

8.5.1 Council Plan Annual Action Plan 2023-24

Action Code	Theme	Council Plan Reference	Action Name	Responsible Position	Q4 progress from 22/23	What does complete look like?	Due Date
1	1. Our Community's Wellbeing	1.1 Strengthen and build inclusion and community and intergenerational connections.	Undertake a feasibility study for alternative locations for the men's shed to allow it to expand and increase membership	Manager Community Partnerships	15%	New Men's Shed location identified	30/06/2024
2	1. Our Community's Wellbeing	1.1 Strengthen and build inclusion and community and intergenerational connections.	Implement a 12-month Community Support and Navigator role. This role will assist in the implementation of the Disability action plan and Positive ageing strategy and assist older individuals to navigate the aged care system.	Manager Community Services	New	Implementation of the DAP Positive ageing strategies items. The role has been involved in the exist of all in-home aged care service delivery by council from 1 March to also determine the community needs and council's future role.	30/06/2024
3	1. Our Community's Wellbeing	1.2 Nurture and celebrate creativity	Seek external funding to support activation of the Art Space and Courtyard at Maryborough Station	Manager Tourism Events and Culture	New	Funding confirmed	30/06/2024
4	1. Our Community's Wellbeing	1.2 Nurture and celebrate creativity	Adopt Central Goldfields Art Gallery Strategic Plan 2023 – 2026 and implement Year One actions	Manager Tourism Events and Culture	New	Strategic Plan adopted Year one actions completed	31/08/2024
5	1. Our Community's Wellbeing	1.3 Support positive life journey development for all residents.	Advocate for ongoing investment and support for Go Goldfields	Chief Executive Officer	75%	Funding confirmed	31/12/2023
6	1. Our Community's Wellbeing	1.3 Support positive life journey development for all residents.	Council has made the decision to exit all in home aged care services by 1 March 2024. Work with the Commonwealth and State funding bodies to carry out the transition plan to transition clients to the new provider/s by the exit date. Assist the 26 Community care staff to mitigate the impact of the decision by providing options such as outplacement, redeployment, redundancy, and introduction of new provider/s.	Manager Community Services	New	Aged care review complete. Council resolution made on 22 August 2023 to exit from all in home aged care services as of 1 March 2024.	1/03/2024
7	1. Our Community's Wellbeing	1.3 Support positive life journey development for all residents.	Undertake further investigative work to determine the most appropriate location for the Early Years Integrated Hub and develop a project plan to implement the actions identified in the Masterplan. (To be developed in collaboration with Go Goldfields.)	Manager Community Services	New	Site determined for the Early Years Integrated Hub Project Plan developed to implement the actions in the Early Years Infrastructure Master Plan.	30/06/2024
8	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Contribute to the implementation of key initiatives in the Loddon Mallee Housing Action Plan	CEO	New	Actions from the plan implemented	30/06/2024
9	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Implement the Healthy Loddon Campaspe Round 2 Projects	Manager Community Partnerships	New	Projects implemented and complete	30/06/2024

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10	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Deliver a local 'This Girl Can' campaign to encourage and support women and girls to be active.	Manager Community Partnerships	New	Program delivered, participation targets achieved	30/06/2024
11	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Work with key stakeholders to complete the Community Emergency Risk Assessment (CERA) for Central Goldfields and update the Municipal Flood Emergency Plan (MFEP)	Manager Community Partnerships	New	CERA and MFEP updated	31/12/2023
12	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Implement the Flood Recovery Action Plan	Manager Community Partnerships	New	Plan implemented	30/06/2024
13	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Develop a Central Goldfields Food Systems Strategy	Manager Community Partnerships	New	Central Goldfields Food Strategy adopted	30/06/2024
14	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Implement the Municipal Public Health and Wellbeing Plan 2021-2025:	Manager Community Partnerships	New	Report to State Government on progress against the plan	30/06/2024
15	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Implement training program for Teen and Youth Mental Health First Aid Instructors to deliver Mental Health First Aid Training to Year 8 and Year 10 students and community members.	Manager Community Partnerships	75%	Range of training programs delivered	30/06/2024
16	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Complete and implement the Maryborough Flood Study	Manager Infrastructure	95%	Flood Study is complete and endorsed by Council	28/02/2024
17	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Implement the Gender Equity Action Plan	Manager People and Culture	50%	Delivery of 2023-24 actions in General Equity Action Plan	30/06/2023
18	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Continue with Review of Local Law	Manager Statutory Services	20%	Draft version of Local Law has been developed and statutory process for endorsement is underway	30/06/2024
19	1. Our Community's Wellbeing	1.4 Encourage, support and facilitate healthy and safe communities.	Finalise the Domestic Waste Water Management Plan	Manager Statutory Services	80%	Domestic Wastewater Management Plan is finalised and endorsed by Council	30/11/2023
20	1. Our Community's Wellbeing	1.5 Maximise volunteer efforts.	Update the Volunteer Strategy in partnership with the Maryborough Volunteer Resource Centre	Manager Tourism Events and Culture	New	Updated Volunteer Strategy endorsed by Council	30/06/2024
21	1. Our Community's Wellbeing	1.6 Value, celebrate and actively engage First Nations culture and people.	Support and participate in the annual NAIDOC week and Reconciliation week events	Manager Community Engagement	0%		
22	1. Our Community's Wellbeing	1.6 Value, celebrate and actively engage First Nations culture and people.	Research best practice and principles that support partnerships with First Nations stakeholders and organisations	Manager Community Engagement	0%		
23	1. Our Community's Wellbeing	1.6 Value, celebrate and actively engage First Nations culture and people.	Work with Dja Dja Wurrung Corporation (in line with the Reconciliation Action Plan) to deliver Cultural Awareness Training across the organisation	Manager Community Engagement	0%		

