

STRATHBOGIE
SHIRE COUNCIL
ANNUAL REPORT
2010/2011



Table of Contents	
Item	Page
Contact Us and Council Meeting Times	2
National Competition Policy Compliance	3
Vision, Mission, Guiding Principles and Goals	4
Organisational Structure and Council Profile	5
Role of Local Government and About Council	6
Council and Committee Structures	6
Councillor remuneration, Membership of Organisations	7
Code of Good Governance	7 - 8
Meeting Attendance and Audit Committee	8
Environmental Sustainability Committee	9
North East Store Sale Advisory Committee	10
Planning Committee	11
Section 86 Committees	12
Strathbogrie Shire Indicators at a Glance	13
Message from the Mayor	14
Interim CEO's Introduction	15
Organisational Restructure	15
Council Plan Progress Report	16 - 22
Our Councillors	23 - 24
Councillor Updates	24 - 29
Our Executive Management Team	30
Our Senior Management Team	30 - 31
Community Development	32 - 39
Customer Service	40
Planning and Development	41 - 47
Projects and Works	48 - 52
Information Services	53 - 55
Engineering Services	56 - 57
Human Resources	58 - 62
Communications	63
Financial Section	1 - 70

CONTACT US:

Strathbogrie Shire Council

109A Binney Street (PO Box 177)
EUROA VIC 3666

Phone: (03) 5795 0000 Freecall:
1800 065 993

Fax: (03) 5795 3550

Website: www.strathbogrie.vic.gov.au

Email: info@strathbogrie.vic.gov.au

Council meetings are held on the third Tuesday of each month (except January) at 6pm the Euroa Community Conference Centre.

Planning Committee meetings are held the 2nd and 4th Tuesday of the month at the Euroa Community Conference Centre at 4pm.

NATIONAL COMPETITION POLICY COMPLIANCE – 2010/2011

**National Competition Policy Compliance - 2010/2011
Certification by Interim Chief Executive Officer**

Strathbogie Shire Council has complied with the requirements of the National Competition Policy (NCP) for the period 1 July 2010 to 30 June 2011, in accordance with the requirements outlined in National Competition Policy and Local Government – A Revised Statement of Victorian Government Policy (January 2002); as set out below:

A. Trades Practices Compliance	Council is Compliant
B. Local Laws Compliance No. 1 meeting procedure local law was adopted (following amendment) in the 2010/2011 financial year.	Council is Compliant
C. Competitive Neutrality Compliance	Council is Compliant

I hereby certify that:

- a) This statement has been prepared in accordance with the 2010/2011 National Competition Policy reporting guidelines, which is pursuant to the 2010 Statement; and*
- b) This statement presents fairly the Council's implementation of the National Competition Policy.*

Steve Crawcour
Interim Chief Executive Officer

Signed: 

Date: 26/9/2011

OUR VISION

A vibrant, diverse and caring community, building a sustainable future with enhanced liveability in a secure and stimulating environment.

OUR MISSION

To deliver the Vision for Strathbogie Shire in partnership with our community and to strive for excellence in planning, delivering and managing community services and facilities.

OUR GUIDING PRINCIPLES

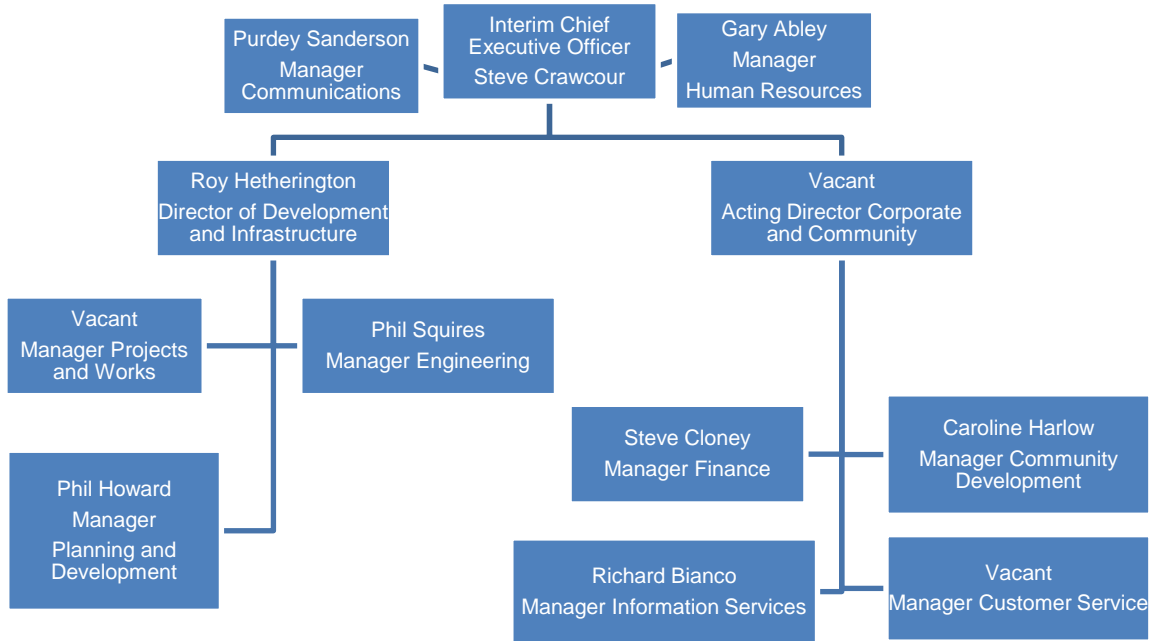
Councillors and staff at Strathbogie Shire Council are committed to the following principles as a guide to all decisions and actions:

