



Council Plan Progress Report – Quarter 1 2021-22

Period ending 30 September 2021

Major Initiatives

Status of major initiatives

Council identified 10 major initiatives for 2021-22. Major initiatives are high priority activities from the Council Plan that will require substantial time and resources to deliver.

Overall progress against these initiatives is summarised below.



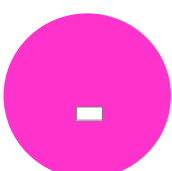
Not commenced

Activity has not started for this initiative. It is scheduled to commence later in the year or a previous initiative needs to be finalised before it can commence.



Behind schedule

Progress is not as expected but action is being/has been undertaken and is expected to get back on track.



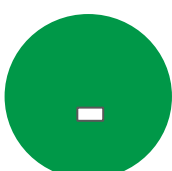
On hold

Progress has been placed on hold.



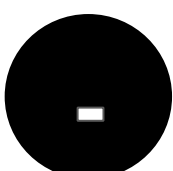
On schedule

Progress is on schedule



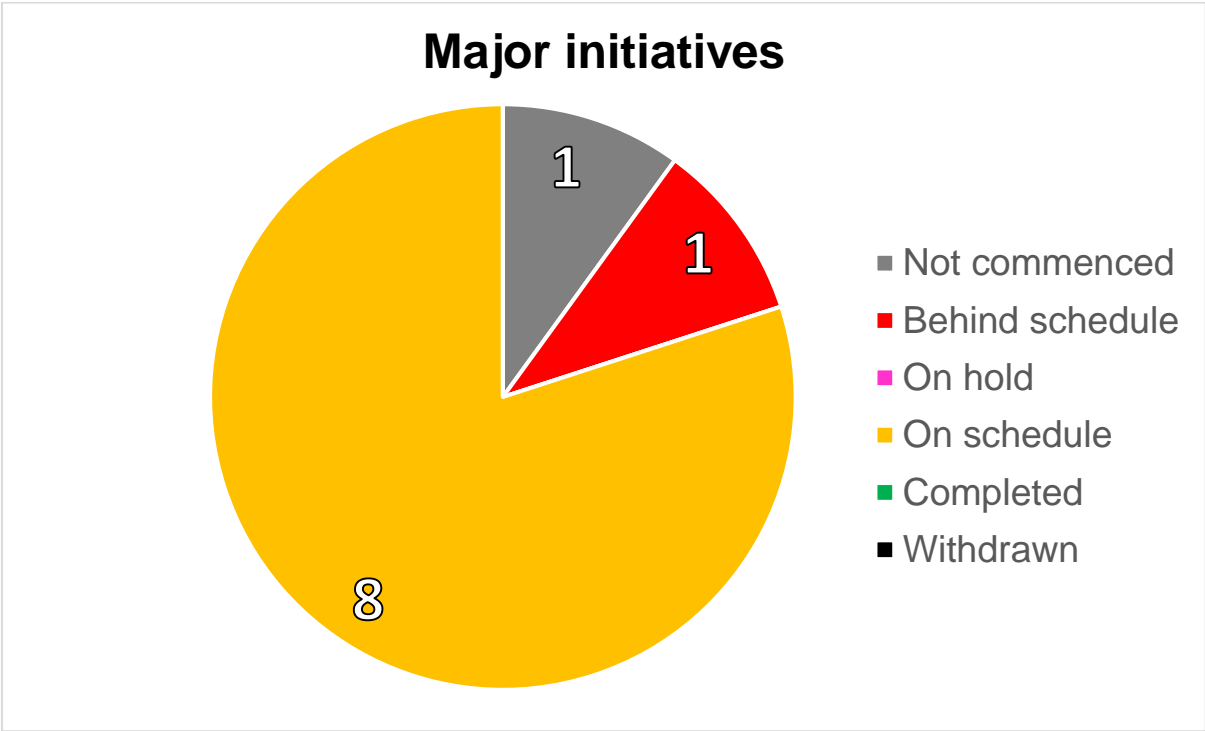
Completed

Activity or project is fully completed



Withdrawn

Activity is no longer a focus and has been withdrawn.



Progress Indicator Legend

● - Not commenced ● - Behind schedule ● - On hold ● - On schedule ● - Completed ● - Withdrawn




Mayor Cr Mendy Urie with Aunty Sandra Patten at the NAIDOC Week flag raising ceremony held at the Corporate Centre in Bairnsdale

1

An inclusive and caring community that respects and celebrates diversity



1.1: Council strives to provide equitable access to their services, support and facilities

Code	Action Name	Comments	Progress	Status
1.1.1	Universal access principles are applied to all infrastructure construction and upgrades	During the quarter Council introduced new project management software through Pulse to support the design and management of capital projects. This software includes hold points and checklist requirements for a range of considerations, including universal access. This will allow for monitoring of design projects for universal design consideration.	25%	

Strategic Indicators

Name	Comments	Actual	Target
Develop a way to capture data that can be used to report on this strategy	Initial discussions are being undertaken to develop a stakeholder inclusion working committee to support strategic inclusion objectives across East Gippsland, including reporting and outcomes.	-	Achieved year 1
Community satisfaction with recreational facilities	Survey results will be made available later in 2022	-	≥ Large Rural Council average

1.2: Collaboration with key stakeholders fosters the cultural, arts and creative communities for all activities Council has facilitated or financially contributed to

Code	Action Name	Comments	Progress	Status
1.2.1	Provide arts and cultural services and experiences that encourages connection and creativity, while supporting businesses, community groups and individuals to foster the creative, cultural and artistic life of the region regardless of age or ability	Though this action is on hold pending further development of the new Arts and Culture Strategy, support of a limited number of external events was provided during the quarter.	10%	
Major initiative 1	Develop an arts and culture strategy	The Creative Arts and Culture Strategy is to be discussed with Councillors regarding next steps in the development process. It has not commenced as yet.	0%	





Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Strategic Indicators

Name	Comments	Actual	Target
Number of community organisations / individuals funded through Council's arts and heritage grants program	Round 1 of the 2021-22 grants will be awarded in October.	-	≥ Nine annually
Number of community organisations / individuals funded through Council's community grants program	Round 1 of the 2021-22 grants will be awarded in October.	-	≥ 25 annually
Total value of arts and heritage grants projects funded by Council	Round 1 of the 2021-22 grants will be awarded in October.	-	> \$45,000 annually
Total value of community grants projects funded by Council	Round 1 of the 2021-22 grants will be awarded in October.	-	> \$100,000 annually

1.3: Community groups and volunteers are acknowledged, promoted and supported

Code	Action Name	Comments	Progress	Status
1.3.1	Plan and deliver an annual celebration to recognise the contribution of volunteers across the Shire	Preparation for this event will commence in Quarter 3, for it to be delivered in 2022.	0%	
1.3.2	Develop an appropriate recruitment, training and management system for internal volunteers	Not commenced.	0%	
1.3.3	Improve the online customer experience to enable access to current information about the wide range of community groups and activities, services that is accessible to the public	This action is planned to commence in Quarter 3 with the recruitment of the new Manager Community Engagement and Resilience.	0%	
1.3.4	Implementation of an online platform that supports the promotion of volunteer opportunities and events across the shire	This action is planned to commence in Quarter 3 with the recruitment of the new Manager Community Engagement and Resilience.	0%	



Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Strategic Indicators


Name	Comments	Actual	Target
Develop a survey to capture community group satisfaction with Council support	Not commenced, requires background work on context prior to a survey going out.	-	Achieved year 1
Number of events held that recognise and support volunteers	National Meals on Wheels Day was held on 25 August. Council supported social media, newsletter promotion and staff who provided Meals on Wheels service in Bairnsdale and the delivery of promotional bags with additional support items to program participants.	1	≥ Five events annually

1.4: Through targeted services, partnerships and advocacy, communities enjoy strong mental and physical health, well-being and resilience

Code	Action Name	Comments	Progress	Status
1.4.1	Develop the Municipal Public Health and Wellbeing Plan 2021-25 and associated action plan	<p>The Project Plan was developed outlining a three staged process to develop the four year Well Placed for Wellbeing Plan.</p> <p>An external workshop was held with partner agencies, where the information gathered guided the development of a draft framework that was presented to Councillors.</p> <p>High level community engagement was conducted in September around the five health areas. The engagement period was extended due to COVID-19 lockdown to provide people with the opportunity to participate.</p>	40%	
1.4.2	Work with communities and partners to support development of local bushfire recovery plans	<p>Council is continuing to support Community Recovery Committees to develop their recovery plans. Status of district plans include;</p> <ul style="list-style-type: none"> • Mallacoota has completed their plan; • Sarsfield are currently consulting on a draft plan; • Bruthen is consulting on proposed priorities; and • Omeo District has commenced engagement in relation to a resilience plan. 	25%	

Progress Indicator Legend







 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Code	Action Name	Comments	Progress	Status
1.4.3	Coordinate bushfire recovery planning at a municipal level	The East Gippsland 2019-20 Fires Recovery Committee has reviewed its operation and decided to cease its regular meetings in September 2021. This reflects the stage of recovery and the capacity to continue coordinating activity through other mechanisms. Council is continuing to work with Bushfire Recovery Victoria to coordinate activity in East Gippsland.	30%	



Strategic Indicators

Name	Comments	Actual	Target
Develop health and wellbeing indicators through the development of the Municipal Public Health and Wellbeing Plan that integrate with the Council Plan	Health and wellbeing indicators will be developed through later stages of the plan's development.	-	Achieved year 1

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

1.5: Strong working relationships are further developed with Aboriginal people and organisations

Code	Action Name	Comments	Progress	Status
1.5.1	Work with our partners to develop appropriate agreements and actions to strengthen working relations with traditional owners and the broader aboriginal community	<p>Council has developed working relationships and connected with partners in the Black Summer bushfire funding application process.</p> <p>Supported training and engagement of Local Area Networks broker to VicHealth Local Government partnership project to support connection and drive outcomes for indigenous children and youth.</p> <p>Work has commenced with Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) to embed Welcome to Country practices into citizenship and major events.</p>	10%	
1.5.2	Identify appropriate and effective collaboration opportunities to strengthen working relationships with Aboriginal communities and organisations	A new role is currently being advertised, a Place Manager - Aboriginal Engagement. This role will focus on supporting the engagement, connection and build relationships with aboriginal community.	10%	



Strategic Indicators

Name	Comments	Actual	Target
Develop an action plan that promotes and facilitates positive relationships between Council, the East Gippsland community and Aboriginal and Torres Strait Islander peoples.	Research in consultants to assist with the development of the plan has been undertaken.	-	Achieved year 1
Percentage of new employees who participate in Culture Awareness training	<p>Cultural Awareness and Safety Training was provided to all staff in July. The training was facilitated by local indigenous elder, Grattan Mullet. All staff were invited to this training.</p> <p>All new staff that commenced after this training are currently waiting for the next Corporate Induction to participate in the presentation of the Cultural Awareness video.</p>	23.5%	100%

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

1.6: Council is culturally and linguistically inclusive and celebrates diversity

Code	Action Name	Comments	Progress	Status
1.6.1	Develop an evaluation process to verify inclusive and accessible features of Council programs	<p>Council undertook the People Matters Survey, which assists local Councils to find out what they're doing well and where they need to improve for workplace equality. An internal inclusion working group has been established to provide an initial review of People Matters data to identify priority actions.</p> <p>A procedure and template for a Gender Audit of Council policy, procedures and strategies has been developed and in trial phase.</p> <p>An accessible events checklist has been developed in collaboration with the Disability Advisory Committee.</p>	20%	
1.6.2	Undertake research to better understand the needs of different groups, and plan to incorporate these into Council's activities and services	<p>A municipal scan was undertaken as part of Municipal Health and Wellbeing Plan development. The data will be compiled as support documentation.</p> <p>A review is underway of available local reporting and data profiles to contribute to this document. Data will inform further action planning and will be used to develop priority action areas for community programs and engagement staff.</p> <p>There was a successful application that incorporates a component to undertake research into the impacts and relationships of bushfire and violence on woman in our communities.</p>	20%	

