



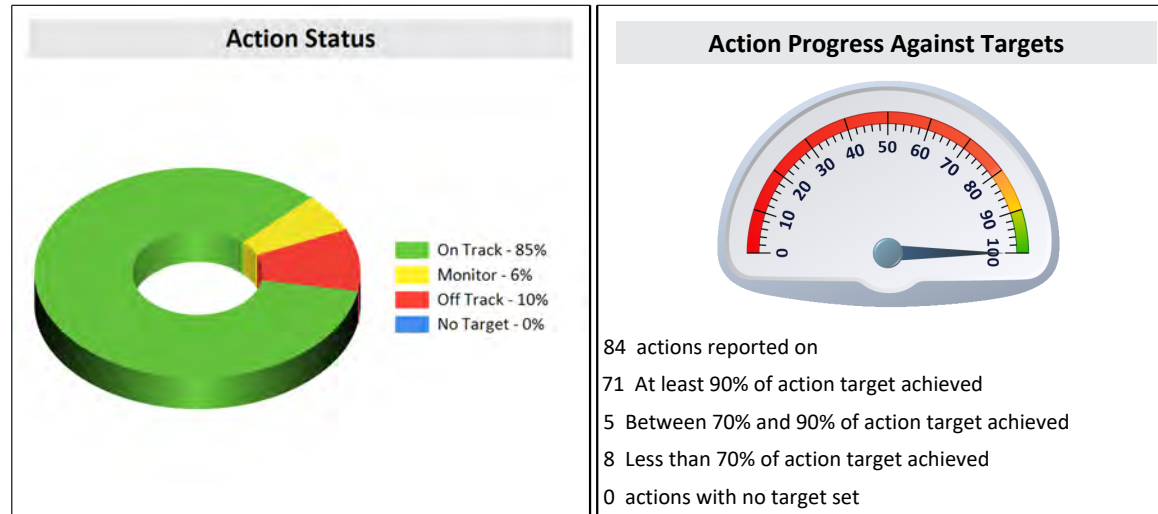
Action and Task Progress Report

Southern Grampians Shire Council



Print Date: 10-Nov-2023

OVERVIEW



ACTION PLANS



GREEN

At least 90% of action target achieved



AMBER

Between 70% and 90% of action target achieved



RED

Less than 70% of action target achieved



No target set

* Dates have been revised from the Original dates

1 Support our Community

1.1 An empowered and connected community

1.1.1 Facilitate opportunities for people to participate in community life, through volunteering, civic leadership, social programs, to enable inclusion, social connection and wellbeing

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------|-------------|-------------|------------|--------|-------------|
| 1.1.1.3 Develop a volunteer register to ensure Council has oversight of its volunteers and to ensure they are supported. | Tahlia Homes - Manager People and Culture | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% | GREEN |
| ACTION PROGRESS COMMENTS: 5 Oct 23: Child Safety Standards internal audit in late 2021 raised volunteer record keeping as an area of improvement. The People & Culture team developed a volunteer register as an outcome. Meetings have occurred with Visitor Information Centre staff to discuss volunteer onboarding. CEO requested the People & Culture Department to oversee the volunteer recruitment and onboarding process to ensure consistency. The People and Culture team are working on the process / guidelines to ensure a standard approach. Last Updated: 05-Oct-2023 | | | | | | | |


1.1.2 Support the community and other agencies to build resilience and preparedness in planning for emergencies and climate change impacts and mitigation

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------|-------------|-------------|------------|--------|-------------|
| 1.1.2.1 Increase community resilience through education and awareness around personal preparedness for flooding | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% | GREEN |
| ACTION PROGRESS COMMENTS: | | | | | | | |

Initial planning has commenced to work with SES to develop some education and awareness training to be offered to residents impacted from the 2022 October Floods and the general community.

This training is to be delivered by 30 June 2024


Last Updated: 13-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.1.2.1 Provide training on GIA to the key stakeholders in the organisation and identify Gender Impact Assessment champions in each Directorate. | Tahlia Homes - Manager People and Culture | In Progress | 01-Jul-2023 | 30-Jun-2024 | 26.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:

5 Oct 23: Training was held approximately 2 years ago with ELT, SLT and key Coordinators on how to complete a Gender Impact Assessment. Discussion with Manager Project Management Office on embedding the need for Gender Impact Assessment into the new CAMMS Project software.

Last Updated: 05-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 1.1.2.2 Build community and organisational capacity in assisting community during and after and emergency. | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 35.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:


Trauma Informed Awareness Training: An introduction to working with and supporting communities post an emergency which will be a facilitated session led by David Younger, Clinical & consultant psychologist specialising in supporting communities through crisis has been arranged for staff who work at the front line with people who are affected by emergencies.

This training will be conducted on the 31 October and will be repeated in the new year and offered to Community Leaders and other emergency responders.