- **Service:** Recognition that service to our community is our reason for being;
- **Integrity:** Acting in an honest, impartial and trustworthy manner and engendering a confidence both within our community and our organisation;
- **Excellence:** Delivering quality outcomes based on reliable information, a responsible approach and driven by the desire to continuously improve;
- **Valuing People:** Valuing the contribution that people inside and outside the organisation make to the achievement of the Shire's vision;
- **Commitment to Strathbogie Shire:** Ensuring our actions serve the people of Strathbogie Shire and its long term interests;
- **Value:** Providing services and facilities that offer value for the community in terms of cost, quality and reliability, and that are economically and environmentally sustainable; and
- **Participation and consultation:** Provide genuine opportunities for informed community involvement in decision making, in a framework of local democracy.

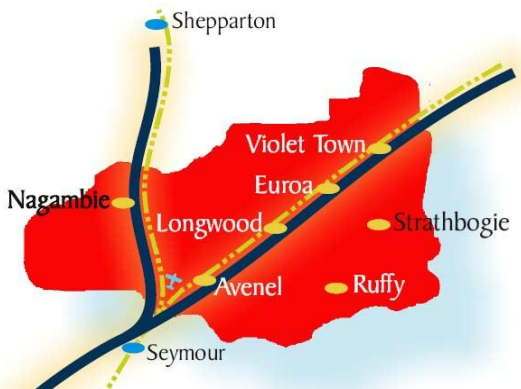
GOALS AS SET OUT IN THE COUNCIL PLAN

- To be a sustainable community that responds effectively to the challenges of climate change;
- To have a safe, connected infrastructure network that responds effectively to community needs;
- An environment which provides opportunity and support for sustainable investment;
- A community that has access to a comprehensive range of services which respond to its diverse needs;
- A progressive and diverse destination offering a committed, participative community that has access to a broad range of recreational and cultural activities, in a livable, safe and nurturing environment;
- A desirable destination which attracts visitors to enhance the economic and recreational opportunities for our community; and
- An organisation that meets the community needs and expectations with responsive, innovative customer service and management.

ORGANISATIONAL STRUCTURE



STRATHBOGIE SHIRE COUNCIL PROFILE



Strathbogieshires is a vibrant and progressive rural municipality located approximately two hours from the Melbourne CBD along the Hume Highway. We have diverse and picturesque communities served by townships such as Euroa, Nagambie, Violet Town, Avenel, Longwood, Ruffly and Strathbogieshires with a population of approximately 9,800.

Strathbogieshires has a rural economic base of wool, grain and cattle production, extensive vineyards and a range of intensive cool climate horticultural enterprises. The region is also

known as Victoria’s Thoroughbred Homeland due to its ever expanding horse industry. Thoroughbred breeding studs are the cornerstone of this important industry, with prestigious Melbourne Cup winners bred and trained in the Shire. Key industrial enterprises include; Mitchelton Wines, Swettenham Stud, Blue Gum Farm, Lindsay Park, Tahbilk Wines, Costa Mushroom Exchange, Mangalore Airport, Plunkett Fowles Wines, Kinross Farms and Fresh Fields Mushrooms just to name a few.



THE ROLE OF LOCAL GOVERNMENT

Local governments are elected to represent their local communities; to be a responsible and accountable sphere of democratic governance; to be a focus for community identity and civic spirit to provide appropriate services to meet community needs in an efficient and effective manner; and to facilitate and coordinate local efforts and resources in pursuit of community goals

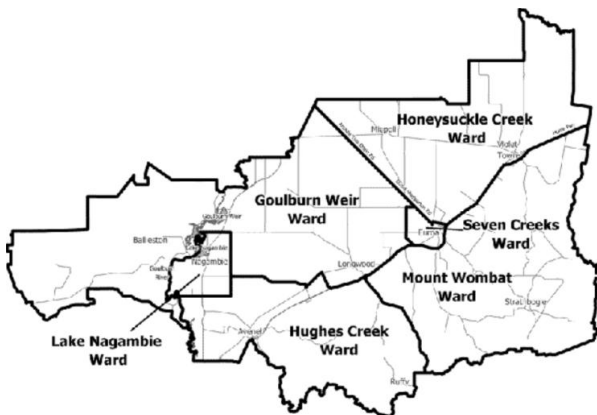
ABOUT OUR COUNCIL



The Strathbogie Shire Council is represented by seven Councillors, who are elected representing six wards. One Councillor is elected annually by the Council to serve as Mayor. The Strathbogie Shire Council was formed on 18 November 1994 with the amalgamation of the former Shires of Goulburn, Euroa and Violet Town, and part of the City of Seymour.

