ANNUAL REPORT
2012 | 2013

STRATHBOGIE SHIRE

Location ... Lifestyle ... Adventure

Table of Contents

Strathbogie Shire Council

109A Binney Street (PO Box 177)
Euroa Victoria 3666

Telephone   03 5795 0000
Freecall   1800 065 993
Fax   03 5795 3550
Website   www.strathbogie.vic.gov.au
Email   info@strathbogie.vic.gov.au

Council Meetings

Council Meetings are held on the third Tuesday of each month (except January) at 6pm in the Euroa Community Conference Centre.

Planning Committee Meetings

Planning Committee meetings are held on the second and fourth Tuesday of the month at 4pm in the Euroa Community Conference Centre.

VISION, MISSION, GUIDING PRINCIPLES

OUR VISION

A vibrant, diverse and caring community, building a sustainable future with enhanced livability in a secure and stimulating environment

OUR MISSION

To deliver the Vision for Strathbogie Shire in partnership with our community and to strive for excellence in planning, delivering and managing community services and facilities

PETERSON ASANTE *(L)* AND JOHN OWEN *(R)* ON "EUROA'S LITTLE HARBOUR BRIDGE" CONSTRUCTED AT THE EUROA CARAVAN PARK

The Strathbogie Shire is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

VISION, MISSION, GUIDING PRINCIPLES

OUR GUIDING PRINCIPLES

Councillors and staff at Strathbogie Shire Council are committed to the following principles as a guide to all decisions and actions:

Service

Recognition that service to our community is our reason for being

Integrity

Acting in an honest, impartial and trustworthy manner and engendering a confidence both within our community and our organisation

Excellence

Delivering quality outcomes based on reliable information, a responsible approach and driven by the desire to continuously improve

Valuing People

Valuing the contribution that people inside and outside the organisation make to the achievement of the Shire's vision

Commitment to Strathbogie Shire

Ensuring our actions serve the people of Strathbogie Shire and its long term interests

Value

Providing services and facilities that offer value for the community in terms of cost, quality and reliability, and that are economically and environmentally sustainable

Participation and consultation

Provide genuine opportunities for informed community involvement in decision making, in a framework of local democracy

THE SUN RISING ON PROJECTS AND WORKS STAFF AT A LONGWOOD BREAKFAST / STAFF MEETING

MAYOR AND CEO INTRODUCTION

The Strathbogie Shire Council would like to firstly acknowledge the traditional owners of the land on which our Shire is located, and we pay respect to the elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land.

The Strathbogie Shire Council is on a significant journey of self-discovery with our local communities to create a vibrant, connected, well informed and involved Shire for the future.

The past 12 months have been action-packed and we have celebrated several important, and historic, milestones. Not only have we welcomed a new Council, but we have also developed a new Council Plan and Budget for 2013-2017.

Planning for the future

The new Council Plan and Budget are a careful mix of feedback and ideas we received from our local communities about important services and projects they would like to see delivered across the Shire as well as strategic initiatives that are essential to the future growth and development of our municipality.

We surveyed, road showed, planned, revised, consulted and came up with a document that brings both great challenges and opportunities. Thank you to the many submissions we received in writing and listened to in person, your feedback has been central to this document and we look forward to watching different areas of our community grow in character, accessibility and sustainability.

MAYOR DEB SWAN BEING INTERVIEWED BY WIN TV AT THE OPENING OF THE NAGAMBIE BYPASS.

MAYOR AND CEO INTRODUCTION

Financial Result for 2012/2013

Council's 2013 Original budget aimed at income $24.7million and expenditure $24.3 million. The actual income achieved was $25.2 million and expenditure $23.4 resulting in a $1.8 million surplus. Capital works totalled $6.3 million ($4.5miliion was spent on infrastructure assets) and Council is carrying forward capital works valued at $721,000 into 2014.

Setting the strategic direction

In the area of Strategic Planning, Council adopted two key Planning Scheme Amendments C28 Part 2 and C50. Amendment C28 Part 2 covers the rezoning of land in Avenel from farming to rural residential. This rezoning provides a designated space for rural living (typically 2- 30 acre blocks) which are now in hot demand by families making the tree change and retirees downsizing from the farm.

Amendment C50 sets the strategic direction of planning in the Strathbogie Shire for at least the next four years, incorporating many strategic studies completed that are still relevant to the Shire. It also considers the future of Mangalore Airport and addresses the need for the Mangalore Airport Masterplan to be reviewed in full consultation with Council, the Community and the Airport.

Making way for new infrastructure

Other exciting projects on the development front included the planning approval, construction and opening (just in time for Christmas 2012) of a new McDonalds at the Shell Service Centre (Hume Fwy) in Euroa, creating 75 new jobs and significant economic growth for our local community.

In September 2012, The Strathbogie Shire also unanimously decided to request that the Minister for Planning, rezone land in Nagambie (to a Special Use Zone) earmarked for significant capital investment by the Costa Exchange. The development plans, include the expansion and upgrade of the Costa Exchange composting facility and the establishment of a large scale mushroom growing operation at 247 Zanelli Road and 1932 Dargalong Road, Nagambie. This project has the ability to provide $60 million in Capital Investment into the Strathbogie Shire, with the possible creation of up to 275 new jobs.

CEO STEVE CRAWCOUR *(L)* AND CR MALCOLM LITTLE *(R)* OUT ON SITE DURING CONSTRUCTION AT AVENEL RECREATION RESERVE.

MAYOR AND CEO INTRODUCTION

New community facilities . . .

In November 2012, we announced and commenced plans to redevelop the Avenel Recreation Reserve. The $400,000 Avenel Football / Netball Club project includes $300,000 of funding from Regional Development Victoria, and $100,000 of funding from the Strathbogie Shire Council.

This great community project, includes the construction of new netball club rooms, as well as the revitalisation of the existing football club rooms, including the installation of a new verandah, shower facilities, new air conditioning, a fresh coat of paint, concrete and a ground water bore. The development and revitalisation of this sporting precinct is a great result for the Avenel community and the Strathbogie Shire as a whole. We look forward to the official opening in August 2013.

A destination of choice . . .

In October 2012, we commenced plans to breathe new life into the Nagambie Main Street post bypass. The proposed redevelopment aims to beautify the town centre to attract more locals and tourists to the area including the construction of a life size Black Caviar Statue as the focal point of the development (which will eventually form a boulevard of Champions) to recognise and celebrate the significant impact that the Equine Industry has on our local Economy.

Council has recognised that for the sustainability and survival of local businesses, Nagambie needs to become a destination of choice. It is perfectly positioned and has many tourism products to attract visitation. Key features of the plan include an increase and improvement in car parking from approximately 151 to 235 spaces, a downgrade of traffic lanes, widened footpaths increasing the opportunities for outdoor eating and improved pedestrian access. The plan also proposes increasing the size of Jacobson's Outlook and slight repositioning the War Memorial in its current location.
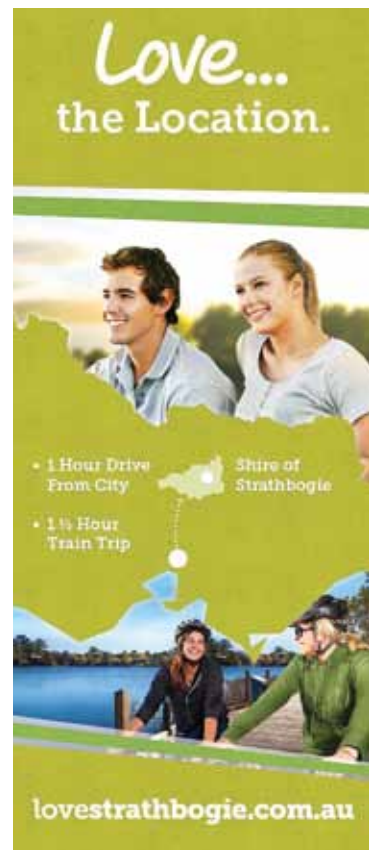
Again, we planned, revised, consulted, and received some fantastic feedback from our local community. Much of this feedback has been integrated into our bold future plans for Nagambie.

Refreshing our image . . .

Other notable projects included the launch of our new Shire website (which now attracts approximately 1,000 hits per week) and of course another visit and Strathbogie Shire Stand at the Regional Living Expo at the Melbourne Exhibition and Convention Centre. Our Love Strath-bogie branding developed specifically for this event received some great feedback from both our visitors and surrounding Councils (48 regional and rural Councils participated in total). This event attracted in excess of 8,000 visitors who were actively thinking about making the tree change and consequently this had a direct impact on local real estate sales (particularly in Avenel and Nagambie).

1

2

2

PHOTOS:
1. New Avenel Football/Netball Club
2. Banner for Regional Living Expo
3. Symbol of the new 'Love Strath-bogie' branding.

MAYOR AND CEO INTRODUCTION

Our infrastructure gap . . .

Our general projects and works have also been a significant success with the following outcomes just in our roads and bridges:

- Road Rehabilitation 12 kilometres of road @ $728,000
- Road Reseals 62.5 kilometres of road @ $1.3 million
- Road Widening Various roads throughout the Shire @ $360,000
- Road Resheet Various roads throughout the Shire @ $329,000
- Bridge Rehabilitation Various repairs and upgrades @ 347,000

A big thankyou . . .

We would like to personally thank everyone who has contributed to the Strathbogie Shire Council's achievements during the 2012-13 financial year, there are far too many people to list you all. We encourage you to learn more about our achievements from the rest of this Annual Report. Together, we are enormously proud of how Council, business, government and community are pursuing new ways of working together.

Kind regards

Cr Deb Swan
Mayor

Steve Crawcour
Chief Executive Officer

HIGHLIGHTS and DISAPPOINTMENTS

HIGHLIGHTS

✔ $8.9 million Capital Works Program

✔ Rezoning of land in Avenel for Rural Living purposes

✔ 62.5km of Strathbogie Shire roads were resealed to a total value of $1.3 million

✔ 9,029 meals delivered to local residents as part of "meals on wheels"

✔ New Strathbogie Shire Website goes live

✔ Avenel Recreation Reserve works commence to the value of $400,000

✔ Regional Living Expo a huge success with new Love Strath-bogie branding and resulting local house and land sales

✔ New Enterprise Bargaining Agreement signed in record time

✔ 77 Maternal Health Visits directly to client homes

✔ New McDonalds constructed in time for Christmas resulting in local jobs and investment

✔ Muso Magic FreeZa Program joins with Mitchell and Murrundindi

✔ Canoe Polo funding received for Victorian Headquarters in Nagambie

✔ Sponsored Truck Road Safe Program at Euroa Freeway Service Centre

✔ LG Pro Rising Star Award for Aged Care - Lyn Nichols

DISAPPOINTMENTS

✖ Violet Town / Boho Fire Destruction

✖ Rockies Bridge, Euroa project deferred

✖ Community disappointment over local tree removal in Seven Creek's Park Euroa

✖ Extreme weather property destruction

*   ***Council will endeavor to work closely with the local community to highlight areas of community risk in public areas.***

STRATHBOGIE SHIRE FINANCIAL INDICATORS
AT A GLANCE

INDICATORS	2013	2012	2011	2010
Affordability / cost of governance				
Average rates and charges per assessment	$1,974	$1,831	$1,727	$1,504
Average rates and charges per residential assessment	$1,689	$1,501	$1463	$1,285
Sustainability				
Average liabilities per assessment	$963	$1,325	$1,229	$1,215
Operating result per assessment	$264	$3,853	$1,937	$218
Services				
Average operating expenditure per assessment	$3,301	$3,435	$3,446	$3,188
Customer satisfaction rating for overall performance generally of Council	50	47	52	58
Infrastructure				
Average capital expenditure per assessment	$895	$965	$868	$889
Renewal Gap				
- ratio of current spending	108%	121%	64%	62%
Governance				
Community satisfaction rating for Council's advocacy and community representation on key local issues	50	50	58	59
Community satisfaction rating for Council's engagement in decision making on key local issues	50	51	52	59

COUNCIL AND COMMITTEE STRUCTURES

Strathbogie Shire Ward Councillors are elected every four years. A Council election was held on the 27th October 2012 and changes to ward boundaries as recommended in an electoral review were implemented. These changes included the reduction from six wards to five with the removal of the Goulburn Weir Ward, and the introduction of two Ward Councillors to the Lake Nagambie Ward.

CURRENT COUNCILLORS AS OF 7TH NOVEMBER 2012

Cr Debra Swan
MAYOR
Lake Nagambie Ward

Cr Colleen Furlanetto
DEPUTY MAYOR
Seven Creeks Ward

Cr Graeme (Mick) Williams
Seven Creeks Ward

Cr Malcolm Little
Hughes Creek Ward

Cr Alister Purbrick
Lake Nagambie Ward

Cr Patrick Storer
Honeysuckle Creek Ward

Cr Robin Weatherald
Mount Wombat Ward

COUNCIL AND COMMITTEE STRUCTURES

COUNCILLORS FROM 1ST JULY 2012 - 27TH OCTOBER 2012

The Strathbogie Shire Council would like to acknowledge the dedication and fine efforts of our outgoing Councillors including Cr Peter Woodhouse, Cr Howard Myers and Cr Neil Murray.

Cr Graeme (Mick) Williams   Seven Creeks Ward
MAYOR

Cr Malcolm Little   Hughes Creek Ward
DEPUTY MAYOR

Cr Colleen Furlanetto   Seven Creeks

Cr Peter Woodhouse   Goulburn Weir Ward (outgoing)

Cr Howard Myers   Honeysuckle Creek Ward (outgoing)

Cr Debra Swan   Lake Nagambie Ward

Cr Neil Murray   Mount Wombat Ward (outgoing)

REVISED WARDS AS OF 7 NOVEMBER 2012

- ■ Hughes Creek
- ■ Honeysuckle Creek
- ■ Lake Nagambie
- ■ Mount Wombat
- ■ Seven Creeks

COUNCILLORS *(BACK ROW L/R)*: PATRICK STORER - HONEYSUCKLE CREEK WARD; ROBIN WEATHERALD - MOUNT WOMBAT WARD; MICK WILLIAMS - SEVEN CREEKS WARD; MALCOLM LITTLE - HUGHES CREEK WARD; ALISTER PURBRICK - LAKE NAGAMBIE WARD. *(FRONT ROW L/R)*: COLLEEN FURLANETTO - SEVEN CREEKS WARD; DEBRA SWAN - LAKE NAGAMBIE WARD.

COUNCIL AND COMMITTEE STRUCTURES

CURRENT COUNCILLORS SWORN IN ON THE 7TH NOVEMBER, WITH JEANETTE POWELL *(CENTRE FRONT)*, MINISTER FOR LOCAL GOVERNMENT AND DR BILL SYKES *(BACK ROW, SECOND FROM LEFT)*.

COUNCILLOR REMUNERATION

Councillors are reimbursed for expenses incurred in carrying out their duties. Reimbursements are made in accordance with Council's "Councillors Expense Entitlement Policy." A vehicle is provided for the use of the Mayor and Councillors as required – this vehicle is also available to Council as a pool vehicle when available.

Remunerations

2013 $40,000.00 (Mayor)

2013 $17,969.00 (Councillors)

COUNCIL AND COMMITTEE STRUCTURES

COMMITTEE STRUCTURES

Audit Committee

The duties and responsibilities of the Audit Committee include:

- The review of Council's annual financial statements, standard statements and performance statement prior to their approval by Council.

- Review of matters arising from the external audit and monitoring action taken on these issues.

- Determining the scope of the internal audit program and the effectiveness of the function. Reviewing reports of the internal auditor and monitoring actions taken on recommendations.

- Monitoring and assessing Council's risk management system, risk register and progress of risk treatments.

Members

John McInnes (Chair), Councillor Graeme Williams (Councillor Representative), Claire Taranto (Community Representative), John McCracken (Community Representative). The audit committee would like to acknowledge the commitment provided by outgoing councillor Cr Neil Murray in his role as outgoing Councillor Representative.

Planning Committee

The duties and responsibilities of the Planning Committee include:

- To determine planning applications that have public objections, proposed dwellings in the farming zone, rural subdivisions under the minimum size use and applications that are recommended for refusal.

- Review planning applications received and determine if they need to come before the committee.

- To determine strategic planning scheme amendments.

- To authorise officers to attend the Victorian Civil and Administrative Tribunal (VCAT).

