

Etheridge Shire Council

Operational Plan 2021-2022

3rd Quarter Report

Date	Resolution Number	Reference Number
2020-2021	#B.27.7.4	
2020-2021 Quarter 1 Reporting	#21.10.9.DCS	the second complete and a street place.
2020-2021 Quarter 2 Reporting	#22.01.03 DCS	sania poese kale note transvinicite, sitsatta 🕒
2020-2021 Quarter 3 Reporting	#22.04.05 DCS	nocyddiai yngo gel graeu nog 2 filgol Dog
2020-2021 Quarter 4 Reporting		azof v umregode (god si odbi ov -



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A Sustainable Transport Network That Meets Community Needs

Shire Rural Roads are all Weather, Town Streets are Bitumen with Footpaths, Kerb, Channelling and Drainage

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
	DES	Develop and implement a shire roads intervention level policy	Dec-21	Policy adoptedby Council and Implemented	Workshop in Jan 22 on draft Policy commenced
An asset management strategy to support	DES	Identify the current status of shire rural roads and town streets	Sep-21	Updated road register	Worshop on draft Register commenced
the monitoring, maintenance, replacement	DES	Implement maintenance programs on Towns Streets	Dec-21	Program implemented	Program implemented
and enhancement of council's road assets.	DES	Implement maintenance programs on Rural Roads	Dec-21	Program implemented	Program implemented
	DES	Implement maintenance programs on bridges, floodways, drainage etc	Dec-21	Program implemented	Program implemented
Develop and implement a comprehensive,	DCS	Funded road depreciation for asset replacement	May-22	AMP updated	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
sustainable and funded, 10-year Capital Works Program for roads, incorporating	DES	Implement capital programs on Towns Streets	Mar-22	Program implemented	Program implemented
road train access and drainage.	DES	Implement capital programs on Rural Roads	Mar-22	Program implemented	Program implemented
	DES	Implement capital programs on bridges, floodways, drainage etc	Mar-22	Program implemented	Program implemented
Lobby for adequate funding to enable the repair of the shire road network affected by natural disaster.	DES	Implement reinstatement program for NDRRA	Sep-21	Works are programmed and under budget	Works underway
Work with regional groups and our communities to upgrade Local Roads of Regional Significance.	DES	Attend regional meetings and meet with government representatives	Monthly	Attendance to regional meetings	Attendance continues at regional meetings

Transport and Main Roads is Committed to Developing a Network that is Fully Sealed to Road Train Route Standard

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
of Transport and Main Roads to undertake road construction and maintenance (Road Train Routes).	DES	Implement TMR programs for RMPC & NDRRA	Oct-21	Contract TMR works on track and under budget	Contract TMR works on track and under budget
	DEC	Attend regional meetings and meet with government representatives to lobby for increased commitment to Main Roads Network	Monthly	Attendance to regional meetings	Attendance continues at regional meetings
		Create an audit of TMR infrastructure in the Shire (list of km of Gravel, single line bitumen and narrow/ problem bridges)	Dec-21	Audit presented to Council	Audit presented to Council
Continue to lobby to raise the national profile of the Georgetown to Forsayth, Kennedy, Gulf and Gregory Development Roads and Bridges and for additional funding for high priority widening and sealing.	DES	Implement TMR upgrade programs	Jun-22	TMR contracts awarded to Council and completed	Carrying out projects with budget and time. Continue to lobby government and TMR for further funding

There are Multiple Public Transport Options

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
An asset management strategy to support the monitoring, maintenance, replacement and enhancement of council's airports and airfield assets.	DES	Implement maintenance programs for airports	Mar-22	Annual maintanence program implemented	Annual maintanence program implemented
	DCS	Funded airport depreciation for asset replacement	May-22	IAMP undated	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
	DES	Implement capital program for airports	Feb-22	Program implemented	In progress - refining working document
Advocate for improved airfield infrastructure and services.	DES	Attend regional meetings and meet with government representatives	Quarterly	Attendance to regional meetings	Attendance continues at regional meetings
Advocate for improved rail and bus services	CEO	Attend regional meetings and meet with government representatives	Annually	I Attendance to regional meetings	Attended bimonthly regional meetings (FNQROC, NWQROC & WQAC)

