

# **Annual Plan Report 2021/2022**

## Our Community

*A supported, cohesive community, living a full and healthy life.*

**Build an aspiring community, achieving and living a full life where: Family Violence is unacceptable in our community Children are loved and safe Everyone has the language and literacy skills needed Young people are celebrated as they strive to reach their full potential Everyone can learn, earn, achieve and dream.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.1.2	Advancement of projects in areas of Early Years Literacy Engagement of Young People Addressing Family Violence Work Readiness		Complete implementation of future of Library Services Reports, including investigations for expansion of outreach services to small towns.	General Manager Community Wellbeing	01/07/2021	30/06/2022
1.1.2	Advancement of projects in areas of Early Years Literacy Engagement of Young People Addressing Family Violence Work Readiness		Develop a Youth Strategy for the Shire	Manager Community Partnerships	01/07/2021	30/06/2022
1.1.2	Advancement of projects in areas of Early Years Literacy Engagement of Young People Addressing Family Violence Work Readiness		Lead a shire wide collaborative project with Central Goldfields to support children and their families to make the transition from kinder to school.	Manager Go Goldfields	01/07/2021	30/06/2022
1.1.2	Advancement of projects in areas of Early Years Literacy Engagement of Young People Addressing Family Violence Work Readiness		To establish a shared understanding across the organisation of family violence that aligns with the Multi-Agency Risk Assessment and Management Framework	Manager Community Services	01/07/2021	30/06/2022
1.1.3	Develop a 10 year Community Plan		Complete the Maryborough Flood Study	Manager Infrastructure	01/07/2021	30/06/2022
1.1.3	Develop a 10 year Community Plan		Construct shade sail structures as identified in the community plans in Bealiba, Bet Bet, Dunolly, Majorca, Talbot and Timor.	Manager Infrastructure	01/07/2021	30/06/2022
1.1.3	Develop a 10 year Community Plan		Develop a Community Vision which describes the municipal community's aspirations for the future of the municipality.	Manager Community Engagement	01/07/2021	31/10/2021

### Support and encourage volunteerism in the community.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.2.1	Provide a safe, fun, encouraging and welcoming environment for volunteers and promote the benefits of a volunteer organisation		Implement Year 1 actions identified in the Central Goldfields Volunteer Strategy and Action Plan	Manager Tourism Events and Culture	01/07/2021	30/06/2022
1.2.2	Develop a Community Support Policy (including Grants Program) to assist the work of community groups		Support community through Council's annual Community grant program.	Manager Community Partnerships	01/07/2021	30/06/2022

**Ensure that all of our community, regardless of diversity, can live a full and healthy life.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.3.1	Implement Central Goldfields Public Health and Wellbeing Plan		Deliver the Children and Young People First project (2y funding) to improve health and wellbeing outcomes for children and young people.	Manager Go Goldfields	01/07/2021	30/06/2022
1.3.1	Implement Central Goldfields Public Health and Wellbeing Plan		Deliver the Empowered Parents, Empowered Communities program including training and recruitment of practitioners and bringing practitioners and parents together as partners for shared learning and capacity building.	Manager Go Goldfields	01/07/2021	30/06/2022
1.3.1	Implement Central Goldfields Public Health and Wellbeing Plan		Develop a community action plan to implement youth live 4 life suicide prevention program	Manager Community Partnerships	01/07/2021	30/06/2022
1.3.1	Implement Central Goldfields Public Health and Wellbeing Plan		Develop a plan with key stakeholders to improve the outcomes for Central Goldfields children and families across the 5 Every Child, Every Chance priority areas.	Manager Go Goldfields	01/07/2021	30/06/2022
1.3.1	Implement Central Goldfields Public Health and Wellbeing Plan		Develop and begin implementation of Council's Municipal Health & Wellbeing Plan 2021-2025	Manager Community Partnerships	01/07/2021	30/06/2022
1.3.1	Implement Central Goldfields Public Health and Wellbeing Plan		Maternal and Child Health and Immunisation services to develop an extended outreach program.	Manager Community Services	01/07/2021	30/06/2022