The management team, comprising the Chief Executive Officer and Directors, is responsible to Council for the day to day management of Council's many functions. Councillor and management resources are jointly focused on long term planning initiatives, several of which are now strengthening the viable rural image of this Council. **Listening to, and acting upon the needs of the entire community - and not just responding to local issues is one of Strathbogie Shire Council's continuing Missions.**

COUNCIL AND COMMITTEE STRUCTURES



Ward Councillors are elected every four years and the next Council Election will occur in October 2012. Strathbogie Shire Council put in a submission to the Australian Electoral Commission to remain a subdivided Shire.

Councillor	Ward
Cr Graeme (Mick) Williams (Mayor)	Seven Creeks Ward
Cr Colleen Furlanetto (Deputy Mayor)	Seven Creeks Ward
Cr Peter Woodhouse	Goulburn Weir Ward
Cr Howard Myers	Honeysuckle Creek Ward
Cr Malcome Little	Hughes Creek Ward
Cr Debra Swan	Lake Nagambie Ward
Cr Neil Murray	Mount Wombat Ward

COUNCILLOR REMUNERATION

Councillors are reimbursed for expenses incurred in carrying out their duties. Reimbursements are made in accordance with Council's "Councillors Expense Entitlement Policy." A vehicle is provided for the use of the Mayor and Councillors as required – this vehicle is also available to Council as a pool vehicle when available.

Allowances	Remuneration
Councillors	\$17,103 per annum
Mayor	\$31,672 per annum

MEMBERSHIP OF ORGANISATIONS

The Strathbogie Shire Council is a member of the following organisations;

- Livestock Saleyards Association;
- Local Government Professionals;
- Municipal Association of Victoria;
- Records Management Association of Australia;
- Victorian Employers Chamber of Commerce & Industry; and
- Victorian Local Governance Association

CODE OF GOOD GOVERNANCE

In October 2009, Strathbogie Shire Council adopted an updated Code of Good Governance. The values that underpin this Code of Conduct incorporate respect and consideration of fellow Councillors, staff and the community. We will communicate openly and honestly with an appreciation of the professional views, abilities and the unique contributions each of us make towards the effective governance of the Shire of Strathbogie. The Strathbogie Shire Council consists of the Councillors who are democratically elected by the voting members of the Strathbogie community in accordance with the Local Government Act 1989. The role of Council is to provide leadership for the good governance of the Shire of Strathbogie.

It includes (Local Government Charter sections 3B and 3D of the Act):

- Acting as a representative government by taking into account the diverse needs of the local community in decision making;
- Providing leadership by establishing strategic objectives and monitoring their achievements;
- Maintaining the viability of the Council by ensuring that resources are managed in a responsible and accountable manner;
- Advocating the interest of the local community to other communities and governments;

- Acting as a responsible partner in government by taking into account the needs of other communities; and
- Fostering community cohesion and encouraging active participation in civic life.

The code is based on the premise that a Council is elected by its citizens to govern the local community and is accountable to those citizens. The legitimacy of local government derives from its central role of representing the interest of communities.

MEETING ATTENDANCE

All Councillors attended an average of 50 meeting days per year including Council Meetings, Council Special meetings, Planning Committee, Environmental Sustainability Committee, Audit Committee and the North East Store Sale Advisory Committee.

AUDIT COMMITTEE

The duties and responsibilities of the Audit Committee include:

- The review of Council's annual financial statements, standard statements and performance statement prior to their approval by Council.
- Review of matters arising from the external audit and monitoring action taken on these issues.
- Determining the scope of the internal audit program and the effectiveness of the function. Reviewing reports of the internal auditor and monitoring actions taken on recommendations.
- Monitoring and assessing Council's risk management system, risk register and progress of risk treatments.

Members: Michael Tehan (Chair), Councillor Neil Murray (Councillor representative), Joanne Dwyer (Community representative), John McInnes (Community representative).

ENVIRONMENTAL SUSTAINABILITY COMMITTEE



The duties and responsibilities of the Environmental Sustainability Committee include acting as a steering committee for environmental projects such as:

- **Development of Strathbogie Environmental Strategy; and**
- **Strengthening Strathbogie in a Changing Climate**

The Environmental Sustainability Committee provides advice to Council on:

The establishment of an annual forum of the environmental groups to provide direction for future environmental planning and review of Council Strategies such as the Roadside Conservation Plan, the Waste Management Strategy, the Environmental Management Strategy and the Carbon Management Response Plan.

The Environmental Sustainability Committee also responds to requests by Council for advice in relation to environmental sustainability. The Environmental Sustainability Committee met several times in the 2010-2011 financial year, and has commenced the task of developing the Environmental Strategy to the point of community consultation on the final draft. They have also completed a strategic risk assessment as the first part of the Strengthening Strathbogie in a Changing Climate project.

Members: Cr Malcom Little (Chair), Cr Neil Murray, Cr Howard Myers, William Wells, Jennifer Wilson, Janet Hagen, Shirley Saywell, Doug Robinson, Bertram Lobert, Timothy Purbrick

NORTH EAST STORE SALE ADVISORY COMMITTEE

The duties and responsibilities of the North East Store Sale Centre Advisory Committee is to advise Council and assist Council to manage the operations of the Euroa Saleyards Facility.

