



**2019-2020  
Central Goldfields  
Shire Council  
Action Plan**

# 1. OUR COMMUNITY

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

OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
<b>1.1</b> Build an aspiring community, achieving and living a full life where: <ul style="list-style-type: none"> <li>Family violence is unacceptable in our community</li> <li>Children are loved and safe</li> <li>Everyone has the language and literacy skills needed</li> <li>Young people are celebrated as they strive to reach their full potential</li> <li>Everyone can learn, earn, achieve and dream</li> </ul>	<ul style="list-style-type: none"> <li>Continue delivery of the Go Goldfields program, and work towards program sustainability.</li> <li>Advancement of projects in areas of:               <ul style="list-style-type: none"> <li>Early Years Literacy</li> <li>Engagement of Young People</li> <li>Addressing Family Violence</li> <li>Work Readiness</li> </ul> </li> <li>Develop a 10 year Community Plan</li> <li>Develop a Gender Equity Policy for the organisation</li> </ul>	Implement future of Library Services Report and seek funding to support	Living Libraries	2018–19 Review of Libraries 2019–20 apply for grant
		Teddy Bears Picnic (activity)	Council / Go Goldfields partnerships	Ongoing
		Library, Laptime Toddler time	Council	Ongoing
		Supported Playgroup Small talk	DEWLP	Ongoing
		Implementation of enhanced MCH Services	DET	Ongoing
		Explore opportunity to fund a biennial Short Flix Festival		Mar-20
		Develop community plans for the townships of Bealiba, Bet Bet, Carisbrook, Dunolly, Majorca, Maryborough, Talbot and Timor	Building Better Regions Fund	May-20
		Develop Business Case for Youth Hub	PHN, Council, Go Goldfields	Dec-19
		Implementation of Family Violence Action Plan	RDV / Go Goldfields partnerships	Ongoing
		16 days of Activism – Marigolds Project	Family Violence Victoria	Ongoing (Annually Nov/Dec)
Free from Family Violence – Priority: Change the Story – Gender equity statement and action plan	Grant	Commence February 2019 – Jan 30 2020		
Collaborate with Regional Partnership group on Loddon Campaspe Early Years Childhood Strategy		Jun-20		

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		FreeZa Program	Youth Central	Current – December 2021
		L2P	VicRoads	Current – 30 June 2023
		TAC Road Trip	TAC	Current – June 2021
		Develop a Youth Strategy for the Shire	Council	Jun-20
<b>1.2</b> Support and encourage volunteerism in the community	<ul style="list-style-type: none"> <li>Provide a safe, fun, encouraging and welcoming environment for Volunteers and promote the benefits of a volunteer organisation</li> <li>Develop a Community Support Policy (including Grants Program) to assist the work of community groups</li> </ul>	Implement recommendations from the Energy Breakthrough Business Plan to support volunteers	Council, CEP, sponsorships, community groups	May 2019 – November 2019
		Continue to engage and train volunteers to support council operations in services such as the Visitor Information Centre and L2P	Council	Ongoing
		Implement the Community Support Policy and updated Community Grants Program	Council	Ongoing

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1.3 Ensure that all of our community, regardless of diversity, can live a full and healthy life	• Implement Central Goldfields Public Health and Wellbeing Plan	Review and refresh the Central Goldfields Public Health and Wellbeing Plan	Council	Aug-19
	• Actively participate in The Healthy Hearts Project	Implement projects identified in the Healthy Hearts Project for our Shire, including infrastructure upgrades and activity planning	DHHS / RDV	Jun-20
	• Continue participation with Loddon Campaspe Regional Partnership	Implement the Central Goldfields Shirewide Literacy Strategy	DHHS / RDV	Jun-20
		Implement Youth Our Critical Asset project	DHHS / RDV	Ongoing
		A Growing Economy – implement recommendations in the Regional Economic Statement	RDV	Ongoing

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OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
1.4 Provide leadership in municipal emergency and fire prevention planning and strengthen public safety	• Coordinate Municipal Emergency Management Plans and Committee	Continue to participate in the Northern Victorian Emergency Management Cluster	Council	Ongoing
		Adopt the Cluster Influenza Pandemic Plan	Council	Nov-19
		Adopt the Municipal Fire Management Plan 2018 – 2021	Council	Feb-20
	• Implement recommendations from flood management plans including flood mitigation works	Implement the Carisbrook Flood and Drainage Management Plan, specifically the completion of the western levee and additional creek clearing	Natural Disaster Resilience Grant Scheme	Jun-20
1.5 Facilitate an active and inclusive arts community	• Extend and upgrade township CCTV systems	Complete installation of CCTV and apply for further funding	Australian Government Safer Communities Fund	Ongoing
	• Develop a Community Arts Strategy	Prepare a background discussion paper to assist the direction and development of a Community Arts Strategy		Mar-20
	• Participate in regional cultural programs including the Regional Centre for Culture	Regional Centre for Culture program finished in 2018		

