has joined the Regional Activators Alliance, created by the Regional Australia Institute. Officer attended Regions Rising Annual Summit in Canberra on 18 - 19 March where the Liveability Toolkit was launched, as well as the national awareness campaign Move to More. Move to More is aimed at metro audiences to get them to think differently (positively) about living and</p>	





DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							working in regional and rural Australia. The national launch of Move to More happens in May 2021.	
		Develop a promotional plan to generate enquiry for allotments in the Jacob Wenke Drive Residential Subdivision at Walla Walla			75%		All 7 allotments in Stage 1 sold or under offer. Enquiries are being received for next stage of development. Subdivision is progressing.	Executive Assistant
		Develop new resident attraction strategy and collatorals			75%		National and regional campaign progressed in the quarter. National campaign - Council joined Regional Activators Alliance late in 2020. Officer attended national summit in March 2021.	Executive Assistant


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							Regional Campaign, Council continues to invest in Country Change digital marketing campaign. 4 videos have been created about movers or relocators to Greater Hume. Excellent reach. Stats requested but not available yet. Will be reported on.	




3.3: Increased number of visitors enjoy our shire



3.3.1: Develop a local tourism operator forum and strategy



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
3.3.1.1	Implement the Greater Hume Shire Visitor Experience Plan	Encourage development, promotion, funding and management skills of events which are family orientated, locally led and unique.		Conduct an Event Management Workshop and continue to update the Events Guide	75%		Greater Hume event organisers were encouraged to participate in the Destination Inspiration Program run by Murray Regional Tourism and Destination Riverina Murray.	Executive Assistant Tourism & Promotions
		Support Greater Hume Shire's tourism operators and event organisers to participate in Awards at local, regional, state and national level.		One Tourism Operator or Event Organiser entered in appropriate Awards each year.	75%		Held over until award nominations are announced.	Executive Assistant Tourism & Promotions
		Identify and develop interpretational signage for towns/villages, attractions and historical areas.		Interpretational signage developed as identified.	75%		Achieved and Ongoing	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Work collaboratively with local, state and federal governments and organisations to enhance our visitor experience.		Continue our relationships with DNSW, MRT and Museums and Galleries NSW, NSW National Parks and Wildlife, Tourism Vic, NSW Rail Heritage, Destination Riverina Murray.	75%		Working with MRT and DRM to encourage tourism operators in Greater Hume to attend Destination Inspiration Workshops and participate in Mentoring Program (4 operators applied, 2 were accepted).	Executive Assistant Tourism & Promotions
		Create an ambassador/famil program and develop workshops to promote the visitor experience.		Visitor Experience Ambassador Program developed and a yearly workshop conducted.	75%		Working with Murray Regional Tourism to develop some ambassador workshops later in 2021 as part of a region wide ambassador development program.	Executive Assistant Tourism & Promotions
		Ongoing development of Visitor Information Point network, with a greater emphasis on communication, training and famils			75%		Achieved and Ongoing - a famil run is planned for May 2021.	Executive Assistant Tourism & Promotions
		Redevelopment of visitgreaterhume.com.au through OpenCities		VIP knowledge is expanded through the ambassador program	75%		Achieved and Ongoing	Executive Assistant