The primary role of the committee is to:

- Prepare the annual operating and capital budget
- Recommend expenditure in accordance with Council's adopted budget
- Monitor income in accordance with Council's adopted budget
- Liaise with Stock Agents, Producers and Trucking Operators regarding issues affecting the operation of the Euroa Saleyards.



Members: Cr Peter Woodhouse (Chair), Cr Colleen Furlanetto, Cr Howard Myers, Mr Steve Harrington (Elders), Mr Russell Mawson (Landmark), Mr Mick Curtis (Newmarket Livestock), Mr Andrew Collins (Beef Producer Representative), Mr Richard McGeehan (Community Rep), Mr Don Ross (Transport Rep).

COUNCIL RECOMMENDATION – 19/04/2011

That Council suspends meetings of the North East Store Centre Committee for a period of 6 months, and as an alternate means of gaining input from member representatives into the operations, request the Chief Executive Officer to arrange routine meetings at the Saleyards and brief Council on the outcomes.

PLANNING COMMITTEE

The duties and responsibilities of the Planning Committee include:

- To determine planning applications that have public objections, propose dwellings in the farming zone, rural subdivisions under the minimum lot use and applications that are recommended for refusal.
- Review planning applications received and determine if they need to come before the committee.
- To determine strategic planning scheme amendments.
- To authorise officers to attend the Victorian Civil and Administrative Tribunal (VCAT).



Members: Cr Neil Murray (Chair), Mayor Mick Williams, Cr Colleen Furlanetto, Cr Debra Swan, Cr Peter Woodhouse, Cr Malcolm Little, Cr Howard Myers, Steve Crawcour (CEO), Roy Hetherington (Director of Development and Infrastructure), Phil Howard (Manager Planning and Development) and Council Town Planners.



Concept plans of the Elloura Development in Nagambie

COMMITTEES OF MANAGEMENT

The Strathbogie Shire Council appoints Committees of Management to:

- Manage, promote and maintain Council owned or controlled facilities; and
- Develop Community Action Plans, representing the needs and aspirations of the local community in which they represent and to co-ordinate and implement these plans.

There are two types of Committees of Management – those appointed under Section 86 Committees (sometimes called “Special Committees”) under the *Local Government Act 1989* and Instrument of Delegations, and those who are appointed under a Licence Agreement.

Council acknowledges the importance of the Council / Community partnership ethic underpinning the arrangements and emphasises its commitment to supporting the valuable service provided to local community by the various committees listed below:

Reserves and Facilities	Community Action Groups
Avenel Memorial Hall	Avenel Action Group
Balmattum Recreation Reserve	Euroa Community Action Group
Boho South Hall	Graytown Action Group
Creightons Creek Recreation Reserve	Longwood Action Group
Euroa Band Hall	Nagambie Action Group
Euroa Bowls Club	Ruffy Action Group
Euroa Croquet Club	Strathbogie Tableland Action Group
Euroa Friendlies Reserve	Violet Town Action Group
Euroa Historical & Genealogical Society	
Euroa Lawn Tennis Club	
Euroa Mini Rail	
Euroa Little Theatre Club	
Euroa Third Age Club	
Goram Soldiers Memorial Hall	
Longwood Community Centre	

STRATHBOGIE SHIRE INDICATORS AT A GLANCE

INDICATORS	2011	2010	2009
Affordability / cost of governance			
Average rates and charges per assessment	\$1,727	\$1,504	\$1,417
Average rates and charges per residential assessment	\$1463	\$1,285	\$1,201
Sustainability			
Average liabilities per assessment	\$1,229	\$1,215	\$1,191
Operating result per assessment	\$252	\$218	\$144
Services			
Average operating expenditure per assessment	\$3,446	\$3,188	\$3,073
Customer satisfaction rating for overall performance generally of Council	52	58	57
Infrastructure			
Average capital expenditure per assessment	\$868	\$889	\$695
Renewal Gap			
- ratio of current spending	64%	62%	61%
Renewal and maintenance gap			
- ratio of current spending on renewal plus maintenance to AAAC plus maintenance	86%	84%	85%
Governance			
Community satisfaction rating for Council's advocacy and community representation on key local issues	58	59	57
Community satisfaction rating for Council's engagement in decision making on key local issues	52	59	58

A MESSAGE FROM THE MAYOR



Together with my fellow Councillors, it gives me great pleasure to present our 2010/2011 Annual Report.

What a busy year it has been in the Shire of Strathbogie, with the completion of a significant capital works program, including the upgrade works at the Nagambie Regatta Centre and the long awaited re-opening of Kirwans Bridge.

We have listened to what the residents have to say, and as such, have worked hard to develop realistic and deliverable strategies for the Shire of Strathbogie with a renewed focus in the areas of connectivity, industry development and health and wellbeing.