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24	1. Our Community's Wellbeing	1.6 Value, celebrate and actively engage First Nations culture and people.	Finalise the Reflect Reconciliation Action Plan	Manager Community Partnerships	75%	RAP adopted by Council	31/12/2023
25	1. Our Community's Wellbeing	1.6 Value, celebrate and actively engage First Nations culture and people.	Work collaboratively with Bendigo District Aboriginal Corporation to support Aboriginal parents and carers	Manager Go Goldfields	100%		COMPLETED Q1 23-24
26	2. Our Growing Economy	2.1 Retain, grow and attract our population.	Complete the Land Use Framework Plan for Maryborough North, Flagstaff and Carisbrook	Manager Strategy and Economic Development	25%	LUPF has been developed and presented to Council for endorsement.	30/06/2024
27	2. Our Growing Economy	2.1 Retain, grow and attract our population.	Complete the Talbot Futures project	Manager Strategy and Economic Development	80%	Final Report of Talbot Futures Project presented to Council for endorsement.	30/06/2024
28	2. Our Growing Economy	2.1 Retain, grow and attract our population.	Complete Review of Heritage Overlay in Central Maryborough	Manager Strategy and Economic Development	50%	Heritage Review Report is complete presented to Council for endorsement	30/06/2024
29	2. Our Growing Economy	2.1 Retain, grow and attract our population.	Commence work on Urban Land Opportunities Study	Manager Strategy and Economic Development	5%	Draft study has been completed and community engagement on the work is in progress	30/06/2024
30	2. Our Growing Economy	2.2 Capitalise on tourism opportunities.	Participate in the development of the Central Victorian Visitor Economy Partnership	General Manager Community Wellbeing		New VEP Established	31/03/2024
31	2. Our Growing Economy	2.2 Capitalise on tourism opportunities.	Develop an Events Strategy which clarifies Council's priorities for events across the Shire and outlines how Council will support community and other event providers	Manager Tourism Events and Culture	New	Strategy adopted by Council	30/03/2024
32	2. Our Growing Economy	2.2 Capitalise on tourism opportunities.	Complete the new Visitor Centre at the Maryborough Railway Station and position as a key attraction for visitors to the Victorian Goldfields	Manager Tourism Events and Culture	New	Visitor numbers in 2023/2024 increased by 20% on 2022/2023 numbers	31/10/2023
33	2. Our Growing Economy	2.4 Develop a skilled and diverse workforce.	Work with partners on innovative activities to attract and retain early childhood teachers and educators in the Shire	Manager Go Goldfields	50%	New officer is appointed.	30/06/2024
34	2. Our Growing Economy	2.4 Develop a skilled and diverse workforce.	Complete and activate the extended co-working space of the Maryborough Railway Station Activation Project	Manager Strategy and Economic Development	10%	Activation plan has been developed and being implemented	30/06/2024
35	2. Our Growing Economy	2.4 Develop a skilled and diverse workforce.	Continue to develop partnerships with Committee for Maryborough, key shire employers and external providers to support labour force attraction/retention, skills development and business modernisation.	Manager Strategy and Economic Development	50%	TILT program embedded in key institutions and employers.	30/06/2024