Strategic Indicators

Name	Comments	Actual	Target
The number of multicultural events supported by Council	Council teams are collaborating to establish baseline for reporting on the number of multicultural events supported by Council.	-	Baseline to be developed Year 1
The number of multicultural people / groups engaging with Council	Council teams are collaborating to establish baseline for reporting on the number of multicultural groups engaged with Council.	-	Baseline to be developed Year 1

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn



Service standards are being developed at a more detailed level of parks, gardens and reserves as part of the development of Asset Management Plans.

2

Planning and infrastructure that enriches the environment, lifestyle, and character of our communities

2.1: Statutory and strategic planning for land use delivers sustainable outcomes that balance the need for growth with the enhancement of our lifestyle, character, the built and natural environment

Code	Action Name	Comments	Progress	Status
2.1.1	Deliver rebuilding support for landholders that lost a house and/or sheds in the 2019-20 Black Summer Bushfire	Delivery of the Rebuilding Support Service continues, with assistance provided to 196 landholders to date (11 new referrals in this Quarter). This service assists with navigating the planning and approval processes for rebuilding. A gap analysis was completed that identifies where landholders have not accessed supports and to identify needs. This will inform the focus of the program through to the end of the funding period 30 December 2022.	40%	
2.1.2	Deliver Statutory Planning services that meet the Victorian target guidelines	Due to increased workload (increase in planning applications by up to 50%) and position vacancies unable to be filled, Council has been unable to meet Victorian target guidelines for processing of planning permit applications. Backlogs are likely to take another three to six months to be cleared.	10%	
2.1.3	Develop and commence implementation of the Rural Land Use Strategy and associated action plan	The draft Rural Land Use Strategy has been prepared and released for public consultation.	25%	





Strategic Indicators

Name	Comments	Actual	Target
Community satisfaction with planning and building permits	Survey results will be made available later in 2022	-	≥ Large Rural Council average
Council planning decisions upheld at VCAT	No decisions were made by the tribunal during the period.	n/a	≥ 60%
Planning applications decided within required time frames	Due to increased applications and position vacancies unable to be filled, Council has been unable to meet target for planning permit applications.	34.6%	≥ 77.5%
Average time taken to decide planning applications	Due to increased applications and position vacancies unable to be filled, Council has been unable to meet target for planning permit applications.	84 days	< 61 days

Progress Indicator Legend


 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

2.2: Infrastructure provision and maintenance supports a diverse range of current and future user needs and activities and is both environmentally and financially sustainable

Code	Action Name	Comments	Progress	Status
2.2.1	Work with community and stakeholders to plan, design, implement and maintain infrastructure to meet community needs in an affordable way	<p>A range of project engagements were undertaken during the quarter. Many of these required modification and rescheduling due to changing COVID-19 restrictions. Significant engagement included: working with project reference groups for three streetscape projects; drop in sessions for Buchan traffic layout and for the Raymond Island Koala Experience.</p> <p>Online engagement was also undertaken using Council's YourSay platform on a range of projects. These included: Mallacoota Streetscape; Skidale Close Reserve (Lake Tyers Beach); Mallacoota Skate Park; Raymond Island Ferry Park; Cann River Transfer Station; Marlo Triangle Park and Lakes Entrance Foreshore Park.</p> <p>Social media was also used extensively along with Council's e-newsletter to keep the community informed of the progress of a range of infrastructure projects.</p>	25%	
2.2.2	Develop and implement a strategic approach to planning and prioritising capital infrastructure management and maintenance, with criteria for prioritisation, balancing communities needs with financial sustainability	Work has commenced with the focus on development of Asset Management Plans to inform project planning and development of the approach to be used to roll out 2022-23 Capital budget planning.	25%	
2.2.3	Build the capacity of volunteer groups and provide support for volunteer managed community facilities	Limited work was undertaken on this action due to other priorities.	10%	
Major initiative 2	Develop an asset management framework to drive Council's capital and maintenance infrastructure investment in a transparent and financially sustainable way	The Asset Management Policy has been revised and adopted by Council. Work also commenced on an Asset Management Strategy and seven Asset Management Plans for Council's main asset classes. All work is on schedule.	25%	

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Code	Action Name	Comments	Progress	Status
Major initiative 3	Develop service standards for the maintenance of asset classes	Work commenced this quarter on development of Asset Management Plans for seven of Council's main asset classes. This will lead to the development of high-level maintenance service standards.	25%	




Strategic Indicators

Name	Comments	Actual	Target
Community satisfaction with appearance of public areas in East Gippsland	Survey results will be made available later in 2022	-	≥ Large Rural Council average
Capital Works projects on schedule or complete	Of the 172 projects, 139 are listed as complete or on schedule	80.81%	≥ 80%
Committees of Management and volunteer groups for Council managed land with a guiding plan	Work on this has not yet commenced. Council and the Committees of Management have had a strong focus on responding to Black Summer Bushfire funding opportunities during the period.	-	≥ 10 plans by 30 June 2022
Asset renewal and upgrade expenses as a percentage of depreciation	This indicator is only calculated at year end when the financial data has been reconciled.	-	> 100%
Percentage of sealed roads that meet Council's target condition rating	The condition of sealed road assets is only assessed every three years and were therefore not reassessed during the period.	96.81%	> 97%
Collect baseline data on community recreation reserves and halls asset condition for future years asset condition ratings	The baseline data collection has commenced, as some inspections have taken place. The completion of this as a project is dependent on the completion of the Asset Management Plan.	-	Achieved year 1

