



**2018-2019**  
Central Goldfields  
Shire Council  
Action Plan





# 1. OUR COMMUNITY

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

OBJECTIVES	INITIATIVES	PROJECT	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 Library Strategic Plan	Council	October/November 2018
		Early Years Literacy	RDV	August – September 2018
		<ul style="list-style-type: none"> <li>Teddy Bears Picnic (activity)</li> </ul>		
		Program Delivery	Council	Ongoing
		<ul style="list-style-type: none"> <li>Library, Laptime, Toddler time</li> <li>Supported Playgroup Small Talk</li> <li>Maternal and Child Health Lets Read</li> </ul>	DEWLP DET DET	
		Youth Engagement		
		<ul style="list-style-type: none"> <li>Short Flix Festival</li> <li>Business Case for Youth Hub</li> </ul>	BBRF	December 2017 – November 2018 Event October 2017
		Empower	Grant (multiple sources)	2018-2022 * four year project development on Grant approval
		Implementation of Family Violence Action Plan – Priority: Change the Story	Grant	Ongoing
		Framework and Gender Equity Statement – Marigolds Project	Family Violence Victoria	November 2018 (annual)
		Free from Family Violence	Grant (dependent on success)	July 2018 – July 2018
		Shire-wide Literacy Strategy	Grant	Commenced July 2018 – 2019
		Youth Engage Program	Youth Central	Current – December 2020
FreeZa Program	Youth Central	Current – December 2021		
L2P	VicRoads	Current – June 2019		
TAC Road Trip	TAC	Current – June 2021		

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1.2 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>	Support and train volunteers to deliver the annual Energy Breakthrough event	Council, CEP, sponsorships, community groups	November (Annual)
		Continue to engage and train volunteers to support Council operations in services such as the Visitor Information Centre and L2P	Council	Ongoing
		Develop a Community Support Policy	Council	December 2018
1.3 Ensure that all of our community, regardless of diversity, can live a full and healthy life	<ul style="list-style-type: none"> <li>Implement Central Goldfields Public Health and Wellbeing Plan</li> <li>Actively participate in the Healthy Hearts Project</li> <li>Continue participation with Loddon Campaspe Regional Partnership</li> </ul>	Review and refresh the Central Goldfields Public Health and Wellbeing Plan in light of the refresh of the Council Plan	Council	March 2019
		Support and participate in the rollout of the Healthy Hearts Project	DHHS/RDV	Across two financial years 2018/19, 2019/20
		Loddon Mallee Regional Partnership projects include: <ul style="list-style-type: none"> <li>Early Years Language and Literacy</li> <li>Healthy Hearts (see above)</li> <li>Youth Our Critical Asset</li> <li>A Growing Economy – development of a Regional Economic Statement</li> </ul>	DHHS / RDV	2018–2020

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1.4 Provide leadership in municipal emergency and fire prevention planning and strengthen public safety	<ul style="list-style-type: none"> <li>• Coordinate Municipal Emergency Management Plans and Committee</li> <li>• Implement recommendations from flood management plans including flood mitigation works</li> <li>• Extend and upgrade township CCTV systems</li> </ul>	Complete Emergency Management Plans of Council facilities and evacuation drills	Council	
		Continue to participate in the Northern Victorian Emergency Management Cluster	Council	June 2019 and ongoing
		Help develop and adopt the Cluster Influenza Pandemic Plan	Council	March 2019
		Review and adopt the Municipal Fire Management Plan 2018–2021	Council	March 2019
		Review and adopt the Neighbourhood Safer Places Plan	Council	October 2018
		Implement the Carisbrook Flood and Drainage Management Plan, specifically the completion of the western levy and additional creek clearing	Natural Disaster Resilience Grant Scheme	June 2019 and on-going
		Conduct a Community Safety Forum	Council	September 2018