A Sustainable Environment of Natural Assets, Water, Waste Water and Waste Management

Best Practice Water and Waste Water Management

Strategies	Officer	Actions	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
An asset management strategy to support	DES	Implement maintenance programs for the water networks	Oct-21	Maintenance program developed and implemented	Invesitgations in progress
the monitoring, maintenance, replacement and enhancement of council's water and	DES	Implement maintenance programs for the water treatment plants	Dec-21	Maintenance program developed and implemented	Invesitgations in progress
waste water assets.	DES	Develop and implement a water and waste water intervention level policy	Mar-22	Policy developed and presented to Council	Invesitgations in progress
	DCS	Funded water depreciation for asset replacement	Dec-21	AMP updated	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
Develop and implement a comprehensive, sustainable and funded, 10-year Capital	DES	Implement Capital programs for the water networks	Mar-22	Program developed and implemented	Program implemented
Works Program to deliver good quality, reliable water and waste water supplies for all communities	DES	Improvement of the Water Treatment Plants at Georgetown and Forsayth	Dec-21	Upgrade Forsayth WTP operational	Forsayth WTP completed EOI submitted to BOR Grant Program to upgrade Georgetown WTP, but unsuccessful EOI for LGGS for planning Forsayth WTP submitted
	DES	Implement maintenance programs for the water reserviours	Mar-22	Program developed and implemented	Invesitgations in progress
Water Reservoirs are operating and environmentally compliant	DES	Charleston Dam is completed and operational	Dec-21	Charleston Dam online and operational	OMP, EAP, completed. Power and Fish Ladder to be finished. Telementry ordered.
	DES	Charleston Dam project management costs	Mar-22	Ascertained and adopted as part of revised budget	Continuing to review and ascertain
Lobby for adequate funding to enable the repair and maintenance of shire water and waste water network affected by natural disaster or other events	CEO	Attend regional meetings and meet with government representatives	Monthly	Advocated at regional meetings	DES is attening bimonthly regional meetings (FNQROC)

Best Practice Waste Management

Strategies	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
An asset management strategy to support the monitoring, maintenance, replacement and enhancement of council's collection and waste management facilities throughout shire	DES	Implement waste collection programs at each town	Mar-22	Strategy presented to Council for adoption	Workshop for transfer station Forsayth Jan 22
	DCS	Funded depreciation for asset replacement	Mar-22	AMP updated	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
	DES	Implement waste disposal programs at each facility	Jan- 22	Strategy presented to Council for adoption	Workshop for transfer station Forsayth Jan 22
		Effective education program and encourage recycling, reuse and reduction of community waste	Jan-22	Successful media campain held	Not commenced

Best Practice Natural Environment and Pest Management

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Develop Council's Biosecurity Plan in consultation with landowners and other stakeholders to reduce the impact of existing and emerging pests.	CEO	Implement works program for biosecurity	Dec-21	Plan adopted by Council	Committee formed and first meeting held. Draft Regional Plan was endorsed subject to minor changes.
In partnership with the community and external agencies, promote and support best practice management of the natural environment.	CEO	Attend regional meetings and meet with government representatives	Monthly	IAdvocated at regional meetings	Attended bimonthly regional meetings (FNQROC, NWQROC & WQAC)
Minimise the potential of disease outbreaks through implementation of an integrated mosquito management program.	CEO	Implement program as required	Sep-21	Program developed and adopted by Council	Strategy is now underreview due the possible onset of Japanese Encephalitis

An Energy Efficient Shire

Strategies	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
Support of renewable energy, carbon	DES	Identify the current status of Council's renewable energy portfolio	Jan-22	Council Status recognised	Under investigation
reduction programs and council's carbon footprint	DES	Attend regional meetings and meet with government and industry representatives	Half Yearly	Attendance to regional meetings	Attendance continues at regional meetings

Industry has Sustainable Environmental Practices

Strategies	Officer		Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Companies and industries are environmentally compliant	CEO	Attend regional meetings and meet with government and industry representatives	Bi-Monthly		Attended bimonthly regional meetings (FNQROC, NWQROC & WQAC)