Last Updated: 13-Oct-2023

1.1.3 Provide opportunities for increased community engagement and participation in Council decision making and activities


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.1.3.3 Increase opportunities for community engagement with Council through the use of online tools like social pinpoint and survey monkey, alongside traditional mediums. | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------|

ACTION PROGRESS COMMENTS:
 13/10/2023 -
 Social pinpoint being used with success for Hamilton CBD campaign. 383 residents engaged with Council on EV charger through Survey Monkey, the highest online engagement we've experienced to date. Planning on how to best utilise digital channels for 2024 Budget engagement.
 Last Updated: 25-Oct-2023



| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 1.1.3.4 Work with SLT and Councillors to develop a program of face-to-face engagement sessions for all townships including Hamilton. | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 13/10/23
 Community engagement session for Balmoral and Penshurst have been undertaken in conjunction with the outer town Council meetings. Coleraine is planned for early 2024. A full schedule will be developed once the meeting schedule for 2024 is determined at the November statutory meeting.
 Last Updated: 24-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.1.3.5 Develop Community Engagement Framework to guide community engagement activities for Council projects/issues and ensure compliance with legislation. | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |


ACTION PROGRESS COMMENTS:
 13/10/23
 Community Engagement Framework is currently being developed. Anticipated delivery date of mid 2024.
 Last Updated: 24-Oct-2023

1.1.4 Ensure communication and engagement methods use inclusive practices and processes

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.1.4.3 Support compliance with community engagement policy through staff training and providing opportunities for staff to meet with Community Engagement team. | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |
| ACTION PROGRESS COMMENTS: 13/10/23 Community engagement/development staff are attending fortnightly Project Mangement Office meeting and providing advice through this forum and others to staff on engagement best practice. Last Updated: 08-Nov-2023 | | | | | | | |
| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
| 1.1.4.4 Develop and deliver new Council Website | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  GREEN |
| ACTION PROGRESS COMMENTS: 13/10/2023 Website redevelopment project well underway. Designs are being finalised and staff training for content authors is scheduled for this month. Last Updated: 24-Oct-2023 | | | | | | | |

1.2 Support and promote a healthy community


1.2.1 Provide and advocate for accessible, inclusive and equitable Council services, facilities, activities and participation practices

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------------|
| 1.2.1.7 Ensure all new and renewal of Council recreational facilities include universal design principles that support accessible, inclusive and equitable | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |
| ACTION PROGRESS COMMENTS: Universal design principles have been applied to the design elements of the HILAC Changeroom design project. | | | | | | | |

The Changing Places project in the Hamilton Botanic Gardens is progressing through the Heritage Permit application process.

Last Updated: 13-Oct-2023

1.2.2 Support and encourage participation in quality arts and cultural, education, leisure, recreation and sporting opportunities


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------|---------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 1.2.2.2 Southern Grampians Arts and Culture Strategy to be adopted and implementation plan to be developed. | Joshua White - Gallery Director | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

On track for adoption at the December Council Meeting.

Further reporting on this action will detail the implementation of the Plan once adopted.


Last Updated: 01-Nov-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------|-------------------------------------------------|-----------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 1.2.2.3 Schedule two performances to increase township participation. | Susannah Milne - Manager Community Wellbeing | Completed | 01-Jul-2023 | 30-Jun-2024 | 100.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Two shows has been delivered in Coleraine and Penhurst as a part of the Performing Arts Centre township program as well as another show programmed for delivery to towns in the coming 6 months

Last Updated: 08-Nov-2023


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------------|
| 1.2.2.3 Develop and adopt the Recreation Framework and supporting policies which supports fair and accessible access to Community and Sporting Facilities across the Shire. | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 65.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Draft framework and supporting policies have been drafted. Council has been briefed on the intent of the framework, policy and the proposed fee structure.

The draft Framework and policies will be finalized, for presentation at the November Council meeting and a request to allow for community engagement made so that staff can commence engagement with sporting groups and users in relation to the documents and proposed fee structure.

Last Updated: 13-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 1.2.2.4 To consult with the community to provide new services and programs offered at HILAC that responds to emerging wellbeing demands. | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:


Yoga has been trialed at HILAC, but unfortunately we were unable to secure ongoing instructor to allow for this to continue.

Currently trialing a Wellness program with staff to improve health & wellbeing.

Introducing a new app based function to allow gym participation to track and monitor performance.

Last Updated: 13-Oct-2023

1.2.3 Partner with community services and agencies to plan for the outcomes outlined in the Public Health and Wellbeing Plan

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 1.2.3.5 Develop and complete Action Plan for 2023/24 for the Southern Grampians Community Health and Wellbeing Plan | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 60.00% | 25.00% |  GREEN |


ACTION PROGRESS COMMENTS:

Planning in progress of being compiled to bring to Council for reporting, which includes actions that will address the focus and outcome areas of the Community Public Health & Wellbeing Plan

Last Updated: 13-Oct-2023


1.2.4 Advocate for and work with external services that support our community and deliver outcomes

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.2.4.1 Revised Advocacy program to be adopted by Council | Tony Doyle - Chief Executive Officer | In Progress | 01-Jul-2023 | 30-Jun-2024 | 10.00% | 25.00% |  |
| <p>ACTION PROGRESS COMMENTS: Agreed on a format for the Advocacy Program, it will be a folder as opposed to a booklet, with individual sheets for each advocacy item so handouts are easily accessible depending on who meetings are with.</p> <p>Commencing drafting of the topics and will prepare a written report for council detailing the advocacy items.</p> <p>Last Updated: 01-Nov-2023</p> | | | | | | | |

1.3 Grow a diverse and inclusive community

1.3.2 Encourage, support and celebrate a diverse, multicultural community, including celebrating, recognising and respecting our cultural heritage and engaging our Indigenous communities

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------|------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 1.3.2.1 Develop Reconciliation Action Plan | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  |


ACTION PROGRESS COMMENTS:
 13/10/23
 First Nations Engagement Officers are well progressed on the development of the Reconciliation Action Plan (RAP). The first working group meeting was held at the start of this month to determine Terms of Reference and discuss draft RAP. An Expression of Interest has been sent out for a First Nations artist to feature on the cover of the RAP. The Working Group will meet bi-monthly and roll out the actions and initiatives of the Plan once finalised.
 Last Updated: 08-Nov-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------|---------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------|
| 1.3.2.3 Delivery of diverse performances/exhibitions across multiple disciplines and targeted demographics. | Joshua White - Gallery Director | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 This year we have held the Friend's 50th Anniversary Exhibition and the Robert Martiensen Exhibition which attracted record crowds.
 School holiday programs have been sold out and the Hamilton Gallery youth exhibition received positive feedback.