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1.5 Promote and enhance the arts	<ul style="list-style-type: none"> <li>Develop a Community Arts Strategy</li> <li>Participate in regional cultural programs including the Regional Centre for Culture.</li> </ul>	Complete Story Seats project	Go Goldfields	September – October 2018
		Seek funding to develop an Arts and Culture Strategy	Council	June 2019
		Broaden and extend arts and culture engagement with schools and the community	Council	June 2019 – ongoing
		Support the rollout of the Regional Centre for Culture events	Creative Victoria	December 2018
		Re-establish the Friends of the Gallery	Council	March 2019
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>	Develop a Recreation and Open Space Strategy	Sport and Recreation Victoria /Council	June 2019 – on going
		Develop an all-access changing places change room at the Maryborough Sports and Leisure Centre	Sport and Recreation Victoria /Council	June 2019
		Complete designs for recreation reserves in Carisbrook and Dunolly	Council	April 2019
		Develop a design for a Skate Park in Maryborough	Council	April 2019

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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>	Participate in the development of a regional Early Years Language and Literacy Strategy	DHHS/RDV	June 2019
		Identify and support clients with their transition to the NDIS	DHHS	June 2019
		Implement wellness and reablement model through Home Support Services and Social Support groups	DHHS	April 2019
		Review the Disability Action Plan	DHHS/Council	May 2019
		Develop an interactive space at the Maryborough Regional Library for members of the community with autism, sensory disabilities and other cognitive challenges	DHHS	March 2019
		Examine models of service delivery and viability of aged services	Council	June 2019 and ongoing
		Engage with the community and complete a report on the future of Library services in the Shire	Council	March 2019
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>	Include enhanced passenger rail services in all advocacy documents	Council	July – September 2018
		Participate in the Mildura Passenger Rail project	Council	Ongoing
		Facilitate a Community Transport Forum	Council / Transport for Victoria	November 2018 – January 2019



## 2. OUR ECONOMY

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

OBJECTIVES	INITIATIVES	PROJECT	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>	Develop and Economic Development and Tourism Strategy for Central Goldfields Shire	RDV	September 2018 – August 2019
		See below	RDV	
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	Ongoing
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> <li>Participate in Regional Economic Development Strategies</li> <li>Advocate for the development of the Maryborough Ballarat (Rail) Growth Corridor</li> <li>Advocate for a wastewater scheme for Talbot township</li> </ul>	Participate in the development of a Regional Freight Strategy	RDV	December 2018
		Participate in the development of a Regional Economic Statement	RDV / Loddon Campaspe Regional Partnership	December 2018
		Include enhanced passenger rail services in all advocacy documents	Council / CHCV Councils	July – September 2018
		Wastewater for a growing Talbot included in Priority Projects document	Council	July – September 2018
		Review Domestic Animal Management Plan	Council	February 2019
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> <li>Support Committee for Maryborough and other business groups in the Central Goldfields Shire</li> </ul>	Develop an Economic Development and Tourism Strategy for Central Goldfields Shire	RDV	September 2018 – August 2019
		Continued support for Committee for Maryborough		
		Participate on the Board of Bendigo Regional Tourism		

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OBJECTIVES	INITIATIVES	PROJECT	FUNDING SOURCE	TIMING
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	April/June 2019
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>	Advocate for mobile towers in black-spots identified in the Regional Development Australia – Loddon Mallee Mobile Coverage Report	Council / CHCV	On-going
2.7 Capitalise on tourism and the visitor economy through growth of events and promotion of unique local experiences	<ul style="list-style-type: none"> <li>Advance the Goldfields Heritage Development and Opportunity Project towards World Heritage Listing</li> <li>Review and update the business and marketing plan for Energy Breakthrough</li> <li>Identify opportunities for new events in the Central Goldfields Shire</li> </ul>	Participate in State Government review of Regional Tourism Boards	Council	June 2019
		Update Business Marketing Plan for Energy Breakthrough	RDV	September 2018 – August 2019
		Complete Bendigo Regional Tourism website	BRT	October 2018
		Implement Regional Tourism projects through partnerships	BRT/VGTE/VV	June 2019
		Roll out the Maryborough and surrounds branding toolkit project	Council	February 2019
		Produce the Maryborough & Surrounds Official Visitor Guide	Council	December 2019
		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	PROJECT	FUNDING SOURCE	TIMING
<b>3.1</b> 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 Leisure Centre – Indoor Pool	Grant and council funding (SRV or Fed. Community Sport Infra.)	June 2019
		'E' Waste Shed Extension and Carisbrook Transfer Station Pavement Rehabilitation	Grant and council funding (Sustainability Victoria)	March 2019
		Porteous Road Bridge Upgrade	Grant (Bridges Renewal program)	May 2019
		Railway St/Gillies St Y Intersection Upgrade	Grant (R2R) and Council	May 2019
		Gordon Rd/Pyrenees Hwy Intersection Upgrade	Grant (R2R) and Council	June 2019
<b>3.2</b> 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>	Improve the landscaping associated with the Town Entry signs	Council	October – November 2018
		Reconvene and reconfigure the public places street tree committees	Council	Quarterly meetings, commencing November 2018
		Update the Gordon Gardens Masterplan	Council	February 2019