A great example of our commitment to growth and industry development is the Elloura Development taking shape in Nagambie valued over \$250 million. Elloura will include 376 luxury homes, multi-level restaurants, boutique specialty shops, a conference centre, chapel, hotel reception for 100 two bedroom units, 320 site tourist park and a 210 dwelling lifestyle village. ***The Elloura development will provide for significant employment opportunities not only during construction, but after completion with approximately 100 extra jobs being generated.***

Again on growth and industry within the Shire, the \$15 million development of Lindsay Park will employ approximately 54 staff. As part of this development, the Shire combined with the State Government, and Lindsay Park will be upgrading approximately 8 kilometers of Creighton's Creek Road to the value of \$1.35 million.

With a clear understanding that our services will need to expand in expected growth areas, Council is developing an Early Years Plan to ensure our childcare services are able to cope with expected increases in population. We are also a dedicated member of the Strathbogie Health and Community Services Alliance to ensure we are working together with our key health stakeholders to ensure our residents are accessing quality health services now and into the future. Council has taken stock and consolidated its resources through the implementation of a full organisational review to ensure our future sustainability. Cost saving measures have been implemented wherever possible, without compromising on the quality customer service that our local communities deserve.

Partnerships have been developed with surrounding Councils in the areas of Information Services and Human Resources, to ensure that we develop a consistent approach to our operations and continue to meet our legislative requirements.

I would personally like to thank the staff and key stakeholders that made our achievements in the 2010/2011 financial year possible. We have made significant gains and with strong management in place, will continue to do so into 2011/2012.

Graeme (Mick) Williams
Mayor

INTERIM CEO'S INTRODUCTION



Having stepped into the CEO position in an acting capacity since the 7th of March 2011, I was appointed as Interim CEO on the 1st of June 2011 after the resignation of Kevin Hannagan. I would firstly like to recognise all of the hard work and dedication that Kevin demonstrated in his term as CEO, and hope that I can pick up where he has left off in a smooth and seamless process.

Change in many different aspects is an unavoidable part of working in Local Government.

A prime example of this is the full Organisational Review undertaken and now implemented in the 2010-2011 financial year.

This review has filled the gaps identified in our service delivery and will ensure that we have specialised managers in place, fully equipped to deliver the key performance indicators required by our municipality.

Our 2010-2011 Capital Works Program delivered significant infrastructure improvements across much of the Shire, notable examples including the Euroa Library, Nagambie Boardwalk, flood mitigation work at Castle Creek and the Brookleigh Road Bridge reconstruction. We have also experienced two major flood events with damage to the value of approximately \$2.9 million. Our staff have completed nearly \$2.3 million of the flood restoration works.

Staff at the Strathbogie Shire have worked extremely hard to deliver our programs and work towards the goals set out in our Council Plan. The key elements of this plan include connectivity, sustainability, livability, and to improve the overall health and wellbeing of our local community.

I would like to thank all our staff for their efforts, and look forward to reporting on their progress in the next financial year.

Steve Crawcour
Interim Chief Executive Officer

ORGANISATIONAL RESTRUCTURE

In the 2010-2011 financial year, the Strathbogie Shire implemented a significant organisational re-structure to deliver efficiencies and cost savings across the board. A net increase of 3 staff across all directorates ensures that the actions as detailed in the Council Plan plus our Capital Works Program and relevant services can be delivered in an efficient and effective manner.

COUNCIL PLAN PROGRESS REPORT

Goal: 1 - A Sustainable community that responds effectively to the challenges of climate change (Climate Change)

Objective: 1.1 - To protect and enhance the natural and built environment for current and future generations.

Key Projects

Strategy: 1.1.1 - Provide environmental leadership, education and support

Action	Comments	Status
1.1.1.1 - Develop a web page for Frequently Asked Questions (FAQ) in relation to environmental initiatives and solutions.	Completed	Complete
1.1.1.2 - Sponsor an annual forum of environmental groups operating within the Shire to provide direction for future Council environmental planning.	Project included in charter of new Environmental Sustainability Committee.	In Progress

Strategy: 1.1.2 - Develop a Council Environmental Sustainability Strategy

Action	Comments	Status
1.1.2.1 - Review current Land Management / Roadside Vegetation practices and policies to include bio-diversity initiatives.	Matter under consideration by Environmental Sustainability Committee, also the subject of the Strathbogie Environmental Sustainability Strategy.	In Progress
1.1.2.2 - Advocate to Government for support of wind farms and bio diesel fuels.	As part of Council's commitment to a Carbon Management Response Plan (CMRP) the issue of alternative fuels and provision of energy will be included as part of the Action Plans.	Complete
1.1.2.3 - Develop a Shire Wide Parks Management Plan.	Commence collecting data on assets in parks. Included in draft 2011/12 program.	In Progress
1.1.2.4 - Develop a Strategic Waste Disposal Plan.	Report has been completed - to be adopted by Council.	In Progress

Strategy: 1.1.3 - Develop and promote appropriate environmental sustainability standards

Action	Comments	Status
1.1.3.1 - Ensure Planning and Building Departments promote Level 6 Building Design Standards and environmentally friendly developments with developers / builders.	Promotion kit for review to be completed by 31 July 2011.	In Progress