Members

Cr Malcolm Little (Chair), Mayor Deb Swan, Deputy Mayor Colleen Furlanetto, Cr Graeme Williams, Cr Alister Purbrick, Cr Patrick Storer, Cr Robin Weatherald. The Planning Committee would like to acknowledge the commitment provided by outgoing councillor Cr Neil Murray in his role as outgoing Chairperson.
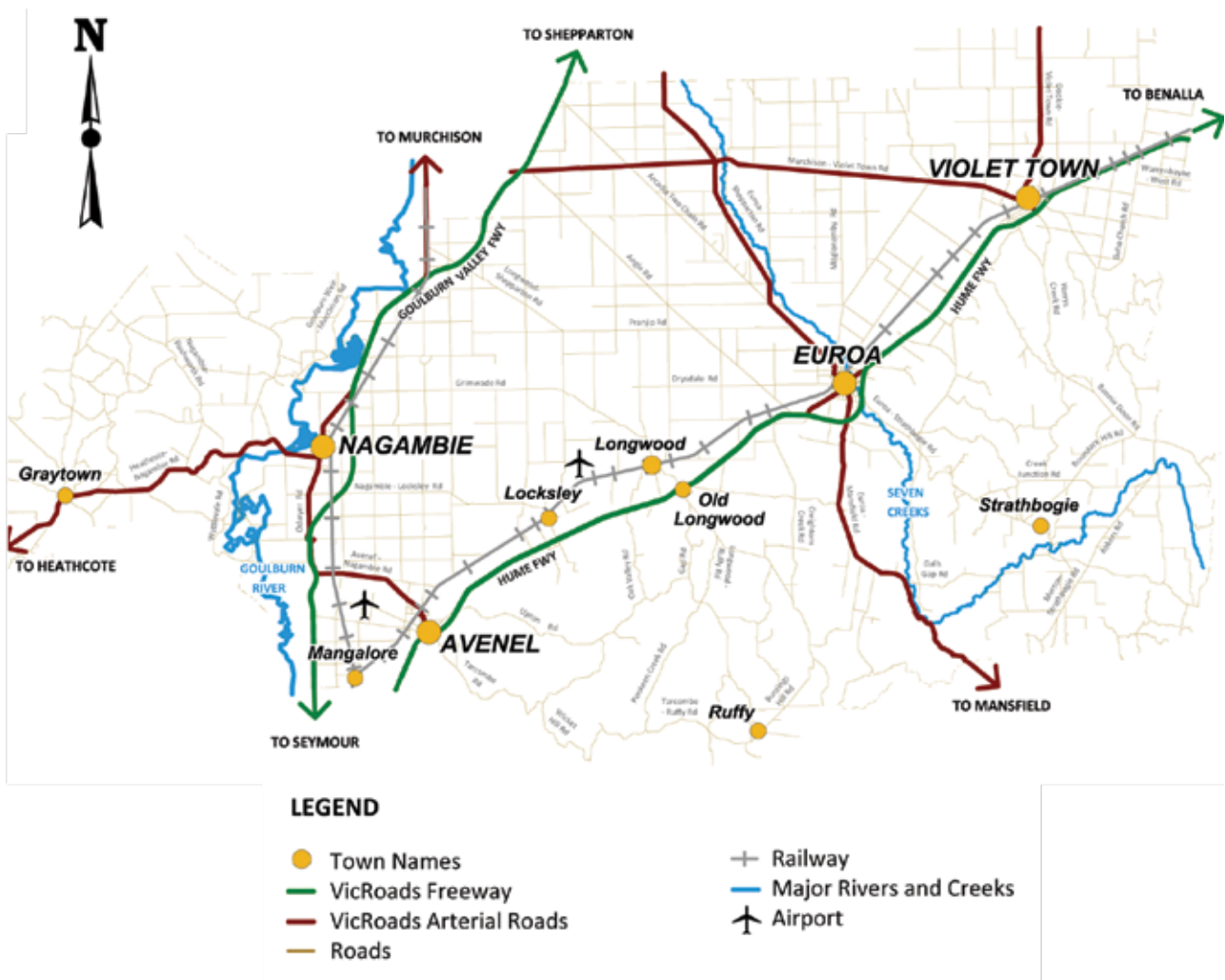
ABOUT COUNCIL

THE ROLE OF LOCAL GOVERNMENT

Local governments are elected to represent their local communities; to be a responsible and accountable sphere of democratic governance; to be a focus for community identity and civic spirit And to provide appropriate services to meet community needs in an efficient and effective manner and to facilitate and coordinate local efforts and resources in pursuit of community goals.

OUR LOCATION

The Shire's administration is based in Euroa, approximately two hours from the Melbourne CBD. Both the Hume Freeway and the Goulburn Valley Highway traverse the Shire, providing excellent accessibility and communication facilities. Main towns in the Shire include Nagambie, Avenel, Violet Town, Longwood, Ruffy and Strathbogie.

The Strathbogie Shire Council is represented by seven Councillors, who are elected representing five wards. The Strathbogie Shire Council was formed on 18 November 1994 with the amalgamation of the former Shires of Goulburn, Euroa and Violet Town, and part of Seymour.

SHIRE OF STRATHBOGIE MAP

ABOUT COUNCIL

Today, Council operates within a structure of seven community-elected Councillors, with one Councillor elected annually by the Council to serve as the Mayor. The management team, comprising the Chief Executive Officer and Directors, is responsible to Council for the day to day management of Council's many operations.

Councillor and Management resources are jointly focused on long term planning initiatives, several of which are now strengthening the viable rural image of this Council. Listening to, and acting upon the needs of the entire community- and not just responding to parochial issues- is one of Strathbogie Shire Council's continuing missions. For example, Council's road management system works on a priority basis that does not necessarily spread money evenly across the Shire, but rather allocates it to the areas of greatest need.

OPENING OF THE STATE AUSTRALIAN LOCAL GOVERNMENT WOMEN'S ASSOCIATION CONFERENCE AT THE EUROA BUTTER FACTORY.

PICTURED LEFT TO RIGHT: MRS PAM ROBINSON *(OAM PAST COUNCILLOR OF VIOLET TOWN. ALGWA LIFE MEMBER)*. JEANETTE POWELL *(THE HONOURABLE MINISTER FOR LOCAL GOVERNMENT)* COLLEEN FULANETTO *(DEPUTY MAYOR)* AND DEB SWAN *(MAYOR)*.

OUR PROFILE

Strathbogie Shire is a rural municipality located approximately two hours from the Melbourne CBD. We have diverse and picturesque communities served by townships such as Euroa, Nagambie, Violet Town, Avenel, Longwood, Ruffy and Strathbogie with a population of approximately 10,000.

Strathbogie Shire has a rural economic base of wool, grain, sheep and cattle production, extensive vineyards, world class wineries and a wide range of intensive cool climate horticultural enterprises. The region is also known as Victoria's Thoroughbred Homeland due to its ever expanding horse industry. Thoroughbred breeding studs are the cornerstone of this important industry, with prestigious Melbourne Cup winners bred and trained in the shire. It is also the birthplace of Black Caviar the world champion horse.

ABOUT COUNCIL

Council's commitment to the White Ribbon Campaign continued in 2012/2013 at the Euroa Football / Netball Club.

" I am extremely proud of our shire's contribution and commitment to raising awareness of violence against women and children. Council is committed to working with the Euroa Football Netball club on this issue now and into the future. A Right to respect a community responsibility."

Colleen Furlanetto, DEPUTY MAYOR

PHOTO ABOVE:
BACK ROW: SCOTT WATSON *(EFNC PRESIDENT/WHITE RIBBON AMBASSADOR)*, JAMES O'SULLIVAN, NICK THOMSON, JESSE BALLARD *(EFNC FOOTBALLERS)*, PHIL CAMPBELL *(UNDER XVIII COACH)* AND CR MICK WILLIAMS *(GVFL BOARD MEMBER)*.
FRONT ROW SEATED: LUCAS PAUL *(COACH EFNC RESERVES/WHITE RIBBON AMBASSADOR)*, KEVIN BOTT *(EFNC FOOTBALL MANAGER)*, AND COLLEEN FURLANETTO *(DEPUTY MAYOR /WHITE RIBBON CAMPAIGNER)*.

PHOTO LEFT:
TYNAN CUMMINS PLAYING ON THE DAY.

ABOUT OUR ASSETS

As with most municipalities across Australia, maintaining and improving infrastructure is a major ongoing challenge for Council. Another current challenge is the manner in which we communicate and inform our community. This is something Council will work on to strengthen and enhance.
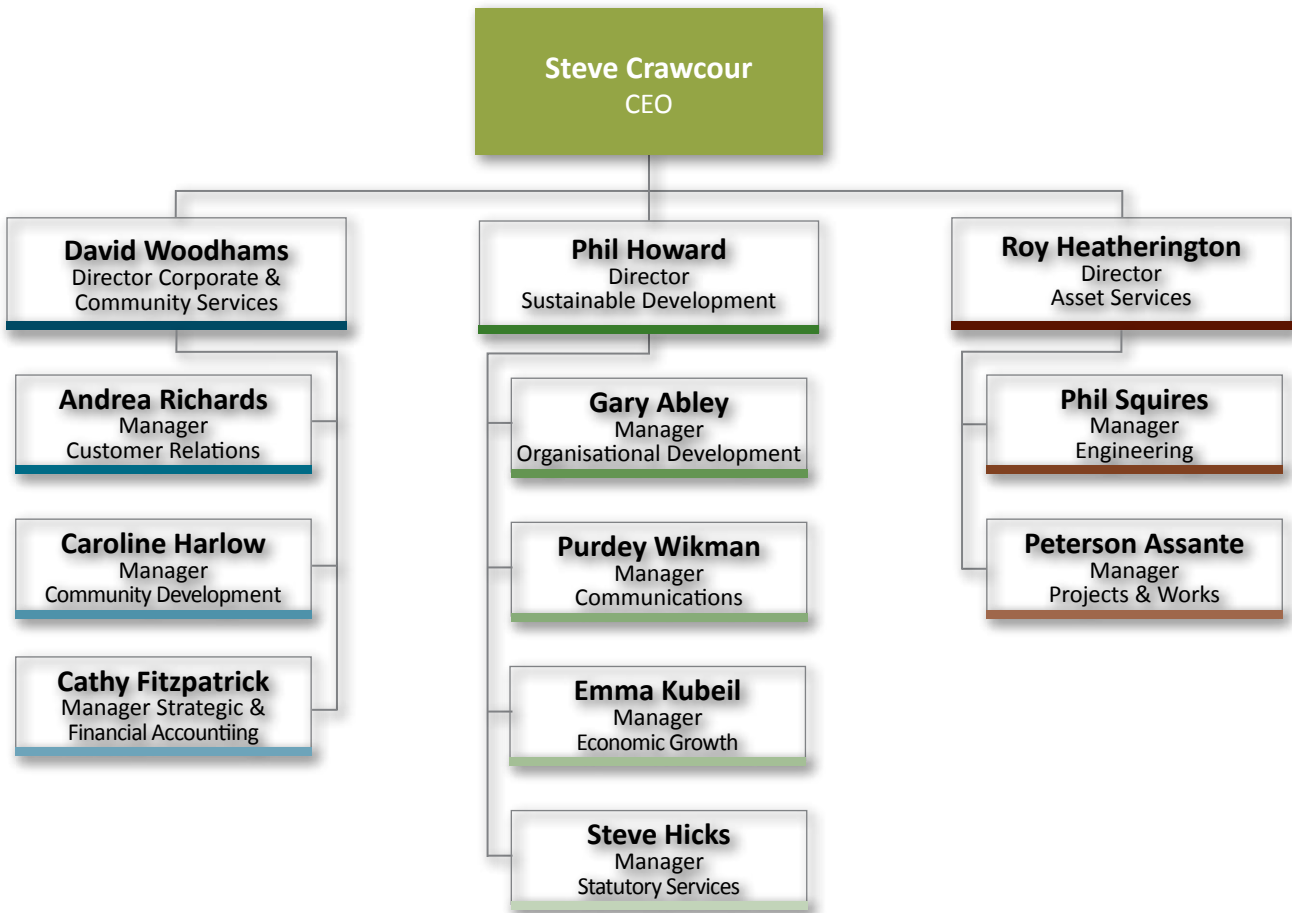
Class	Sub class	Approximate QTY	EST. $ Replacement Value
Roads	Pavements	2056 Kms	113,000,000
	Kerbs and Channel	73 Kms	4,000,000
Footpaths	Footpaths	40 Kms	1,400,000
Bridges and Carparks	Bridges	506 No.	33,000,000
Drainage	Pipes	40 Kms	9,000,000
	Pits	914 No.	1,300,000
Developed Reserves and Playgrounds	Reserves	800 Hectares	41,750,000
	Playgrounds	197 No.	3,940,000
Buildings	Major	10 No.	39,000,000
	Other	240 No.	
Land (includes undeveloped reserves)		1500 Hectares	
TOTAL			**246,390,000**

CR MALCOLM LITTLE *(L)* AND JEFF MORAN *(R)* DISCUSSING DRAINAGE ISSUES AT THE AVENEL SCHOOL CARPARK.

ORGANISATIONAL STRUCTURE

EXECTUIVE MANAGEMENT AND SENIOR MANAGEMENT TEAMS

Steve Crawcour
CEO

David Woodhams
Director Corporate &
Community Services

Andrea Richards
Manager
Customer Relations

Caroline Harlow
Manager
Community Development

Cathy Fitzpatrick
Manager Strategic &
Financial Accountiing

Phil Howard
Director
Sustainable Development

Gary Abley
Manager
Organisational Development

Purdey Wikman
Manager
Communications

Emma Kubeil
Manager
Economic Growth

Steve Hicks
Manager
Statutory Services

Roy Heatherington
Director
Asset Services

Phil Squires
Manager
Engineering

Peterson Assante
Manager
Projects & Works

Love the Adventure.
In the Heart of Victoria.

love strath-bogie

www.lovestrathbogie.vic.gov.au

THE *LOVE STRATH-BOGIE* BRAND WAS DEVELOPED IN FEBRUARY 2013 SPECIFICALLY FOR THE PURPOSE OF THE REGIONAL LIVING EXPO AT THE MELBOURNE CONFERENCE AND EXHIBITION CENTRE.

IT IS NOW BEING ROLLED OUT ACROSS THE SHIRE AS A TOURISM AND MARKETING CAMPAIGN TO INCREASE VISITATION AND ENCOURAGE THE FUTURE DEVELOPMENT AND GROWTH OF OUR LOCAL TOURISM OPERATORS.

LOVE THE ADVENTURE, LOVE THE LIFESTYLE, LOVE STRATH-BOGIE.

EXECUTIVE MANAGEMENT TEAM

Steve Crawcour CHIEF EXECUTIVE OFFICER

Steve was appointed Chief Executive Officer of Strathbogie Shire Council, effective 1 August 2011. Steve was previously Council's Director, Strategic and Community Development, a position he held since his commencement with Council in 2008. Steve has over 29 years experience in Local Government and was previously employed by the Cities of Brimbank, Warrnambool and Springvale. He has an Advanced Diploma of Business Management, Diploma and Certificate in Occupational Health and Safety, Certificate in Critical Incidents Management, a Certificate in Telecommunications (Contact Centres) and a Diploma of Management. He is an Associate Fellow of the Australian Institute of Management, Fellow of LGPro (Local Government Professionals), a Member of the Safety Institute of Australia and a Member of the Australian Institute of Company Directors.

Phil Howard DIRECTOR OF SUSTAINABLE DEVELOPMENT

Phil first started with the Strathbogie Shire Council in 2006 and was appointed Director of Sustainable Development in the Planning andd Development Unit in November 2011. Phil has worked in Local Government for about 20 years and has held roles in finance, human resources and corporate services. Prior to Local Government, Phil was an accountant for the ANZ Bank. Phil is a board member of the Planning Institute of Australia (PIA) and is a member of LGpro, Victorian Planning and Environmental Law Association (VPELA) and the Hume Strategy Land Use Planning Group. Phil holds the following qualifications: Master of Arts (Community Development), Graduate Diploma Rural & Regional Planning, Graduate Diploma in Management, Associate Diploma in Local Government, Diploma of Management, and was a Graduate of the Alpine Valleys Leadership Program.

Roy Hetherington DIRECTOR OF ASSET SERVICES

Roy was appointed Director Asset Services in December 2010. He is responsible for the management of Council's assets including buildings, roads, traffic management, bridges, drains, parks and waste management. Roy is a qualified municipal engineer with over 35 years experience in local government. Over the years he has worked for many councils large and small, city and country.

EXECUTIVE MANAGEMENT TEAM

David Woodhams DIRECTOR OF CORPORATE AND COMMUNITY

David has gained 33 years of experience in Local Government across six municipalities and has spent the last three years at the City of Greater Shepparton as Finance Manager. David has obtained a Bachelor Business, a Diploma in Project Management, a Graduate Certificate in Management and is a member of LGPro, FinPro, and AIM (Australian Institute of Management).

Gary Abley MANAGER OF ORGANISATIONAL DEVELOPMENT

Gary has been the Manager of Human Resources since 2007 before being appointed as Manager of Organisational Development in June 2012. He first started in Local Government in 1986, Gary commenced with the Shire of Violet Town and then surviving amalgamation in 1994 to be a founding employee member with the Shire of Strathbogie. Gary's previous roles included, Personnel officer, OHS Co-ordinator, Payroll Co-ordinator and Rates Administrator. Gary holds a Graduate Diploma in Human Resources, a Diploma of Management and is a Certified Associate with the Australian Human Resources Institute.

SENIOR MANAGEMENT TEAM

Steven Hicks MANAGER STATUTORY SERVICES

Coming from an engineering background, Steven started his career with Strathbogie Shire Council in Asset Services in 2000 undertaking engineering project work and made the move into Land Use Planning in late 2007. In a role that has evolved into managing Council's statutory services, Steven graduated as Master of Social Science (Environment and Planning) in 2010 and successfully completed a Diploma of Management/Impact Leadership in 2012.

Peterson Asante MANAGER PROJECTS & WORKS

Peterson commenced work with the Shire of Strathbogie as Manager Project and Works in August 2011. Prior to coming to Australia, Peterson had gained over 14 years working experience on major civil, mining and community infrastructure projects in Ghana, the United Kingdom and New Zealand. MSc Water, Energy and Waste; BEng (Hons) Civil Engineering; Diploma in Business Management; Engineering Technology Practitioner (IPENZ).

Emma Kubeil MANAGER ECONOMIC GROWTH

Emma commenced at Strathbogie Shire in 2007 as a Student Planner. Having worked within the Real Estate Industry for 13 years and a year within the Grain Industry, Emma had significant knowledge of property use and development and excellent customer service experience. During Emma's five years at Strathbogie Shire, Emma has advanced significantly through applying herself to study whilst working full time and raising a family. Significant milestones for Emma whilst employed at Council have been the completion of her Graduate Diploma in Environment and Planning and the completion of a Diploma in Management.

SENIOR MANAGEMENT TEAM

Cathy Fitzpatrick MANAGER STRATEGIC & FINANCIAL ACCOUNTING

Cathy has thirty years of finance experience and is a Certified Public Accountant. She began her career in 1983 working for City of Kew and has since worked in both metropolitan and rural areas. She also worked for a Victorian state government authority for 12 years as a specialist Asset Accountant and then as Business Strategies Manager in the construction area. In recent years she has been involved with not for profit community organisations in group training and regional development organisations. She has a Bachelor of Business Degree with emphasis in Local Government and Accounting from RMIT.

