

Strathbogie Shire Council

21-25 Council Plan




Year Four Actions

★ July 1 2024 to June 30 2025

The Strathbogie Shire is a region of natural beauty with vibrant communities who are respectful, optimistic and inclusive.



We have a strong sense of belonging and of our collective history. We care deeply for Country and First Nations people.




We are bold. We embrace opportunities. We welcome you.

1	Engage. Create. Unite.		Council's Role	Completion Date
1.1.1	Work in partnership with the Taungurung Land and Waters Council to implement the Memorandum of Understanding.		Deliver	30 June 2025
1.1.2	Continue to meet with the Taungurung Land and Waters Council to review, monitor and provide feedback on the implementation of infrastructure projects in line with the Land Use Activity Agreement.		Deliver	30 June 2025
1.1.3	Embed a Partnership Plan, outlining the approach, principles and assessment criteria, across the organisation.		Deliver	31 March 2025
1.1.4	Prepare and adopt a Social Inclusion Strategy which adopts an intersectionality approach to identify the guiding principles to promote equal rights and opportunities for everyone, redressing social and economic inequalities.		Deliver	31 March 2025
1.1.5	Complete the review and implement the Arts and Culture Strategy to support the community in driving diversity in activities and events.		Deliver	28 February 2025
1.1.6	Continue to work with the Taungurung Land and Waters Council/other First Nations people residing in our shire and the community on the integration of cultural awareness into existing programs.		Partner	30 June 2025

Performance indicators | 1. Engage. Create. Unite.


Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating - art centres and libraries	Annual Community Satisfaction Survey	Deliver	Yearly	71 ↑	73
Satisfaction rating - lobbying	Annual Community Satisfaction Survey	Advocate	Yearly	52 ↓	52
Satisfaction rating - consultation and engagement	Annual Community Satisfaction Survey	Deliver	Yearly	50 ↓	53
Satisfaction rating - informing the community	Annual Community Satisfaction Survey	Deliver	Yearly	53 ↓	58
Satisfaction rating - community decisions	Annual Community Satisfaction Survey	Deliver	Yearly	47 ↓	52
Meetings conducted with the eight Action Groups	Council data	Deliver	Yearly	Two per year	Two per year







2	Live. Access. Connect.		Council's Role	Completion Date
2.1.1	Implement the Asset Plan to guide future investment in buildings, plant and infrastructure through the 10 Year Capital Budget.		Deliver	30 June 2025
2.1.2	Lobby State and Federal governments to fund improved digital and telecommunications infrastructure.		Advocate	30 June 2025
2.1.3	Work with community groups to expand existing community bus services.		Advocate	30 June 2025

2	Live. Access. Connect. (continued)		Council's Role	Completion Date
2.1.4	Support the work being undertaken by the Euroa Mountain Bike Club for the development of a mountain bike track at Balmattum Hill through advocacy with Parks Victoria and relevant government departments.		Deliver	30 Sept 2024
2.1.5	Prepare a Playground Strategy.		Deliver	31 July 2024
2.1.6	Review and implement the Tracks and Trails Strategy to improve connectivity and physical activity across the municipality.		Deliver	31 December 2024
2.1.7	Scope and secure funding for the development of a Cycling Strategy.		Deliver	30 September 2024
2.1.8	To clarify land arrangements with VicTrack for the car park precinct (Saleyard Road and Bank Street, Avenel) including a funding commitment to upgrade this area.		Deliver	30 June 2025
2.1.9	Work collaboratively with the Department of Transport and Planning to address the community's safety (Saleyard Road and Bank Street, Avenel) concerns in a co-ordinated manner.		Deliver	30 June 2025
2.1.10	Advocate to the State and Federal Governments for a funding commitment to deliver a solution for Kirwans Bridge that extends the bridge life by more than 50 years.		Advocate	30 June 2025
			and Deliver	
2.1.11	Advocate to the State Government regarding for a solution to Chinamans Bridge and urgent funding to implement the solution.		Advocate	30 June 2025
			and Deliver	

Performance indicators | 2. Live. Access. Connect.