Last Updated: 08-Nov-2023

1.3.3 Support the increase of social, economic and digital connectedness

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 1.3.3.1 Advocate for mobile blackspot funding for Cavendish | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:
 In conjunction with Telstra, an application for funding through the Federal Government's Regional Connectivity Program has been submitted for funding for a mobile phone tower in Cavendish.


Last Updated: 13-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 1.3.3.1 Support our community and volunteer groups to stay connected through delivery of the Community Partnership Grants Program. | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:
 13/10/23
 First round of grant program for 2023/24 saw the largest number of grant applications ever received following an extensive series of workshops and township sessions over June and July. \$178,291.21 was awarded in round one.

Last Updated: 25-Oct-2023


1.3.4 Provide, promote and support appropriate and accessible services, facilities and activities for younger residents

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------------------------------|------------------------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------------|
| 1.3.4.1 Adopt Youth Action Plan to guide Council direction on youth activities and engagement | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:
 13/10/2023

Council to be briefed on the Youth Action Plan in late October, with November scheduled for Council adoption.

Last Updated: 24-Oct-2023


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.3.4.2 Deliver year two of Freeza funding, working with new and established youth groups to deliver events and activities for 12-25 year olds in Southern Grampians Shire. | Alison Quade - Manager Communications and Engagement | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

13/10/2023

Planning is well underway for the Youth Jam event in November. Planning committee meets fortnightly. Other freeza groups including the YUMCHA group continue to meet regularly.


Last Updated: 24-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.3.4.2 Increase opportunities for children and young people to engage in and participate in Council's cultural programs. | Joshua White - Gallery Director | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Library, Gallery and the Performing Arts Centre have all been running programs for young people during school holidays. These programs have all been sold out and well received. Council's Youth Officer continues to work with the YUMCHA Group and support programs such as JAM and young leaders.

Last Updated: 08-Nov-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.3.4.2 Review Kindergarten Infrastructure Service Plan to understand the capacity and resources required to meet the funding changes with respect to State Government Kindergarten Reforms | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 15.00% | 25.00% |  RED |


ACTION PROGRESS COMMENTS:

Review in early stages of development with the Department of Education collating data that will form the basis of the report

Last Updated: 13-Oct-2023

1.4 A safe community

1.4.1 Collaborate with law enforcement authorities and other agencies to support community safety and crime prevention


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 1.4.1.1 Establish regular communication and coordination with local law enforcement authorities and other relevant agencies to share information and resources | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

11/10/23 - Municipal Emergency Management Planning Committee has been re-established and key roles in Emergency Management have been recruited for and filled. These arrangements have established regular communications and provide coordination.

Last Updated: 08-Nov-2023

1.4.2 Demonstrate leadership in gender equality, cultural diversity and inclusiveness for all

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.4.2.3 Continue to implement the actions of the Gender Equality Action Plan in line with set delivery dates. Compile the data and information for the 2024 progress report. | Tahlia Homes - Manager People and Culture | In Progress | 01-Jul-2023 | 30-Jun-2024 | 27.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

5 October 23: Meeting scheduled between People & Culture and Governance Coordinator to discuss February 2024 progress audit.

Last Updated: 05-Oct-2023

1.4.4 Partner with our community and key agencies and stakeholders to reduce the incidence of domestic and family crime

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 1.4.4.1 Develop ongoing relationship with key stakeholders within the Southern Grampians region to ensure that residents experiencing domestic violence are supported through a collaborative approach. | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------|-------------|-------------|--------|--------|--|

ACTION PROGRESS COMMENTS:
 Engagement has commenced with the Orange Door to understand the services and entry points to the service.

SGSC has participated in stakeholder discussion around the location of online meeting service location for equipment for residents to access support and has attended an information forum with other key agencies. Our function is not to provide the service but to advocate and raise awareness.

Last Updated: 13-Oct-2023

2 Grow our Regional Economy

2.1 Drive economic growth

2.1.1 Research and implement economic initiatives that support new and existing businesses to establish and invest in the region

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------|
| 2.1.1.3 Integration of Business Greater Hamilton Website into Southern Grampians Shire Website | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% | |

ACTION PROGRESS COMMENTS:
 All content from the Business Greater Hamilton website has been moved across to the Southern Grampians Shire Council website to integrate into the new website when complete.

Last Updated: 13-Oct-2023


2.1.2 Advocate for long-term population growth, a skilled labour force and support emerging growth sectors

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------|-----------------------------------------------------------|-----------|-------------|-------------|------------|--------|-------------|
| 2.1.2.3 Facilitate Domestic Area Migration Agreement awareness sessions across the Shire. | Rory Neeson - Director Wellbeing, Planning and Regulation | Completed | 01-Jul-2023 | 31-Oct-2023 | 100.00% | 25.00% | |

ACTION PROGRESS COMMENTS:
 An awareness session has been held in conjunction with the Hamilton Regional Business Association in July.

Last Updated: 13-Oct-2023

2.1.3 Support opportunities for intensification, diversification and value adding within the agricultural and primary industries sector

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------------|
| 2.1.3.3 Development of brief to commence new Economic Development Strategy | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 15.00% | 25.00% |  RED |


ACTION PROGRESS COMMENTS:

Internal discussions have commenced as part of the development of the brief for a new strategy.