Phil Squires MANAGER ENGINEERING

Phil commenced as Manager Engineering in January 2011. He is responsible for the management of policy, standards and Asset Management relating to renewal and sustainability of Council's physical assets such as: roads, bridges, buildings, underground drains, parks and reserves. Phil is a qualified civil engineer, municipal engineer and municipal building surveyor with over 40 years experience involved with local government. Phil has worked for a number of rural councils as well as a major Provincial City. After Council amalgamation in 1994, Phil was the Director of Engineering at this council before taking up a position in consulting delivering local government services to councils in Victoria. Bach. Eng. (Civil), Dip. Eng. (Civil), Cert. Tech. (Civil), Cert. Tech. (BuildSurv.), CP. Eng., MIEAust.

Purdey Wikman MANAGER COMMUNICATIONS

Purdey commenced as the Manager of Communications at Strathbogie Shire Council in late May 2011. Starting out in Government in 2004, Purdey was the Public Relations Manager for VicTrack in Melbourne before moving into Local Government in 2007. Purdey has worked in two previous Councils and the Roads and Traffic Authority in NSW in the areas of Road Safety Program Development and Tourism. Purdey has also managed the implementation of the Youth Connections Program in Echuca for the Department of Education, Employment and Workplace Relations (DEEWR). Graduate Diploma in Media and Communications, Certificate in Public Relations (Strategic Planning) and a Bachelor of Arts (Journalism).

SENIOR MANAGEMENT TEAM

Caroline Harlow MANAGER COMMUNITY DEVELOPMENT

Caroline joined Strathbogie Shire Council in 2008 and has managed the Community Development team since 2009. She worked in senior management in the Welfare, Employment Services, Commonwealth and Local Government sectors in metropolitan Melbourne and Gippsland, prior to relocating to the Strathbogie Shire. She also has a background in retail and customer service.

Caroline is currently working towards her Master of Business Administration at Deakin University. She has a Diploma of Business (Administration); Diploma of Management; Certificate IV Carbon Management; and Certificate in Australasian Inter-Service Incident Management Systems. She is a Fairley Fellow and member of LGPro and the Australian Local Government Women's Association.

Andrea Richards MANAGER CUSTOMER RELATIONS

This is Andrea's first job in Government. Andrea came to the Strathbogie Shire Council after 10 years at Ericsson in areas of Learning Consultancy and Customer Service Management. Graduate Diploma of Science (Information Technology), Graduate Certificate Applied Science (Information Technology), Bachelor of Education (Visual Arts). Andrea commenced as Manager Customer Service in August 2011.

RESERVES AND FACILITIES COMMITTEES and COMMUNITY ACTION GROUP COMMITTEES

The Strathbogie Shire Council appoints Committees of Management to:

Manage, promote and maintain Council owned or controlled facilities

Develop Community Action Plans, representing the needs and aspirations of the local community in which they represent, and to co-ordinate and implement these plans

There are two different types of Committees of Management;

Those appointed under Section 86 of the Local Government Act 1989 and Instrument of Delegations known as Section 86 Committees; and

Those who are appointed under a Licence Agreement.

Council acknowledges the importance of the Council / Community partnership ethic underpinning the arrangements and emphasises its commitment to supporting the valuable service provided to local communities by the various committees listed below:

Reserves and Facilities Committees	Reserves and Facilities Committees
Avenel Memorial Hall	Nagambie Speedway Club
Balmattum Recreation Reserve	Ruffy Recreation Reserve
Boho South Hall	Strathbogie Memorial Hall
Creightons Creek Recreation Reserve	Strathbogie Recreational Reserve
Euroa Band Hall	Tablelands Community Centre
Euroa Bowls Club	Violet Town Community Complex
Euroa Croquet Club	Violet Town Golf Club
Euroa Friendlies Reserve	Violet Town Recreation Reserve
Euroa Historical & Genealogical Society	
Euroa Lawn Tennis Club	
Euroa Mini Rail	
Euroa Little Theatre Club	
Euroa Third Age Club	**Community Action Groups**
Gooram Soldiers Memorial Hall	Avenel Action Group
Longwood Community Centre	Euroa Community Action Group
Miepoll Public Hall	Graytown Action Group
Moglonemby Hall	Longwood Action Group
Nagambie Bowls Club	Nagambie Action Group
Nagambie Recreation Reserve	Ruffy Action Group
Nagambie Senior Citizens Club	Strathbogie Tableland Action Group
Nagambie Tennis Club	Violet Town Action Group

ASSET SERVICES DIRECTORATE

PROJECTS AND WORKS

CORE BUSINESS STATEMENT

The Projects and Works department is the delivery arm of Council which delivers Council's capital work program. The department also provides maintenance and construction services on all Council infrastructure assets such as roads, footpaths, playgrounds, swimming pools, trees and buildings.

Additionally, the Projects and Works department provides solid waste services to the community in the form of refuse and recycling collection and disposal.

HIGHLIGHTS FOR 2012/2013

Avenel Recreation Reserve

Project Scope

The project included Construction of a new Netball Clubrooms facility and refurbishment of the existing Football Clubrooms. The Netball Clubroom includes full change rooms, function rooms, kitchenette and all-use toilet facilities.

Project Cost - $400,000

NETBALL CLUBROOMS, AVENEL

Road Pavement Rehabilitation

Project Scope

Rehabilitation of approximately 12km of roads road pavements within the Shire. The Works included drainage improvements and pavement stabilisation.

Project Cost - $728,000

ROAD PAVEMENT REHABILITATION

Road Reseal

Project Scope

Resealing of approximately 62.5km of roads within the Shire.

Project Cost - $1,303,000

ROAD RESEAL

ASSET SERVICES DIRECTORATE

PROJECTS AND WORKS

Road Widening and White-lining

Project Scope

Widening of selected narrow roads within the Shire to improve safety.

Project Cost - $360,000

ROAD WIDENING AND WHITE LINE MARKING

Gravel Road Re-sheeting

Project Scope

Application of gravel on selected gravel roads within the Shire.

Project Cost - $329,000

GRAVEL ROAD RE-SHEETING

Bridge Rehabilitation

Project Scope

Repairs and upgrades of selected bridges with applied load limits.

Project Cost - $347,000

BRIDGE REHABILITATION

Violet Town Transfer Station

Project Scope

Construction of a Waste Transfer Station and recycling facility.

Project Cost - $ 315,260

VIOLET TOWN TRANSFER STATION

ASSET SERVICES DIRECTORATE

PROJECTS AND WORKS

Swimming Pools Refurbishment

Project Scope

Refurbishment of Council-managed swimming pool facilities. The works include:

- Euroa – installation of seating facilities and new signage
- Violet Town – installation of seating facilities and new signage
- Nagambie – replacement of shade structure and new signage
- Avenel – installation of a shade structure, signage, new backwashing system and holding tank

SWIMMING POOL REFURBISHMENT

RELEVANT STATISTICS

The 2012/13 financial year was a very productive year for the Projects & Works department because the department delivered substantial projects and services for the period as summarized below:

- Road Reseal - 63km - $1.3million
- Road Pavement Rehabilitation - 12km - $7,270,000
- Gravel Road Resheet - 12km - $329,000
- Waste to landfill - 2,350 tonnes
- Recycling (diverted from landfill) - 1,920tonnes
- Swimming Pool Patrons - 33,253 across the Shire as follows:
  Euroa- 12,840 | Nagambie- 2,619 | Avenel- 4,816 | Violet Town- 12,978

KEY PARTNERSHIPS

The Projects and works department formed partnership with the following institutions to deliver some community projects:

- Goulburn Broken Greenhouse Alliance (GBGA) to:-
  - successfully obtain a government grant for Energy Efficient Street lighting Replacement and
  - implementation of a Local Government Sustainability Training program
- Department of Primary Industries (DPI) and Landcare Groups to deliver the Roadside Weeds and Pest program
- Resource GV (Regional Waste Management Group) to deliver waste related program
- VicRoads and VicTrack to implement road and railway safety projects
- Goulburn Broken Catchment Management Authority (GBCMA) to work on
  - the Violet Town Flood Mitigation
  - Euroa Post-flood Intelligence Study and
  - the Nagambie Flood study projects.

ASSET SERVICES DIRECTORATE

ENGINEERING

CORE PRINCIPLES

To advise Council on contemporary engineering policy, standards and oversee implementation of these policies and standards.

To provide high quality Asset Management Services to underpin the achievement of infrastructure sustainability.

HIGHLIGHTS FOR 2012/2013

Core Competency National Asset Management Framework (NAMAF)

This council was one of 14 councils in Victoria to achieve core competency of the National Asset Management Framework by end of December 2012.There are 79 councils in Victoria and 65 did not achieve the goal of achieving core competency by December 2012.

Core competency in the NAMAF, is about determining proper processes and managing our assets in a sustainable manner, into the future.

Underground Drainage Assets - Condition Assessment

Council staff undertook a full video inspection of all existing underground drains within townships in this shire. This was completely undertaken using in-house resources . Most councils use external consultants to undertake these works. Benefits of in-house condition assessment is that staff members acquire knowledge of our existing underground drainage systems, as well as up to date condition assessment data is collected to insert in Council's modelling for timely future replacement of pipes and pits.

- Finalising condition assessments for all council buildings in July 2012.
- Finalising major culvert condition assessments in April /June 2013.
- Undertaking Parks Management review using in-house resources.
- Gaining $260,000 of improvements and upgrades to Council's Early Warning Flood System - all $260,000 covered by government funding.

ASSET SERVICES DIRECTORATE

ENGINEERING

KEY PROJECTS FOR 2012/2013

TAKEN FROM MAV INFORMATION BULLETIN ISSUE 915 FEBRUARY 1 2013.

Asset management competency

Fourteen Victorian councils have achieved 'core' competency in asset management, as assessed by the Federal Government's National Asset Management Assessment Framework (NAMAF). The MAV Step Asset Management Program is working with remaining councils to help them achieve core competency in 2013. The Australian Government is now seeking feedback about the performance of all councils across Australia in relation to their NAMAF score on an annual basis.

To date, the following Victorian councils have achieved 'core' status:

- Brimbank City Council
- Hume City Council
- Greater Geelong City Council
- Indigo Shire Council
- Manningham City Council
- Maribyrnong City Council
- Moonee Valley City Council
- Mornington Peninsula Shire Council
- Nillumbik Shire Council
- Pyrenees Shire Council
- South Gippsland Shire Council
- Stonnington City Council
- Strathbogie Shire Council
- Wyndham City Council

Planning and completing $1,370,000 in resealing on Council sealed road networks.

Planning and completing $600,000 on rehabilitation works for the council sealed road network, including widening of narrow seals where side clearance was available.

Planning and completing gravel road re-sheeting to the value of $329,000 on unsealed roads throughout the Shire.

Widening of high traffic sealed road including Locksley - Nagambie Road and Euroa - Strathbogie Road.

Undertaking condition assessments for: underground drainage in urban areas, and major culverts on rural roads.

Inspecting and scoping a fire damage claim for Sawpit Gully Road in Boho after the Boho Violet Town Bushfire in late January 2013 and receiving the Natural Disaster funding to rehabilitate the road.

ASSET SERVICES DIRECTORATE

ENGINEERING

KEY STATISTICS

Strathbogie Council and Indigo Council were the only two councils in the North East Area of Victoria to achieve NAMAF Core Competency before end of December 2012.

There are 12 councils in this area.

KEY PARTNERSHIPS

Strathbogie Shire Council is represented by two members of the Engineering Department on the North East Asset Management Group.

This group is made up of 12 Councils who meet regularly in Benalla and Wangaratta.

The original Infrastructure Design Manual (IDM) was first designed in October 2007. Since then the manual has had frequent updates, supported by a large amount of community and other consultation. Most councils have adopted the IDM standardised approach. Strathbogie Shire has continued its input into the development of the manual by attending quarterly meetings. With many emerging residential developments happening throughout the Shire, the IDM is used extensively from pre-project through to the full completion of sub-divisional works on the ground ensuring a common and structured methodology.

Our aim is to standardise development submissions as much as possible and thus to expedite Council's engineering approvals.

We also aim ensure that minimum design criteria are met in regard to the design and construction of Infrastructure within the municipality regardless of whether it is constructed by Council or a Developer.

Regional Water Monitoring Partnership

Strathbogie Shire Council joined the regional water monitoring partnership in June 2012. Late in 2012 the minister of water announced funding for the completion of improvements and upgrades to the Strathbogie Shire Flood Warning network.

As part of the flood funding grants obtained through the Regional Water Monitoring Partnership and funded by the State Government, $260,000 of improvements and upgrade works have recently been completed for Strathbogie Shire. These upgrades and improvements were replacing instrumentation that was installed in 1986.

As well as improvements for Strathbogie Shire other partners such as the Bureau of Meteorology, GBCMA, DSE and Goulburn Valley Water who collect data and cost share at various sites have also benefited from the upgrade instrumentation and improvements. Various other RWMP Partners have or will also soon be receiving upgrades and improvements to their sites that are used for Flood Warning or Flood Monitoring purposes.

Strathbogie Shire and the State Government recently announced the funding and the completion of the works onsite in Euroa.   (*Photos on following page.*)
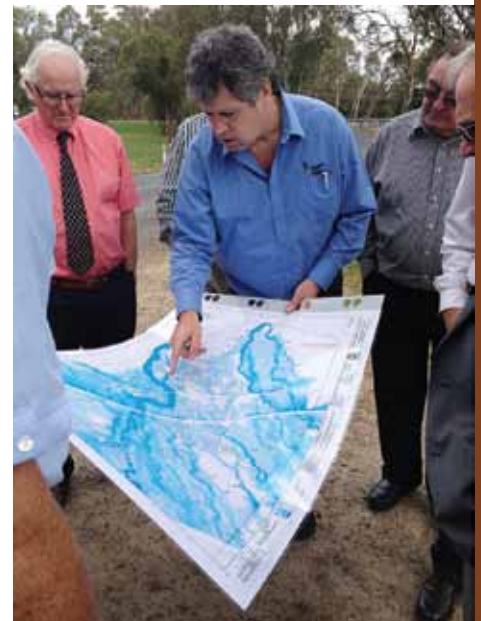
ASSET SERVICES DIRECTORATE

ENGINEERING

THE LAUNCH OF THE EUROA FLOOD WARNING SYSTEM.

PHOTO ABOVE: HONOURABLE MINISTERS PETER WALSH *(SECOND FROM LEFT)* AND DR BILL SYKES *(FIFTH FROM RIGHT)* WITH COUNCILLORS AND STAFF AT THE FLOOD WARNING SITE.

PHOTO NEAR RIGHT: PETER WALSH HONOURABLE MINISTER.

PHOTO FAR RIGHT: COUNCILLORS AND STAFF DISCUSSING FLOOD WARNING NETWORK.

ASSET SERVICES DIRECTORATE

ENGINEERING

SUSTAINABILITY/ENVIRONMENT

The engineering department not only provides updates for condition assessments to assist with financial modelling of all council assets, but also ensures that asset replacement is constructed using materials that give maximum asset life for the minimum cost.

Eg. Council constructed a new shared path along Tarcombe Street Euroa in June 2013. This shared path was constructed of gravel pavement which has a low capital cost but a 25 year service life.

LOCAL RESIDENTS ENJOY THE HIGH QUALITY SHARED PATH IN TARCOMBE STREET EUROA.

KEY DEPARTMENTAL CHANGES

Nirpal Singh resigned as infrastructure development engineer in October 2012 to take up a similar position at the Hume City Council in Melbourne.

Daniel Haysom of Nagambie commenced as infrastructure development engineer in November 2012.
Dean Shawcross of Euroa commenced as technical officer in August 2012.

SUSTAINABLE DEVELOPMENT DIRECTORATE

ECONOMIC DEVELOPMENT

CORE BUSINESS STATEMENT

Our Strategic Vision; to provide for sustainable development which provides for sound economic, social and environmental outcomes.

To grow the Shire by attracting quality investment into the municipality.

HIGHLIGHTS FOR 2012/2013

Strategic Planning: -

- In-house review of the Strathbogie Planning Scheme including the Municipal Strategic Statement and Local Planning Policies.

- First ever Rural Living land zoned in the Shire.

- Provided a Special Use Zone to secure a Rural Industry with the potential of creating up to 275 jobs for the Shire.

- Ensured protection of a prominent Heritage Building within the township of Euroa by applying a Heritage Overlay to the site.

- Increase strategic planning outcomes, i.e. more amendments than ever before

Statutory Planning:-

- Planning Applications received *(see graph on page 35)*

- Planning Applications determined *(see graph on page 35)*

- Council signed agreement/MOU with GMW- RE: Applications in SWSC

- Reviewed department structure to increase productivity and application approval times

- Obtained 'Flying Squad' funding (State Government Initiative) for statutory and strategic planning projects

Economic Growth:-

- Development of the Economic Development Master Plan

- Developing the Nagambie Post By-pass Strategy

- Acquired REMPLAN software to support business planning (fully funded)

- Mangalore Airport/regional airports – working party groups (supported by minister for Aviation and RDV)

SUSTAINABLE DEVELOPMENT DIRECTORATE

ECONOMIC DEVELOPMENT

JAYCO HERALD SUN TOUR STARTING LINE AT MITCHELTON WINERY

Events:-

- New events to the Shire for the year;
- Cranksters HotRod Show
- Regional Living Expo
- Event Audit completed and recommendations (80%) implemented
- Visitor Information Centre in Nagambie opened, operating with volunteers
- Provision for networking with local business groups – small Business Commissioner breakfast

KEY PROJECTS FOR 2012/2013

Development of the Economic Development Master Plan

Nagambie Post By-pass Strategy

Amendment C50 – *Municipal Strategic Statement and Local Planning Policy Review –*
forms part of the Strathbogie Planning Scheme and has been updated to facilitate long term growth across the municipality while providing policy guidance on local issues.