**Provide leadership in municipal emergency and fire prevention planning and strengthen public safety.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.4.1	Coordinate Municipal Emergency Management Plans and Committee		Develop a calendar of communications (aligned with seasonal emergencies) with supporting materials for both Loddon and Central Goldfields	Manager Community Partnerships	01/07/2021	30/06/2022
1.4.2	Implement recommendations from flood management plans including flood mitigation works		Implement the Carisbrook Flood and Drainage Management Plan, specifically the completion of the western levy and additional creek clearing	Manager Infrastructure	01/07/2021	30/06/2022

**Promote and enhance passive and active recreation.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.6.1	Develop a Central Goldfields Shire Recreation Plan		Implement recommendations and actions from the Active Central Goldfields: Recreation and Open Space Strategy 2020-2029 - 1. Develop the Maryborough Master Plans 2. Conduct a feasibility study for water play. 3. Installation of outdoor gym equipment	Manager Community Partnerships	01/07/2021	30/06/2022
1.6.2	Continue to implement priorities from Major Recreation Reserves Master Plans		Construct the Maryborough Skate and Scooter Park	Manager Community Partnerships	01/07/2021	30/06/2022
1.6.2	Continue to implement priorities from Major Recreation Reserves Master Plans		Construct the new Carisbrook Recreation Reserve pavilion.	Manager Community Partnerships	01/07/2021	30/06/2022
1.6.2	Continue to implement priorities from Major Recreation Reserves Master Plans		Develop a landscape plan for Phillips Gardens, Maryborough	Manager Operations	01/07/2021	30/06/2022

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.6.2	Continue to implement priorities from Major Recreation Reserves Master Plans		Finalise concept designs for the Deledio Reserve upgrade in Dunolly and seek funding to support the upgrade.	Manager Community Partnerships	01/07/2021	30/06/2022
1.6.2	Continue to implement priorities from Major Recreation Reserves Master Plans		Installation of a publicly accessible dump point in Dunolly	Manager Tourism Events and Culture	01/07/2021	30/06/2022
1.6.2	Continue to implement priorities from Major Recreation Reserves Master Plans		Investigate installation of Deledio Reserve Signage.	Manager Tourism Events and Culture	01/07/2021	30/06/2022

**Support positive development for residents of all ages and abilities.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.7.1	Develop a Municipal Early Years Plan		Go Goldfields/Maternal Child Health to support in the delivery of childbirth education to pregnant women and their partners in CGSC.	Manager Community Services	01/07/2021	30/06/2022
1.7.1	Develop a Municipal Early Years Plan		Include recommendations from the Regional Early Years and Literature Strategy into the Municipal Early Years Plan.	Manager Community Services	01/07/2021	30/06/2022
1.7.1	Develop a Municipal Early Years Plan		Seek funding to develop a business plan for a new early years integrated centre.	Manager Community Services	01/07/2021	30/06/2022
1.7.3	Implement priorities from the Positive Ageing Strategy		Finalise and begin implementation of the Positive Ageing Strategy for the community and council to adequately prepare and respond to the needs and ambitions of our older residents.	Manager Community Services	01/07/2021	30/06/2022

**Maximise all forms of connectivity for the community.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
1.8.1	Advocate for enhanced passenger rail services		Advocate for increased passenger rail services working with our Regional partners	Manager Strategy and Economic Development	01/07/2021	30/06/2022
1.8.3	Deliver local Community Transport Plan		Implementing Integrated transport strategy through a review of the community bus routes and supporting infrastructure projects.	Manager Community Services	01/07/2021	30/06/2022
1.8.4	Implement priorities from the Walking and Cycling Strategy		Build footpaths identified in Walking and Cycling Strategy in Maryborough, Carisbrook, Dunolly, Bealiba.	Manager Infrastructure	01/07/2021	30/06/2022
1.8.4	Implement priorities from the Walking and Cycling Strategy		Explore the potential to develop a rail trail from Maryborough to Castlemaine via Newstead, with a link to Maldon.	Manager Community Partnerships	01/07/2021	30/06/2022