A Diversified Economic Development Ensures a Prosperous Shire

A Variety of Land and Housing Options for the Community

Strategies	Officer	Actions	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Maintain a compliant planning scheme that	CEO	Implement the planning scheme	Monthly	Planning applications processed	Applications processed via the current Planning Scheme in a timely manner
supports the future development of our shire	CEO	Review and update planning scheme	May-22	Plan review and presennted to council	No update required.
Review and update the asset management	DCS	Implement maintenance program for council housing	Mar-22	Maintenance program implemented	Review to be finalised as part of the 2022/23 budget development.
	DCS	Funded depreciation for asset replacement	Apr-22	AMP updated	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
	DCS	Implement capital program for council housing	May-22	Upgrade progam presented and adopted by Council	Review to be finalised as part of the 2022/23 budget development.
Advocating for the release of State Land for future development across the shire	CEO	Attend regional meetings and meet with government representatives	Monthly	Deputation with DOR representatives	Release of possible land is subject to consideration by TMR. Also attended Regional Meetings

A Diversified Economic Base: Rural, Tourism, Mining and Support Services

Strategies	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Facilitate the development and marketing of a distinctive regional image.	CEO	Review and update shire marketing image	Feb-22	Ctratage daysland and adopted by Council	Process is part of the Griffith Universaity developing a Tourism Master Plan for the Shire
Support community development to expand and meet the growing needs of the region through infrastructure, income diversification and advocacy	(F()	Develop and implement a Tourism Plan by consulting with all relevant stakeholders	Apr-22	Diam davidamed and adopted by Council	Process is part of the Griffith Universaity developing a Tourism Master Plan for the Shire
	CEO	Area Promotion	Monthly	Succoeful Media Campaign Held	Currently working with Millstream Productions to develop promotional material
	CEO	Review the TerrEstrial VIC Business Plan, with a view to identify latent opportunities and extending the tourist experience to include interactive activities.	Apr-22		Process is part of the Griffith Universaity developing a Tourism Master Plan for the Shire

Support skills development (youth, husiness, industry)	DCS	Develop and implement a community skills development program	Dec-21	Program implemented	Not commenced
	DCS	Review procurement policy and monitor the outcomes	Hait Yeariv		Procurement Policy to be reviewed as part of the 2022/23 budget process.
Advocate for the develop the Gilbert River irrigation project and associated agriculture industries	CEO	Attend regional meetings and meet with government and industry representatives	Monthly	I Attendance to regional meetings	Held an Ag Forum in Georgetown on the 29th March 22. Regional bodies attended the Forum.

Quality Social Infrastructure Makes the Shire a Desirable Place to Live

An Active Community with a Variety of Recreational Activities

Strategies	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Review and update the comprehensive	DES	Develop and implement a comprehensive, sustainable and funded, 10- year Capital Works Program for parks, garden and recreational facilities	Apr-22	Program developed and implemented	Under review
asset management strategy to support the monitoring, maintenance, replacement and	DCS	Maintain the public conveniences	Monthly	Facilties meet expectations	Public conveniences are outinely inspected and maintained
enhancement of council's parks, garden and recreational facilities	DCS	Maintain the Shire's Cemeteries.	Monthly	Facilties meet expectations	Cemeteries are routinely maintained
	DCS	Maintain Swimming Pool as a safe and attractive venue.	Monthly	Facilties meet expectations	Swimming Pool is reoutinely, inspected and maintained
	CEO	Construct recreation facilities at Charleston Dam to encourage activity based tourism.	Apr-22	Project complete	99% complete, awaiting power connection . Official opening planned for 6th May 2022.
Establishment suitable recreational activities/facilities at water reservoirs	CEO	Continue our partnership with Department to further enhance the visitor experience on the Copperfield Dam, including construction of recreation facilities to encourage activity based tourism.	Monthly	Attendance to regional meetings	Attended bi-monthly regional meetings (FNQROC, NWQROC, WQAC)
Enhance and improve the aesthetics of	DES	Review and implement Georgetown beautification plan	Mar-22	Project approved and underway	Project approved and underway
each town.	DES	Review beautification plans for Einasleigh, Forsayth and Mt Surprise	May-22	Plan presented to Council for consideration	Plan presented to Council for consideration
	CEO	Review Council's sport and recreation long term plan	Apr-22	Status of current plan considered and reviewed	Not commenced
Advocate for funding for additional sport and recreation infrastructure.	CEO	Attend regional meetings and meet with government and industry representatives	Monthly	Attendance to regional meetings	Attended bi-monthly regional meetings (FNQROC, NWQROC, WQAC)