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36	2. Our Growing Economy	2.5 Strengthen digital infrastructure and capability.	Deliver a Digital Literacy Program through the library	Manager Tourism Events and Culture	New	Program delivered and participation targets met	1/12/2023
37	3. Our Spaces and Places	3.1 Provide engaging public spaces	Waterway Management Plan for Carisbrook Advisory Group	General Manager Infrastructure Assets and Planning	10%	Advisory Group established and being utilised	30/06/2024
38	3. Our Spaces and Places	3.1 Provide engaging public spaces	Deliver the design and planning works for the Bristol Hill Urban Bike Park Project	Manager Community Partnerships	New	Council adopted design plans	30/06/2024
39	3. Our Spaces and Places	3.1 Provide engaging public spaces	Develop a Play Spaces Strategy and Splash Park Feasibility Study	Manager Community Partnerships	New	Council adoption	31/12/2024
40	3. Our Spaces and Places	3.1 Provide engaging public spaces	Reduce obstructions on footpaths by developing a Footpath Trading Procedure and program of works	Manager Statutory Services	5%	Footpath trading procedure and guidelines developed and being used	30/06/2024
41	3. Our Spaces and Places	3.2 Provide infrastructure to meet community need 3.3 Value and care for our heritage and culture assets	Refresh the Priority Projects Plan highlighting successful projects to date, and new projects we are seeking funding for.	Chief Executive Officer	75%	Priority Projects Plan adopted by Council	31/10/2023
42	3. Our Spaces and Places	3.2 Provide infrastructure to meet community need.	Conduct a feasibility study and design plans for a Central Goldfields Youth Hub	Manager Community Partnerships	New	Feasibility study and design plans adopted by Council	30/06/2024
43	3. Our Spaces and Places	3.2 Provide infrastructure to meet community need.	Review and update the Road Management Plan	Manager Infrastructure	75%	Road Management Plan approved by Council	30/11/2023
44	3. Our Spaces and Places	3.2 Provide infrastructure to meet community need.	Review installation priorities from pedestrian crossings with a focus on busy neighbourhood centres and meeting places	Manager Infrastructure	5%	Preliminary design work complete on key pedestrian crossings throughout Maryborough and this work can be used to capitalise on future grant funding opportunities	30/06/2024
45	3. Our Spaces and Places	3.3 Value and care for our heritage and culture assets	Continue to contribute to the Victorian Goldfields World Heritage Bid preparation	Chief Executive Officer	New	Demonstrated promotion of advocacy profile through reporting to Council Meetings and Council and local media	30/06/2024

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46	3. Our Spaces and Places	3.4 Manage and reduce and reuse waste.	Undertake a review of kerbside waste collection program	Manager Infrastructure	5%	Review of kerbside collection is complete and outcomes have been endorsed by Council	30/06/2024
47	4. Leading Change	4.1 Actively engage, inform and build the leadership capacity of community members and organisations.	Redesign Council's website including enhancing the content and accessibility of the platform	Manager Community Engagement	0%	Website updated	31/03/2024
48	4. Leading Change	4.1 Actively engage, inform and build the leadership capacity of community members and organisations.	Review Council's e-bulletins to ensure all people and groups are reached with current news and opportunities	Manager Community Engagement	0%	Agreed number and frequency of e-bulletins	31/12/2023
49	4. Leading Change	4.1 Actively engage, inform and build the leadership capacity of community members and organisations.	Complete a review of Community Asset Committees and create a consistent and equitable approach for the management of buildings	Manager Governance Property and Risk	10%	CACs in place for council facilities as required	30/06/2024
50	4. Leading Change	4.2 Provide financial sustainability and good governance	Develop and implement a Risk & Assurance system and culture change	Manager Governance Property and Risk	5%	Reviewed strategic and operational registers, operationalised and regular reporting of effectiveness of the framework to the Council.	31/03/2024
51	4. Leading Change	4.2 Provide financial sustainability and good governance.	Continue delivery of policy review program.	Manager Governance Property and Risk	50%	Training and engagement delivered on policy management. Quarterly reports provided to EMT and Audit and Risk Committee	31/03/2024
52	4. Leading Change	4.3 Provide a safe, inclusive and supportive workplace	Implement Corporate Action Plan which covers staff culture and engagement, attraction and retention, OHS, progression development, Customer Records Management, and an intranet	Manager People and Culture	50%	Corporate Plan delivered according to the Plan's timelines	30/06/2023
53	4. Leading Change	4.3 Provide a safe, inclusive and supportive workplace	Implement an Occupational Health and Safety review at the Depot	Manager People and Culture	0%	All actions from the audit implemented	30/06/2023
54	4. Leading Change	4.4 Advocate and partner on matters of community importance.	Support communities to develop capacity and capability in community planning	Manager Community Engagement	0%	Community plans updated and Daisy Hill plan finalised	31/03/2024