Amendment C28-Part 2 – *Avenel (Lovers Hill) Rural Living Rezoning –*
Rezoned approximately 240 hectares of land on the outskirts of Avenel from Farming Zone to Rural Living Zone, with a schedule specifying the minimum lot size, and applied a Development Plan Overlay (new Schedule 2) and Vegetation Protection Overlay (new Schedule 1). It is proposed there will be approximately 36 lots varying in size from 1 hectare to 28 hectares.

SUSTAINABLE DEVELOPMENT DIRECTORATE

ECONOMIC DEVELOPMENT

Amendment C66 – *Special Use Zone* –
Rezoned land at 347 Zanelli Road Nagambie from Farming Zone to Special Use Zone (new Schedule 3) to secure a Rural Industry with the potential of creating up to 275 jobs for the Shire.

Amendment C59 – *Heritage Building* –
Applied the heritage Overlay (HO30) to the dormer Soldiers Memorial Hall at 71 Railway Street Euroa. The Overlay ensures protection to the prominent Heritage building within the Euroa Township. These proposed changes will provide local heritage protection for the building, with a planning permit being required for any subdivision on the land, the demolition or removal of the building, the construction of a building or works and various minor works.

Amendment C58 – *Rezoned Lot 1 on PS503954J on Jefferies Road, Locksley* –
From Public Use Zone (corrective services) to Public Conservation and Resource Zone in accordance with the current use and ownership of the land as part of the Mt Tenneriffe Flora Reserve.

Amendment C62 – *VicRoads* –
Rezoned land which forms part of a declared freeway under the Road Management Act 2004 to Road Zone – Category 1, deletes redundant overlay controls and corrects other zoning anomalies across the Shire.

Amendment C41 – *Longwood Reservoir* –
Applied Public Acquisition Overlay to a portion of 142 Longwood-Gobur Road, Longwood East (Lot 1 and 2 on PS 420956Q) and replaces the Schedule to Clause 61.03 and Clause 45.01 to facilitate the Reservoir Embankment Upgrade.

Event Management Policy and Procedure drafted for approval
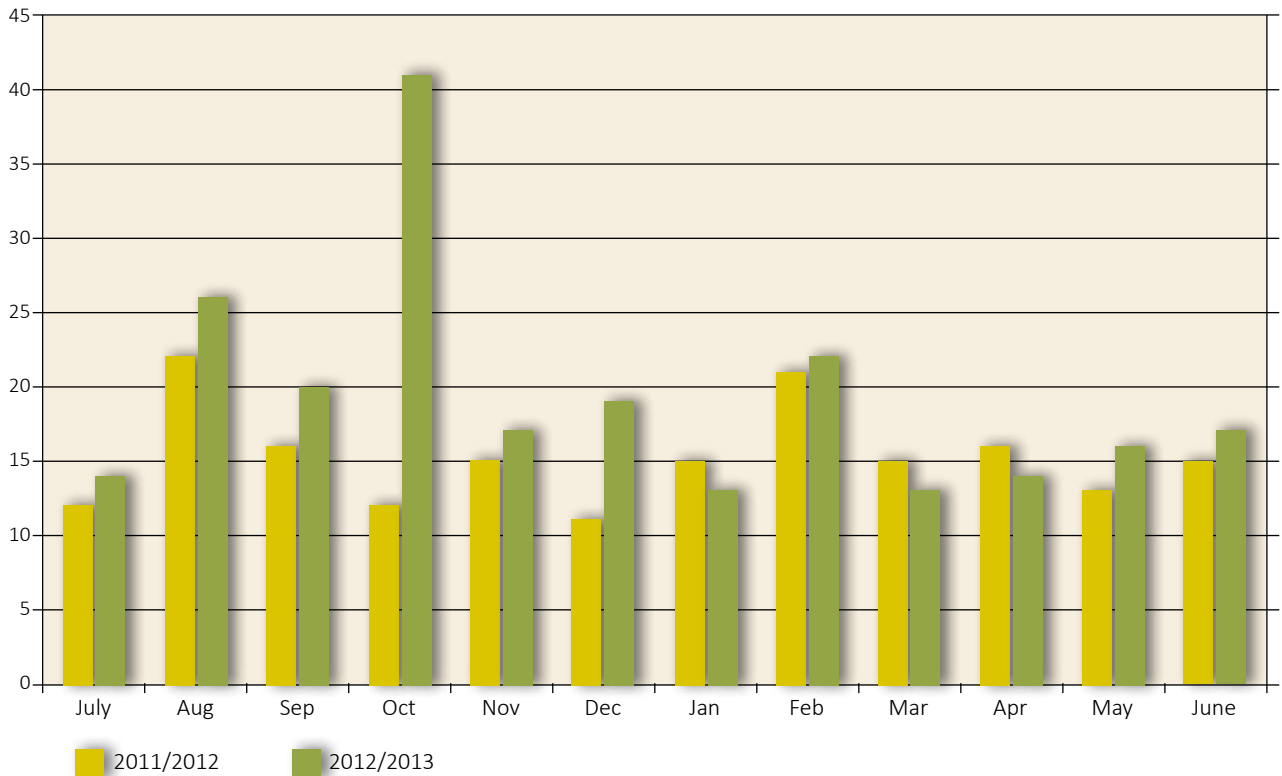

AUSTRALIA DAY CELEBRATIONS IN AVENEL

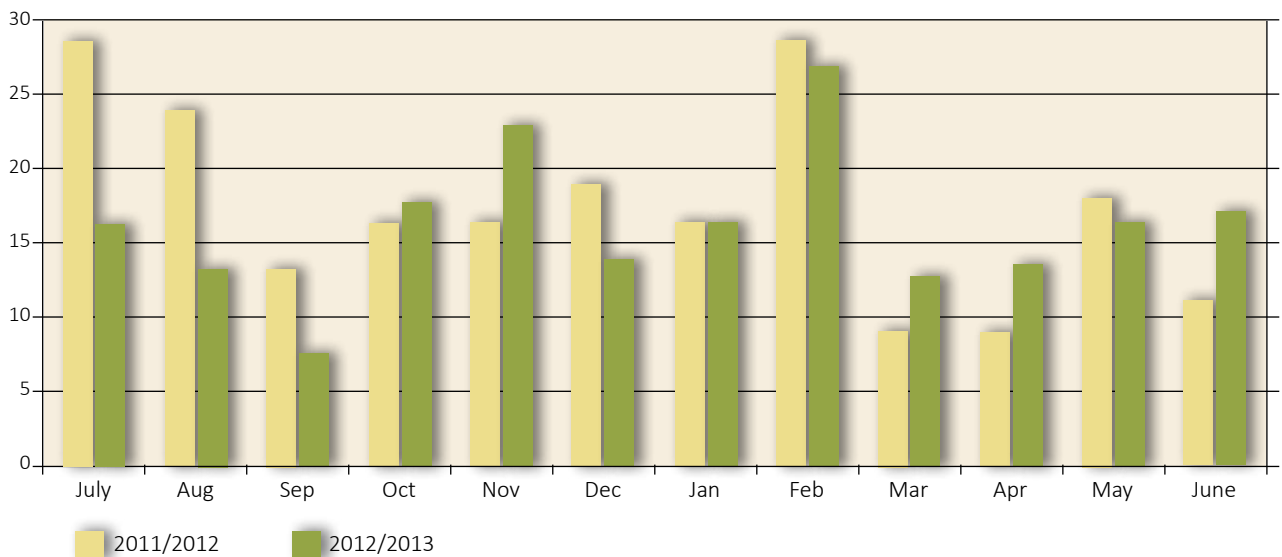# SUSTAINABLE DEVELOPMENT DIRECTORATE

ECONOMIC DEVELOPMENT

RELEVANT STATISTICS

Statutory Planning

COMPARISON FINANCIAL YEAR/MONTH - PLANNING APPLICATIONS RECEIVED

■ 2011/2012 ■ 2012/2013

COMPARISON FINANCIAL YEAR/MONTH - PLANNING PERMITS ISSUED

■ 2011/2012 ■ 2012/2013

SUSTAINABLE DEVELOPMENT DIRECTORATE

ECONOMIC DEVELOPMENT

Strategic Planning

Council amendments completed: three

Proponent Amendment completed: two

Other authority amendments completed: two

KEY PARTNERSHIPS

- Regional Development Victoria | Department Primary Industries
- Environmental Protection Agency
- Goulburn Murray Water

SUSTAINABILITY / ENVIRONMENT

- Native Vegetation reforms
- Planning Zones review
- Planning and Environment Act amended

ANY KEY DEPARTMENTAL CHANGES

Review of department structure and outsourcing opportunities to increase productivity and reduce costs and performance.

SUSTAINABLE DEVELOPMENT DIRECTORATE

STATUTORY SERVICES

CORE PRINCIPLES

Statutory Services' Vision

To deliver quality statutory services and support strategic directions.

Statutory Services' Mission

We will strive to deliver quality statutory services which:

- will provide our customers with services and initiatives that facilitate sustainable community development and wellbeing; and

- inform our stakeholders of strategic directions.

HIGHLIGHTS FOR 2012/2013

- Continuing to foster community awareness of the positives of Responsible Pet Ownership throughout the Shire.

- New Domestic Animal Management Plan development.

- LGPro Better Practice Local laws program conclusion.

- Victorian Health and Wellbeing Plan implementation.

- Promoting food safety through education and compliance.

- 'Building' better partnerships.

- New directions in Boating Safety.

- De-cluttering our waterways.

KEY PROJECTS FOR 2012/2013

Local Laws and Ranger Services

Strathbogie Shire Council has completed the LGPro Better Practice Local laws program, partnered with, Central Goldfields Shire Council, Latrobe City Council, Maribyrnong City Council, Port Phillip City Council and Yarra City Council to review and implement Council's Community Local Laws through a consultative process outlined in the better practise guidelines and known as a Local Law Community Impact Statement. This provides the groundwork for a comprehensive review of our community local laws.

An initiative between Council's Customer Service group and local laws has seen the transfer of administrative functions for local laws and animal related permits to the front counter in seeking to provide a one stop shop service for our customers.

SUSTAINABLE DEVELOPMENT DIRECTORATE

STATUTORY SERVICES

(Local Laws and Ranger Services continued from page 37)

Domestic Animal Management Plan development continues. The plan provides the policy framework for responsible pet ownership and the operation of domestic animal businesses throughout the shire. With the core work in drafting the plan completed the next phase is to put the draft out for public submissions to inform the final plan.

The roll out of re-homing agreements for domestic animals with 'not for profit' organisations is seeking to increase re-homing opportunities for unwanted animals beyond the boundaries of the municipality.

Building Services

Council has replaced its existing Building Application data base (which pre-dated 2000), to keep pace with current statutory requirements for auditing, compliance, inspection and reporting functions as part of its regulatory responsibilities.

Environmental Health

Promoting Food Safety and Enforcement

Strathbogie Shire has currently 138 registered food businesses across the municipality and continues to provide a proactive educational service to food business proprietors. Out of the 114 routine / compliance checks conducted across the Shire since 1 July 2012, 15 businesses required a follow up inspection to ensure compliance with the Food Act.

Tobacco Activity Service Agreement 2012/2015

The MAV have secured the Tobacco agreement with Local Authorities to form part of the Victorian Health and Wellbeing Plan 2011-2015 which aims to reduce smoking prevalence among adults and uptake of smoking by young people whilst reducing exposure to secondhand smoke. Council submitted the interim report in January 2013 and have exceeded their tobacco educational visits. A total of 51 Tobacco inspections conducted since 1 July 2012.

Setptic Tank Code of Practice

New Septic Tank code of Practice for Onsite wastewater management issued on 13 February 2013 Publication 891.3 replacing the 2008 Code. The Health Department attended the EPA forum in May 2013 with industry professionals, septic tank manufacturers, registered plumbers and head of EPA Victoria. Council have since adopted these changes to ensure a sustainable approach for new and existing developments.

Department of Health Egg Sampling Survey

Strathbogie Shire participated in the Department Of Health Egg Sampling survey targeting Class 2 food businesses that process raw eggs. All 7 food businesses analysed received a satisfactory result.

SUSTAINABLE DEVELOPMENT DIRECTORATE

STATUTORY SERVICES

Boating Safety

Council continues to work with Transport Safety Victoria (TSV) in rolling out service provision under its obligations as Waterway Manager under the new Marine Safety Act 2010. Work carried out this year has seen a rationalisation of signage on our waterways with a view to providing clarity of rules for users and de-cluttering the waterway to improve the visual amenity. The removal of visual clutter on the waterway is in line with TSV audit recommendations. The signage review is complete with signs being replaced with freestanding larger format signage along with GIS mapping of rule change points and infrastructure. This will lead to a review of current boating rules to provide a concise and clear set of rules for both waterway users and regulators.

RELEVANT STATISTICS

Legislative change and the local promotion of a 'free ride home' for errant pets in cases where registered and micro-chipped animals can be readily identified and re-united with their owners, usually within the same day, is reaping rewards. Over the reporting period Council has seen a 60% decrease in the impounding of domestic dogs.

Promoting 100% food safety through education and compliance has seen an 83% sample of registered food premises inspected within the municipality where 11% of businesses required minor follow up inspections to comply and only 3.5% of businesses required formal enforcement to comply.

Building activity this year shows a flattening out of a downward trend since 2009-2010 with building approvals, particularly in Avenel, showing growth.

BUILDING ACTIVITY COMPARISON
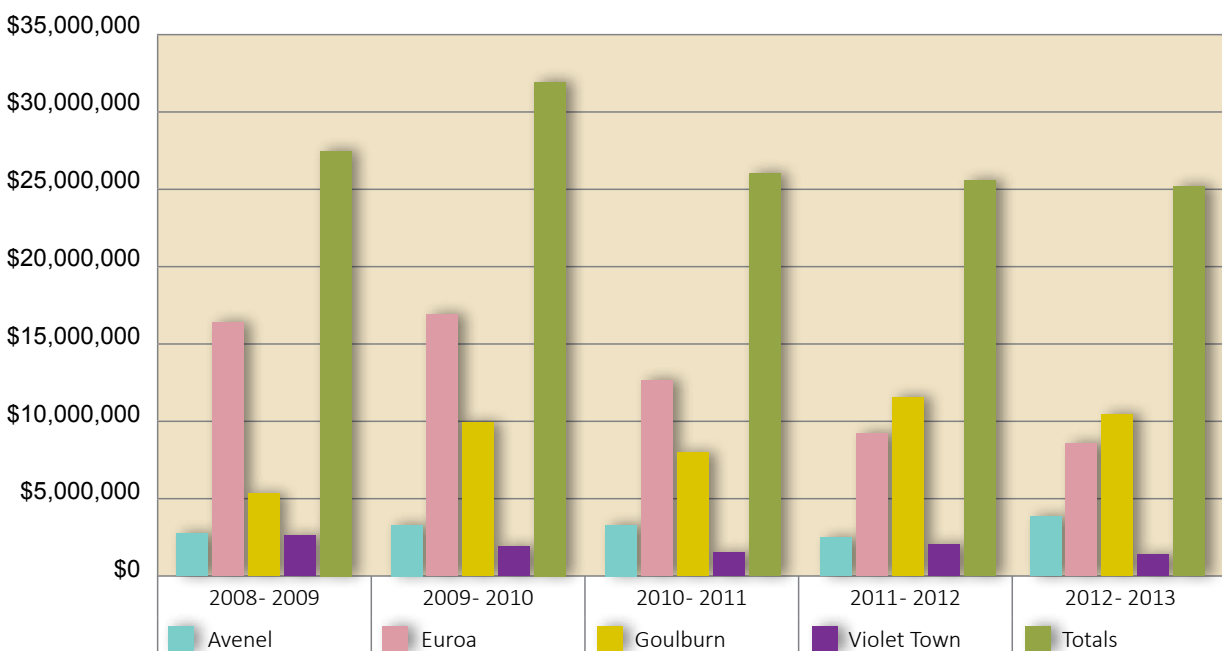
SUSTAINABLE DEVELOPMENT DIRECTORATE

STATUTORY SERVICES

KEY PARTNERSHIPS

The Statutory Services Department is continuing to reinforce and develop agency, industry and contract partnerships in bringing a range of ready made skills and experience to effectively and efficiently meet the challenges of service provision and regulatory compliance across the Shire.

Council, through contracted services and partnerships, has continued on a program of continuous improvement in the areas of Building, Local Laws, Ranger Services, Food Safety, Public Health and Wellbeing, On-site Waste Management, Tobacco Enforcement/Education, prescribed Accommodation and Caravan Parks. Building on the work achieved over the previous financial year, recent auditing demonstrates that Council is on track in achieving required standards and gained improvements in compliance, inspection and reporting as part of its regulatory responsibilities. Once again the message is one of seeking compliance through education and if necessary, having a robust prosecution service at Council's disposal.

KEY DEPARTMENTAL CHANGES

The recent restructure of Council's business areas has seen the development of a core team of Council Staff complimented by Contract Services and Partnerships in providing a range of statutory functions and services.

Council has undertaken a review of Municipal Building Services.

The purpose of the review was to investigate opportunities for an improved Building Services model. The review is part of the Statutory Support Department's business plan which includes:

- Review of Building Services to assess compliance and resources required to meet Council's obligations in its functions as Municipal Building Surveyor.
- Investigate outsourcing opportunities in efficiency of service delivery for Building Services including fixed contract.

After a public tender process the contract service commenced March 2013.

Council has undertaken a review to investigate opportunities for Boating Safety to address Council's obligations and reporting as Waterway Manager under the Marine Safety Act 2010.