An Invigorated Community with a Variety of Multi-Aged Services

Strategies	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Review and update the comprehensive	DCS	Develop and implement a comprehensive, sustainable and funded, 10- year Capital Works Program for Social facilities	May-22	Program developed and implemented	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
asset management strategy to support the monitoring, maintenance, replacement and enhancement of council's Health, Aged Care, Child Care facilities	CEO	Advocate to State and Federal Governments, supporting residents to address social inequity, disadvantage, livelihoods and general wellbeing.	Monthly	Attendance to regional meetings	Attended bi-monthly regional meetings (FNQROC, NWQROC, WQAC)
	CEO	Partner with state government agencies to improve social conditions and liveability.	Monthly	Attendance to regional meetings	Attended bi-monthly regional meetings (FNQROC, NWQROC, WQAC)
	DCS	Review and implement strategies for an efficient use of the 'Georgetown Hostel'	Mar-22	Current strategy review and updated	Review commenced
Ensure that services to the community for child care, youth hostel and aged care are	DCS	Review and implement strategies for an efficient operation of the childcare business, including after school care	Mar-22	Current strategy review and updated	Review commenced
provided.	DCS	Review and implement strategies for youth programs for leadership, recreation, entertainment and healthy socialization	Feb-22	Current strategy review and updated	In progress (placed on hold due to staff turnover)
	DCS	Review and implement strategies for an efficient operation of programs for seniors	Jan-22	Current strategy review and updated	Not commenced (due to staff turnover)
	CEO	Develop plans to build aged care facilities.	Mar-22	Plan presented to Council for consideration	Concept approved, now pending a detailed plan and budget.
Construct care facilities to retain citizens in the community.	CEO	Develop plans to build special care facilities.	Jun-22	Overall strategy developed for Consideration	This forms part of the above.
Advocate and facilitate the provision and improvement of central and remote health services.	CEO	Meet with government lobbying for health concerns, including a doctor to the region, aged care and respite and palliative care support.	Monthly	Attendance to regional meetings	Attended bi-monthly regional meetings (FNQROC, NWQROC, WQAC)
Advocate and facilitate for improvements in educational services to be provided within the shire	CEO	Attend Schools and meet with representatives of the school and P&Cs	Half yearly	Attendance to meetings	Not commenced
Advocate for sufficient policing and emergency service facilities	CEO	Meet with government representatives	Quarterly	Attendance to DDMG meetings	Attendance continues at DDMG meetings

A Culturally Aware Community

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
Review and update the comprehensive asset management strategy to support the monitoring, maintenance, replacement and enhancement of council's social infrastructure	DCS	Develop and implement a comprehensive, sustainable and funded, 10-year Capital Works Program for Social Infrastructure	Jun-22	I Program developed and implented	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
Provide libraries, as learning and information centres	DCS	Review and implement strategies for library service	Jan-22	Strategy is reviewd and implemented	Review commenced

Engage with and support local arts and cultural groups.	DCS	Review and implement strategies for engaging with arts and cultural groups	Dec-21	Strategy is reviewd and implemented	Not commenced (due to staff turnover)
Build and strengthen the Shire's identity through the support and provision of a variety of events and branding our corporate image.	DCS	Support volunteers, community groups and events	Dec-21		Policy reviewed and adopted. Commencing implementation phase
Encourage local historians to preserve and promote local history and heritage.	DCS	Support important social milestones on appropriate anniversary dates.	Apr- 22	Community calendar of events is developed and supported	Continued support for and promotion of social milestones, anniversary dates and community events.