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		including ATDW		Increased bookings through visitgreaterhume.com.au via Bookeasy platform				Tourism & Promotions
		Liaise with media by offering to arrange interviews, testimonials, new developments, special events, awards, articles, photography or regular spots on radio and TV or articles in print and social media.		Number of positive visitor and tourism media articles.	75%		Achieved and Ongoing - Advert and editorial for Out and About Autumn 2021 in Border Mail. - Produced and emailed 'What's On in February and March. - Social media tiles on towns and villages, tours and itineraries rolled out. - The Murray Regional Tourism (MRT) Love The Murray campaign in market from 22 March to 30 May, 2021 via social media to create desire to visit and build awareness. - Destination NSW and MRT - Media Visit by travel journalist Anthony Dennis, article published in Sunday Age - January 2021. https://www.traveller.com.au/murray-river-travel-guide-an-epic-journey-from-wentworth-to-albury-h1totl , Features Ten Mile Café and Submarine Museum at Holbrook. - Destination NSW - The Mighty Murray River Drive episode of The Long Road web series features destinations and operators of the Murray. Featuring Ash London with	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							Polish Club, the video, https://www.youtube.com/watch?v=J-hS-Zo4_o4 Features Bits & Boots Pony Rides at Jindera.	
		Continue to promote Greater Hume social media presence on Facebook and develop resources (eg photography and film) to expand into other sites such as Google maps and YouTube.		Gradual increase in social media presence, measured through likes, friends and followers.	75%		Achieved and Ongoing - gradual increase in social media followers and approx 459 posts sent out.	Executive Assistant Tourism & Promotions
		Develop self drive and walk/bike/ride tour itineraries incorporating historical and environmental attractions in towns/villages and shire.		Itineraries developed and maps/leaflets produced.	75%		Achieved and Ongoing - developing social media posts around tours and itineraries.	Executive Assistant Tourism & Promotions
		Incorporate into budget attendance/presence at specialist events such as caravan and camping shows, travel		Attend one event each year depending on cost.	75%		Achieved and Ongoing	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		shows and other specialist events by either tourism staff or operators.						
		Greater Hume Tourism Public Forums held quarterly in different community locations where tourism operators, event organisers and interested members of the public are invited to discuss current tourism trends, initiatives and opportunities		Four Greater Hume Tourism Public Forums held each year	75%		4 Tourism and Promotions eNews sent out to all tourism operators in Greater Hume.	Executive Assistant Tourism & Promotions
		History and Heritage - Museums Program to provide guidance, training and expertise to our public and private museums and historical society's such as museum advisors, grants and volunteer and skill development		Museum Program continued with an annual report on outcomes from the Museum Advisor provided to Council. satisfaction with heritage values and building greater than 4 as measured by the Community Satisfaction	75%		Greater Hume has been successful in receiving two grants - Create NSW - Regional Cultural Fund - Digitisation Round - \$332,745 - In partnership with Albury City (lead agency)) - Murray Region Digitisation Hub - The Project will involve the engagement of a Digitisation Project Officer and the development of a digitisation workshop space and studio at the LibraryMuseum's offsite storage facility, specialist equipment and professional training programs will build	Executive Assistant Tourism & Promotions

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		workshops.		survey			and maintain skills responsive to the capacity of individual museums, facilitating the digitisation of at least 400 objects including an online presence through visitgreaterhume. Museums & Galleries NSW - \$13,000 - Greater Hume will be engaging 2 x local creative to research, develop, film and edit a 6 episode web series focused on the interpretation of objects and stories from each of the community museums.	
		Natural Environment - Liaise with NSW Government agencies to further develop the natural areas of Lake Hume, Doodle Cooma Swamp, Gum Swamp, Woomargama National Park, Murray River, Benambra National Park, Billabong Creek.		Signage, Facilities and Promotional Collateral developed or upgraded. Satisfaction with protection of natural environment and wildlife greater than 4 as measured by the Community Satisfaction survey	75%		Awaiting outcome of grant application to Bushfire Local Economic Recovery Fund for development of Hanel's Lookout at Woomargama National Park in partnership with NPWS..	Executive Assistant Tourism & Promotions
		Agri Tourism - Encourage individuals and agricultural businesses to		Culinary and agri tourism businesses within the Shire participating in Murray	75%		Two agritourism operators in Greater Hume have submitted successful applications for the Destination Riverina Murray (DRM) and Murray Regional	Executive Assistant



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		development farm gate and niche produce		Regional Tourism Food and Agri Tourism Program.			Tourism (MRT) - 2021 Destination Inspiration Mentoring Program - Flyfaire Wines and Holbrook Paddock Eggs (2 of 15 successful applicants from across the Murray and Riverina regions). A one-on-one mentoring program. The 6-month program will be facilitated by Karen Oliver of KO Tourism. The program is designed to accelerate the product development process and progress ideas into new or enhanced experiences for visitors to the region. The cost to each participant is \$450 and will be heavily subsidised by DRM and MRT. The program will run from May until November 2021.	Tourism & Promotions



4: Good infrastructure and facilities



Objective: Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community.