Council invited tenders from suitably qualified and experienced contractors to undertake boating safety operations for the waterways including Lake Nagambie, Goulburn Weir and part Goulburn River. The review process has been in consultation with, and is supported by, Transport Safety Victoria, the Government body responsible for overseeing Waterway Management. The contract service has operated over the 2012/2013 boating season and now Council will look to what further improvements can be implemented prior to the 2013/2014 boating season.

The intent of the above initiatives is to improve service delivery, facilitate sustainable development and growth and address Council's risk and reporting obligations through acquired skill sets and resource capacity.

SUSTAINABLE DEVELOPMENT DIRECTORATE

ORGANISATIONAL DEVELOPMENT

CORE BUSINESS STATEMENT

The Organisational Development (OD) Department provides support to all Council staff in a variety of areas including recruitment, induction, payroll, learning and development, performance reviews, health and wellbeing and industrial relations. The OD Department also facilitates Risk & Occupational Health & Safety to ensure and encourage the safety, health and wellbeing of all our stakeholders.

This broad portfolio ensures staff have the necessary knowledge and skills to contribute to the Council's success.

Equal Opportunity

The Council is an equal opportunity employer and is committed to providing a safe and supportive work environment that is free from discrimination, harassment and bullying and where all individuals associated with the organisation treat each other with respect.

The organisation has in place a number of policies and processes which outline the expected standards of behaviour and why these standards are important. As part of Council's commitment, we have designated contact officers in place and staff and managers continue to receive training on acceptable workplace behaviour.

Health and Wellbeing

The Council has a Health and Wellbeing Group to promote awareness of health and wellbeing throughout the organisation. A number of initiatives have been introduced, one of which included a large number of staff participating in Worker Health Checks enabling the Council to receive a grant to fund further health initiatives and awareness programs.

Learning and Development

Council is committed to providing staff with a range of professional development, skills enhancement, education and on-the-job training opportunities.

SOPHIE ANDERSON
COMMUNICATIONS AND HR OFFICER

SUSTAINABLE DEVELOPMENT DIRECTORATE

ORGANISATIONAL DEVELOPMENT

Service Awards

In November of each year a special celebration to recognise staff commitment and service is held. Certificates were presented to 12 staff members, they included two staff who were acknowledged for 30 years of service or more.

NAME	POSITION	YEARS OF SERVICE AT 30/06/2012
John Pearson	Works Officer – Euroa	35
Gavin Williams	Team Leader – Works	30
Julie Ryan	Home Care Worker	20
Gary Washusen	Corporate Risk Officer	15
Anne Egan	Aged Care Assessment Officer	15
Pam Ellis	Planned Activities Co-Ordinator	15
Phil Squires	Manager Engineering	15
Kel Andrea	Team Leader – Works	10
Sheryl Taylor	Cleaner – Violet Town	10
Jane Davey	Maternal Health Nurse	10
Lorraine Mann	Home Care Worker	10
Katrina Royals	Home Care Workers	10

HIGHLIGHTS FOR 2012/2013

- NERDS (North East Regional Development Scheme) International winners for innovation.
- Completed electronic training & development program for all staff.
- Implementation of a restructure of the Corporate & Community Directorate.
- Completed Enterprise Bargaining Agreement negotiation with successful "sign off" with unions.
- Reviewed Executive Management policies & procedures.
- Major contributor to staff newsletter "Spare Times".
- Compliant through a number of Risk Audits.
- Successful implementation of external contractor assisting during Municipal Fire Prevention season.
- The implementation of co-ordinated leadership development programs.
- Nine staff completing Certificate IV in Local Government.
- Achievement of good outcomes from complex Workcover claims.
- Successful first year of using new online performance management system.
- Improved processes and support with recruitment, induction, training and development.

SUSTAINABLE DEVELOPMENT DIRECTORATE

ORGANISATIONAL DEVELOPMENT

KEY PROJECTS FOR 2012/2013

NERDS (North East Regional Development Scheme)

Following on from last year, the NERDS group received another award, this time from LearnX. LearnX are a not for profit organisation that "supports and promotes advancements in workforce learning". They hold an annual Asia Pacific conference each year and a key part of this conference is their highly acclaimed awards. The NERDS program achieved a "Platinum Award" in the category of "Bespoke/Custom eLearning Model". NERDS won this award over Customs & Border Protection and shared the award with Telecom New Zealand.

Enterprise Bargaining Agreement No. 7 2012 (EBA)

In October 2012 the Council, the Australian Services Union & the Australian Nurses Federation officially completed negotiations and duly signed off on Council's EBA.

This great outcome followed 10 months of negotiations that included open and frank discussion from all parties.

Staff Development

There were a number of staff, who through the assistance of Council, successfully completed high level training and development, including, Graduate Diplomas, Certificate III & IV's, the highlight being the nine indoor staff who completed the two year course Certificate IV in Local Government in under 18 months.

It is imperative that Council continue to develop our staff. This saves on long term recruitment and as has been demonstrated in the past it keeps families in our Shire.

DARREN RITCHIE (WASTE ENGINEER) WITH HIS CERTIFICATE IV IN ASSET MAINTENANCE (WASTE MANAGEMENT)

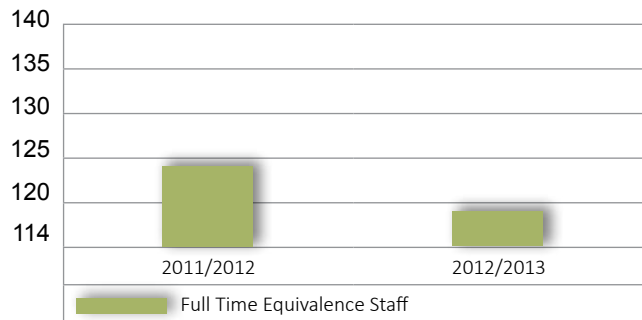# SUSTAINABLE DEVELOPMENT DIRECTORATE

ORGANISATIONAL DEVELOPMENT

RELEVANT STATISTICS

NUMBER OF EMPLOYEES

161 Employees

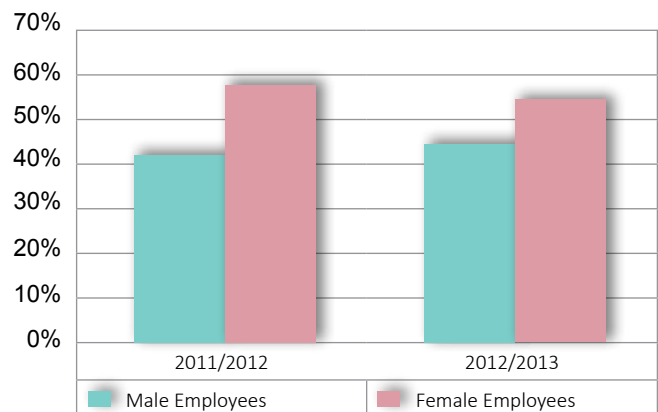Full Time Equivalence Staff = 117.49

FULL TIME EQUIVALENCE STAFF

EMPLOYEES IN THE SHIRE BY GENDER (EFT)

54.44 Female EFT (85 in total)

63.05 Male EFT (76 in total)

EMPLOYEES IN THE SHIRE BY GENDER (EFT)

THE ENGINE ROOM . . . BEK SMYTH IS OUR PAYROLL OFFICER WORKING IN ORGANISATIONAL DEVELOPMENT.
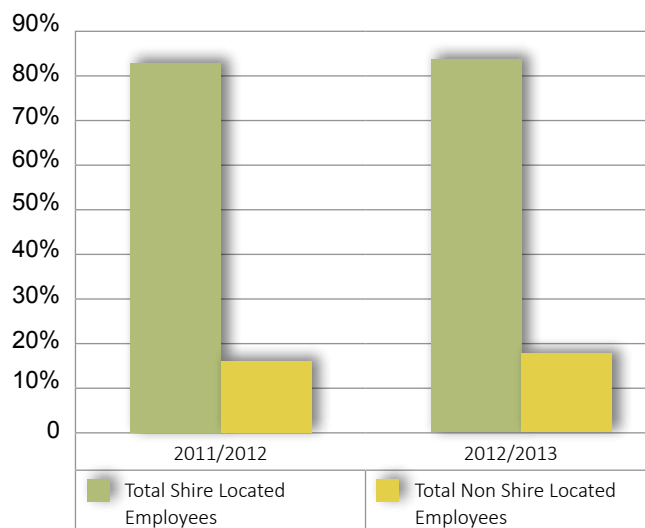
SUSTAINABLE DEVELOPMENT DIRECTORATE

ORGANISATIONAL DEVELOPMENT

EMPLOYEES LIVING IN SHIRE

Total Employees living in Shire   83.60%

Total Employees living outside Shire   17.39%

EMPLOYEES - BY LOCALITY

WORKCOVER CLAIMS

New 4

Closed 6

KEY PARTNERSHIPS

NERDS (North East Regional Development Scheme)

Meekin & Apel Solicitors (Human Resource Advisors)

VECCI (Victorian Employer Chamber of Commerce Industry)

LG Pro

SUSTAINABLE DEVELOPMENT DIRECTORATE

ORGANISATIONAL DEVELOPMENT

KEY DEPARTMENTAL CHANGES

Corporate Risk Officer seconded into the vacant Emergency Fire Management Officer position January 2013. The Risk & OHS components of the former position were absorbed by two existing full time staff.

Occupational Health & Safety

- In March 2013 the role of OH&S Officer was vacated by Gary Washusen and taken over by Anna van Lunenburg. Anna has been a Health & Safety Rep for Council's main office for 18 months and combines the OHS Officer role with administration support to the Planning department.

- The North East Councils group, of which Strathbogie Shire Council is a member, launched an online general OH&S induction for contractors (NECCI) in 2013. Contractors who successfully complete the online induction (valid for 12 months) may work for any Council in the group without the requirement to be individually inducted by that Council. Site-specific inductions are still required.   An online volunteer induction program is currently being developed by the group and is expected to be operational by the end of 2013.

- The Health & Safety reps from each of Council's Designated Work Groups satisfactorily completed a 5-day OH&S course in February 2013. A 1-day refresher course for Managers and Supervisors is currently being organised for later in the year.

- A Worksafe inspector conducted an inspection of Council's main office and OH&S records on 3rd May 2013. No significant issues were identified. The inspection report recommended that Council assess the currency of the OH& S policies and procedures and of the need for review where necessary.

- Over the first six months of the 2013/2014 financial year it is anticipated that a review of policies will be conducted.

- A transfer of electronic records from Sentinel to Cambron has commenced.

SUSTAINABLE DEVELOPMENT DIRECTORATE

COMMUNICATIONS

CORE BUSINESS STATEMENT

To provide targeted, strategic and effective communications support to the Strathbogie Shire Council.

STRATHBOGIE SHIRE NEWS FROM 2012/2013 IN BRIEF . . .

New Website Go Live Launch July 2012

Regional Living Expo April 2013, and launch of new branding 'Love Strath-bogie'

PHOTO LEFT: *(L/R)* DEBBIE CLINCH, ALAN WRIGHT AND LIBBY WEBSTER WORKING ON THE STRATHBOGIE SHIRE STAND AT THE REGIONAL LIVING EXPO.

SUSTAINABLE DEVELOPMENT DIRECTORATE

COMMUNICATIONS

New 'Connecting Strathbogie' Go Live

STRATHBOGIE BUDGET AT A GLANCE

5.5% rate rise
1.5% Infrastructure Levy
Infrastructure Levy Projects
.. Euroa Saleyards Improvements ($450k) subject to funding
.. Nagambie Main Street Redevelopment ($900k) subject to funding
.. Violet Town Library redevelopment (an extra $45k on top of the $100k already committed to the project by Council).
Works Program, valued at $8.28 million
(Including Priority Works and landfill to the value of $0.54 million)
Road Reseal Program valued at $1.47 million
Other key Projects
.. Sevens Creek Park Toilets (approximately $250,000)

.. Euroa Cinema Upgrade to Digital (approximately $100,000)
.. Violet Town Flood Mitigation (approximately $504,000)
.. Fire Access Tracks (approximately $102,000)
.. Violet Town Landfill Rehabilitation (approximately $539,000)
.. Euroa Memorial Oval Upgrade (approximately $376,000)
Discounts to the value of $225,000 (approx.)
.. 2 per cent discount for current rates and charges (does not include outstanding rates and charges from 2011/2012 financial year) paid in full by the 30th of September 2013
.. Discount vouchers for ratepayers at any of the Shire's transfer stations, season family passes at our local swimming pools and a free double pass to the Euroa Community Cinema

News from the year in brief

Business Breakfast with the Victorian Small Business Commissioner

Early this morning, the Victorian Small Business Commissioner (VBSC), Geoff Browne attended a business breakfast arranged by Business Enterprise Euroa (BEE) and the Shire of Strathbogie at the Butter Factory in Euroa. . . .

PHOTO *(L TO R)*: CLAIRE HAHNEL (BEE), JOHN GILBERT (BEE), GEOFF BROWNE (VBSC), EMMA KUBEIL (STRATHBOGIE SHIRE MANAGER ECONOMIC GROWTH)

Storm affected residents urged to apply for grants

Storm-affected residents urged to apply for grants. Member for Benalla Bill Sykes is urging residents in the Benalla electorate affected by last week's storms to apply for emergency financial assistance. . . .

SUSTAINABLE DEVELOPMENT DIRECTORATE

COMMUNICATIONS

Community Information: Capital Works Program Update

The Strathbogie Shire Council has now completed 100 per cent of its 2012/2013 Road Reseal program to the value of over $1.3 million. . . .

Black Caviar Statue Concept Plans

Amid recent concerns from segments of the Nagambie community regarding the chosen location of the Black Caviar Statue at Jacobson's Outlook, Strathbogie Shire Council Mayor Deb Swan, would like to state the following;

"Council is mindful that the chosen location of the old church site at Jacobson's Outlook for the Black Caviar Statue has historical significance to the Nagambie township." . . .

Established Neighbourhood Safer Places (NSP)

The Strathbogie Shire Council has established Neighbourhood Safer Places (NSP) for both Euroa and Ruffy at its Council Meeting on the 18th of June 2013.

With a total of seven NSP's now located in the Shire, Euroa has been designated to use the Hume Freeway Service Centre and Ruffy will use its Recreational Reserve.

Strathbogie Shire Mayor, Deb Swan said it was "a great outcome for Strathbogie to meet the requirements set by the Bushfire Royal Commission and provide safety for our local communities in times of emergency and last resort." . . .

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT

CORE BUSINESS STATEMENT

Providing community with inclusive access to a wide range of community, cultural and arts activities. Providing individuals and groups with support to increase their resilience to cope in a changing community.

HIGHLIGHTS FOR 2012/2013

Community Planning - Supported community action groups to redevelop their community action plans.

Community grants program, the new program rolled out with community road shows across the Shire providing information about the new grants program was a great success. The quality of grants applications improved and groups were supported in finding additional sources of funds Satisfactory audit of committees of management processes.

The soft launch of new Disability Advisory Committee (DAC) was achieved through a variety of new and innovative activities. This included Asphyxia, the puppeteer and deaf performer who entertained over 140 people over a weekend. Participants were able to register their interest in joining the DAC. Paralympians will be visiting in the new year to continue this program.

A new mobility map was produced for the Shire highlighting key facilities and access points in Avenel, Nagambie, Euroa and Violet Town. The maps will be launched in the new year.

ASPHYSIA, PUPPETEER AND DEAF PERFORMER LAUNCHING THE NEW
DISABILITY ADVISORY COMMITTEE (DAC)
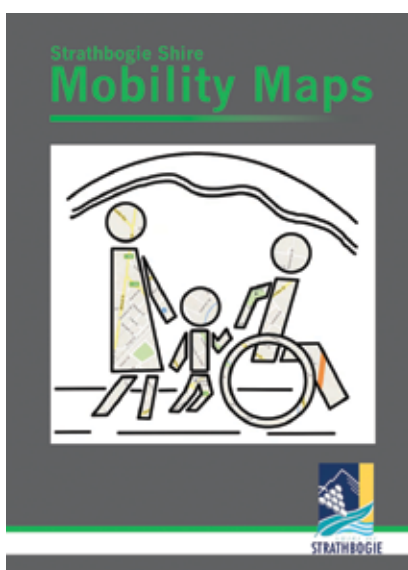
CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT

KEY PROJECTS FOR 2012/2013

- Redevelopment of the Community Action Group Guidelines
- Provided new updated Operations and Risk Manual for all Community Halls and Recreation Reserve Committees of Management
- Trial Smarty Grants program to improve governance and reporting for the grants program.
- Started planning for new Disability Advisory Committee
- Completed Transport Connections Program

RELEVANT STATISTICS FOR 2012/2013

- Received 48 grant applications
- Allocated $68k approx to community groups through the community grants application process
- Allocated $ 56k approx to community action groups through the CAG application process
- 17- Section 86 Committees of Management managing council owned facilities
- Eight Community Action Groups - Avenel, Graytown, Ruffy, Longwood, Euroa, Violet Town, Strathbogie, Nagambie
- 14 Incorporated Committees of Management managing council owned facilities

MOBILITY MAP COVER *(L)* AND SAMPLE OF INFORMATION MAP *(ABOVE)*, WHICH WILL BE LAUNCHED 2014.

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT

KEY PARTNERSHIPS

- Robbie Rae joined the Board of Valley Sport
- Anna Clabburn became a member of Women's Health Goulburn North East, Prevention of Violence Against Women steering committee
- Anna Clabburn joined the Board of the Euroa Community Education Centre
- Membership of Hume Region Justice Reference Group Steering Committee
- Wool Week organising committee
- Our Community (not for profit organisation supporting community groups and community funding)
- Hume Recreation Network
- Euroa Secondary College
- Greater Shepparton City Council
- Moira Shire Council
- Department of Planning and Community Development- GVPCP

SUSTAINABLITIY/ENVIRONMENT

Sustainability and environment form a key criteria for the community grants applications assessment, to encourage applicants to consider the environmental impacts of their projects and events.