Last Updated: 13-Oct-2023

2.2 Increase our regional profile

2.2.1 Leverage the Shire’s strategic advantages in health, education, leisure and cultural activities as a means to increase the region’s profile and stimulate economic and population growth


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 2.2.1.3 Review Greater Hamilton branding | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

A review of the Great Hamilton branding has commenced with a briefing to be provided to Councillors in the New Year.

Last Updated: 13-Oct-2023

2.2.3 Ensure clear and accurate wayfinding for our region including traditional ownership recognition to improve the visitor experience


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|------------------------------------------------------------------------------------------------|
| 2.2.3.2 Completion of stage 1 signage project, development of brief for stage 2 signage replacement project | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Removal of old redundant signage and identification of new/updated signage has commenced with a business case for stage two of the project to be completed as part of the 2024-2025 budget preparation.

Last Updated: 13-Oct-2023


2.2.4 Develop strategies that not only attract visitors but encourage them to consider living, learning or investing in the Shire and grow the Visitor Economy

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 2.2.4.2 Prepare Structure Plans for the Townships of Coleraine and Cavendish | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 20.00% | 25.00% |  AMBER |

ACTION PROGRESS COMMENTS:

Draft project briefs for both projects have been completed awaiting approval from the State Government. Projects planned to commence following adoption of the Small Towns Strategy.

Last Updated: 13-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 2.2.4.3 Commence implementation of the Grampians Destination Management Plan and the Southern Grampians Local Area Action Plan | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |


ACTION PROGRESS COMMENTS:

The Grampians Destination Management Plan has been approved by the State Government and implementation of local area action plan will now commence.

Last Updated: 13-Oct-2023

2.3 Continue to support the development of a skilled workforce


2.3.1 Advocate for educational pathways that provide access to tertiary, vocational, education and career opportunities

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------------|
| 2.3.1.1 Investigate a partnership to establish a Country University in the Shire as part of the digital hub | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 20.00% | 25.00% |  AMBER |

ACTION PROGRESS COMMENTS:

Initial conversations with potential key stakeholders have commenced with the view of submitted an application to the Federal Government in the coming year/s

Last Updated: 13-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------------------|---------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 2.3.1.2 Commitment to professional training and upskill of local artists | Joshua White - Gallery Director | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:


Creative mixer nights have been well supported by artists.

All level artists, hobbyists and beginners were engaged across 4 sessions titled 'art outside the walls', with 100 people being attracted to the event.

Youth Workshops, artists in residency with Melissa Grisancich, craft workshops with young children at Sheepvention with a total of 400 children and families in attendance.

Last Updated: 01-Nov-2023

2.3.2 Partner and advocate to recruit skilled staff into the area by addressing worker housing and regional liveability


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 2.3.2.2 In conjunction with Councils in south west alliance continue to advocate to the State Government for funding to deliver Key Worker Housing | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Work is being completed to develop a proposal for any potential State Government funding to deliver some Key Worker Housing. A regional advocacy document has also been completed.

Last Updated: 13-Oct-2023

2.3.3 Explore ways to assist young people transitioning from education to employment for forging stronger links between local industries and education providers


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------------|
| 2.3.3.1 Professional training and industry upskilling training provided | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

A business training workshop has been delivered for more planned for alter in the year.

Last Updated: 13-Oct-2023

2.3.4 Provide support for businesses to adapt to the digital economy

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 2.3.4.3 Support agencies to run digital training sessions | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |


ACTION PROGRESS COMMENTS:

Council is looking to partner with specialists agencies to run some digital traiing sessions for the community with a session planned for November 2023.

Last Updated: 13-Oct-2023

2.4 Support local business and industry

2.4.1 Support and promote a collaborative approach to marketing and investment


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|---------------------------------------------------------------|-----------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 2.4.1.3 Promotion of spendmapp provided to business community | Rory Neeson - Director Wellbeing, Planning and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:

Promotion of SpendMapp has commenced with some initial media advising business owners of the data and how it can be access and used. A further campaign will be completed leading into Christmas to assist business owners with their advertising planning.

Last Updated: 25-Oct-2023

2.4.2 Support and facilitate business development and growth initiatives


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------|
| 2.4.2.1 Appoint the new the Business Facilitation position | Daryl Adamson - Manager Shire Strategy and Regualtion | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:

11/10/23 - Advertisement for the position has been completed. Active HR recruitment is underway.

Last Updated: 11-Oct-2023

2.4.3 Streamline services to reduce red tape in approval process

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 2.4.3.1 Implement Better Planning Approvals actions and complete pre-approvals planning information project | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 80.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:


11/10/23 - The CORE project has delivered a new online experience for consumers applying for Planning Permits. This system is now live and is being imbedded with the Statutory Planning Team.

Last Updated: 11-Oct-2023

3 Maintain and Renew our Infrastructure

3.1 Plan and maintain sustainable assets and infrastructure

3.1.1 Review and adopt asset management plans to align with future service levels, environmental and financial sustainability


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------------|
| 3.1.1.3 Establish Building Renewal Program for implementation in 2023/2024. Establish 5-year Building Renewal Program. | Bill Scott - Manager Project Management Office | In Progress | 01-Jul-2023 | 30-Jun-2024 | 23.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:


Request for Quote for \$70K of building condition capture is now complete and awaiting approval for release, this information when complete will feed directly into the new multi-year program. For the upcoming financial year, the program will be extracted from the current data, this process is underway with feedback received from the service manager of recreation regarding the priority list.