Strategy:	1.1.4 - Reduce Council's carbon footprint		
	Action	Comments	Status
	1.1.4.1 - Review Council's Motor Vehicle Policy and Procedures incorporating Fleet Management Practices.	Revised Policy and Procedure adopted by Council September 2010.	Complete
	1.1.4.2 - Conduct training for staff in a Carbon Assessment Program resulting in Certificate IV Carbon Management.	Council adopted the Carbon Management Response Plan at its March 2011 Council Meeting. Action from the Plan will be included in the 2011/2012 Draft Council Plan.	Complete
Goal:	2 - A safe, connected infrastructure network that responds effectively to community needs (Infrastructure)		
Objective:	2.1 - Plan and deliver improved infrastructure services		

Key Projects

Strategy:	2.1.1 - Advocate to other levels of Government for additional infrastructure resources		
	Action	Comments	Status
	2.1.1.1 - Review Council's Asset Management Plan.	Asset Management Policy review adopted by Council November 2010. Asset Management Plans being reviewed.	In Progress
	2.1.1.2 - Review Council's Road Management Plan.	Consultant completed project. Being considered as part of Service Level Reviews.	Complete
	2.1.1.3 - Continue to present to federal Government a case for additional infrastructure funding.	Council have supported ALGA request for Constitutional Recognition to enable LG to be directly funded by Federal Government. New State Government confirmed additional \$1M p.a. funding for Infrastructure Renewal with potential for further grant funding opportunities on a project by project basis. The Mayor and Interim CEO met with Minister for Local Government and Executive Director Local Government Victoria to discuss ongoing sustainability of Local Government.	Ongoing

Strategy:	2.1.2 - Take a planned approach to pathway / mobility provision		
	Action	Comments	Status
	2.1.2.1 - Implement when funding permits elements as prioritised in the Walking and Cycling Paths Strategy.	Funding obtained under RLCIP for paths along creeks in Violet Town and Avenel. Construction commenced, extension of time available.	In Progress

Strategy:	2.1.3 - Advocate to Government for improved public transport		
	Action	Comments	Status
	2.1.3.1 - Continue to support the Goulburn Valley Regional Public Transport Plan Implementation.	Continue to partner Goulburn Valley Transport Connections Project - currently in Phase 3. Interviews for program worker conducted June 2011. Continue to support trial bus service - Euroa to Shepparton.	In Progress

Strategy:	2.1.4 - Advocate to Government and utilities for adequate and secure provision of water		
	Action	Comments	Status
	2.1.4.1 - Continue to participate in the review of Goulburn Valley Water's strategic Master Plan.	Longwood water supply options considered. GV Water to address water storage improvements to increase capacity.	In Progress

Goal:	3 - An environment which provides opportunity and support for sustainable investment (Private Enterprise)		
Objective:	3.1 - Develop systems and procedures to be investment ready		

Key Projects

Strategy:	3.1.1 - Identify land for future investment		
	Action	Comments	Status
	3.1.1.1 - Adopt Council's revised Municipal Strategic Statement (MSS).	A review to be completed by EMT and Planning and Development.	In Progress
	3.1.1.2 - Commence and complete stage 2 of shire wide Heritage Study.	Funding confirmed; consultants ready to commence next phase of stage 2 in June 2011.	In Progress
	3.1.1.3 - Complete Council's Rural Living Strategy including rezoning requirements.	Further consultation undertaken and submissions being reviewed. Mapping has been revised.	In Progress
	3.1.1.4 - Complete Rural Farming review.	Final report received from consultant in August 2010.	Complete
	3.1.1.5 - Complete the Violet Town Growth Management Strategy.	The Strategy has been completed and adopted by Council.	Complete
	3.1.1.6 - Complete the Euroa Structure Plan.	Plan completed and adopted by Council November 2010.	Complete

Strategy: 3.1.2 - Identify and support opportunities for improved educational and training links		
Action	Comments	Status
3.1.2.1 - Develop a Business Plan to establish a "Nagambie Hub" in conjunction with the Euroa Community Education Centre.	Formal lease agreement with Nagambie Hub signed. The Hub relocated back into the MCH building after renovations completed. Nagambie Hub business plan completed.	Complete
3.1.2.2 - Work with Nagambie and Euroa Kindergartens to prepare for the Federal Governments 15 hour per week Universal Access Program.	Both kindergartens received funding for their projects and work is underway and progressing with renovations/extensions.	Complete

Strategy: 3.1.2 - Identify and support opportunities for improved educational and training links		
Action	Comments	Status
3.1.3.1 - Review and update Council's web Business Directory.	This is an ongoing project. The website is updated regularly as new business details are received.	Ongoing

Goal:	4 - A community that has access to a comprehensive range of services which respond to its diverse needs (Public Institutions)	
Objective:	4.1 - To promote the availability of a broad range of responsive and accessible services to our community	

Key Projects

Strategy: 4.1.1 - Support relevant service providers to secure integrated health services		
Action	Comments	Status
4.1.1.1 - Support the current Primary Care Partnership review of existing service providers to determine services for the future.	Terms of reference for the Alliance adopted. Funding received auspiced by the Violet Town Bush Nursing Hospital for 12 month service co-ordination project. Project worker recruited.	Complete