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

2.3: Planning with local communities for natural disasters and emergencies strengthens capacity, infrastructure, resilience, preparedness, and recovery

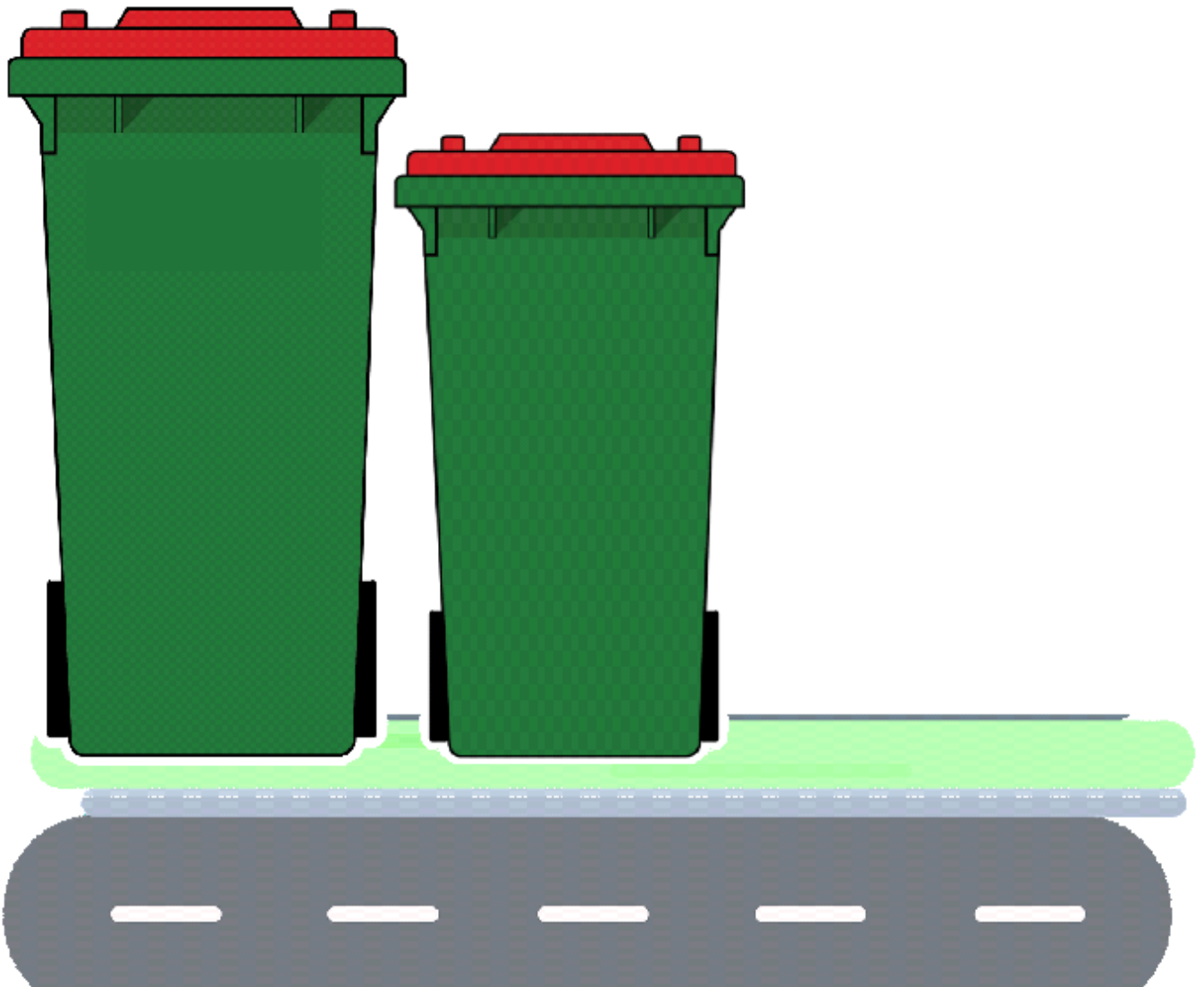
Code	Action Name	Comments	Progress	Status
2.3.1	Support and strengthen new municipal emergency planning arrangements to meet community expectations for resilience and preparedness	<p>The Municipal Emergency Management Planning Committee (MEMPC) was formed and progressing well.</p> <p>Activities to strengthen resilience and preparedness has occurred in some community localities. These activities include preparedness days with a multi-agency lens and training to self-activate a relief centre.</p> <p>Staff training for 2021 emergency response and relief is currently being rolled out.</p>	40%	
2.3.2	Develop and update Local Incident Management Plans in collaboration with local communities and stakeholders	The progression of updating of Local Incident Management Plans (LIMPs) is on track. All previously created LIMPS have been reviewed and updated as needed. Council is working with communities to create new LIMPs.	50%	
Major Initiative 4	Develop plans that enhance the organisations preparedness and ability to manage and mitigate the impact of natural disasters and streamline recovery	<p>The final draft of the updated Municipal Emergency Management Plan (MEMP) is progressing.</p> <p>There is also an ongoing review of current flood event.</p>	30%	

Strategic Indicators

Name	Comments	Actual	Target
Community satisfaction with emergency and disaster management	Survey results will be made available later in 2022.	-	≥ Large Rural Council average
Percentage of communities that need a Local Incident Management Plan have one in place and reviewed annually	All communities that need a plan has a current one in place.	100%	100%

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn






In Council's effort to reduce the waste going into landfill, there was a promotion for residents to reduce the size of their kerbside collection waste bins to win a prize.