The Transport Connections Project aims to increase walking and cycling with the production of mobility maps and Wayfinding signage. The Getting There Network promotes public transport usage and seeks new avenues for shared community transport.

KEY DEPARTMENTAL CHANGES

Liz Scarfe, our community development coordinator, left us to pursue other exciting challenges, but only after making a big impact on redesigning our community grants program; raising the standards for our guidelines and support to community action groups and delivering new policies to underpin the way that council delivers community development.

Annette Ross, after seven years of committed service, accepted a redundancy as part of our restructure in the department. Annette was instrumental in the community planning program and provided great support to a wide range of community groups.

Two new Community Development Officers commenced in February 2013. Robbie Rae, an active community volunteer and well known to the community in Violet Town and beyond, is responsible for community grants, sport and recreation and community planning. Robbie has a teaching background.

Anna Clabburn, an arts journalist, enthusiastic volunteer and key player in the Avenel community market is responsible for access and inclusion, arts and culture and community safety.

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
AGED CARE

CORE PRINCIPLES

Connecting and empowering people- enhancing and enjoying life.

HIGHLIGHTS FOR 2012/2013

Updated the Strathbogie Website content to better reflect our active service model of home and community care, where we work alongside our clients supporting them to do as much for themselves as they can, to maintain their independence.

Planned Activity Groups activity included visits to The Chocolate Apple where the question "how can you have a full sized pear in a wine bottle" was asked and answered! Other visits included a casserole lunch at a Country hall; Gem Club display; Kerrisdale Mountain Railway with spectacular views and wildlife; Mansfield Zoo with feeding the lion a feature; boat ride on the Tahbilk Wetlands hearing an informative presentation of the species of fish and their habitats, birds and wildlife also prolific; Beechworth Honey, viewing the story of honey and watching the busy bees; Shepparton Art Museum to view pottery, Japanese Art and the amazing work of a Bendigo craftsman titled 'Mother and Child'. She is so lifelike, we waited for 'mother' to speak.

Our PAG attended the Choir of Hope & Inspiration musical afternoon; ran morning teas for R.C.H., and the Cancer Council; Seniors Festival events and plays. We participated in Tai Chi; Sitting Chair Exercises; Seniors Photo Competition aand Olympic Games activities.

We had visits from Health professionals- Hearing, Continence, Motorised scooters; a C.F.A. volunteer speaking of his involvement in fire fighting including Black Saturday; poetry reading and hilarious stories.

Volunteers are the backbone of the PAG program and are appreciated by participants and Council Staff.

An innovative way to collect a client's wheelchair that was in Bendigo for specialist repairs was to have one of our planned activity groups take a trip to the Bendigo Grace Kelly Gowns exhibition and whilst they were over there, pick up the chair and return to the client on the way back. Our volunteers enjoy days out together- 'When are we returning the wheelchair from Bendigo to Nagambie?' some ask- it was such a great idea and enjoyable activity to go to Bendigo.

Seven staff members attended the weekend 'Not Just a Cleaning Lady the sequel' at Mulwala to share best practice; share innovative ways to support our frail aged community members and to share learning.

Our meals on wheels coordinator nominated one of our clients, who is also a war veteran, for a special wish to be granted under the Meals on Wheels Make a Wish award. We were fortunate to have won one of two wishes that were granted under this award. The prize was valued at $5,000 and allowed the client to spend a weekend in Canberra where they were able to go to the War Museum and other key attractions.

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
AGED CARE

KEY PROJECTS FOR 2012/2013

- Review and update the Diversity Plan to ensure that all people who are eligible, can access the support services they need.

- Planning for Quality Review of Home and Community Care Program.

- Extension of Meals on Wheels contracts in preparation for a new tender round next year.

RELEVANT STATISTICS

- Delivered 9,079 meals to 218 clients

- Provided 11,620 hours of domestic assistance to 394 clients

- Provided 3,490 hours of personal support to 77 clients

- Provided 1,474 hours of respite to 38 clients

- Provided 4,248 hours of Planned Activity Group activities to 181 clients

- Provided 855 hours of Home Maintenance to 211 clients

- Travelled 122,281 kilometres

- Provided 494 hours of training to 34 workers

- Provided 1,146 hours of assessment for services to 729 clients

- Provided $10,000 dollars of support for senior citizen groups activities

KEY PARTNERSHIPS

- Department of Health

- Strathbogie Health and Community Services Alliance

- Goulburn Rural Health Team

- Benalla District Nursing Service

- Hume Region Food Services Group

- Violet Town Bush Nursing Centre

- Mi Kitchen

- Euroa Health

- Nagambie HealthCare

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
AGED CARE

SUSTAINABILITY/ENVIRONMENT

We ask our clients to have available low chemical products for cleaning their home, to reduce the impact on the environment and on our staff members.

DEDICATED VOLUNTEERS DELIVERING MEALS ON WHEELS TO SOME OF OUR 218 CLIENTS ACROSS THE SHIRE.

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
MATERNAL AND CHILD HEALTH

CORE PRINCIPLES

Access and support for families with pre- school aged children.

HIGHLIGHTS FOR 2012/2013

- Maternal and Child Health (MCH) nurses attended the MCH annual conference
- Developed internal standards and policy framework to improve service delivery
- Established an agreement with university to provide opportunity for placement for MCH student nurses
- Introduced additional immunisation service to Avenel to meet the growing need

KEY PROJECTS FOR 2012/2013

- Developed internal standards and policy framework to improve service delivery
- Changed software to better manage our client data base, reporting and ultimately to provide better service to the community

RELEVANT STATISTICS

- 77 home visits conducted
- 76 new birth notifications
- 147 hours of support under the Enhanced services program

KEY PARTNERSHIPS

- Nagambie Preschool
- Council Youth committee
- Department of Employment and Early Childhood Education
- Municipal Association of Victoria
- Child First- Family Care
- Euroa Medical Family Practice

KEY DEPARTMENTAL CHANGES

Long-serving relief MCH nurse, Barb Smith retired.

Janet Haensel was employed on a permanent basis.

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
YOUTH

CORE PRINCIPLES

Engaging youth to build their self-esteem, knowledge and create community connections.

HIGHLIGHTS FOR 2012/2013

This year we partnered with Mitchell and Murrindindi Councils to deliver Muso Magic with 65 young people. The group developed a theme; wrote an insipirational song; choreographed a dance routine that involved members of the community in various locations around Euroa; and filmed the resulting video which was posted on Youtube with over 1,000 hits- see http://www.youtube.com/watch?v=BF-KWAFN99w

The Youth Photography Exhibition and competition was another great success with over 100 entries. A team of 8 young people formed the committee to plan and run this event which has become an annual feature. This year they were able to obtain generous sponsorship from various local businesses who contributed to provide great prizes to the young winners. Internationally renowned landscape photographer, Steve Parish, ran a one day workshop with 35 participants. He also presented the winners of the exhibition with their awards on the opening night with over 100 people in attendance. The public evening presentation was held on a different night and attracted more than 50 people.

MUSOMAGIC 2013 PARTICIPANTS

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
YOUTH

HIGHLIGHTS 2012/2013 continued from page 53

FReeZA events were held. These included the Palm Tree Pool Party; Muso Magic; Battle of the Bands; Art Wall and FReeZA summit. Approximately 185 young people participated. A team of nine young people form the FReeZA committee and they develop the entire program of events each year.

KEY PROJECTS FOR 2012/2013

FReeZA - funded by Victorian Government- five events

Engage - funded by Victorian Government- aims to develop pathways to employment, education and civic participation through a range of activities including leadership training, mentoring, committee participation, events planning and management.

National Youth Week - funded by Victorian Government - ran the Bully movie and art exhibition to highlight the devastating impact of bullying on young people and raise awareness in the community. Support information from key agencies was on display.

Commenced planning and development of Council's Youth Strategy

L2P - supporting learner drivers to obtain their 120 hours of driving practice and gaining a drivers licence

RELEVANT STATISTICS

17 young people involved in two permanent committees.

Over 500 people participated in the range of activities on offer.

PUSH TRAINING

NATIONAL YOUTH WEEK - BULLYING ART EXHIBITION

CORPORATE AND COMMUNITY DIRECTORATE

COMMUNITY DEVELOPMENT
YOUTH

KEY PARTNERSHIPS

- NESAY
- Berry Street
- Vic Roads
- Council's community development team
- Rotary and Euroa Farmer's Market committee
- Euroa Secondary College
- Euroa Kindergarten
- Euroa Swimming Pool
- Violet Town Community House
- Avenel Neighbourhood House
- Nagambie Hub
- Mitchell Shire Council
- Murrindindi Shire Council
- Word of Mouth
- Uniting Care Cutting Edge
- Victorian Government
- Sheila Inc. Gallery
- Euroa Butter Factory
- Steve Parish
- Euroa Community Cinema

SUSTAINABILITY/ENVIRONMENT

Photography exhibition provided an avenue for young people to express their ideas and feelings in relation to their environment.

Youth committee provided feedback to the Friends of the Sevens Creek during their planning for their project to enhance the environment along to the creek frontage.

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

CORE BUSINESS STATEMENT

Customer Service

The Customer Service department is one of the main access points for the community, providing the opportunity to consult and collaborate with Strathbogie Shire Council operational staff. The Customer Service department also provide specific services to the community that respond to the needs of the residents and ratepayers, including payment processing, customer enquiry support, Mobile Customer Service and VicRoads Agency services. In addition the Customer Service department provides internal services to other departments within the organisation.

The Customer Service department aims to deliver quality services to Council's internal and external stakeholders; using reliable information with a responsible approach and, where applicable, in partnership with the community.

Record Management

Good corporate information management is imperative to productivity and accountability at Council. The Records department is responsible to monitor and ensure good management of records relating to all transactions within Council; enabling the organisation to effectively and efficiently create, capture, secure, share, distribute and manage both digital and paper based business transactions and documents.

Geographic Information Systems

Spatial data and information is becoming the way in which council and community can share large amounts of data in a digestible format. The core function of this department is to visually connect people with Council information by sharing information sources, supporting and increasing people's capability to interpret information for productivity and increase the confidence the community has with access to fast reliable and definitive data. This is achieved by the development of mapping data.

Information Communication Technologies

This department seeks to support the delivery of the Strathbogie Shire Council's business objectives as set out in Strathbogie Shire Council Plan. The demand for best practice implementation and operations of service delivery coupled with reducing costs is driving Council to innovate through information and communication technology. Information Communication Technology (ITC) is an enabler to improve productivity by modernising and automating processes and systems, assisting with service delivery improvement and ensuring Strathbogie Shire Council invests responsibly in relevant technologies.

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

HIGHLIGHTS FOR 2012/13

Customer Service

- Customer Request Handling tracking within a corporate system, linking each enquiry to the actual asset; allowing council to obtain accurate data about enquiry resolution performance

- Mobile Customer Service integrated with the Visitor Information Centre at Nagambie. Trials were also held at Avenel and Violet Town

- Responsibility for administration and processing of Local Law enquiries, working directly with Ranger Services

- 83% of staff enrolled and successfully completed either Cert. IV Local Government and Cert. IV in Front Line Management

Records Management

- Project commencement to update the Electronic Data Record Management system allowing compliance to the Public Records Office of Victoria (PROV) Victorian Electronic Records Strategy

- Lead the organisation wide implementation of document registration productivity enhancements

- 100 % of Staff enrolling and successfully completing Cert. IV Local Government

Geographic Information Services

Population of spatial data into the Customer Request Handling and Asset Management system, providing visual understanding of where requests and assets are situated.

Information Communication Technology

- Upgrade of telephone system allowing the full implementation of Mobile Customer Service

- Installation of Windows8 touch screen technology at the Visitor Information Centre

- Implementation of Disaster Recovery, using "cloud" technology to allow business continuity

- Further capabilities for Asset Services in the field using mobile device software-Confirm Connect; enhancing productivity for Ranger services.

- Review & consolidation of corporate software saving $40,000 on annual operations

- 50% of staff enrolling and successfully completing Cert. IV Front Line Management

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

KEY PROJECTS FOR 2012/13

Customer Service

Implementation of a corporate Customer Request Handling system and automation of workflows for enquires raised. This project has allowed Strathbogie Shire Council to provide traceable and measurable methods of enquiry resolution. This has allowed Council for the first time to be able to accurately measure the number of enquiries received and actioned by council staff.

The Customer Service department continues to support the Economic Growth Department by managing the online accommodation website that is available for use by accommodation businesses throughout the shire. This year an additional five accommodation operators have joined the system, and another three operators have enquired about the service offered by Council under the Visitor Information Centre function.

In February 2013 the Customer Service Department became responsible for administration and processing of local law enquires and permits, working directly with the Ranger service to ensure timely processing of enquiries from the public. In the five months of operation the team have supported with the resolution of 105 enquiries, with over half of these being roadside timber collection permits. The Customer Service team have also identified process improvement to remove lag time and provide efficiency to the way in which permits are processed.

After a successful trial a full implementation of a one day per week Mobile Customer Service at Nagambie. Partnering with the Nagambie Visitor Information Centre; providing face to face service support to the residents of Nagambie. This has provided proof of concept for three further projects to commence between the third and fourth quarters of 2013:

- DRaaS – Disaster Recovery as a Service. A Cloud based approach to ensuring councils systems and data are available to staff in the event of a catastrophic emergency
- Decentralised management of Emergency Response and Relief efforts by council staff
- Virtual Call Centre; allowing casual staff to work from home and connect via the internet to councils systems, providing service support at the same standard as an officer situated in the main office.

Further Mobile Customer Service trials were completed at Avenel and Violet Town but these did not meet the defined performance criteria for sustainability. Council are currently organising surveys and requesting feedback on how the residents believe an improved connection can be developed.

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

Records Management

During the 2012/13 financial year the Records department have commenced an organisation wide improvement project based on how Council: captures, registers, distributes, shares and stores corporate information. Key to these improvements is the implementation of an updated Electronic Data Record Management system that assists all staff to capture any transactional work activity. A major change in how Council stores information will allow Strathbogie Shire Council to progress in obtaining compliance with the Public Records Office of Victoria (PROV). Strathbogie Shire Council will also take a lead role in being the first Council to implement the new business classification scheme used to structure the corporate information stored by councils.

The department initiated the "Electronic Born Record Management" procedure for the organisation and changed processes resulting in the organisation removing the need to duplicate, via printing, records of all outward paper correspondence. This has the potential to save 50,000 printouts which equates to $2,000 in printing cost as well as 640 hours in resource time per year, whilst remaining compliant to state legislation on record keeping.

Geographic Information Services

The GIS department have partnered State Government bodies and other council departments to ensure that data can be used to provide an accurate visual representation for people to understand and use in their daily activities. Some key project partnerships include:

- Statutory Support staff training in the use of an iphone app that allowed the capture of Goulburn River signage points and photos. The data was developed into a spatial layer in Exponare (map viewing software) and will be transferred into the asset management system for use with inspections and maintenance in the future

- Goulburn Murray Water data sets, used to created Castle Creek Levy map layers in Exponare

- Working with information provided by LandCare regarding new boundaries created within the Strathbogie Shire Council

- Roadside Spraying data translation and map creation for use in Council contract tenders

- Audit of Bridge and Major Culverts layer points for use in all GIS mapping systems allowing the development of an updated large scale Municipal map including road Indexing

- Updating the Whole Shire and Nagambie Maps for Economic Growth published and provided to perspective investors to the region during the annual Regional Living Expo

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

Another major project that will continue through 2013 and 2014 includes the population of spatial data into the Customer Request Handling and Asset Management system allowing the possibility for improved understanding and efficiency; current mapped layers include:

Asset Data

- Footpaths
- Bridges and Major Culverts
- Site Features- capturing roads and Council managed land sites within the Shire
- 95% Road Service Segments

Mapped Reference Data

- Vicmap Addresses
- Vicmap Named Roads
- DSE Roadside Conservation Map
- Council Garbage and Recycling Map
- Vicmap Properties
- Vicmap Parcels (titles of land)
- Vicmap Localities
- Vicmap Shire Boundary
- Aerial Imagery

THE STRATHBOGIE SHIRE COUNCIL MAINTAINS ONE OF THE LARGEST ROAD NETWORKS OF ANY RURAL COUNCIL.

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

Information Communication Technology

The Information Communication Technology department is an enabler for productivity gains in other departments. Last financial year included projects that enhanced existing systems, and others that provided mobility and efficiency to staff:

- Standard Operating Environment upgrade project – Project completed with internal resources only, saved up to $50,000 on consultancy fees

- Phone system upgrade; a large amount of this project was completed after hours by internal staff, saving council approximately $17,000

- Confirm Enterprise Asset Management – Implemented an asset management system, prior to which no system existed for housing all assets and ensuring reporting and audit tracking

- Councillors' mobile access to email and documents via the introduction of iPads – substantially reducing paper usage via the use of modern technology

- Confirm Connect implementation, providing a mobile solution for Customer Request Handling and Asset maintenance and condition assessment

- Virtual call centre established by enhancements to backend systems allowing call handling to occur over a standard internet connection with a PC and software. This allowed for the trial and subsequent implementation of Mobile Customer Service at Nagambie.

RELEVANT STATISTICS

Customer Service

Customer Service Delivery is the responsibility of all departments within Council and with the implementation of the Customer Request Handling system Council is now able to identify the number of requests that are received from residents, businesses, state departments and the general public.

As part of identifying ways in which we can provide improved service to our residents, the Customer Service Department track calls received to the Council's free call number 1800 065 993 and our direct line 5795 0000. Identifying trends and peak periods will assist the Customer Service department to resource appropriately to limit long call queues.