Last Updated: 08-Nov-2023


3.1.2 Maintain infrastructure to the agreed standard and ensure the principles of sustainability and universal design are considered in the planning and development of infrastructure to support community access and connection meeting the needs of the communities

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------|-------------------------------------------------------|-----------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 3.1.2.1 Develop the Community Facilities Infrastructure Plan | Daryl Adamson - Manager Shire Strategy and Regulation | Completed | 01-Jul-2021 | 07-Dec-2023 | 100.00% | 90.00% |  GREEN |

ACTION PROGRESS COMMENTS:
 11/10230 - Community Infrastructure Plan has progressed to Stage 3 which will be completed by service managers. This has been placed on hold until the recruitment of Manager Assets is finalised. Development phase has been completed.
 Last Updated: 11-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 3.1.2.7 Commence Melville Oval Construction Project, delivering on universal design principles and female friendly change rooms. | Bill Scott - Manager Project Management Office | In Progress | 01-Jul-2023 | 30-Jun-2024 | 18.00% | 25.00% |  AMBER |


ACTION PROGRESS COMMENTS:
 Construction work is underway and ongoing however some delays have occurred in the issuing the building permits due to oversights by the architect in the construction classification and the resulting fire control requirements. A specialist fire engineer has been appointed and a staged building permit to allow continued progress.
 Last Updated: 24-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------------|------------------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------------|
| 3.1.2.8 Finalise Development of Hamilton Moves Transport Strategy. | Bill Scott - Manager Project Management Office | In Progress | 01-Jul-2023 | 30-Jun-2024 | 72.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:
 Plan is nearing completion but still requires further Department of Transport input for prior to signoff and finalisation
 Last Updated: 08-Nov-2023

3.1.3 Deliver to the Council and the community, a strategic approach to our Arts and Culture infrastructure including progressing the new Hamilton Gallery

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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|---------------------------------------------------|---------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------------|
| 3.1.3.3 Establish the Hamilton Gallery Foundation | Joshua White - Gallery Director | In Progress | 27-Sep-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |
|---------------------------------------------------|---------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------------|

ACTION PROGRESS COMMENTS:

Terms of Reference are under development and expected to be presented to a Council Meeting by the end of November.

Last Updated: 01-Nov-2023

3.1.4 Strategically plan a sustainable long-term capital program with identification of funding and partnership opportunities

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------|------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------------|
| 3.1.4.4 Five year long-term capital program to be developed. | Bill Scott - Manager Project Management Office | In Progress | 01-Jul-2023 | 30-Jun-2024 | 19.00% | 25.00% |  AMBER |


ACTION PROGRESS COMMENTS:

Condition audit Request for Tender ready to go for Road infrastructure as well as Buildings, this information will be used to program the five-year capital works. The current data (Over 4 years old) is being used to develop a state of the asset report to directly feed into the capital program by identifying the asset backlog (Assets which are already at or below Council's intervention for renewal), these will form the basis of a preliminary program.

Last Updated: 08-Nov-2023

3.2 Safe and well-maintained transport routes and infrastructure for all modes of travel

3.2.1 Continue to advocate for improved transport services and connections through funding and partnerships with relevant agencies

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|---------------------------------------------------------------------------------------------------|------------------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------------|
| 3.2.1.5 Finalise Hamilton Moves Progress Trails design development to progress project readiness. | Bill Scott - Manager Project Management Office | In Progress | 01-Jul-2023 | 30-Jun-2024 | 72.00% | 25.00% |  GREEN |


ACTION PROGRESS COMMENTS:

Plan is nearing completion but still requires further Department of Transport input for prior to signoff and finalisation

Last Updated: 08-Nov-2023


3.2.3 Provide infrastructure that supports a connected and active community


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 3.2.3.1 Capital Works Program and Operational Maintenance Program | Brett Holmes - Manager Works | In Progress | 29-Sep-2022 | 29-Sep-2023 | 85.00% | 25.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: Interactive map for Gravel Roads maintenance has been developed and is now live on Council's website. Map shows the gravel roads that have been graded and dates. Other service maps such as line marking, roadside slashing, street sweeping will be developed as well.</p> <p>Last Updated: 08-Nov-2023</p> | | | | | | | |

3.3 Attractive Council-owned and managed community and open spaces


3.3.1 Continue to invest in and activate open spaces within Southern Grampians

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 3.3.1.1 Establish Southern Grampians Tree Plan, draft to be completed 2nd quarter of 2023 including stakeholder engagement for preliminary input. | Brett Holmes - Manager Works | In Progress | 01-Jul-2022 | 29-Sep-2023 | 80.00% | 75.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: Mapping of Council's trees has recommenced, and the aim is to have this aspect completed by end of September then start to implement the tree plan.</p> <p>Last Updated: 08-Nov-2023</p> | | | | | | | |


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------|-------------|-------------|------------|--------|-----------------------------------------------------------------------------------------------|
| 3.3.1.2 Completion of the Southern Grampians Tree Plan, including mapping of park and street trees, condition of the trees and risk assessments of the trees. | Brett Holmes - Manager Works | In Progress | 01-Jul-2023 | 30-Jun-2024 | 54.00% | 25.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: 25/10/2023- all street trees across the Shire have been mapped in conquest with data. The next phase will be development of the tree plan with commencing in November 2023.</p> <p>Last Updated: 25-Oct-2023</p> | | | | | | | |

3.3.3 Improve and provide opportunities for shared community spaces

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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|--------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------|
| 3.3.3.1 Implement Small Towns Strategies actions | Daryl Adamson - Manager Shire Strategy and Regualtion | In Progress | 29-Sep-2022 | 28-Jun-2024 | 25.00% | 25.00% |  |
|--------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------|