## Our Economy

### *A vibrant local economy which contributes to the municipality's economic prosperity*

Facilitate an environment which is conducive to industry/business growth and employment growth and retention.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
2.1.1	Develop an Economic Development and Tourism Strategy		Development of a strategic plan for the Central Goldfields Art Gallery	Manager Tourism Events and Culture	01/07/2021	30/06/2022
2.1.1	Develop an Economic Development and Tourism Strategy		Installation of digital infrastructure and an interpretive experience at the Visitor Information Centre	Manager Tourism Events and Culture	01/07/2021	30/06/2022
2.1.1	Develop an Economic Development and Tourism Strategy		Progress the Maryborough Railway Station Activation Project towards completion	Manager Strategy and Economic Development	01/07/2021	30/06/2022
2.1.1	Develop an Economic Development and Tourism Strategy		Seek funding for development of a stand alone website for the Central Goldfields Art Gallery	Manager Tourism Events and Culture	01/07/2021	30/06/2022
2.1.3	Participate in the development and implementation of Regional Economic Development Strategies		Develop a business plan for the Maryborough Aerodrome	Manager Strategy and Economic Development	01/07/2021	30/06/2022

Promote Central Goldfields as a place of choice to live, work and play.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
2.3.4	Advocate for a wastewater scheme for Talbot township		Commence and develop the Talbot Futures Project that will provide a business case for sewerage provision in Talbot and a township structure plan to manage future growth, in consultation with the Talbot community. (Year 1 of 2).	Manager Strategy and Economic Development	01/07/2021	30/06/2022
2.3.4	Advocate for a wastewater scheme for Talbot township		Development of a Domestic Wastewater Management Plan to address existing and future domestic wastewater issues within unsewered townships.	Strategic Planner	01/07/2021	30/06/2022

Provide a supportive environment for existing business to prosper.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
2.4.2	Support Committee for Maryborough and other business groups in the Central Goldfields Shire		Continued support for pandemic economic and community recovery	Manager Strategy and Economic Development	01/07/2021	30/06/2022
2.4.2	Support Committee for Maryborough and other business groups in the Central Goldfields Shire		Develop and implement the Maryborough Retail Recovery Program	Manager Strategy and Economic Development	01/07/2021	30/06/2022
2.4.2	Support Committee for Maryborough and other business groups in the Central Goldfields Shire		Review options to support activation across the Shire during special events including Christmas and Energy Breakthrough.	Manager Tourism Events and Culture	01/07/2021	30/06/2022

**Capitalise on tourism and the visitor economy through growth of events and promotion of unique local experiences.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
2.7.1	Advance the Goldfields Heritage Development and Opportunity Project towards World Heritage Listing		Continue to advocate for Maryborough as the Goldfields and World Heritage Centre.	Manager Tourism Events and Culture	01/07/2021	30/06/2022
2.7.1	Advance the Goldfields Heritage Development and Opportunity Project towards World Heritage Listing		Development and implementation of a Central Goldfields Shire Heritage Interpretation Strategy that is integrated with the Maryborough Railway Station Activation Project	Manager Strategy and Economic Development	01/07/2021	30/06/2022
2.7.2	Review and update the business and marketing plan for Energy Breakthrough		Develop and implement an Energy Breakthrough infrastructure improvement and marketing plan in consultation with local businesses and the community	Manager Tourism Events and Culture	01/07/2021	30/06/2022
2.7.2	Review and update the business and marketing plan for Energy Breakthrough		Upgrade Princes Park Precinct to improve the Energy Breakthrough visitor experience	Manager Tourism Events and Culture	01/07/2021	30/06/2022