A Variety of Modern Communication Mechanisms Available for the Whole Shire

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
Improve co-operation and communication with relevant stakeholders and all levels of government in the strategic planning of future community infrastructure.	DCS	Develop and maintain a current advocacy plan for the provision of telecommunication services, telemetry and media.	Jan-22	Plan is developed and Implemented	DCS & ICT Officer holding regular meetings with Telstra, advocating for improved telecommunication services
Review and update the comprehensive	DCS	Maintain radio re-transmission services for Mt Surprise, Forsayth and Einasleigh.	Monthly	Services are operational	Radio re-transmission equipment repaired and upgraded
asset management strategy to support the maintenance, replacement and enhancement of council's communication assets.	DCS	Assist a commercial entity to introduce local radio services.	Jun-22	Options are considered and implemented	Proposed lease to preferred commercial entity has fallen through. Recommencing project.

Best Practice Corporate Governance and Organisational Excellence

Council Provides Community Leadership Through Financial Sustainability and an Open and Accountable Governance

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
Councillors take a leadership role in the community, serve as a role model and provide strategic direction for the continued growth and development of the region.	Mayor	Review and implement Council's strategic plans	Monthly	Delegations from the monthly Council meetings	Undertaken either via Briefing Sessions or Council Meetings
	Mayor	Attend local and regional meetings with community, government and industry representatives	Monthly	Opportunites to attend regional meeting is given	Attended FNQROC and NWQROC Meetings
	CEO	Adopt appropriate governance structures and make appropriate delegations.	Apr-22	Organisational structure is reviewed	Organinsation structure is being reviewed.
Pursue and nurture an environment of	CEO	Ensure the administration of the region is governed through open and transparent decision-making and reporting processes.	Mar-22	Meetings and legislative requirements are met	Meetings and legislative requirements are met - achieved.
honesty and integrity in which elected members, managers and staff work together in a spirit of trust and teamwork.	DCS	Develop and implement a comprehensive, sustainable and funded, 10- year Capital Works Program for Corporate Assets	May-22	AMP is updated	To be commenced in 2022 as part of Budget formulation and long term financial forecasting
together in a spirit of trust and teamwork.	DCS	Maintain compliance with legislation, local laws, policies	Local laws nolicies and procedures are reviewed	Local Laws, policies and procedures are reviewed on a regular basis for compliance	Local Laws, policies and procedures are being progressively reviewed and updated in accordance with legislative & audit requirements
Actively participate in the membership of regional development and other organisations in order to achieve mutual regional priorities.	CEO	Actively participate in the regional organisations and statutory supported planning instruments	Monthly	Attendance to regional meetings	Attendance continues at regional meetings (FNQROC, NWQROC)
	CEO	Build the Council's data analytic capability.	Apr-22	Statistical data is collected	Not yet commenced

Effective Communication Between Council and the Community Across the Community

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter		
Using appropriate media, promote civil and respectful discussion and participation in relevant issues.		Branding of Shire	Monthly		Council currently using the "Inform" and facebook.		

Disseminate accurate and relevant information within the organization, the community and other relevant audiences.	CEO	Review of Council communication mechanisms		Current communication processes are reviewed and report to Council for consideration	Not yet commenced
Review the current practice of holding consultation meetings throughout the Shire and distribution of newletter 'Inform' to maximise effective community engagement.	CEO	Council will embrace exceptional customer service, valuing staff and promoting ethical standards of practice, supported by clear policies and strategies;	Monthly	,	Raised at meetings, however communication is still an issue.