ACTION PROGRESS COMMENTS:
 11/10/23 - Small Town Strategy is scheduled for adoption by Council in Q1 2024. Actions from the small town strategy will be implemented from this point. Early projects identified are Structure Plans for Coleraine and Cavendish.
 Last Updated: 11-Oct-2023


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 3.3.3.1 Seek matching funding to commence construction of the Hamilton Botanical Garden - Community Precinct and Children's Garden. | Susannah Milne - Manager Community Wellbeing | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 An Expression of Interest application has been submitted to the Federal Government under the Growing Regions funding program.
 Last Updated: 13-Oct-2023

4 Protect our Natural Environment

4.1 Protect and enhance biodiversity including the health of waterways, wetlands, soil and air

4.1.1 Advocate for, promote and support natural resource management with stakeholders

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------|
| 4.1.1.2 Commence Grangeburn Masterplan in conjunction with Catchment Management Authority | Daryl Adamson - Manager Shire Strategy and Regualtion | In Progress | 01-Jul-2023 | 31-Dec-2024 | 25.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 Initial discussions with the Catchment Management Authority have commenced. Funding opportunities are being explored. Project scope to be developed.
 Last Updated: 08-Nov-2023

4.1.2 Partner with key agencies to deliver integrated water management solutions

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 4.1.2.1 Prioritise a report on Integrated Water Management project opportunities across the Shire and identify partnerships for project collaboration. | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 10.00% | 25.00% | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|--------|--------|--|

ACTION PROGRESS COMMENTS:
 24/10/2023 - Integrated Water Management list of project is under review.
 Last Updated: 24-Oct-2023

4.1.3 Protect endemic flora and fauna species throughout the Shire

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------|
| 4.1.3.1 Natural Asset Strategy adopted for implementation/Manage Council reserves | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2021 | 30-Mar-2024 | 80.00% | 80.00% | |

ACTION PROGRESS COMMENTS:
 11/10/23 - Draft Plan for Nature has been developed. Scheduled for Council briefing in November 2023 and Community exhibition until February 2024.
 Last Updated: 11-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------|
| 4.1.3.2 Complete Plan for Nature Strategy | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% | |

ACTION PROGRESS COMMENTS:
 11/10/23 - Draft Plan for Nature has been developed. Scheduled for Council briefing in November 2023 and Community exhibition until February 2024.
 Last Updated: 11-Oct-2023

4.1.4 Liaise with stakeholders to support and promote sustainable agricultural and land management practices

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|------------|---------|-------------|
| 4.1.4.1 Complete capping works at Elijah Street Landfill Site and implement collected gas treatment system to effectively treat gas emissions | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2018 | 29-Dec-2023 | 90.00% | 100.00% | |


ACTION PROGRESS COMMENTS:

Ongoing monitoring continues with no extreme or risk detections. Risk Management Program currently under development as an Environment Protection Authority requirement for the ongoing management of the decommissioned site.

Last Updated: 08-Nov-2023

4.2 Balance environmental protection with Council’s support for growth


4.2.1 Ensure land use planning balances growth with appropriate levels of environmental stewardship

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 4.2.1.1 Develop small towns strategy | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Dec-2021 | 30-Apr-2024 | 90.00% | 90.00% |  GREEN |

ACTION PROGRESS COMMENTS:

11/10/23 - The draft strategy will be taken to Council on 11 October 2023. Subject to approval the draft strategy will then be made available to the public for feedback. Communications plans to be developed with Progress Associations in each town.


Last Updated: 11-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------|-------------------------------------------------------|-----------|-------------|-------------|------------|---------|----------------------------------------------------------------------------------------------|
| 4.2.1.2 Develop RLUS Strategy | Daryl Adamson - Manager Shire Strategy and Regulation | Completed | 01-Jul-2021 | 20-Dec-2023 | 100.00% | 100.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Rural Land Use Strategy adopted by Council at the meeting held on 10 May 2023


Last Updated: 06-Jul-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|------------------------------------------------------------------------------------------------|
| 4.2.1.3 Complete and adopt small town strategy | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  GREEN |


ACTION PROGRESS COMMENTS:

11/10/23 - The draft strategy will be taken to Council on 11 October 2023. Subject to approval the draft strategy will then be made available to the public for feedback. Communications plans to be developed with Progress Associations in each town. Strategic Planning aims to adopt the strategy at Council in Q2 2024


Last Updated: 11-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 4.2.1.4 Implement the Rural Land Use Strategy (RLUS) into Southern Grampians Planning Scheme | Daryl Adamson - Manager Shire Strategy and Regualtion | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: 11/10/23 - Rural Land Use Strategy was adopted by Council on 10 May 2023. Actions from this strategy are now part of a Southern Grampians Shire Planning Scheme Amendment, scheduled for Council briefing in November 2024. Last Updated: 11-Oct-2023</p> | | | | | | | |

4.2.2 Plan and advocate for a low carbon economy through renewable energy, manufacturing and carbon farming


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------------|
| 4.2.2.1 Complete and adopt the sustainability strategy. Carb emission baseline for Council operations is developed. | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 10.00% | 25.00% |  RED |
| <p>ACTION PROGRESS COMMENTS: 24/10/2023 - Discussion paper and communication and engagement plan has been developed pending adoption of Council. Community consultation will be conducted during the second half of the financial year. Last Updated: 24-Oct-2023</p> | | | | | | | |