Strategy: 4.1.2 - Investigate community emergency response services		
Action	Comments	Status
4.1.2.1 - Advocate to the Department of Human Services for a review of the Community Emergency Response Services across the Shire (CERT).	Rural Ambulance Victoria Review document has been received and a submission in support for increased or full time ambulance services has been formulated in response. Presentation by CERT to Chief Executive Ambulance VIC attended in May 2011. No timeframe confirmed yet, however Nagambie is on a priority list for ambulance.	In Progress

Strategy:	4.1.3 - Investigate the current and future requirements for aged care and services		
	Action	Comments	Status
	4.1.3.1 - Complete the Nagambie Community Infrastructure Development Plan.	Plan completed. Progress plan recommendations dependent on funding availability.	Complete

Goal:	5 - A progressive, diverse destination offering a committed, participative community with access to a broad range of recreational and cultural activities in a liveable, safe and nurturing environment (Housing & Recreation)		
Objective:	5.1 - To enhance our lifestyle through community participation in cultural and recreational activities		

Key Projects

Strategy:	5.1.1 - Encourage and support development of recreational and cultural facilities and services		
	Action	Comments	Status
	5.1.1.1 - Advocate to Government for support of the Shire-wide Aquatic Strategy.	Formulate ongoing funding applications to government for issues identified in the strategy. Funding achieved for circulation upgrade Euroa. Motorised solar blankets in all pools and shade structures.	Complete
	5.1.1.2 - Design and completed the Euroa Library.	Facility complete and opening event held 8 June 2011.	Complete

Strategy:	5.1.2 - Promote and support participation in community activities		
	Action	Comments	Status
	5.1.2.1 - Develop and implement a Community Planning Model for Community Action Groups.	Community development strategy has been formalised and implemented.	Complete
	5.1.2.2 - Review and adopt Municipal Public Health Plan.	Plan adopted by Council.	Complete
	5.1.2.3 - Prioritise and implement recommendations from Community Action Groups Action Plans.	Community Action Groups have developed their Action Plans and commenced implementation of action items according to their individual plans.	Complete

Goal: 6 - A desirable destination which attracts visitors to enhance the economic and recreational opportunities for our community (Tourism)

Objective: 6.1 - To provide a broad community and economic benefit through an integrated tourism model

Key Projects

Strategy: 6.1.1 - Increase visitation to and within the Shire

Action	Comments	Status
6.1.1.1 - Develop and participate in a regional tourism model.	Work with GRVT continuing as part of regional tourism model.	Complete
6.1.1.2 - Develop a visitation strategy.	Councils involvement with GRVT drives the visitation strategy for the Shire.	Complete
6.1.1.3 - Develop an Outdoor Dining Policy to facilitate, licence and control outdoor dining areas on footpaths.	Revised Outdoor Policy updated as per newly adopted Local Law No. 1.	Complete
6.1.1.4 - Develop a Shire-wide tourism model including a review of Visitor Information Centres (VICs).	Strathbogie Shire Visitor Information Centre is set up and operational at Warring Caltex. Nagambie Welcome Shop, Avenel Welcome Shop and Information Booth at Euroa set up and stocked.	Complete
6.1.1.5 - Complete the Nagambie Waterways Recreational and Commercial Strategy.	Nagambie Waterways Recreational and Commercial Strategy adopted by Council 21 September 2010.	Complete

Goal: 7 - An organisation that meets the community's needs and expectations with responsive, innovative customer service and management (Organisation)

Objective: 7.1 - An organisation that strives for excellence in the delivery of its services

Key Projects

Strategy: 7.1.1 - Promote Shire-wide information and access

Action	Comments	Status
7.1.1.1 - Develop 'Governance Manual' incorporating Councillor Code of Conduct and Meeting Procedure Local Law No. 1.	Manual and updated Local No. 1 completed and adopted.	Complete
7.1.1.2 - Participate in the 'Preventing Violence Against Women' Program.	Unsuccessful in our bid for the State Government's program, however we will continue our local program.	Complete
7.1.1.3 - Review and update Council's website.	Communications Manager will now re-format the current website where possible and look at a shared services model.	Ongoing

Strategy: 7.1.2 - Foster a 'can-do' culture; Councillors / organisation / community			
Action	Comments	Status	
7.1.2.1 - Review Council's Enterprise Bargaining Agreement and have it endorsed by the Industrial Relations Commission.	Review completed and endorsed by Industrial Relations Commission.	Complete	
7.1.2.2 - Undertake an organisational review of all staffing levels in line with Best Value Principles to ensure: - each department has appropriate systems in place to measure performance and is operating efficiently, and; - also consider as an alternative option the use of contractors to provide service delivery.	All positions filled and new structure in place.	Complete	
7.1.2.3 - Training for Council staff to align organisational culture with Strategy.	The roll out of the 'Organisational Development Program' continues to progress well.	In Progress	