## Our Built & Natural Environment

*Central Goldfields Shire celebrates the rich built and natural heritage and a sustainable environment.*

Ensure investment in roads, footpaths and buildings meet community needs now and in the future.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
3.1.1	Undertake service planning to establish asset requirements to deliver services		Design and cost new public toilets for the Rene Fox Gardens Dunolly	Manager Infrastructure	01/07/2021	30/06/2022
3.1.2	Review and update Asset Management Plans and prepare a 10 year capital works program		Complete shire wide buildings condition assessment audit.	Manager Operations	01/07/2021	30/06/2022
3.1.2	Review and update Asset Management Plans and prepare a 10 year capital works program		Develop an Asset Management Plan and Road Management Plan.	Manager Infrastructure	01/07/2021	30/06/2022
3.1.2	Review and update Asset Management Plans and prepare a 10 year capital works program		Update the Nolan Street Customer Service Centre and Offices to provide accessible and COVID safe facilities	Manager Business Transformation	01/07/2021	30/06/2022
3.1.2	Review and update Asset Management Plans and prepare a 10 year capital works program		Upgrade the electrical system in the Maryborough Town Hall	Manager Infrastructure	01/07/2021	30/06/2022
3.1.3	Develop a plan to divest from assets that are surplus to community needs		Develop a plan to divest from assets that are surplus to community needs	Manager Governance Property and Risk	01/07/2021	30/06/2022

Improve the appearance of township entrances and streetscapes.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
3.2.2	Collaborate with township tree committees on tree plantings and maintenance		Complete shire wide tree audit	Manager Operations	01/07/2021	30/06/2022

Protect and enhance the environment while planning for growth.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
3.3.1	Review and update the Central Goldfields Planning Scheme and Municipal Strategic Statement		Complete a Planning Scheme Amendment to implement key strategic directions developed in the Planning Scheme Review, the Population Housing and Residential Settlement Strategy and the Economic Development Strategy	Strategic Planner	01/07/2021	30/06/2022
3.3.1	Review and update the Central Goldfields Planning Scheme and Municipal Strategic Statement		Complete an industrial land study	Manager Strategy and Economic Development	01/07/2021	30/06/2022
3.3.1	Review and update the Central Goldfields Planning Scheme and Municipal Strategic Statement		Extend the better approvals program to include dwelling proposals	Strategic Planner	01/07/2021	30/06/2022

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
3.3.1	Review and update the Central Goldfields Planning Scheme and Municipal Strategic Statement		Undertake a Planning Scheme Amendment to correct errors and anomalies in the Central Goldfields Planning Scheme	Manager Strategy and Economic Development	01/07/2021	30/06/2022
3.3.4	Implement the actions from Council's Sustainability Plan		Undertake the development of a climate action plan	Manager Strategy and Economic Development	01/07/2021	30/06/2022

**Ensure waste management meets current and future demand and standards.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
3.4.1	Review and update Council's Waste Management Plan		Update transfer stations to include separate glass recycling facilities, investigate locations for glass collection facilities throughout Shire.	Manager Infrastructure	01/07/2021	30/06/2022

**Protect and preserve our heritage assets.**

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
3.5.1	Implement recommendations from Cultural Heritage Plans for heritage listed buildings		Finalise the Conservation Management Plan for Princes Park grandstand	Strategic Planner	01/07/2021	30/06/2022
3.5.2	Seek funding assistance to maintain and preserve heritage assets		Advocate for funding for heritage studies and State and Federal support for heritage buildings	Manager Strategy and Economic Development	01/07/2021	30/06/2022
3.5.2	Seek funding assistance to maintain and preserve heritage assets		Complete the Maryborough Outdoor Pool Complex Renewal Project	Manager Community Partnerships	01/07/2021	30/06/2022
3.5.2	Seek funding assistance to maintain and preserve heritage assets		Design and install new toilets at the Talbot Town Hall.	Manager Infrastructure	01/07/2021	30/06/2022
3.5.2	Seek funding assistance to maintain and preserve heritage assets		Implement Stage 1, 2 & 3 of the Central Goldfields Art Gallery redevelopment	Manager Tourism Events and Culture	01/07/2021	30/06/2022
3.5.2	Seek funding assistance to maintain and preserve heritage assets		Scope Repairs to Worsley Cottage - internal and external wall repairs	Manager Operations	01/07/2021	30/06/2022