4.2.3 Identify and manage via the Planning Scheme, significant landscapes, key biodiversity assets and contaminated land


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|------------------------------------------------------------------------------------------------|
| 4.2.3.1 Prepare and and finalise natural assets strategy | Daryl Adamson - Manager Shire Strategy and Regualtion | In Progress | 01-Nov-2021 | 28-Jun-2024 | 80.00% | 80.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: 11/10/23 - Draft Plan for Nature has been developed. Scheduled for Council briefing in November 2023 and Community exhibition until February 2024. Last Updated: 11-Oct-2023</p> | | | | | | | |

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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Southern Grampians Shire Council Action and Task Progress Report

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|--------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------|
| 4.2.3.2 Prepare and submit planning scheme amendments based on endorsed natural assets strategy. | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2022 | 31-May-2024 | 70.00% | 70.00% |  |
|--------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------|


ACTION PROGRESS COMMENTS:
 11/10/23 - Draft Plan for Nature has been developed. Scheduled for Council briefing in November 2023 and Community exhibition until February 2024. Planning scheme amendments will be an action from this document.
 Last Updated: 11-Oct-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 4.2.3.3 Review and prioritise the recommendations of various landscape studies to ensure there is appropriate landscape protection | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 11/10/23 - Draft Plan for Nature has been developed. Scheduled for Council briefing in November 2023 and Community exhibition until February 2024. Previous landscape studies have been incorporated into the Planning Scheme Amendments which Council will be briefed on in December 2024.
 Last Updated: 11-Oct-2023

4.3 Sustainable waste management services


4.3.1 Engage and educate the community to decrease waste to landfill

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------|
| 4.3.1.1 Develop and implement community engagement and education campaigns. | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 10.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 24/10/2023 - Grant has been received for community education around waste practices. Education campaign plan and materials to be developed during the second half of the year.
 Last Updated: 24-Oct-2023


4.3.2 Manage waste efficiently to limit costs, reduce waste and grow circular economy

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 4.3.2.2 Develop and implement a Circular Economy Pillar with the Sustainability Strategy. Implement digital tools for waste minimisation and circular economy. | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|--------|--------|-------------------------------------------------------------------------------------|


ACTION PROGRESS COMMENTS:
 24/10/2023 - Discussion paper for the Sustainability Strategy has been developed pending Council endorsement to commence community consultation. ASPIRE has been engaged to provide a software for material streams trading.
 Last Updated: 24-Oct-2023

4.3.3 Investigate, support and advocate for opportunities in renewable energy sources and re-use of waste streams

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 4.3.3.1 Develop and implement a Renewable Energy Pillar within the Sustainability Strategy Trials for collection of recoverable type of material to be processed and repurposed. | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |

ACTION PROGRESS COMMENTS:
 24/10/2023 - Discussion paper for the Sustainability Strategy has been developed pending Council endorsement to commence community consultation. Trials for agricultural plastic waste collection has been conducted, future trials are currently planned for the second half of the year.
 Last Updated: 24-Oct-2023


4.3.4 Partner with key agencies to provide an effective regional response to innovative waste management

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------|
| 4.3.4.1 Complete the Regional Recycling Infrastructure Model in partnership with Barwon Southwest LGA | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  |


ACTION PROGRESS COMMENTS:
 24/10/2023 - Report has been received for comments.
 Last Updated: 24-Oct-2023

4.4 Mitigate against and adapt to climate change


4.4.1 Investigate opportunities to reduce emissions and waste

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------------|
| 4.4.1.1 Develop and implement a Carbon Emission Reduction Pillar within the Sustainability Strategy | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 10.00% | 25.00% |  RED |
| ACTION PROGRESS COMMENTS: 24/10/2023 - Discussion paper for the Sustainability Strategy has been developed pending Council endorsement to commence community consultation. Last Updated: 24-Oct-2023 | | | | | | | |

4.4.2 Increase capability for emergency preparedness, responsiveness and capacity to recover

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 4.4.2.2 Complete organisational and community emergency preparedness initiatives | Daryl Adamson - Manager Shire Strategy and Regulation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  GREEN |
| ACTION PROGRESS COMMENTS: 11/10/23 - Souther Grampians Shire have completed a robust Roadside Planned Burn Program totaling approximately 395kms of council owned roadsides. This year we have engaged an outside contractor to conduct a range of Spraying, Slashing and Tilling on Council roadsides. This was completed on the 21st of September 2023. Last Updated: 11-Oct-2023 | | | | | | | |


4.4.3 Plan for climate resilience in Council and community infrastructure

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 4.4.3.1 Develop and implement a Climate Change Pillar within the Sustainability Strategy. | Juan Donis - Sustainable Community Lead | In Progress | 01-Jul-2023 | 30-Jun-2024 | 10.00% | 25.00% |  RED |
| ACTION PROGRESS COMMENTS: 24/10/2023 - Discussion paper for the Sustainability Strategy has been developed pending Council endorsement to commence community consultation. Last Updated: 24-Oct-2023 | | | | | | | |


5 Provide Strong Governance and Leadership

5.1 Transparent and responsible governance


5.1.1 Strengthen the governance role of Councillors by informing, resourcing, skilling and supporting the role

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
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| 5.1.1.1 Establishment of a training plan for 2023-2024 year | Tony Doyle - Chief Executive Officer | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |
| ACTION PROGRESS COMMENTS: Review survey results from 2022 where Councillors were asked to identify training priorities and compile information into a briefing providing options for 2024. Last Updated: 01-Nov-2023 | | | | | | | |

5.1.2 Ensure flexible and transparent decision making through open and accountable governance




| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 5.1.2.1 Implement Procurement evaluation reports which will form a confidential attachment to a public report for procurement matters | Tony Doyle - Chief Executive Officer | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  |
| ACTION PROGRESS COMMENTS: Currently reviewing example templates from other Councils and developing our own SGSC template. Last Updated: 01-Nov-2023 | | | | | | | |