3

A natural environment that is managed and enhanced

3.1: Council works to reduce its own and the communities carbon emissions while supporting the community to mitigate the impact of a changing climate on the environment, safety, health and lifestyles

Code	Action Name	Comments	Progress	Status
3.1.1	Adopt greenhouse gas emissions scenario for 2050 and identify actions and targets to reduce climate vulnerability	Work has commenced on a full greenhouse gas emissions audit to identify all scope 1,2 and 3 emissions, inclusive of vehicle emissions landfill, refrigerants, bottled gas and contractors in order to set target and develop emissions reduction plan.	10%	
3.1.2	Implement infrastructure enhancement and improvements to respond and assist manage impacts of climate change	This activity has scoped and discussions have commenced with consultants to source a cost for providing an assessment of different asset classes (buildings, roads and bridges etc) across the municipality from modelled climate risk factors including storms, soil subsidence, heat, bushfire, sea level rise, riverine and surface water flooding. This is a pilot project only to evaluate compatibility of climate modelling in evaluating asset risk. This information will then inform future improvements and responses.	30%	
Major Initiative 5	Develop and commence implementation of Environmental Sustainability Strategy with a strong focus and framework for Council and community climate change mitigation measures	Engagement was undertaken with the whole of organisation, internal and key stakeholders on the discussion paper for the development of the Environmental Sustainability Strategy 2021-2030. This consultation led to simplification and improved clarity of the draft strategy text. It is proposed that this strategy will include a significant focus on climate change mitigation measures for both the organisation and the community.	85%	





Strategic Indicators

Name	Comments	Actual	Target
Output from solar energy systems in East Gippsland	Will be reported annually when data is consolidated.	-	> 10.00%
Emissions from Council's energy use	Emissions are reported annually.	-	< 5,535 annually
Percentage of Council's electricity use from renewable sources	Electricity use is reported annually.	-	> 10.00%
Proportion of Council passenger vehicle fleet is electric, hybrid or uses alternate fuel sources	Currently there are five vehicles in the passenger fleet of 110, which includes one full electric, two hybrid and two alternative fuel sources. There are another seven hybrid vehicles on order that will increase this result.	4.5%	> 10.00%

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

3.2: Sustainable land use practices are used to manage council land to protect biodiversity and to provide education and incentives to support the management of private land

Code	Action Name	Comments	Progress	Status
3.2.1	Undertake community education to promote the need to protect the natural environment and actions community members can undertake to support this	The spring edition of Environment Connect has been published. This has included articles and information relating to Bushfire Revegetation Guide, Victoria Nature Festival, Nature Led Recovery Grants, Native Seed Collection (Workshop by Wildseed Nursery) and Whale Watching (Citizen Science initiative).	25%	
3.2.2	Develop and commence implementation of Environmental Sustainability Strategy with strong focus on supporting sustainable land use and landscape capacity	The draft strategy is in development, which will have a focus on supporting sustainable land use and landscape capacity.	85%	
3.2.3	Planning tools and policies are reviewed and used to identify and protect key public and private land	No review of planning tools was undertaken. Sustainability requirements were built into Council's revised Procurement Policy, which was prepared in this period.	25%	
3.2.4	Practices are introduced to manage fire effected Council land to protect biodiversity and ensure public safety	Two projects are currently being undertaken in the Mallacoota area to address weeds in fire effected areas, which will deliver biodiversity outcomes. Fire prevention slashing was also commenced, which included contractor induction on the weed management requirements of contractors to assist with weed identification and to ensure that contractors are not spreading noxious weeds through slashing actions.	25%	



Strategic Indicators

Name	Comments	Actual	Target
Kilometres of regionally controlled and prohibited weeds treated	The kilometres of weeds treated is not tracked periodically, it is calculated at the end of the financial year.	-	> 200 kilometers annually
Community satisfaction with slashing and weed control	Survey results will be made available later in 2022	-	≥ Large Rural Council average
A baseline for the quality and quantity of land being managed for 'at risk' habitat, biodiversity purposes, and community safety on Council and private land	Not commenced.	-	Achieved year 1

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

3.3: Natural values on key Council managed land are managed and enhanced

Code	Action Name	Comments	Progress	Status
3.3.1	Establish which values are to be managed and develop management plans to guide management of key Council land	Yet to commence.	0%	
3.3.2	Implement a framework to support partners and volunteers to work on key priority projects for Council land	Requires the development and adoption of a Volunteer Management Policy and Procedure before this action can be progressed further.	5%	



Strategic Indicators

Name	Comments	Actual	Target
Total investment in Council managed land to support natural areas	Council spent \$456,731 on council managed land for environmental management purposes. This expenditure included staff resources, material and contractors and was spread across: environmental works; weed and pest management; erosion management (boat ramps); mosquito control; walking track maintenance; roadside weed control; and specific bushfire regeneration works.	\$456,731.00	≥ 2020-21 baseline

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

3.4: Environmentally and financially sustainable practices reduce waste going to landfill

Code	Action Name	Comments	Progress	Status
3.4.1	Waste education program developed and implemented to focus on key areas of waste reduction	<p>The development of a three-year Waste Education Work Plan has commenced, but is reliant on the completion of the Waste Action Plan prior to being finalised. In addition, a range of projects commenced, including Better Business Guide: Get Grubby program; and Compost bin subsidies for residence.</p> <p>Implementation of some proposed activities have been hindered or delayed by COVID-19 restrictions.</p>	30%	
Major Initiative 6	Develop Waste Minimisation Action Plan	The first draft action plan has been developed internally. Some of the actions within the plan will be dependent on Victorian Government direction and funding, which is yet to be determined. This includes organics processing, Container Deposit Schemes and associated infrastructure requirements.	50%	

Strategic Indicators

Name	Comments	Actual	Target
Number of community waste education programs delivered	<p><i>East Gippsland Better Business Program</i> – There were six participants' last quarter.</p> <p><i>Get Grubby Program</i> – This was launched and received 10 sign-ups.</p> <p><i>Compost Rebate</i> – 125 rebates were delivered with the purchase of compost bins, worm farms, bokashi bins or pet poo bins.</p>	Three	> Five programs annually
Use of recycled materials in construction projects on Council assets	The reporting for this indicator is still in development and will be calculated to be reported quarterly from the next report.	-	> 10.00% of projects
Community Satisfaction with waste management	Survey results will be made available later in 2022	-	≥ Large Rural Council average
Kerbside collection waste diverted from landfill	This is consistent with our usual rates of diversion for this time of year. This	50.65%	> 52%

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Name	Comments	Actual	Target
	result tends to increase over quarter two and three when green organics collection increases.		