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating - local streets and footpaths	Annual Community Satisfaction Survey	Deliver	Yearly	47 ↔	52
Satisfaction rating - lobbying	Annual Community Satisfaction Survey	Advocate	Yearly	52 ↓	52
Percentage completion - projects delivered in capital expenditure budget	Council data	Deliver	Yearly	85%	Maintain
Infrastructure per head of municipal population	Local Government Performance Reporting Framework (Know Your Council)	Deliver	Yearly	\$23,056.21	Increase
Asset renewal and asset upgrade as a percentage of depreciation	Local Government Performance Reporting Framework (Know Your Council)	Deliver	Yearly	107.16%	Increase
Success of Top five asks in Councils' Advocacy Ask	Advocacy Ask document	Advocate	Yearly	-	Funding allocated by State and Federal Governments

3	Protect. Enhance. Adapt.		Council's Role	Completion Date
3.1.1	Implement the Climate Change Action Plan for Council operations, which explores initiatives such as an urban forest strategy, micro-grids for our towns and auditing council facilities to identify opportunities to minimise their net environmental impact.		Deliver	30 June 2025 (Year three actions)

3	Protect. Enhance. Adapt. (continued)		Council's Role	Completion Date
3.1.2	Integrate the Naturally Cooler Town initiative into day-to-day operations in partnership with the Goulburn Murray Climate Alliance.		Partner	30 June 2025
3.1.3	Complete the Violet Town landfill rehabilitation project.		Partner	30 June 2025
3.1.4	Continue to involve the community in tree planting projects across the Shire.		Advocate	30 June 2025
3.1.5	Advocate to Federal and State governments for investment in reliable power supply infrastructure with a focus on renewable energy.		Deliver	30 June 2025
3.1.6	Continue to support community recovery from the October 2022 Flood Event.		Deliver	30 June 2025 (Year one actions)
3.1.7	Develop and adopt a Gender Equitable Access and Use Policy (in line with State Government requirement).		Deliver	30 June 2025
3.1.8	Strengthen project scoping and design outcomes to maximise environmental benefit, including the management of stormwater to improve water quality.		Deliver	31 October 2024
3.1.9	Creation of a Significant Tree Register.		Deliver	31 October 2024
3.1.10	Continue advocacy in partnership with Goulburn Valley Water, opportunities to green open spaces in towns with recycled water from the towns' wastewater treatment plant.		Partner	30 June 2025
3.1.11	Review and implement actions from the Domestic Wastewater Management Plan to support growth within existing townships and mitigate health risks from wastewater.		Deliver	31 December 2024
3.1.12	Deliver education program to enhance community understanding of the new four bin system		Deliver	31 May 2025





3	Protect. Enhance. Adapt. (continued)		Council's Role	Completion Date
3.1.13	Implement the Climate Change Action Plan for Council operations, which explores initiatives such as an urban forest strategy, micro-grids for our towns and auditing council facilities to identify opportunities to minimise their net environmental impact.		Deliver	30 June 2025
3.1.14	Advocate for funding for the implementation of the Municipal Drainage Strategy		Partner	30 June 2025
3.1.15	Understand the outcomes of the Civic Accommodation Study and present findings and recommendations to Council		Partner	31 July 2024

Performance indicators | 3. Protect. Enhance. Adapt.

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating - waste management services	Annual Community Satisfaction Survey	Deliver	Yearly	69 ↑	66
Number of education sessions delivered to schools or community groups	Council records	Partner	Yearly	Eight events in Strathbogie and 24 across the tri-Council arrangement	Increase
Average waste diversion rate	Monthly data supplied by Contractor and reported on in monthly council report.	Partner	Monthly	70.15%	Increase
Contamination rate in our organics stream	Monthly data supplied by Contractor and reported on in monthly council report.	Partner	Monthly	1.24%	Maintain

Performance indicators | 3. Protect. Enhance. Adapt. (continued)

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating - environmental sustainability	Annual Community Satisfaction Survey	Deliver	Yearly	57 ↓	59
Delivery of progress report - Climate Change Action Plan Implementation	Council data	Deliver	Twice yearly	95% 2022/2023 actions complete	Target 95% 2023/2024 actions complete

4	Inclusive. Balanced. Safe.		Council's Role	Completion Date
4.1.1	Implement Year 2 actions of the Economic Development Strategy.		Deliver	June 2025
4.1.2	Continue to implement the recommendations of the Strathbogie Planning Scheme review.		Deliver	June 2025
4.1.3	Continue to advocate for the development of the Mangalore Airport as a freight intermodal and transport/industrial hub.		Advocate	June 2025
4.1.4	Undertake the development of the Euroa Railway Precinct Master Plan		Deliver	31 December 2024
4.1.5	Continue advocating to Australian Rail Track Corporation (ARTC) for a community led outcome for the redesign of Euroa railway infrastructure.		Advocate	30 June 2025
4.1.6	Finalise and adopt the Avenel 2030 Strategy to guide future development and growth while maintaining local character.		Deliver	30 June 2025
4.1.7	Participate in Goulburn Regional Tourism Inc		Partner	30 June 2025