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OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
1.6 Promote and enhance passive and active recreation	<ul style="list-style-type: none"> <li>Develop a Central Goldfields Shire Recreation Plan</li> <li>Continue to implement priorities from Major Recreation Reserves Master Plans</li> <li>Implement priorities from the Walking and Cycling Strategy</li> </ul>	Implement recommendations from the Recreation and Open Space Strategy	Sport and Recreation Victoria / Council	Ongoing
		Construct the all-access changing places change room at the Maryborough Sports and Leisure Centre	Sport and Recreation Victoria / Council	Jun-20
		Finalise detail design for upgrade to Carisbrook Recreation Reserve and commence construction	Sport and Recreation Victoria / Council	2019-2020
		Seek funding to support the upgrade to the Deledio Reserve in Dunolly and undertake concept design	Council	Ongoing
		Complete design for a skate park in Maryborough and seek funding for construction	Council	Subject to funding

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1.7 Support positive development for residents of all ages and abilities	<ul style="list-style-type: none"> <li>Develop a Municipal Early Years Plan</li> <li>Facilitate the transition of service delivery models for HACC and NDIS</li> <li>Implement priorities from the Positive Ageing Strategy</li> <li>Support positive life opportunities for people living with a disability.</li> </ul>	Include recommendations from the Regional Early Years and Literature Strategy into the Municipal Early Years Plan	DHHS / RDV	Jun-20
		Identify and support clients with their transition to the NDIS	DHHS	Ongoing
		Implement Commonwealth Wellness and Reablement Model through Home Support Services and Social Support groups	DHHS	Ongoing
		Implement actions in the Disability Action Plan	DHHS / Council	Ongoing
		Continue to participate in the Loddon Campaspe Councils review of models of service delivery and viability of aged services	Council	Ongoing
1.8 Maximise all forms of connectivity for the community	<ul style="list-style-type: none"> <li>Advocate for enhanced passenger rail services</li> <li>Advocate for improved digital connectivity</li> <li>Deliver local Community Transport Plan</li> <li>Implement priorities from the Walking and Cycling Strategy</li> </ul>	Continue to advocate for enhanced passenger rail services	Council	Ongoing
		Participate in the Mildura Passenger Rail project	Council	Ongoing
		Develop a Transport Strategy including public and community transport options	Council / Department of Transport	Oct-19
		Build four footpaths identified in Walking and Cycling Strategy in Maryborough, Carisbrook, Dunolly, and Bealiba.	Council	Dec-19

## 2. OUR ECONOMY

**Outcome:** A vibrant local economy which contributes to the municipality's economic prosperity.

OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
2.1 Facilitate an environment which is conducive to industry/business Growth and employment growth and retention	<ul style="list-style-type: none"> <li>Develop an Economic Development and Tourism Strategy</li> <li>Develop job creation/retention initiatives</li> <li>Participate in the development and implementation of Regional Economic Development Strategies</li> </ul>	Complete the Economic Development and Tourism Strategy for Central Goldfields Shire and commence implementation of identified actions	RDV	2019–2025
2.2 Develop a skilled workforce to support economic growth	<ul style="list-style-type: none"> <li>Support work readiness initiatives, specifically within the Go Goldfields program.</li> </ul>	Implement the Go Goldfields Work Readiness Action Plan 2018–2020	RDV / Go Goldfields	2018–2020
2.3 Promote Central Goldfields as a place of choice to live, work and play	<ul style="list-style-type: none"> <li>Review Council's Population Growth Strategy</li> </ul>	Implement recommendations from Councils' Economic Development and Tourism Strategy	RDV / Loddon Campaspe Regional Partnership	2019–2025
	<ul style="list-style-type: none"> <li>Participate in Regional Economic Development Strategies</li> </ul>	Implement recommendations from the Regional Economic Statement	RDV / Loddon Campaspe Regional Partnership	2019–2025
	<ul style="list-style-type: none"> <li>Advocate for the development of the Maryborough Ballarat (Rail) Growth Corridor.</li> </ul>	Continue to advocate for enhanced passenger rail services.	Council / CHCV Councils	Ongoing
	<ul style="list-style-type: none"> <li>Advocate for a wastewater scheme for Talbot township</li> </ul>	Identify funding opportunities to undertake a social and economic business case to support a wastewater scheme for Talbot	Council	Ongoing