Strathbogie Shire Council provides a VicRoads agency as VicRoads does not service, via a direct office, in the Shire. Services are a subset of those offered by VicRoads and, for the past few years, service requests have been trending up, exceeding expected income and service request levels.

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

Records Management

The Records department are responsible to ensure all staff are managing the registration of any transaction relating to advice, support or business matters relating to Council and continue to see an increase year on year of correspondence.

Correspondence registered three year trend identifies more and more correspondence is managed electronically.

As part of the changed approach to management of electronic records, the Records department have assisted staff in improved registration of records; an overall improvement of 7% and a marked increase in email and fax registration of 13%.

Geographic Information Services

Vicmap Change Requests, collaborating with state departments to improve accuracy of property parcel and address data, used by emergency services and other state departments:

- 571 M1 Change Request submitted to VicMap for changes to Vicmap property, parcel and address data.
- 89 Notification Editing Service (NES) Requests have been completed to either upload M1 edits or change an object within Vicmap.

Exponare (map viewer) Maintenance:

- 192 layers of data, available for viewing in Exponare
- 12 Exponare work environments, maintained for seven of nine internal council departments

54 maps have been created for various internal departments within Council throughout 2013. These maps vary in size and resources required and have been published in documents such as: the Official Visitor Information booklet and tear off tourism map packs, Nagambie On Water event material, Strathbogie Shire Council Municipal Strategic Statement, Approved freight route maps, Nagambie Water Ways maps, Contract tender documents, Council Website, and Council wide maps for the CFA.

Information Communication Technology

As an internal support function of Council, the ICT department, partners with all internal departments to ensure efficient work practice can be achieved via advancement in technology. The team also provide immediate support for the current IT environment; this year has seen a slight increase in support requests from the organisation.

CORPORATE AND COMMUNITY DIRECTORATE

CUSTOMER RELATIONS

KEY PARTNERSHIPS

Customer Service

As with other years Council continues to partner with VicRoads and provide VicRoad Agency services. This year the service was well utilised with an average of 88 service requests per month.

The department continues to partner with accommodation operators to provide an online presence for businesses who wish provide the ability for tourist to prepay accommodation. The department also participated in accommodation operator forums and looks forward to fostering improved relationships.

Information Communication Technology

The ICT team have assisted with events including the Australian Local Government Women's Association ALGWA conference held at the Euroa Butter Factory, providing visual project equipment. Other internal setups include organisation wide staff meetings held external to Council's offices.

SUSTAINABILITY / ENVIRONMENT

Information Communication Technology

The introduction of printing management and reporting has provided a greener way of working. Using "swipe technology" the organisation has saved on printing 1578 forgotten print requests, equalling 7425 printed sheets of paper. This has both a monetary and environmental saving; roughly $650 dollars and 26.5 kg CO_2.

Records – Information Management

The introduction of a revised way to manage electronic documentation and recording any replies to electronically received requests or documents has seen a significant drop in printing requirements. The potential green saving of 50,000 printouts equates to 60% of a tree, 540 kg of CO_2 and 16,666 litres of water.

KEY DEPARTMENTAL CHANGES

The resignation of Mr Richard Bianco in July 2012 allowed council the opportunity to realise the full skill sets and experience of current staff, allowing the formation of the Customer Relations Unit in August of 2012 under the management of Andrea Richards. This brings under one umbrella the departments of Customer Service, Records Management, Geographic Information Systems and Information Communication Technology. This change provides for future enhancement with synergy of activities and flexibility of staffing.

GOOD GOVERNANCE

In October 2009, Strathbogie Shire Council adopted an updated Code of Good Governance.

The values that underpin this Code of Conduct incorporate respect and consideration of fellow Councillors, staff and the community. We will communicate openly and honestly with an appreciation of the professional view, abilities and the unique contributions each of us make toward the effective governance of the Shire of Strathbogie. The Strathbogie Shire Council consists of the Councillors who are democratically elected by the voting members of the Strathbogie community in accordance with the Local Government Act 1989. The role of Council is to provide leadership for the good governance of the Shire of Strathbogie.

It includes (Local Government Charter section 3B and 3D of the Act):

- Acting as a representative Government by taking into account the diverse needs of the local community in decision making

- Providing leadership by establishing strategic objectives and monitoring their achievements

- Maintaining the viability of the Council by ensuring that resources are managed in a responsible and accountable manner

- Advocating the interest of the local community to other communities and Governments

- Acting as a responsible partner in government by taking into account the needs of other communities

- Fostering community cohesion and encouraging active participation in civic life

The code is based on the premise that a Council is elected by its citizens to govern the local community and is accountable to those citizens. The legitimacy of local government derives from its central role of representing the interest of communities.

GOOD GOVERNANCE IS IMPORTANT FOR SEVERAL REASONS. IT NOT ONLY GIVES THE LOCAL COMMUNITY CONFIDENCE IN ITS COUNCIL, BUT IMPROVES THE FAITH THAT ELECTED MEMBERS AND OFFICERS HAVE IN THEIR OWN LOCAL GOVERNMENT AND ITS DECISION-MAKING PROCESSES. - SEE MORE AT: HTTP://WWW.GOODGOVERNANCE.ORG.AU/ ABOUT-GOOD-GOVERNANCE/WHY-IS-GOOD-GOVERNANCE-IMPORTANT/

GOOD GOVERNANCE

The Value of Good Governance

Good governance is vital in ensuring accountability, fairness and transparency for all of our stakeholders: management, employees, state and federal governments and their authorised bodies and our community.

It encompasses making clear the legislation and regulations under which we operate, along with those local laws we are authorised to make, our decision-making processes, delegations of authority, effective risk management systems and processes, establishing effective frameworks for planning, monitoring operational effectiveness and performance management.

What is the Role of a Council?

As a statutory body Strathbogie Shire Council is one of 79 Victorian councils that derives its role, powers and functions primarily from the Local Government Act 1989.

Under s3D of the Act:

1. A council is elected to provide leadership for the good governance of the municipal district and the local community.

2. The role of a council includes:
   a. Acting as a representative government by taking into account the diverse needs of the local community in decision making;
   b. Providing leadership by establishing strategic objectives and monitoring their achievement;
   c. Maintaining the viability of the council by ensuring that resources are managed in a responsible and accountable manner;
   d. Advocating the interests of the local community to other communities and governments;
   e. Acting as a responsible partner in government by taking into account the needs of other communities; and
   f. Fostering community cohesion and encouraging active participation in civic life.

The Strathbogie Shire Council performs this role by setting the strategic direction of the municipality, establishing and guiding policies, setting service delivery standards and monitoring the performance of the organisation on behalf of our community.

How are Decisions Made?

Council decisions are made in one of two ways:

1. By resolution at Council meetings and Special Committees of Council.
2. By Council officers under delegated authority.

Most decisions of an operational nature have been delegated to officers through the Chief Executive Officer (CEO). This system recognises the CEO's responsibility under the Local Government Act in managing the day-to-day operations of the organisation.

GOOD GOVERNANCE

Dealing with Conflict of Interest

During the course of dealing with matters that come before Council for decision, individual Councillors and members of staff may find that they, or their immediate family, have either a financial or some other advantage that could be interpreted as having undue influence on the outcome.

To ensure transparency in the decision-making processes of Council, both Councillors and staff are required to declare and document their interest in a matter. Where Councillors have declared an interest they take no part in the decision-making process. During 2011/12 six conflicts of interest were registered by Councillors.

Copies of the following publications, published by the Department of Planning and Community Development Victoria, have been provided to Councillors and staff for information:

- *Conflict of Interest: A Guide for Councillors, June 2011.*
- *Conflict of Interest: A Guide for Council Staff, October 2011.*

Local Laws and their Purpose

Council has adopted a series of local laws that aim to protect and enhance the community's general way of life and wellbeing. They provide for peace, order and good government. We have the following local laws in place:

Local Law No. 1 - Meeting Procedure (2010)

This Local Law is the Strathbogie Shire Council Meeting Procedures and Common Seal Local Law No 1 2010. The objectives of this Local Law are to:

a. Provide a mechanism to facilitate the good government of the Council through its formal meeting procedure;

b. Regulate and control the election of Mayor, any Deputy Mayor and the chairperson of any Special Committees;

c. Regulate and control the procedures governing the conduct of meetings;

d. Regulate and control the use of the Council's seal;

e. Provide for the administration of the Council's powers and functions; and

f. Provide generally order and good government of the municipal district.

GOOD GOVERNANCE

Local Law No. 6 – Community (2010)

The purpose of Community Local Law No. 6 is to provide for the peace, order and good Government of the Strathbogie Shire by:

1. Regulating and controlling uses and activities on Council land and roads so that the Council is aware of uses or activities which may:

    • Be detrimental to the amenity of the area or the enjoyment of facilities on land or roads; or

    • Cause damage to Council and community assets; or

    • Create a danger or expose others to risk; or

    • Interfere with the safety and convenience of people travelling on or using Council land or roads; or

    • Impede free and safe access for people, and in particular those with sight and movement impairment or disabilities;

2. Managing, regulating and controlling activities and uses on any land which:

    • May be dangerous, or cause a nuisance or be detrimental to the amenity of the area or the environment; or

    • Are directed at maintaining a healthy and safe environment for residents and visitors; or

    • Promote community expectations and demands about their desired lifestyle and the availability of goods and services provided to them;

    • Identifying activities and uses that are not permitted so as to achieve the purposes in sub-clauses (1) and (2); and

    • Providing for the administration of the Council's powers and functions.

Council Plan Framework

The Council Plan is the key strategic document guiding the direction of the Council for its elected term. The Strathbogie Shire Council Plan 2013-2017 was produced after a comprehensive process that included extensive strategic research on the key drivers and trends affecting the current and future growth and welfare of our community, inputs from councillors and council staff, community consultation and consideration of statutory and contractual requirements. The Council Plan can be viewed on Council's website at: **www.strathbogie.vic.gov.au**

GOOD GOVERNANCE

Policies, Strategies and Plans

The following key documents were adopted by Council during 2012/2013:

DOCUMENT	ADOPTED
2012/2013 Budget	10.07.12
Election Caretaker Policy	17.07.12
Goulburn Murray Water Draft Nagambie Waterways Land and On Water Management Plan	21.08.12
Health & Safety Policy	18.09.12
Municipal Fire Management Plan	18.12.12
Investment Policy	19.02.13
Community Grant Giving Policy	19.02.13
Nagambie Town Centre Concept Plan	19.03.13
Purchasing Card Policy	21.05.13
Fraud & Corruption Prevention Policy	21.05.13
Mobile Device Policy	18.06.13
Rates & Charges Collection & Hardship Policy	18.06.13
Council Plan 2013-2017	26.06.13
2013/2014-2017/2018 Strategic Resource Plan	26.06.13
Road Management Plan Review	26.06.13

More on Plans, Policies, Strategies and Reports can be found on our website at:-
http://www.strathbogie.vic.gov.au/council/plans-policies-strategies-a-reports

MEMBERSHIP OF ORGANISATIONS

The Strathbogie Shire Council is a member of the following organisations:

Livestock Saleyards Association

Local Government Professionals

Municipal Association of Victoria

Records Management Association of Australia, and

Victorian Local Governance Association

MEETING ATTENDENCES

1 JULY 2012 / 30 JUNE 2013   *FROM JULY 2012 UNTIL OCTOBER 2012 - PRIOR TO COUNCIL ELECTIONS*

COUNCILLOR	NORMAL COUNCIL MEETING	SPECIAL COUNCIL MEETING	PLANNING COMMITTEE
CR MICK WILLIAMS	4	3	4
CR COLLEEN FURLANETTO	3	2	5
CR DEBRA SWAN	3	3	5
CR PETER WOODHOUSE	4	3	3
CR MALCOLM LITTLE	4	3	5
CR NEIL MURRAY	3	3	5
CR HOWARD MYERS	3	2	5

Period ending 26/10/12

1 JULY 2012 / 30 JUNE 2013   *FROM 27/10/12 FOLLOWING COUNCIL ELECTIONS*

COUNCILLOR	NORMAL COUNCIL MEETING	SPECIAL COUNCIL MEETING	PLANNING COMMITTEE
CR MICK WILLIAMS	7	9	11
CR COLLEEN FURLANETTO	6	9	10
CR DEBRA SWAN	6	9	11
CR PAT STORER	7	9	11
CR MALCOLM LITTLE	7	9	11
CR ALISTER PURBRICK	6	5	10
CR ROBIN WEATHERALD	6	7	9

GOAL: 1 — **A SUSTAINABLE COMMUNITY THAT RESPONDS EFFECTIVELY TO THE CHALLENGES OF CLIMATE CHANGE (CLIMATE CHANGE)**

OBJECTIVE: 1.1 — To protect and enhance the natural and built environment for current and future generations

STRATEGY: 1.1.1 — **Provide environmental leadership, education and support**

ACTION: 1.1.1.1 — Implement priority projects from Strengthening Strathbogie in a Changing Climate and Environmental Strategy

Position(s)	Target Date	% Complete	Status	Comments
Director Asset Services	30-Jun-2013	100%	✓	Community information brochures distributed September 2012, and media campaign delivered.

STRATEGY: 1.1.2 — **Develop a Council environmental sustainability strategy**

ACTION: 1.1.2.1 — Develop a Shire wide Parks Management Plan

Position(s)	Target Date	% Complete	Status	Comments
Manager Engineering	31-May-2013	100%	✓	Shire wide Parks Management Plan has been completed, and all elements of the detailed review were communicated to council at an Assembly of Councillors on 28 May 2013.

STRATEGY: 1.1.3 — **Develop and promote appropriate environmental sustainability standards**

ACTION: 1.1.3.1 — Complete stage 1 of the survey and design for the Violet Town flood mitigation works

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	31-Mar-2013	90%	+	Estimated completion is December 2013. Work was delayed by re-tendering due to shortage of funds.

STRATEGY: 1.1.4 — **Reduce Council's carbon footprint**

ACTION: 1.1.4.1 — Participate in the streetlight energy saving bulb replacement program

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	30-Jun-2013	100%	✓	Initial application between Greenhouse Alliance and Strathbogie Shire Council was unsuccessful.

ACTION: 1.1.4.2 — Complete the Euroa office energy retro-fit

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	30-Jun-2013	50%	?	Project deferred to the 2013/14 financial year, due to unsuccessful external funding application. An audit of office energy has been undertaken and a report with the recommendations for implementation completed.

Legend: ❌ NOT STARTED ✓ COMPLETED ? UNDER REVIEW + IN PROGRESS

PERFORMANCE AGAINST THE COUNCIL PLAN

COUNCIL PLAN PROGRESS REPORT – APRIL TO JUNE 2013 – FINAL QUARTER

GOAL: **2** — **A safe, connected infrastructure network that responds effectively to community needs (Infrastructure)**

OBJECTIVE: 2.1 — Plan and deliver improved infrastructure services

STRATEGY: **2.1.1** — **Advocate to other levels of Government for additional infrastructure resources**

ACTION: 2.1.1.1 — Review Council's Asset Management Plan

Position(s)	Target Date	% Complete	Status	Comments
Manager Engineering	31-Dec-2012	100%	✓	Strathbogie Shire Council was one of 14 councils throughout Victoria to achieve core competency by end of December 2012.

ACTION: 2.1.1.2 — Continue to present to Federal Government a case for additional infrastructure funding

Position(s)	Target Date	% Complete	Status	Comments
Director Asset Services	30-Jun-2013	100%	✓	An assessment of freight route upgrade proposals in conjunction with the Hume Strategy Transport sub-group was prepared. The assessment identified the Avenel freeway overpass and rail crossing, Locksley-Nagambie Road and the Quarry Lane alternative route as high priorities.

ACTION: 2.1.1.3 — Council to include drainage study reports for Euroa, Avenel, Nagambie and Violet Town into the Municipal Strategic Statement as a reference document.

Position(s)	Target Date	% Complete	Status	Comments
Manager Economic Growth	30-Jun-2013	100%	✓	The Municipal Strategic Statement has been on exhibition and submissions have been received. The Council Planning Committee Meeting on the 11 September requested a panel hearing. Panel Hearing completed and reported to Council. The Council in conjunction with the Municipal Association of Victoria advocated to State and Federal Government to re-introduce the funding program. Project has been deferred to 2013/14 because funding program only became available in May 2013, causing a delay in the delivery of the project.

ACTION: 2.1.1.4 — Complete landfill capping works at the Violet Town Landfill and redevelop waste transfer facilities on site.

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	31-May-2013	80%	➕	The Violet Town waste transfer station construction is completed and the site commissioned. Landfill capping design is about 80% completed pending final review by EPA Auditors in accordance with guidelines released in February 2013. Construction works will proceed when agreement is reached with EPA. There is still no approval from EPA to construct the capping with the current design. The landfill capping is deferred to 2013/14.

Legend: ➕ IN PROGRESS ✗ NOT STARTED ✓ COMPLETED ? UNDER REVIEW

STRATEGY: 2.1.2 Take a planned approach to pathway/mobility provision

ACTION: 2.1.2.1 Continue to implement as funding permits elements as prioritised in the Walking and Cycling Paths Strategy

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	30-Jun-2013	100%	✓	Council has constructed a footpath between Euroa and the Freeway Service Station. Council continues to monitor opportunities for funding for projects in the Walking and Cycling Paths Strategy.

ACTION: 2.1.2.2 Design and construct The Rockies pedestrian bridge

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	30-Jun-2013	100%	✓	Project has been indefinitely abandoned due to inability to reach an agreement with the community.

STRATEGY: 2.1.3 Advocate to Government for improved public transport

ACTION: 2.1.3.1 Continue to support the Goulburn Valley Regional Public Transport Plan implementation

Position(s)	Target Date	% Complete	Status	Comments
Manager Community Development	30-Jun-2013	100%	✓	The transport connections program ended 30 June 2013. The fund-holder, Greater Shepparton City Council, has transferred the remaining funds to Strathbogie Shire Council in order to complete the Wayfinding signage component of the project implementation by the end of September 2013.