Progress Indicator Legend

 - Not commenced  - Behind schedule  - On hold  - On schedule  - Completed  - Withdrawn




Pictured at the launch of the East Gippsland Business Awards are Councillor Trevor Stow, Member for Gippsland East Tim Bull, Federation University Dean of Graduate Studies Wendy Wright, and Mayor Cr Mendy Urie and CEO Anthony Basford.

4

A thriving and diverse economy that attracts investment and generates inclusive local employment



4.1: Leadership enables economic prosperity, investment, recovery, resilience and growth

Code	Action Name	Comments	Progress	Status
Major Initiative 7	Develop the Economic Development Strategy	Development of the strategy is progressing, with background research and initial consultation complete. A draft background report has been prepared and two initial focus group meetings held. The co-design workshop has been planned and is to be delivered in early October.	30%	

Strategic Indicators

Name	Comments	Actual	Target
Develop indicators through the Economic Development Strategy that integrate with the Council Plan	Preparation of the 2021-25 Economic Development Strategy is currently underway and indicators will be finalised on completion	-	Achieved year 1

4.2: Collaboration amongst key partners is facilitated to improve pathways for education and skills training

Code	Action Name	Comments	Progress	Status
4.2.1	Identify key actions through the development of the Economic Development Strategy	The development of the Economic Development Strategy is progressing as outlined above. Actions will be developed as part of strategy and action plan.	25%	
4.2.2	Strengthen partnerships with higher education providers, industry and other providers to explore opportunities for new targeted programs	Council has worked with Workways Program to support funding applications to engage youth in agriculture projects. Council has engaged with GELLEN and Gippsland TAFE via Mallacoota Wilderness Centre. The Industry Capability Network has been engaged to explore a pilot program to help shorten industry supply chains.	15%	




Strategic Indicators

Name	Comments	Actual	Target
Proportion of exiting Year 12 students continuing to university education	This is reported annually, with the 2020 results due to published in October 2021.	-	> 20%
Proportion of exiting secondary school students undertaking an apprenticeship / traineeship or TAFE training	This is reported annually, with the 2020 results due to published in October 2021.	-	> 24%

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

4.3: Council's work with stakeholders fosters entrepreneurship and new business opportunities, particularly with communities facing change

Code	Action Name	Comments	Progress	Status
4.3.1	Support entrepreneurship programs (such as Start Up Gippsland)	Orbost and Bairnsdale Agribusiness programs have progressed up to the second stage, Omeo has commenced with online sessions only due to COVID-19. Ongoing support, advice and local promotion of the StartUp Gippsland program continues, with two East Gippsland businesses in the current program.	10%	
4.3.2	Partner with Victorian Government on industry transition programs to support new business and employment opportunities	Council has agreed to auspice Community Transition Program (Regional Renewal and Local Economic Growth Plan) funding for the communities of Swifts Creek and Nowa Nowa, subject to further consultation with communities. A Project Control Group has been established with the Timber Transition Task Force, Regional Development Victoria and Council.	15%	
4.3.3	Support industry awards programs	Council is coordinating the delivery of the 10th Annual Federation University East Gippsland Business Awards to be celebrated in November - over 70 entries received and assessed. Council has supported industry nominations for the Victorian Tourism Towns Awards, Gippsland Business Awards, Food and Fibre Gippsland Awards and Gippsland Wines Awards.	80%	

Strategic Indicators




Name	Comments	Actual	Target
Participation in Council run programs delivered to support business growth	<p>Council run programs that supported business growth included;</p> <ul style="list-style-type: none"> <i>Women in Business</i>: 5 workshops - 56 attended, with another 56 viewed recording post event. <i>Home Based Business</i>: 3 workshops - 5 attended, 30 viewed recording post event. <i>Customer Experience</i>: 3 workshops - 9 attended, 29 viewed recording post event. <i>Tourism101</i>: 5 workshop program. <i>Small Business Mentoring Service - Business Clinic Vouchers</i>: 4 issued, with a attendees = 88 <p>Total businesses engaged, including online views of recordings post event = 203</p>	29.30%	> 70.00% uptake annually

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Name	Comments	Actual	Target
Number of new businesses registered	This is only reported annually by Australian Bureau of Statistics and will be updated when the new figures are published.	-	> 4,446

4.4: Targeted information and streamlined approvals and processes make it easier for business to invest

Code	Action Name	Comments	Progress	Status
4.4.1	Continue pilot concierge program	The Business Concierge continues to lead delivery of actions identified in the Better Approvals Project. The Concierge now mainly works with individual businesses who make direct contact or connect via local business advisors. The Concierge supported connection with 98 business, including 43 new business enquiries this quarter.	25%	
4.4.2	Update information to support business investment and approvals	Key recommendations from the Building Better Approvals Program (funded in 2020 by State Government) were progressed with major information updates scheduled for Council's website. A new "Invest East Gippsland" website has been scoped for delivery by East Gippsland Marketing Inc.	45%	
4.4.3	Coordinate approvals and facilitation support for major projects	Ongoing work continues to support a range of projects. The awareness of the role of the Business Concierge in assisting new investment grows. Council continues to provide background material, such as economic modelling and forecasts, partnership opportunities, grants application support, and advice on internal and external approvals.	25%	




Strategic Indicators

Name	Comments	Actual	Target
Number of businesses engaged through business facilitation programs	84 businesses engaged across six separate business facilitation programs from July to September, 2021	84	> 300 businesses annually
Council processing time for event permits, goods on footpath, trading permits, domestic animal business and food premises registrations	Awaiting Council endorsement of new East Gippsland Event Growth Action Plan before commencing data gathering.	-	Baseline developed for 2021-22