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OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
2.4 Provide a supportive environment for existing business to prosper	<ul style="list-style-type: none"> <li>• Include support for existing business in the Economic Development and Tourism Strategy</li> </ul>	Complete and commence implementation of the Economic Development and Tourism Strategy for Central Goldfields Shire	RDV	See above
	<ul style="list-style-type: none"> <li>• Support Committee for Maryborough and other business groups in the Central Goldfields Shire</li> </ul>	Continue to support Committee for Maryborough activities	RDV	Ongoing
		Continued ongoing representation on Bendigo Regional Tourism Board	Council	Ongoing
2.5 Strengthen and facilitate diversification for the Agri-business and food processing sectors	<ul style="list-style-type: none"> <li>• Update and renew the Food Cluster Strategy</li> <li>• Seek direct and value-adding opportunities in the sector</li> </ul>	Review Food Cluster Strategy when developing the Economic Development Strategy	Council	Dec-19
2.6 Grow the digital capability of the Shire	<ul style="list-style-type: none"> <li>• Encourage NBN connections and advocate for improved NBN services</li> <li>• Continue to advocate to minimise mobile phone black spots</li> <li>• Encourage growth of digital platforms</li> </ul>	Continue to advocate for mobile towers in blacks spots identified in the Regional Development Australia – Loddon Mallee Mobile Coverage Report	Federal and State governments	Ongoing

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OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
2.7 Capitalise on tourism and the visitor economy through growth of events and promotion of unique local experiences	• Advance the Goldfields Heritage Development and Opportunity Project towards World Heritage Listing	Participate in State Government review of Regional Tourism Boards	Council	2019–2020
	• Review and update the business and marketing plan for Energy Breakthrough	Implement recommendations from the Energy Breakthrough Business Plan	RDV	2019–2020
	• Identify opportunities for new events in the Central Goldfields Shire	Implement Regional Tourism projects through partnerships including Accessible Tourism, Goldfields Villages Destination Management Plan and Regional Itineraries projects.	BRT / VGTE / VV	May-19
		Advance and advocate for Goldfields Heritage Project for World Heritage Listing	Council	Ongoing

### 3. OUR BUILT AND NATURAL ENVIRONMENT

**Outcome:** Our shire celebrates the rich built and natural heritage and a sustainable environment.

OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
3.1 Ensure investment in roads, footpaths and buildings meet community needs now and in the future	<ul style="list-style-type: none"> <li>Undertake service planning to establish asset requirements to deliver services</li> <li>Review and update Asset Management Plans and prepare a 10 year capital works program</li> <li>Develop a plan to divest from assets that are surplus to community needs</li> </ul>	Build an all access change room at the Maryborough Sports and Leisure Centre – Indoor Pool	Grant and council funding (SRV or Fed. Community Sport Infra.)	Jun-20
	<ul style="list-style-type: none"> <li>Undertake service planning across the organisation to set sustainable service levels that meet community needs</li> </ul>	Develop a 10 year capital works program to inform the 10 year financial plan	Council / Local Government Victoria	Dec-19
	<ul style="list-style-type: none"> <li>Undertake service planning across the organisation to set sustainable service levels that meet community needs</li> </ul>	Review and update Council's Assets Management Framework and Asset Plants	Council	Feb-20
3.2 Improve the appearance of township entrances and streetscapes	<ul style="list-style-type: none"> <li>Renew and update urban design frameworks in the Shire</li> <li>Collaborate with township tree committees on tree plantings and maintenance</li> </ul>	Implement Cool It project through consultation with Public Places Tree Advisory Committee	Council	Ongoing
		Monitor the plantings and improvements to the landscaping associated with the Town Entry signs	Council	Ongoing
		Implement the Gordons Gardens Masterplan	Council and other	Stage 1 – April 2020

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**Outcome:** Our shire celebrates the rich built and natural heritage and a sustainable environment.

OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
<b>3.3</b> Protect and enhance the environment while planning for growth	<ul style="list-style-type: none"> <li>Review and update the Central Goldfields Planning Scheme and Municipal Strategic Statement</li> <li>Develop a Strategic Planning program</li> <li>Participate in regional environmental projects through the Central Victorian Greenhouse Alliance</li> <li>Implement the actions from Council's Sustainability Plan</li> </ul>	Undertake Energy upgrades in priority buildings	Sustainability Victoria	Mar-20
		Develop a Population, Housing and Residential Development Strategy	Council	Jun-20
		Complete Planning Scheme review and commence implementation via Planning Scheme Amendment	Council	July 2019 – June 2020
		Prepare the Maryborough Flood Study and implement recommendations in partnership with NCMA	NCMA funding	Nov-19
		Undertake Station Domain Stormwater Harvesting and Irrigation Design Project	Council / Central Highlands Water	Apr-20
		Participate in the development of the Loddon Mallee Regional Renewable Energy Roadmap	DELWP	Dec-19
<b>3.4</b> Ensure waste management meets current and future demand and standards	<ul style="list-style-type: none"> <li>Review and update Council's Waste Management plan</li> <li>Participate in regional waste projects through the Grampians Central West Waste and Resource Recovery Group</li> </ul>	Implement actions from Waste Management Strategy	Council	Ongoing
		Roll out E-Waste Program, Community Education. Install collection points in towns	Grant and council funding (Sustainability Victoria)	Ongoing
		Participate in regional waste projects through the Grampians Central West Waste and Resource Recovery Group	Council / Sustainability Victoria	Ongoing

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OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
<b>3.5</b> Protect and preserve our heritage assets	<ul style="list-style-type: none"><li>• Implement recommendations from Cultural Heritage Plans for heritage listed buildings</li><li>• Seek funding assistance to maintain and preserve heritage assets</li></ul>	Seek external heritage funding to undertake repairs to the Maryborough Outdoor pool	Council / Heritage Victoria	Ongoing

## 4. OUR ORGANISATION

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

OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
4.1 Ensure the financial sustainability of Council through efficient and effective delivery of services	• Develop a 10 year financial plan	Develop 10 year financial plan from service plans, continue to review and update as new strategies are adopted	Council / Local Government Victoria	Jun–Dec 2019
	• Review budget and financial reporting processes to improve monitoring of financial performance	New budget and financial system implemented in 2018/19, undertake review in 2019/20	Council / Local Government Victoria	Dec-19
	• Develop a fees and charges policy	Completed in 2018		
4.2 Provide effective and accessible community information and opportunities community contributions to policy and program development	• Implement the Community Engagement Framework	Review and update Community Engagement Framework	Council	Jun-20
	• Develop a website that is accessible, easy to use and allows all transactions to be conducted online	Investigate Customer Relationship Management (CRM) tools to assist in the management and monitoring of customer interactions and complaint handling	Council	Mar-20
		Develop a Strategic Communications Plan	Council	Dec-19
		Roll out and embed Customer Service Charter across Council	Council	Ongoing

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OBJECTIVES	INITIATIVES	PROJECTS	FUNDING SOURCE	TIMING
<b>4.3</b> Provide leadership in governance and Council decision making	<ul style="list-style-type: none"> <li>Develop and implement a cultural change program to develop a high performing, customer focused organisation</li> </ul>	Implement the Culture Change program	Council	Commenced – Ongoing
		Develop a Corporate Governance Framework incorporating changes to the Local Government Act	Council	Dec-19
		Develop a Risk Management framework including improved practices and reporting systems	Council	Dec-19
	<ul style="list-style-type: none"> <li>Implement recommendations from the Local Government Inspectorate report</li> </ul>	Complete 2018		
	<ul style="list-style-type: none"> <li>Implement recommendations from Internal Audits completed as part of the four year Internal Audit Program</li> </ul>	Complete Internal Audit program	Council	Commenced (4 year program)
<b>4.4</b> Ensure the health and wellbeing of our staff	<ul style="list-style-type: none"> <li>Review and update Occupational Health and Safety policies and practices</li> <li>Re-establish and support a Health and Wellbeing Committee</li> <li>Implement health and wellbeing initiatives in the Enterprise Agreement</li> </ul>	Implement recommendations from the OH&S Internal Audit	Council	Dec-19
		Support activities of the Health and Wellbeing Committee	Council	Ongoing
		Update HR Policies incorporating Health and Wellbeing initiatives in Enterprise Agreement	Council	Completed 2018–2019
		Reactivate implementing the Workplace Achievement Program	Council	Dec-19