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OBJECTIVES	INITIATIVES	PROJECT	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 an Energy Audit of council buildings to determine works to reduce council's energy consumption	Sustainability Victoria Grant	January 2019
		Develop Strategic Planning Program	Council	December 2018
		Review Municipal Strategic Statement	Council	June 2019
		Prepare the Maryborough Flood Study		February 2019
		Prepare and exhibit and finalise the Planning Scheme Flood Amendment	Subject to Natural Disaster Resilience Grant Scheme funding	June 2019
		Participate in the development of Central Highlands Integrated Water Management Plan	Central Highlands Water	December 2018
<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>	Undertake a Waste Management Strategy Refresh	Council	March 2019
		Participate in regional waste projects through the Grampians Central West Waste and Resource Recovery Group	Council / Sustainability Victoria	Ongoing
<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	On-going



## 4. OUR ORGANISATION

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

OBJECTIVES	INITIATIVES	PROJECT	FUNDING SOURCE	TIMING
<b>4.1</b> Ensure the financial sustainability of Council through efficient and effective delivery of services	<ul style="list-style-type: none"> <li>Undertake service planning across the organisation to set sustainable service levels that meet community needs</li> <li>Develop a 10 year financial plan</li> <li>Review budget and financial reporting processes to improve monitoring of financial performance</li> <li>Develop a fees and charges policy</li> </ul>	Implement a Fleet Management System	Council	October/November 2018
		Develop 10 year financial plan	Council / Local Government Victoria	November – March 2019
		Review budget and financial reporting	Council / Local Government Victoria	October – December 2018
		Develop Fees and Charges Policy	Council	Completed June 2018
<b>4.2</b> Provide effective and accessible community information and opportunities community contributions to policy and program development	<ul style="list-style-type: none"> <li>Implement the Community Engagement Framework</li> <li>Develop a website that is accessible and easy to use</li> </ul>	Introduce new engagement program including listening posts, Administrator meeting times and Community Voice Panel	Council	Ongoing
		Update Council's Website	Council	December 2018
		Roll out and embed Customer Service Charter across Council	Council	Ongoing
<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> <li>Implement recommendations from the Local Government Inspectorate report</li> <li>Implement recommendations from Internal Audits completed as part of the four year Internal Audit Program</li> </ul>	Implement the Culture Change program	Council	Commenced – ongoing
		Complete the Governance and Reform Program actions	Council	October 2018
		Complete Internal Audit program	Council	Commenced (4 year program)

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OBJECTIVES	INITIATIVES	PROJECT	FUNDING SOURCE	TIMING
4.4 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>	Review and update OHS policies and procedures	Council	December 2018
		Support activities of the Health and Wellbeing Committee	Council	Ongoing
		Update HR Policies incorporating Health and Wellbeing initiatives in Enterprise Agreement		October 2018
		Reactivate the Workplace Achievement Program	Council	December 2018



CENTRAL  
GOLDFIELDS  
SHIRE  
COUNCIL