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

4.5: Tourism sector investment is sought in business capability, product development and experience to meet the changing needs of domestic and international markets

Code	Action Name	Comments	Progress	Status
4.5.1	Implement bushfire and COVID-19 recovery plans and support delivery of key projects	<p>Council continues to work with Community Recovery Committees, Business and Tourism Associations and others to support priority recovery projects. Initiatives include:</p> <ul style="list-style-type: none"> • Wilderness Workspace, • Bruthen and Buchan Streetscapes, • Local Tourism Opportunity Plans (Buchan, Cann Valley and Errinundra to Snowy regions), • Business events collateral development, • Ecodestination status, • Facade enhancement scheme, and • a series of business development programs. 	40%	
4.5.2	Partner with Destination Gippsland and other relevant stakeholders to implement key actions of the Destination Management Plan and associated strategies	<p>Council has engaged and been actively involved in delivery of several initiatives well underway, including:</p> <ul style="list-style-type: none"> • Gippsland Lakes Aquatic Trails Project, • new Destination Brand roll-out, • Dark Skies Project, • Regional Events funding program, • improved data insights systems for live-time information on visitor activity, • Gippsland Tracks and Trails Strategy, and • prefeasibility for East Gippsland Discovery Centre. <p>Council has recently provided expert input and feedback into the recent Destination Management Plan Review.</p>	30%	
Major Initiative 8	Implement the Tourism Events Strategy	Awaiting endorsement of the East Gippsland Events Growth Action Plan before progressing actions.	0%	

Strategic Indicators



Name	Comments	Actual	Target
Number of tourism events held during the low and shoulder season periods	Total number of event permits issued was 21.	21	> 100 events

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Name	Comments	Actual	Target
	Two of these events were sponsored by Council; The Final east@Laneway3875 and the Vic Bream Classics Marlo.		
Total visitation to East Gippsland (international, domestic and daytrip combined)	Quarter one statistics will be released later in October or November 2021.	-	> 1,300,000 annually
Tourism expenditure in East Gippsland	Quarter one statistics will be released later in October or November 2021.	-	> \$360,000,000 annually

4.6: East Gippsland's natural strengths in agriculture and natural resource-based industries are enhanced to increase value, employment, sustainability and resilience

Code	Action Name	Comments	Progress	Status
4.6.1	Develop industry case studies which showcase best practice in: <ul style="list-style-type: none"> • agribusiness and food manufacturing industry; • opportunities for investment; • farming diversification, expansion, and • transformation opportunities for sustainable agriculture 	Not commenced	0%	
4.6.2	Engage with agriculture sector to identify key issues through the Agriculture Sector Advisory Committee	<p>The Agriculture Sector Advisory Committee (ASAC) met once during the quarter.</p> <p>ASAC commenced identifying key issues and areas of focus for the agricultural sector, requested presentations on the Rural Land Use Study, and the Economic Development Strategy. ASAC recommended Council seek clarification regarding the Environment Protection Authority regulation of waste in relation to farms.</p>	25%	

Strategic Indicators







Name	Comments	Actual	Target
Participation in Council run agricultural programs	<p>Council agriculture programs include;</p> <ul style="list-style-type: none"> • <i>Agribusinesses</i> – 45 farmers participating. 	65	> 200 participants annually

Progress Indicator Legend

 - Not commenced
 - Behind schedule
 - On hold
 - On schedule
 - Completed
 - Withdrawn

Name	Comments	Actual	Target
	<ul style="list-style-type: none"> <i>African Love Grass Training with Luke Pope and Landcare</i> - Nine of Council's roadside contractors in attendance. <i>Council's Farmer Survey 2021</i> – 452 participation <i>Recharge Family Packages</i> – One family and two adults <i>Rural Agency Network Support Services</i> – Nine in attendance <p>Total participation was 517. If the Farmer Survey participation is removed, program engagement this quarter was 65.</p>		
Number of jobs in the agriculture sector in East Gippsland	This is only reported annually and will be updated when the new figures are published.	-	> 1,612
Value added by the agriculture section in East Gippsland	This is only reported annually and will be updated when the new figures are published.	-	> \$288.043 million

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Rural Land Use Strategy Community Consultation



Council has prepared a Draft Rural Land Use Strategy (RLUS) for East Gippsland.

The Strategy creates a planning vision and objectives that seeks to support agriculture and rural industries, promote opportunities in rural tourism and recognise and protect important environmental, cultural and landscape values.

The RLUS aims to:

- Provide strategic direction and policy to facilitate a consistent approach to use and development of rural land.
- Provide a decision-making tool that assists East Gippsland Shire to determine planning applications and
- Promote

Key Dates

Survey Opens
28 July 2021

Survey Closes
10 September 2021

FAQs

Why is a Rural Land Use Strategy required?

What is the problem?

What does the Rural Strategy do?

What does the draft Rural Strategy not do?

What are the main changes?

What other things does the draft Rural Strategy contain?

How was the draft Rural Strategy prepared?

How can I have my say?

Will my comments make any difference?

What happens after the final Rural Strategy is considered by Council?

How can I get more information?

Documents


Information Sheet Draft RLUS June

Council increased its engagement with communities on key projects by using tools such as the YourSay portal. Numerous projects and programs used the online portal to conduct a community survey, provide information or request feedback on a proposed project or works.