4.1: Infrastructure and facilities meet the needs of our communities

4.1.1: Develop and implement five yearly Asset Management Strategy and Plans



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.1.1	Identify opportunities for external grant funding	Seek grant opportunities and advertise on Council's website		All relevant grants are advertised on GHSC website	75%			Executive Assistant
		Council actively seeks and applies for grant funding for non-budgeted identified priority projects		Priority projects list developed and reviewed annually by Councillors	75%		Five funding applications submitted under the Bushfire Local Economic Recovery Program and Council is awaiting an announcement. Library development grant also submitted to refurbish the Holbrook Community Meeting Room.	General Manager
				Number of projects identified and grants applied for				



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		Council actively seeks and applies for grant funding for non-budgeted identified priority projects			55%		Implementation continuing with input of road and water and sewerage data.	General Manager
4.1.1.2	Ensure investment in the upgrade of roads infrastructure is targeted and prioritised	Review and implement Council's Roads Strategy		kms of road reconstruction annually as measured against current council benchmark	75%		Road Strategy is being revised. Revised strategy to be adopted in second half of 2021	Director Engineering
				Community satisfaction with town roads greater than 3.5, sealed rural roads greater than 3.5, unsealed rural roads greater than 3.0				
				kms of unsealed roads resheeted annually as measured against current council benchmark				

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
				kms of sealed roads resealed annually as measured against current council benchmark				
				% of unsealed roads graded as measured against current council benchmark				
		Continue to collect and record asset data in order to inform current and future asset management strategies and plans		Appropriate asset management plans reviewed annually	75%		Ongoing data collection is continuing as required	Director Engineering
4.1.1.4	Develop an Integrated Asset Management Plan for all of Council's assets	Review the Asset Management Policies as required (by review date)		Integrated Asset Management Plan reviewed	75%		Further Asset Plans and Strategies will be reviewed in 2021 after implementation of new Asset Management System (Asset Finda)	Director Engineering


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility

4.1.2: Engage the community to develop Recreation Plan describing accessible and age friendly public facilities in our spaces and places
 Parks Playgrounds and Reserves Public Toilets Sporting Fields Swimming Pools Public Halls

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.2.1	Support with long term planning and maintenance at recreation grounds	Develop oval upgrade plans for Culcairn, Henty, Holbrook and Jindera incorporating drainage, irrigation and turfing options		Satisfaction with the provision and maintenance of sporting fields greater than 4 as reported in the Community satisfaction survey	100%		Oval refurbishments have been completed, with only minor issues being attended too.	Director Engineering
4.1.2.2	Implement the program for the upgrade of public toilets and playgrounds	Update Henty Man Public Toilets			0%		The Henty Man toilet upgrade was not adopted as part of the delivery program for the 2020/21 year	Director Engineering


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.2.3	Review current Public Toilet Upgrade Program and develop an upgrade program for playgrounds	Implement a process to review public toilet upgrade program and develop an upgrade program for playgrounds		Review of Public Toilet Upgrade Program and playground upgrade program completed	0%		Due to increasing grant work, project will most likely be held over to 2021/22	Director Engineering
4.1.2.4	Investigate option to replace the ageing Jindera Hall with a new facility	Determine whether grant funding is available to partially fund the Jindera Hall			20%		No suitable grant options have been determined.	Director Environment & Planning

4.1.3: Affordable, accessible housing supports the needs of the community


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.3.1	Continue to provide social housing and consider supporting housing for disadvantaged younger people and families linking them to local services for support	Review social housing facilities and develop a 5 year Improvement Works Program		Provision of social housing retained	25%		Regular inspections ongoing. Maintenance reporting processes being streamlined and long term maintenance plan	Director Corporate & Community Services

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							being developed	

4.1.5: Improve streetscapes of our towns and villages


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.5.1	Develop and implement a street tree plan for each town and village	Map all street trees in towns and villages on Council's GIS mapping system		Mapping completed Community satisfaction with the appearance of towns and villages greater than 4.0	0%		Will be actioned in 2021/22	Director Engineering

4.1.6: Expand waste water strategies into villages

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.6.1	Investigate and develop concept designs for waste water collection and treatment in	Scope and cost schemes in each of the identified		Scoping studies completed	30%		Being progressed as part of IWCM strategy, Risk issues have been identified in first	Director Engineering