## Our Organisation

*Central Goldfields Shire is a proactive, well governed, professional and financially sustainable organisation.*

Ensure the financial sustainability of Council through efficient and effective delivery of services.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
4.1.1	Undertake service planning across the organisation to set sustainable service levels that meet community needs		Develop and adopt 10 year financial plan based on information from the service plans, in consultation with community	Manager Finance	01/07/2021	31/10/2021
4.1.4	Develop a fees and charges policy		Review the Revenue and Rating Plan 2021-25 with regard differential rates and municipal charges	Manager Finance	01/07/2021	31/03/2021

Provide effective and accessible community information and opportunities community contributions to policy and program development.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
4.2.1	Implement the Community Engagement Framework		Investigate and Implement Customer Relationship Management (CRM) tools to assist in the management and monitoring of customer interactions and complaint handling	Manager Business Transformation	01/07/2021	30/06/2022
4.2.1	Implement the Community Engagement Framework		Roll out and embed Customer Service Charter across Council	Manager Business Transformation	01/07/2021	30/06/2022
4.2.1	Implement the Community Engagement Framework		Undertake community engagement as part of the implementation of the community townships plans	Manager Community Engagement	01/07/2021	30/06/2022
4.2.2	Develop a website that is accessible, easy to use and allows all transactions to be conducted online		Improve digital services to community, including expanding online payments and expanding Office 365 implementation	Manager Business Transformation	01/07/2021	30/06/2022
4.2.2	Develop a website that is accessible, easy to use and allows all transactions to be conducted online		Redesign Council's public website including enhancing the content and accessibility of the platform	Manager Business Transformation	01/07/2021	30/06/2022

Provide leadership in governance and Council decision making.

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
4.3.1	Develop and implement a cultural change program to develop a high performing, customer focused organisation		Complete a workforce plan	Manager People and Culture	01/07/2021	30/06/2022
4.3.1	Develop and implement a cultural change program to develop a high performing, customer focused organisation		Continue to implement the key recommendations from the 2020 Staff Survey	Manager People and Culture	01/07/2021	30/06/2022
4.3.1	Develop and implement a cultural change program to develop a high performing, customer focused organisation		Develop a Gender Equity Strategy	Manager People and Culture	01/07/2021	30/06/2022

Initiative Code	Initiative	Action Code	Action Name	Responsible Officer Position	Start Date	Due Date
4.3.1	Develop and implement a cultural change program to develop a high performing, customer focused organisation		Finalise Reconciliation Action Plan	Manager Community Partnerships	01/07/2021	30/06/2022
4.3.1	Develop and implement a cultural change program to develop a high performing, customer focused organisation		Implement the new payroll system for Council to ensure efficiency and compliance with legislative requirements	Manager People and Culture	01/07/2021	30/06/2022
4.3.3	Implement recommendations from Internal Audits completed as part of the four year Internal Audit Program		Update processes (and create awareness) for freedom of information, procurement and property functions	Manager Governance Property and Risk	01/07/2021	30/06/2022
4.3.4	Prepare for 2020 General Election and implement the Local Government Act 2020		Continuous of implementation of the Local Government Act 2020, including the development of: Council Plan by 31 October 2021 and updated Procurement Policy by 31 December 2021	Manager Governance Property and Risk	01/07/2021	31/12/2021