4	Inclusive. Balanced. Safe. (continued)		Council's Role	Completion Date
4.1.8	Upgrade of systems to support online and automated processes through the Collaborative Digital Transformation Project in partnership with Benalla, Murrindindi and Mansfield Councils.		Deliver	30 June 2025
4.1.9	Adoption of the updated Rural Land Use and Rural Residential Strategies		Deliver	30 June 2025
4.1.10	Adoption of the Urban Growth Strategy		Deliver	30 June 2025
4.1.11	Continue to explore how to support community initiatives for free camping possibilities and RV friendly town accreditation.		Deliver	30 June 2025
4.1.12	Develop and adopt a Tourism and Events Strategy to broaden and diversify the calendar of events, with a focus on eco-tourism.		Deliver	30 June 2025
4.1.13	Continue to upgrade online and automated processes for approvals and permits wherever possible to support the construction sector.		Deliver	30 June 2025
4.1.14	Review the Euroa Saleyards Masterplan to enhance its viability and minimise environmental impacts.		Deliver	30 June 2025
4.1.15	Review the Violet Town District Strategic Development Plan to guide future development and growth while maintaining local character.		Deliver	30 June 2025














Performance indicators | 4. Inclusive. Balanced. Safe.

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Planning permit applications decided within 60 statutory days	Planning Permit Activity Report	Deliver	Yearly	78%	Increase

Performance indicators | 4. Inclusive. Balanced. Safe. (continued)

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating - building and planning permits	Annual Community Satisfaction Survey	Deliver	Yearly	47 ↓	45
Satisfaction rating - business development & tourism	Annual Community Satisfaction Survey	Deliver	Yearly	60 ↑	61
Satisfaction rating - tourism development	Annual Community Satisfaction Survey	Deliver	Yearly	61 ↔	61
Average monthly visitation to the Nagambie Lakes Visitor Information and Euroa Visitor Information Centres	Data provided to the Victorian Tourism Industry Council	Partner	Monthly	300	Increase
Median number of days to decide on a planning permit application	Local Government Performance Reporting Framework data (Know Your Council)	Deliver	Yearly	44 days	Decrease
Asset renewal and asset upgrade as a percentage of depreciation	Local Government Performance Reporting Framework data	Deliver	Yearly	107.16	Increase







5	Strong. Healthy. Safe.		Council's Role	Completion Date
5.1.1	Prepare an Open Space Strategy which looks at active and passive spaces and is informed by analysing population trends, climate change impacts and a gender impact statement, to cater for a growing population while maximising participation across all sexes, ages and abilities.		Deliver	31 July 2024
5.1.2	Continue to deliver a series of events and initiatives to support healthy eating practices, reduced obesity and increased physical activity.		Deliver	30 June 2025

5	Strong. Healthy. Safe. (continued)		Council's Role	Completion Date
5.1.3	Complete the annual audit of tobacco sales inspections, prosecuting those businesses who sell tobacco to people under the age of 18 years.		Deliver	30 June 2025
5.1.4	Continue to deliver a range of Youth Leadership Events and Activities across the municipality.		Partner	30 June 2025
5.1.5	Review the Public Open Space Contributions Policy.		Deliver	30 June 2025
5.1.6	Promote participation and continue to deliver MCH programs for 0-4-year-olds		Deliver	30 June 2025
5.1.7	Implement an annual action plan for health and wellbeing priorities identifying partnerships that will support the delivery of the plan.		Partner	30 June 2025
5.1.8	Participate in 16 Days of Activism Against Gender Based Violence - deliver local initiatives throughout the municipality.		Deliver	30 December 2024
5.1.9	Educate and raise awareness on ageism and elder abuse through an educational campaign that challenges ideologies.		Deliver	30 June 2025
5.1.10	Review and implement programs to drive increased participation at our aquatic facilities informed by the Strathbogie Community Pools Strategy 2019-2029		Deliver	30 June 2025
5.1.11	Deliver community led actions through the implementation of the Domestic Animal Management Plan, which may include further off leash dog parks.		Deliver	30 June 2025
5.1.12	Develop and implement a communication and engagement plan to promote the health and wellbeing benefits of volunteering		Deliver	31 December 2024
5.1.13	Continue to monitor the compliance of Council's emergency management framework with changing legislative requirements		Deliver	30 June 2025
5.1.14	Continue to advocate to Department of Transport around improving road safety and aligning speed limits with community expectations.		Advocate	30 June 2025
5.1.15	Explore options for the development of a local law around smoking in Council owned public places.		Advocate	30 June 2025

Performance indicators | 5. Strong. Healthy. Safe.