5

A transparent organisation that listens and delivers effective, engaging, and responsive services


5.1: A better everyday customer experience is created for our residents and visitors

Code	Action Name	Comments	Progress	Status
Major Initiative 9	Implement the Customer Experience Strategy	<p>The customer experience benchmarking baseline exercise has been undertaken.</p> <p>The Complaints Management Policy and related procedure has been redrafted to align to the Victorian Ombudsman's guide.</p> <p>A review of Council's Service Centres has commenced.</p> <p>The Customer Service Charter research has been undertaken in preparation for the development of a draft for consultation.</p>	50%	




Strategic Indicators


Name	Comments	Actual	Target
Community satisfaction with customer service	Survey results will be made available later in 2022	-	≥ Large Rural Council average

5.2: Strong relationships with government, partners and stakeholders are maintained and strengthened to advocate for the community

Code	Action Name	Comments	Progress	Status
5.2.1	Develop advocacy plan for Federal and State elections	A draft advocacy strategy is being developed.	50%	

Progress Indicator Legend


 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

Code	Action Name	Comments	Progress	Status
5.2.2	Participate in One Gippsland advocacy activities	<p>Through One Gippsland, Council participated in the following advocacy meetings:</p> <ul style="list-style-type: none"> Minister for Agriculture and Regional Development to discuss Gippsland's priorities; Startup Gippsland to discuss the future of Startup Gippsland beyond 2022 the value of entrepreneurial ecosystem for Gippsland; Harriet Shing MP to discuss Gippsland's priorities and the priorities of Government in relation to Gippsland; Leader of the Opposition, Leader of the Nationals; and Local Gippsland Coalition members to establish shared understanding of regional priorities for 2023 State election; Gippsland Waste and Resource Recovery Group for the Resource Recovery Gippsland Gippswide Kerbside Briefing; and Industry Capability Network (ICN) who view from Councils that 'local' jobs are not transpiring into enough procurements of contractors in the Gippsland region. 	25%	



Strategic Indicators

Name	Comments	Actual	Target
Community satisfaction with advocacy (lobbying on behalf of the community)	Survey results will be made available later in 2022	-	≥ Large Rural Council average

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

5.3: Communities are engaged in decision-making and support is provided to develop local solutions to local issues

Code	Action Name	Comments	Progress	Status
5.3.1	Continue to use place plans and local recovery plans as a primary mechanism for developing locally based solutions	In addition to progress in the development of recovery plans (see update above), with the commencement of a new Place Manager, implementation of the first of the priorities of the Twin Rivers Community Plan has commenced. Recovery plans are including a focus on local solutions to improve preparedness for future disasters, including both infrastructure and planning.	25%	
Major Initiative 10	Finalise the community engagement toolkit	Scoping has been undertaken for the toolkit inclusions, use and access. Engagement templates, including engagement action plan and checklists, have been drafted. Staff that conduct engagement across Council services have established a working group and will contribute to development of consistent approach.	10%	



Strategic Indicators

Name	Comments	Actual	Target
Community satisfaction with advocacy (lobbying on behalf of the community)	Survey results will be made available later in 2022	-	≥ Large Rural Council average
Community satisfaction with making community decisions	Survey results will be made available later in 2022	-	≥ Large Rural Council average
Community satisfaction with informing the community	Survey results will be made available later in 2022	-	≥ Large Rural Council average

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

5.4: Continuous improvement systems are strengthened, and organisational efficiency enhanced

Code	Action Name	Comments	Progress	Status
5.4.1	Develop a strategic management framework	A draft Strategic Management framework and a list of priority initiatives have been developed.	30%	
5.4.2	Service reviews are undertaken for priority services and the recommendations implemented.	Council's Service Review Policy was adopted by Council at the August 2021 Council meeting. Two service reviews have commenced.	10%	
5.4.3	Fit for purpose technology is explored, implemented and used to generate productivity and efficiency gains across the organisation	A collaborative tender process with Wellington Shire Council for the procurement of technology equipment has been completed.	10%	



Strategic Indicators

Name	Comments	Actual	Target
Number of service reviews undertaken	Part 1 of the service review on Community Laws is completed. A review of Service Centres has commenced	2	≥ 4 reviews annually
Permanent workforce has access to mobile technology	Due to a global shortage of computer chips and delay in manufacturing of equipment, estimated delivery of new laptops and equipment is February 2022.	60%	> 70.00%

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn


5.5: Resources are managed to meet current and future needs and priorities

Code	Action Name	Comments	Progress	Status
5.5.1	Manage resources in accordance with Council's 10-year Financial Plan	Council's 2021/22 Annual Budget has been managed in accordance with the 10-year Financial Plan.	25%	
5.5.2	Opportunities to attract external and partner funding for high priority needs are maximised	<p>Council has supported and advocated for East Gippsland to obtain a fair share of bushfire related grant funding. These funding applications are sought through the following competitive programs:</p> <ul style="list-style-type: none"> • Black Summer Bushfire Funding - 11 Council applications were made and an additional 45 community-based grant applications supported and assisted. • Sport and Recreation Victoria - 5 applications made. • Infrastructure Investment Fast Track - 5 Expressions of interest submitted with two invited to submit full applications. <p>Non-competitive funding is also being managed through three main projects being: Roads to Recovery, Local Roads and Community Infrastructure, and Regional Recovery Partnerships</p>	25%	


Strategic Indicators

Name	Comments	Actual	Target
Victorian Auditor-General's Office assessment of Council's overall financial sustainability is rated low risk	The Auditor-General's report will not be made available to Council until early in 2022.	-	Achieve low risk rating

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn

5.6: Council attracts, develops, and retains an inclusive workforce to deliver services and priorities

Code	Action Name	Comments	Progress	Status
5.6.1	Implement the Workforce Plan 2021-25	<p>A Service Review Policy was developed and endorsed by Council at the August 2021 Council meeting. Two service reviews have commenced.</p> <p>A Gender Workplace Audit (GEA) has been completed. The de-identified results of the GEA have been shared with staff and Councillors. Consultation and engagement on the results has commenced, inviting staff to provide feedback.</p> <p>A review of our current reward and recognition framework was undertaken in preparation for wider staff consultation.</p>	5%	

Strategic Indicator

Name	Comments	Actual	Target
The percentage of actions implemented from the Workforce Plan 2021-25	No actions were planned to be completed within the first quarter.	0%	≥ 80% of actions implemented by 30 June 2022

Progress Indicator Legend

 - Not commenced
  - Behind schedule
  - On hold
  - On schedule
  - Completed
  - Withdrawn