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55	4. Leading Change	4.4 Advocate and partner on matters of community importance.	Advocate for funding for the Early years' infrastructure	Manager community service	New	Masterplan endorsed by council and funding streams identified and commitment received to resource the hub	30/09/2023
56	4. Leading Change	4.4 Advocate and partner on matters of community importance.	Advocate for, support and implement system change recommendations in the Go Goldfields 'Every Child, Every Chance' Change Plan	Manager Go Goldfields			COMPLETED Q1 23-24

CAPITAL WORKS INITIATIVES

Action Code	Theme	Council Plan Reference	Action Name	Responsible Position	Q4 progress from 22/23	What does complete look like?	Due Date
57	3. Our Spaces and Places	3.2 Provide infrastructure to meet community need.	Implement priority risk item works as detailed in the endorsed Maryborough Aerodrome Business Case	Manager Infrastructure	35%	Initial safety works have commenced including resolution of holding dams and reduction in kangaroo numbers	30/06/2024
58	3. Spaces & places	3.3 Value and care for our heritage and culture assets.	Upgrade the electrical system in the Maryborough Town Hall	Manager Project Management Office	40%	Electrical system upgrade works have commenced onsite.	30/06/2024
59	3. Spaces & places	3.3 Value and care for our heritage and culture assets.	Update the Nolan Street Customer Service Centre and Offices to provide accessible and safe facilities	Manager Project Management Office	10%	Design work is complete an initial implementation of staged program of works is underway	30/06/2024
60	3. Spaces & places	3.3 Value and care for our heritage and culture assets.	Reconstruct Octagonal Pool at Maryborough Olympic Pool Complex	Manager Project Management Office	30%	Octagonal Pool is reconstructed as first stage of Maryborough Outdoor Pool Complex project	30/06/2024
61	3. Spaces and Places	3.1 Provide engaging public spaces	Develop and deliver Indigenous Interpretive Garden adjacent to Central Goldfields Art Gallery in partnership with Dja Dja Wurrung artists and community	Manager Project Management Office	10%	Indigenous Interpretive Garden completed, including cultural interpretation and art elements by Dja Dja Wurrung	30/06/2024
62	3. Spaces and Places	3.2 Provide infrastructure to meet community need.	Complete pool renewal works at Dunolly / Talbot Outdoor Pools and Maryborough Sport and Leisure	Manager Project Management Office	70%	All key renewal works are complete at sites to prolong the life of these assets	30/06/2024
63	3. Spaces and Places	3.2 Provide infrastructure to meet community need.	Goldfields Reservoir / Dam Stabilisation Design works	Manager Project Management Office	30%	Construction works have commenced onsite for stabilisationworks	30/06/2024
64	3. Spaces and Places	3.2 Provide infrastructure to meet community need.	Deledio Netball Courts Upgrade	Manager Project Management Office	40%	Upgrade of tennis courts are complete	30/06/2024
65	3. Spaces and Places	3.1 Provide engaging public spaces	Whirrakee Rise Open Space Enhancement	Manager Project Management Office	40%	Key open space improvements have been delivered at the site and naming process is complete	30/06/2024
66	3. Spaces and Places	3.1 Provide engaging public spaces	Bowenvale Playground Works	Manager Project Management Office	20%	Key open space improvements have been delivered at the site	30/06/2024
67	3. Spaces and Places	3.3 Value and care for our heritage and culture assets.	Rene Fox Gardens Toilet Refurbishment	Manager Project Management Office	20%	Toilet upgrade works are complete	30/06/2024
68	3. Spaces and Places	3.3 Value and care for our heritage and culture assets.	Dunolly Town Hall Scoping and Design	Manager Project Management Office	5%	Scope and design is complete for full renewal works of this heritage asset	30/06/2024

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69	3. Spaces and Places	3.3 Value and care for our heritage and culture assets.	Talbot Town Hall Scoping and Design	Manager Project Management Office	5%	Scope and design is complete for full renewal works of this heritage asset	30/06/2024
70	3. Spaces and Places	3.3 Value and care for our heritage and culture assets.	Carisbrook Town Hall Scoping and Design	Manager Project Management Office	5%	Scope and design is complete for full renewal works of this heritage asset	30/06/2024
71	3. Spaces and Places	3.3 Value and care for our heritage and culture assets.	Princess Park Historic Grandstand Scoping and Design	Manager Project Management Office	5%	Scope and design is complete for full renewal works of this heritage asset	30/06/2024
72	3. Spaces and Places	3.1 Provide engaging public spaces	Gordon Gardens Open Space Enhancement works	Manager Operations	10%	Key open space improvements have been delivered at the site	30/06/2024