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	Gerogery, Woomargama and Burrumbuttock	villages and document					draft of IWCM for Gerogery, Woomargama and Burrumbuttock	



4.1.8: Mitigate against natural disasters (Flood and Bushfire Management)


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.1.8.1	Implement strategies identified in the adopted Flood Plain Risk Management Plans and Bushfire Risk Management Plans with successful funding applications	Submit funding applications for flood and bushfire mitigation works and implement works if funding is successful Submit funding applications for Culcairn, Henty and Holbrook		Funding applications submitted	75%		Grants have been lodged for Culcairn and Henty Flood mitigation projects with the State Government , and State Government has lodged a grant application with the Federal Government for the Holbrook Project due to its size and cost.	Director Engineering

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
							Design and costing of the flood mitigation projects in Jindera and Walla are nearing completion	


4.3: We minimise the impact on the environment

4.3.1: Waste Management Strategy incorporates recycling and carbon reduction actions


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.1.1	Develop a Waste Management Strategy that includes a transition to a waste facility with a Environmental Protection Licence	Undertake the adopted recommendations arising from the first year of Greater Hume Waste Strategy 2019-2023		Completion of the adopted recommendations of the first year of the Greater Hume Waste Strategy 2018-2023	50%		Council is progressing with the remote access to the Culcairn landfill.	Director Environment & Planning
4.3.1.2	Investigate feasibility of introduction of	Indicatively cost the provision of a third			70%			Director Environment & Planning

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
	kerbside collection of organics	organics bin for kerbside collection						
4.3.1.3	Encourage purchase of material containing recycled content	Develop a sustainable purchasing policy to ensure procurement of material containing recycled content			0%			Director Environment & Planning



4.3.2: On-site Sewerage Management systems are environmentally sustainable

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.2.1	Continue to improve and monitor the management of onsite effluent disposal within the shire	Implement the On Site Sewerage Management (OSSM) Policy		Inspect a minimum of 50 onsite sewerage management systems annually	75%		29 inspections have been undertaken	Director Environment & Planning

4.3.3: Best practice waste water management



DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.3.1	Manage waste water and effluent in a sustainable manner	Provide and maintain sewerage disposal and effluent re-use systems that meet the needs of residents of the shire			75%		All sewerage systems are operating to required standards	Director Engineering

4.3.4: Best practice weed management

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.4.1	Continue to support effective weeds management (private and public lands)	Actively participate in the Murray Weed Action Plan		Attend at least two meetings of the Murray Weed Management Committee per annum.	50%		Meetings have been attended	Director Environment & Planning
		Undertake inspections on private and public land to detect and		Undertake 400 property inspections annually. Satisfaction with noxious weeds management and control on public land	50%		44 inspections have been undertaken.	Director Environment & Planning


DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
		assess weed infestations		greater than 3.25 as measured by the Community Satisfaction survey				

4.3.5: Drive energy efficiency with implementation of renewable and efficient assets and resources

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.5.1	Investigate opportunities to reduce the energy and water costs at Council's sporting facilities	Installation of energy saving infrastructure at recreation grounds across the shire as recommended by the energy audit		Installation of energy saving infrastructure completed at one recreation ground per year	0%		Investigation in energy use to be undertaken when resources permit	Director Engineering
4.3.5.2	Expansion of energy efficiency plan for Council public swimming pools	Investigate additional cost savings for swimming pools		Installation of energy saving infrastructure completed at Culcairn office	100%		Solar installations completed at shade/solar installations completed at Holbrook and Culcairn, Solar installed on roofs at Henty, Jindera and Walla Walla.	Director Environment & Planning

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility

4.3.6: Manage water resources and water quality responsibly

DP Action Code	DP Action	Action	Findings	Performance Measure	Progress	Traffic Lights	Comments	Responsibility
4.3.6.1	Implement the program of works identified in the Drinking Water Quality Management Plan	Implement the program of works identified in the Drinking Water Quality Management Plan for 2018/2019		Compliance with the water quality standards	75%		Works identified in Drinking Water Management Plan are being implemented as detailed in the plan	Director Engineering