Council Operations Support Quality Service Provision and Good Governance

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
Ensure the transparency of council's	DCS	Review and implement strategies for an efficient operation of Council administration and finances sections	Nov-21	Number of issues raised	Issues are being actively resolved as they are identified
financial operations and performance and promote awareness within the community	DCS	Review and implement strategies for an efficient operation of Council's internet and internal technology capabilities.	Dec-21	capabilities of the system is reviewed and reported to Council	Internet connection has recently been upgraded, improving connectivity speed.
of council's financial management and other strategies.	DCS	Review and implement a fair and equitable rating system	Feb-22	Review is undertaken and outcomes are reported to Council for their consideration	Consultant engaged to review rating categories in preparation for 2022/23 budget.
Pursue opportunities for external income sources to enhance financial capacity beyond traditional methods	CEO		Monthly	Report to Council on options of gaining additional revenue sources	Every opportunity is taken to gain grant revenue
Ensure the efficiency of procurement and stores activity.	DCS	Review and implement strategies for an efficient operation of the procurement and stores sections	Oct-21	Undertake a review of processes and if required implement an improvements	Initiated rolling stocktakes in compliance with internal finncial controls as well as to identify and remove obsolete / redundant inventory.
Ensure the efficiency of depot and engineering administration	CEO	Review and implement strategies for an efficient operation of Councils depot and engineering sections	Nov-21	Review current practices and report back to Council on possible improvements	As per organisational structure, Management is reviewing same
engmeering aummistration	DES	Effective works program to better utilize alignments between all funding.	Dec-21	Program to be reported back to Council for consideration	Continued developments subject to Flood funding
	DES	Review and implement strategies for an efficient operation of Council's Plant Fleet	Oct-21	AMP for Council plant and machinery is reviewed and implemented	Review of AMP for Council plant and machinery is part of budget review
Maintain a profitable fleet business and manage contractor hire arrangements.	DES	Review and implement strategies for efficient use of contractors.	Sep-21	Report is presented to Council for consideration	PSA implemented and being used, along with open market tenders
	DES	Develop a Plant Replacement and upgrade schedule and maintain the operational capacity of plant.	Sep-21	An annual plant for plant replacement is presented to Council, including a 10 year replacement Program	Achieved, however will be revewed as part of budget review

Desirable Staffing Balance that Reflects Council and Community Expectations

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Develop, review and implement a staffing strategy to the efficiency of council operations		Review and implement strategies to increase the capacity of council	Oct-21	As apart of the organisational review.	As part of organisational review
Provide accountable, professional, responsible, timely and accessible services to external and internal customers that reflect the values of the organization.	DCS	Review and implement strategies to for customer services	Oct-21	complaints is review and any outcome is	Customer Request System being refined. Customer Service Staff under training to improve multi-skilling & succession planning.

Council is Effective in Attracting and Retaining Qualified, Experienced and Committed Staff

<u>Strategies</u>	<u>Officer</u>	<u>Actions</u>	Comp Date	<u>KPI</u>	3rd Quarter
with relevant learning and personal development opportunities to achieve stated strategic priorities and corporate	CEO	Promote a drug free environment.		I()liftcomes from festing is considered	Internal testing continues regularly, now supplemented with external testing service
	CEO	Review and implement strategies for an efficient training and development programs	Monthly	A training needs analysis is developed	Not yet commenced
Implement effective HRM strategy throughout the organisation.	CEO	Review HRM practice for council.	Dec-21	An annual review is undertaken of current practices	Not yet commenced
Develop and implement organisation wellbeing programs.	CEO	Well-being program is part of a HRM review.	Dec-21		An annual review is undertaken of current practices. EAP service retained.
Develop and implement proactive WHS and enterprise risk strategies to reduce threats to the council and the community.	CEO	Promote and support a safe and healthy work environment in which the importance of family and work/life balance is recognised.	Feb-22	I Annual review is favourable and incidents are	Federal Safety accreditation achieved for TMR works. Current SafePlan for other operations are under review.

Council if Effective in Planning, Preparing and Responding to Natural Disasters

<u>Strategies</u>	Officer	<u>Actions</u>	Comp Date	<u>KPI</u>	<u>3rd Quarter</u>
Ensure a preparedness to respond to natural disasters and other emergencies and engage in planning activities aimed at minimising the impact of such disasters on the community.	CEO	Advocate for improved weather information infrastructure in the region (stream gauge stations, rainfall gauge stations and radar).	Nov-21	Suitable weather forecasting is place.	A new radar has been put in place at Greenvale and more flood guaging on selected river/creek crossing are being installed.
Maintain a compliant, resourced disaster management plan	CEO	Review and update disaster management plan	Sep-21	Get ready is successful	Get ready is successful and a new mobile app is operational.