5.1.3 Build social policy and strategy to improve equity, inclusion and diversity within the Shire

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------|-------------|-------------|------------|--------|--------------------------------------------------------------------------------------|
| 5.1.3.2 Ongoing implementation of workforce plan initiatives | Tahlia Homes - Manager People and Culture | In Progress | 01-Jul-2023 | 30-Jun-2024 | 50.00% | 25.00% |  |
| ACTION PROGRESS COMMENTS: 5 October 23: Workforce plan is in CAMMS system for ease of updating progress. Progress report will be taken to Executive Leadership Team and Staff Consultative Committee early 2024. Some priorities have changed due to budget constraints and structure adjustments. Last Updated: 08-Nov-2023 | | | | | | | |


5.2 Effective advocacy

5.2.1 Continue to explore and participate in regional partnerships


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-------------|-------------|-------------|------------|---------|-----------------------------------------------------------------------------------------------|
| 5.2.1.1 Participate in the Great South Coast Partnership and Great South West Alliance Meetings | Tony Doyle - Chief Executive Officer | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: Currently participating in both programs, participation to date has involved formulating the groups priorities and advocacy strategy.</p> <p>Council's main priorities are supported by these regional groups.</p> <p>Last Updated: 01-Nov-2023</p> | | | | | | | |
| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
| 5.2.1.2 Implement new ERP system in partnership with Northern Grampians Shire Council | Matthew Tulloch - Manager Business Systems and Transformation | In Progress | 01-Aug-2021 | 31-Aug-2023 | 80.00% | 100.00% |  AMBER |
| <p>ACTION PROGRESS COMMENTS: 4 out of the 6 systems are now live with payroll (elementTIME) and budgeting (MagiQPerformance) expected to be live before the end of the year. Planning for phase (next steps) are underway.</p> <p>Last Updated: 08-Nov-2023</p> | | | | | | | |
| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
| 5.2.1.3 CORE Phase 2 and 3 align and improve. Process mapping will be undertaken during this time by a project officer and will work closely with the three councils to align and improve CORE Systems | Matthew Tulloch - Manager Business Systems and Transformation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  GREEN |
| <p>ACTION PROGRESS COMMENTS: Update 16-10-2023 CORE Phase 2 draft plan work in progress with ongoing consultation with the Project Group Steering Committee. Continuous Improvement Lead role recruited starting 30th Oct will be responsible for the development of a process mapping plan for the CORE systems.</p> <p>Last Updated: 16-Oct-2023</p> | | | | | | | |

5.3 Committed and skilled staff

5.3.1 Encourage an organisation that values equality, diversity, workplace health, safety and wellbeing


| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 5.3.1.24 Evaluation of the health and wellbeing initiatives and the effectiveness in supporting health & safety across the organisation. | Tahlia Homes - Manager People and Culture | In Progress | 01-Jul-2023 | 30-Jun-2024 | 25.00% | 25.00% |  |
| <p>ACTION PROGRESS COMMENTS: 5 Oct 23: In mid 2023, the staff Health and Wellbeing team encouraged all staff to send through their ideas on initiatives. The team has received positive feedback about many of the initiatives already implemented, including monthly fresh fruit deliveries to all Council locations. The team will be conducting a survey of staff in the coming months to gain insight into what is working, and what could be improved in the health and wellbeing space. Last Updated: 05-Oct-2023</p> | | | | | | | |

5.3.2 Invest and shape Council as a learning and agile organisation to promote the region as a workplace of choice

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------|-------------|-------------|------------|--------|-------------------------------------------------------------------------------------|
| 5.3.2.23 Review entire recruitment process and develop strategies for attraction and retention. | Tahlia Homes - Manager People and Culture | In Progress | 01-Jul-2023 | 30-Jun-2024 | 26.00% | 25.00% |  |
| <p>ACTION PROGRESS COMMENTS: 5 Oct 23: The Human Resources Team are currently involved in the Project CORE implementation of the new Payroll system. All available resources are being put towards this project. A review of the recruitment policy and procedure, including the further utilisation of the Scout Talent system has been scheduled in early 2024. Last Updated: 05-Oct-2023</p> | | | | | | | |


5.4 Customer focused services

5.4.1 Improve the customer experience by delivering accessible and responsive customer service

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-----------------------------------------------|---------------------------------------------------------------|-----------|-------------|-------------|------------|--------|---------------------------------------------------------------------------------------|
| 5.4.1.3 Transition IT infrastructure to cloud | Matthew Tulloch - Manager Business Systems and Transformation | Completed | 01-Jul-2021 | 31-Dec-2023 | 100.00% | 75.00% |  |
| <p>ACTION PROGRESS COMMENTS:</p> | | | | | | | |

Implementation of IT Cloud roadmap complete as much as possible with changing environment.

Last Updated: 08-Nov-2023

| ACTION | RESPONSIBLE PERSON | STATUS | START DATE | END DATE | COMPLETE % | TARGET | ON TARGET % |
|-------------------------------------------------------------------------------|---------------------------------------------------------------|-------------|-------------|-------------|------------|--------|----------------------------------------------------------------------------------------------|
| 5.4.1.4 Training for all staff on merit and development of reporting packages | Matthew Tulloch - Manager Business Systems and Transformation | In Progress | 01-Jul-2023 | 30-Jun-2024 | 75.00% | 25.00% |  GREEN |

ACTION PROGRESS COMMENTS:

Update 16-10-2023

All staff training complete.

Advance search (report) training completed.

Working on developing Power BI reports for executive team

Last Updated: 16-Oct-2023