ACTION: 2.1.3.2 Participate in the Hume Regional Freight Strategy Project Development

Position(s)	Target Date	% Complete	Status	Comments
Director Asset Services	30-Jun-2013	100%	✓	Strategy complete.

STRATEGY: 2.1.4 Advocate Government and utilities for adequate and secure provision of water

ACTION: 2.1.4.1 Support Goulburn Valley Water's Strategic Master Plan

Position(s)	Target Date	% Complete	Status	Comments
Director Asset Services	30-Jun-2013	100%	✓	Provided input to development of plan. Council participated in the Murray Darling Basin Plan Advocacy Group with Shepparton Council and the Murray group of Councils to advocate for secure water supply.

Legend: ➕ IN PROGRESS ✗ NOT STARTED ✓ COMPLETED ❓ UNDER REVIEW

GOAL: **3** **An environment which provides opportunity and support for sustainable investment (Private Enterprise)**

OBJECTIVE: 3.1 Develop systems and procedures to be investment ready

STRATEGY: **3.1.1** **Identify land for future investment**

ACTION: 3.1.1.1 Commence and Complete Stage 2 of Shire Wide Heritage Strategy

Position(s)	Target Date	% Complete	Status	Comments
Manager Statutory Services	30-Jun-2013	90%	➕	The actions required for completion of project were: - To arrange briefing to Council updating and informing on heritage strategy. - To arrange general media update on heritage strategy process - To send draft citations for properties to affected owners for comment and input. After input from Councillors and Property Owners, drafting of final citations to be completed and inputted onto Heritage Victoria database. Due to allowing longer period for landowner input regards citations, this is now due for completion end August 2013.

ACTION: 3.1.1.2 Seek Authorisation by Minister to commence Rural Living rezoning process as detailed in the Nagambie Growth Management Strategy

Position(s)	Target Date	% Complete	Status	Comments
Manager Economic Growth	30-Jun-2013	100%	✅	Council has now incorporated the Nagambie Growth Management Strategy, within our Planning Scheme Review, as a reference document, and updated the Nagambie Structure Plan which identifies areas north of Nagambie for further investigation for Rural Living.

ACTION: 3.1.1.3 Implement Council's adopted Municipal Strategic Statement

Position(s)	Target Date	% Complete	Status	Comments
Manager Economic Growth	30-Jun-2013	100%	✅	Council's Municipal Strategic Statement has been reviewed, exhibited and submissions received. Planning Panels Victoria have heard the unresolved submissions and a report has been sent to Council. The Planning Department made changes as per the recommendations of the Panel Report and presented a report to Council for adoption, prior to sending it to the Minister for implementation in the Planning Scheme. Awaiting on Planning Minister to place in Planning Scheme.

➕ **IN PROGRESS** ❌ **NOT STARTED** ✅ **COMPLETED** ❓ **UNDER REVIEW**

PERFORMANCE AGAINST THE COUNCIL PLAN

COUNCIL PLAN PROGRESS REPORT – APRIL TO JUNE 2013 – FINAL QUARTER

STRATEGY: 3.1.2 Identify and support opportunities for improved educational and training links

ACTION: 3.1.2.1 Work with the Euroa Community Education Centre in investigating joint training opportunities

Position(s)	Target Date	% Complete	Status	Comments
Manager Organisation Development	30-Jun-2013	100%	✓	Council continues to work with Euroa Community Education Centre to initiate joint training and funding opportunities.

STRATEGY: 3.1.3 Promote and support business and industry development

ACTION: 3.1.3.1 Conduct business forums in Nagambie, Violet Town and Avenel

Position(s)	Target Date	% Complete	Status	Comments
Manager Economic Growth	30-Jun-2013	100%	✓	Avenel business forum has been completed and a Business Network Group has been formed. Relationships are building with Nagambie through the Nagambie Post By-pass Strategy. Members of Strathbogie Shire Council attend business meetings as required with each town.

ACTION: 3.1.3.2 Complete a shire wide Economic Development Masterplan

Position(s)	Target Date	% Complete	Status	Comments
Manager Economic Growth	31-Mar-2013	100%	✓	Draft plan was out for public consultation until 31 March. Submissions received on Draft Plan. Final plan now on exhibition to be adopted by Council August 2013.

ACTION: 3.1.3.3 Complete the Nagambie main street strategy and design post by-pass

Position(s)	Target Date	% Complete	Status	Comments
Manager Economic Growth	30-Apr-2013	100%	✓	Submissions received during public exhibition process have been reviewed by the committee and a report tabled before Council.

ACTION: 3.1.3.4 Join the 'Food Bowl' group of North East Councils to advocate to state government for funding and industry expansion

Position(s)	Target Date	% Complete	Status	Comments
Chief Executive Officer	30-Jun-2013	100%	✓	Council has joined the group in conjunction with Regional Development Victoria.

IN PROGRESS ➕   **NOT STARTED** ✗   **COMPLETED** ✓   **UNDER REVIEW** ?

GOAL: 4   **A community that has access to a comprehensive range of services which respond to its diverse needs (Public Institutions)**

OBJECTIVE: 4.1   To promote the availability of a broad range of responsive and accessible services to our diverse community

STRATEGY: 4.1.1   **Support relevant service providers to secure integrated health services**

ACTION: 4.1.1.1   Conduct four meetings of the Strathbogie Health Consortium

Position(s)	Target Date	% Complete	Status	Comments
Chief Executive Officer	30-Jun-2013	100%	✓	Four meetings have been conducted by the Strathbogie Health Consortium this year including a review of operations by the Health Department.

STRATEGY: 4.1.2   **Investigate community emergency response services**

ACTION: 4.1.2.1   Investigate the establishment of the Nagambie Emergency Response Facility

Position(s)	Target Date	% Complete	Status	Comments
Chief Executive Officer	30-Nov-2013	100%	✓	Meetings conducted with Emergency Services and landowners for potential site. Further discussions with landowners and funding bodies will occur in 2013/2014.

STRATEGY: 4.1.3   **Investigate the current and future requirements for aged care and services**

ACTION: 4.1.3.1   Investigate Funding Opportunities to further develop the "Hub – Community Connecting" concept detailed in the Nagambie Community Infrastructure Strategy – such as a Youth Café, VIC and / or Customer Service Centre

Position(s)	Target Date	% Complete	Status	Comments
Manager Community Development	30-Jun-2013	100%	✓	The VIC is operating from High Street Nagambie, and this now incorporates the mobile customer service centre.

➕ IN PROGRESS   ✖ NOT STARTED   ✓ COMPLETED   ❓ UNDER REVIEW

PERFORMANCE AGAINST THE COUNCIL PLAN

COUNCIL PLAN PROGRESS REPORT – APRIL TO JUNE 2013 – FINAL QUARTER

GOAL: 5 — A progressive and diverse destination offering a committed, participative community that has access to a broad range of recreational and cultural activities in a liveable, safe and nurturing environment (Housing & Recreation)

OBJECTIVE: 5.1 — To enhance our lifestyle through community participation in cultural and recreational activities

STRATEGY: 5.1.1 — Encourage and support development of recreational and cultural facilities and services

ACTION: 5.1.1.1 — Design, build and complete stage 1 of the Avenel Recreation Reserve and Euroa Memorial Oval Reserve multi-use facilities

Position(s)	Target Date	% Complete	Status	Comments
Manager Projects & Works	31-May-2013	75%	?	Stage 1 Avenel was completed in March 2013. Council is unable to proceed with the Euroa Memorial Oval due to detailed design and costings not available until 2013/2014 financial year. Once finalised funding applications will be submitted.

STRATEGY: 5.1.2 — Promote and support participation in community activities

ACTION: 5.1.2.1 — Appoint a shire wide Economic Growth Coordinator dealing with tourism, marketing and events

Position(s)	Target Date	% Complete	Status	Comments
Director Sustainable Development	31-Dec-2012	90%	?	Economic Development Masterplan completed and funding options will be sought to employ a position. In the draft 2013/2014 budget there is an allocation of $50,000 to (part) fund alternative position.

GOAL: 6 — A desirable destination which attracts visitors to enhance the economic and recreational opportunities for our community (Tourism)

OBJECTIVE: 6.1 — To provide a broad community and economic benefit through an integrated tourism model

STRATEGY: 6.1.1 — Increase visitation to and within the Shire

ACTION: 6.1.1.1 — Conduct an Economic Benefit Analysis of past and future use of the waterways around Lake Nagambie and the Goulburn River / Weir

Position(s)	Target Date	% Complete	Status	Comments
Chief Executive Officer	30-Jun-2013	100%	✓	This action has now been included in the Council endorsed Economic Development Strategy.

ACTION: 6.1.1.2 — Support Goulburn Murray Water's On Land and On Water Strategy actions

Position(s)	Target Date	% Complete	Status	Comments
Chief Executive Officer	31-Oct-2012	100%	✓	Council has endorsed the Strategy.

+ IN PROGRESS   ✕ NOT STARTED   ✓ COMPLETED   ? UNDER REVIEW

ACTION: 6.1.1.3   Design and construct Seven Creeks Park multi-use facility which includes a visitor information centre, amenities and café

Position(s)	% Complete	Target Date	Status	Comments
Chief Executive Officer	100%	30-Jun-2013	Completed	The project has now been redesigned as an upgraded amenities building only as the funding through Regional Development Australia was not successful.

ACTION: 6.1.1.4   Provide support and sponsorship to equine events within the shire

Position(s)	% Complete	Target Date	Status	Comments
Chief Executive Officer	100%	31-Dec-2012	Completed	The following events have been sponsored by the Shire - North East Thoroughbred Young Achiever Award, Euroa Jumping Classic and Euroa Cup.

GOAL: 7   An organisation that meets the community's needs and expectations with responsive, innovative customer service and management (Organisation)

OBJECTIVE: 7.1   An organisation that strives for excellence in the delivery of its services

STRATEGY: 7.1.1   Promote Shire wide information and access

ACTION: 7.1.1.1   Participate in the "Preventing Violence Against Women" Program

Position(s)	% Complete	Target Date	Status	Comments
Manager Community Development	100%	30-Jun-2013	Completed	Council participated in the White Ribbon Day event in 2012. Council has representation on the Hume Region Justice Reference Group Steering Committee which identifies family violence as a key priority area. Council also has representation on steering group for Women's Health North East project to address family violence in the region.

ACTION: 7.1.1.2   Implement "Confirm" Management System for Assets, Waste and Customer Services

Position(s)	% Complete	Target Date	Status	Comments
Manager Customer Relations	96%	31-Oct-2012	In Progress	Remaining to be completed is the upload of all assets to component level, which will provide full lifecycle maintenance and cost reporting and will provide full reporting for intervention level analysis.

ACTION: 7.1.1.3   Implement Information & Communication Technology Strategy

Position(s)	% Complete	Target Date	Status	Comments
Manager Customer Relations	90%	30-Jun-2013	In Progress	ICT Strategy presented to EMT and awaiting an opportunity to be presented and approved by Councillors.

Legend: + IN PROGRESS   X NOT STARTED   ✓ COMPLETED   ? UNDER REVIEW

COUNCIL PLAN PROGRESS REPORT – APRIL TO JUNE 2013 – FINAL QUARTER

ACTION: 7.1.1.4 — Develop and implement a new website including workshops to develop Council's brand

Position(s)	Target Date	% Complete	Status	Comments
Manager Communications	31-Dec-2013	100%	Completed	New website is under constant review and updating to ensure it stays fresh and informative.

STRATEGY: 7.1.2 — **Foster a can do culture - Councillors - organisation - community**

ACTION: 7.1.2.1 — Training for Council staff to align organisational culture with strategy

Position(s)	Target Date	% Complete	Status	Comments
Manager Organisation Development	30-Jun-2013	100%	Completed	Following the October employee performance reviews, an analysis and training plan has been developed for the organisation.

ACTION: 7.1.2.2 — Conduct an induction program for newly elected Councillors

Position(s)	Target Date	% Complete	Status	Comments
Chief Executive Officer	31-Dec-2012	100%	Completed	Induction Program developed and conducted for all Councillors.

STRATEGY: 7.1.3 — **Greater capacity for emergency planning & response**

ACTION: 7.1.3.1 — Implement statewide MECC (Municipal Emergency Coordination Centre) Central software program

Position(s)	Target Date	% Complete	Status	Comments
Governance & Risk Officer	30-Sep-2012	100%	Completed	IOnline webinar training completed for all Municipal Emergency Resource Officers, Municipal Recovery Managers, administration and IT staff. Resource database and shire contacts loaded ready for use.

ACTION: 7.1.3.2 — Address the Bushfire Royal Commission outstanding items via the appointment of a joint fire officer with Mansfield Shire Council

Position(s)	Target Date	% Complete	Status	Comments
Director Asset Services	30-Jun-2012	100%	Completed	Emergency Management Fire Coordinator appointed Sept 2012, action plan developed and being implemented.

IN PROGRESS   **NOT STARTED**   **COMPLETED**   **UNDER REVIEW**

PERFORMANCE AGAINST THE COUNCIL PLAN
COUNCIL PLAN PROGRESS REPORT – APRIL TO JUNE 2013 – FINAL QUARTER
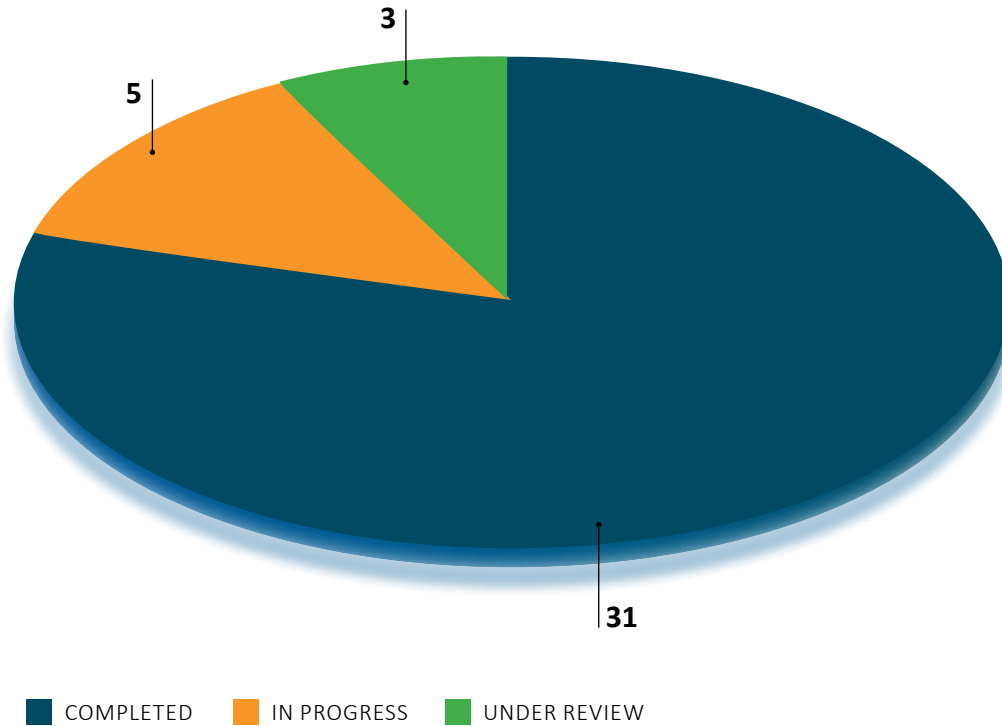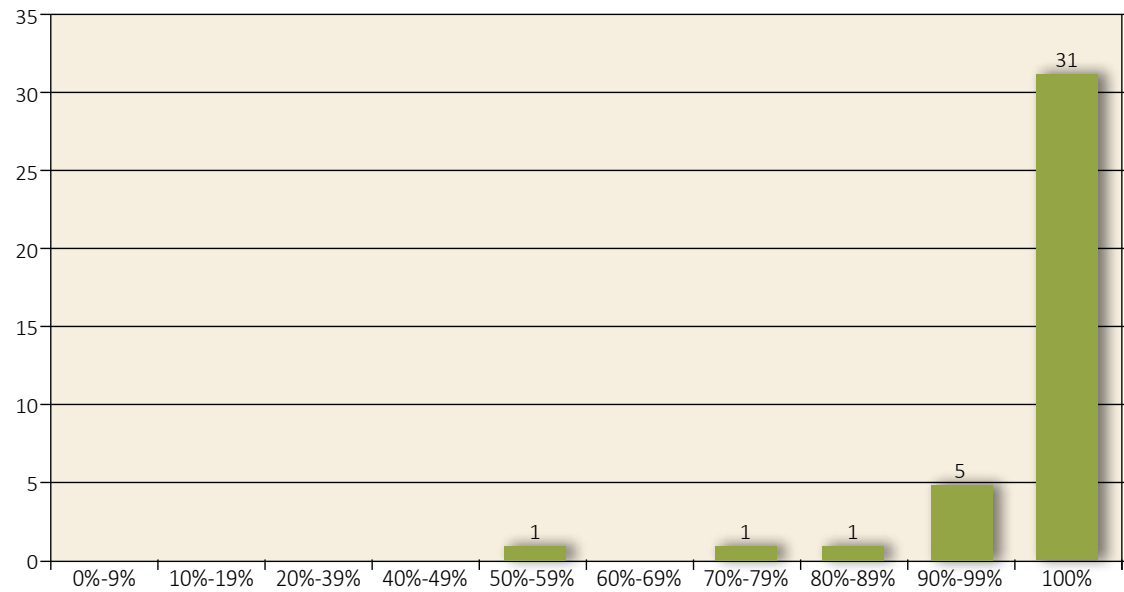
ACTION STATUS CHART

- COMPLETED
- IN PROGRESS
- UNDER REVIEW

ACTION PERCENTAGE COMPLETE CHART

FINANCIALS