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating - appearance of public areas	Annual Community Satisfaction Survey	Deliver	Yearly	74 ↑	71
Satisfaction rating - recreational facilities	Annual Community Satisfaction Survey	Deliver	Yearly	67 ↑	67
Annual total attendance figures for all aquatic facilities	Council data	Deliver	Yearly	18,361	Increase
Number of completed tobacco sale audits to under 18's	Council data	Deliver	Yearly	-	Maintain
% of children enrolled who participate in Maternal and Child Health services	Local Government Performance Reporting Framework data (Know Your Council)	Partner	Yearly	74%	Increase
Percentage of Aboriginal children enrolled who participate in Maternal and Child Health Services	Local Government Performance Reporting Framework data (Know Your Council)	Partner	Yearly	87%	Increase
Percentage of infants enrolled in Material Child Health services who participate in 4-week key stage visit.	Local Government Performance Reporting Framework data (Know Your Council)	Partner	Yearly	90%	Increase

6	Accountable. Transparent. Responsible.		Council's Role	Completion Date
6.1.1	Implement the Workforce Plan 2021-2025.		Deliver	30 June 2025

6	Accountable. Transparent. Responsible. (continued)		Council's Role	Completion Date
6.1.2	Implement actions of the Gender Equity Action Plan 2021-25, along with celebrating the International Day Against Homophobia, Biphobia and Transphobia through our social media pages and website		Deliver	30 June 2025
6.1.3	Develop and implement an Information Technology Strategy to ensure the organisation has a suite of fully integrated systems to maximise operational efficiency.		Deliver	30 June 2025
6.1.4	Continue to incorporate the gender impact assessment tool into decision making processes to assess the gendered impacts of policies, programs and services		Deliver	Ongoing
6.1.5	Support the Audit and Risk Committee in completing its work plan.		Partner	30 June 2025
6.1.6	Complete an audit of Council's property portfolio to identify options to maximise community benefit.		Deliver	30 June 2025
6.1.7	Implement the Action Plan in response to the 2023/24 staff satisfaction survey.		Deliver	30 June 2025
6.1.8	Implement an ongoing good governance training program for Councillors and staff, including self-assessment elements, which is monitored by the Audit and Risk Committee		Deliver	30 April 2025
6.1.9	Review our Customer Service Charter in partnership with a Community Panel to refine our service standards and response times		Deliver	31 January 2025
6.1.10	Analyse options for, and develop a plan for implementation, of an integrated performance reporting software system to efficiently collate mandatory reporting requirements and monitor performance around the delivery of this Plan.		Deliver	30 June 2025
6.1.11	Development and implementation of a comprehensive gender equity framework through policies, training and proactively acting on feedback from staff, Councillors, and the community.		Deliver	30 June 2025
6.1.12	Explore leadership training program options.		Deliver	June 2025

Performance indicators | 6. Accountable. Transparent. Responsible.

Measure	Data Source	Council Role	Reporting Frequency	2023 Result	Target
Satisfaction rating Customer Service	Annual Community Satisfaction Survey	Deliver	Yearly	69 ↔	69
% of staff with procurement responsibilities completed procurement and probity training	Council information	Deliver	Yearly	70	Increase
Satisfaction rating - Overall performance	Annual Community Satisfaction Survey	Deliver	Yearly	53 ↓	55
Satisfaction rating - Overall direction	Annual Community Satisfaction Survey	Deliver	Yearly	53 ↓	55
Satisfaction rating - Value for Money	Annual Community Satisfaction Survey	Deliver	Yearly	41 ↔	49
Satisfaction rating -Community decisions	Annual Community Satisfaction Survey	Deliver	Yearly	47 ↓	52
Expenses per head of municipal population	Local Government Performance Reporting Framework (Know Your Council)	Deliver	Yearly	\$2,647.81	Maintain
Recurrent grants per head of municipal population	Local Government Performance Reporting Framework (Know Your Council)	Deliver	Yearly	\$766.72	Increase