Strategy: 7.1.3 - Greater capacity for emergency planning and response			
Action	Comments	Status	
7.1.3.1 - Continue to review and update Council's Municipal Emergency management Plan including Recovery Models.	Reviewed plan that includes information from 2010 flood event debriefs and bushfire vulnerable people as per Bushfire Royal Commission recommendations.	Complete	
7.1.3.2 - Work with Euroa SES to secure a site and develop it into a functional base.	Preferred site Clifton Street, Euroa purchased by Council. Funding success (RLCIP) for refurbishment of site. Design/specification work commenced. RLCIP funds allocated for development plans complete.	In Progress	

OUR COUNCILLORS



**CR GRAEME "MICK" WILLIAMS
MAYOR**

Seven Creeks Ward
Siems Road, Euroa VIC 3666
Telephone: 5795 2818 Fax: 5795 2818
Mobile: 0417 317 151
Email: mick.williams@strathbogie.vic.gov.au
Date of Election: November 2008



**CR COLLEEN FURLANETTO
DEPUTY MAYOR**

Seven Creeks Ward
134 Birkett Street, Euroa VIC 3666
Mobile: 0427 537 522
Email: colleen.furlanetto@strathbogie.vic.gov.au
Date of Election: November 2008



CR DEBRA SWAN

Lake Nagambie Ward
6 Kettels Road, Kirwans Bridge VIC 3608
Home: 03 5794 1841 Mobile: 0408 504 711
Email: debra.swan@strathbogie.vic.gov.au
Date of Election: November 2008



CR PETER WOODHOUSE

Goulburn Weir Ward
73 Railway Street, Euroa VIC 3666
(PO Box 115 Euroa VIC 3666)
Phone: 03 5795 3200 Mobile: 0409 384 941
Email: peter.woodhouse@strathbogie.vic.gov.au
Date of Election: November 2008



CR MALCOLM LITTLE

Hughes Creek Ward
'Rhiwlas' 2353 Avenel-Longwood Road, Avenel VIC
3664
Mobile: 0407 549 020
Email: malcolm.little@strathbogie.vic.gov.au
Date of Election: September 2009



CR NEIL MURRAY

Mount Wombat Ward
Millards Lane, Euroa VIC 3666
(PO Box 92 Euroa VIC 3666)
Phone: 03 5795 2742 Fax: 03 5795 3268
Date of Election: November 2008



CR HOWARD MYERS

Honeysuckle Creek Ward
41 Primrose Street, Violet Town VIC 3669
Mobile: 0400 650 265
Email: howard.myers@strathbogie.vic.gov.au
Date of Election: November 2008

COUNCILLOR UPDATES

As part of a yearly rotation system, this year we are featuring articles from Cr Debra Swan from the Lake Nagambie Ward, Deputy Mayor – Cr Colleen Furlanetto from the Seven Creeks Ward and Cr Howard Myers from the Honeysuckle Creek Ward.



Lake Nagambie Ward with Cr Debra Swan

Nagambie is a unique and wonderful place to live with its water culture and relaxed lifestyle. Highlights over the last year have been the completion of the Waterways Mural that has transformed a bland wall of the amenities block in Buckley Park, into a colourful tribute to the emerging arts focus of the town. This project was a wonderful example of what can be achieved when the community works together. Once State Funding was secured as part of the NOW Festival promotion, Rosa Purbrick (local artist) who created the original design, agreed to be the artistic director for the project. The Nagambie Primary School provided the use of a kiln which has now been placed at Tahbilk Wines and the children of both Nagambie and St Joseph's Primary school, worked on creating ceramic leaves and shapes, together with some of our more senior members of Lakeview Lodge.

Michelle Mills, Matt Purbrick, Libby Webster, Edna James, Di Theobald worked on the painting and placement of the mural.



As Nagambie's Action Group had identified public art in their action plan the community has also been working toward the placement of a Large Metal Bird Sculpture that will be a wonderful addition to Jacobson's Lookout on High Street, (the park at the bowl of the lake).



This sculpture has been created by Lyn Brown of Murchison and is being funded entirely by the community and we are currently working with the community to find the best way to erect it. With the new boardwalk and park upgrade around the bowl of the Lake, Nagambie is taking on a new life.

The newly instated Nagambie Lakes Recreational and Stakeholders Advisory Committee are working hard to achieve the right mix of usage on our local waterways. This has also been enhanced by working closely with Goulburn Murray Water (GM-W) on their "On Land, On Water" Strategy.

This year we have also seen a massive community effort to save Kirwan's Bridge. This heritage listed bridge is one of the most celebrated icons of this Shire with images of it used over many years to promote us through advertising, promotional material and books. Through the support of the community the Shire has now been able to take the advice of Wooden Bridge Expert, Mr Peter Yttrup to brace the underside of the bridge to allow it to be reopened at maximum limit six tonnes for around three years while we work toward a funded permanent solution. With the angst in the community and the expressed need for the bridge to connect communities and provide for future economic growth along the waterways it was a welcome relief to see the old bridge opened.



Kind regards
Cr Debra Swan

Seven Creeks Ward with Deputy Mayor – Cr Colleen Furlanetto



It has been a massive year with a lot happening, one of the highlights has been the Euroa Library opening a wonderful community asset and a thrill to see it being utilised and supported.

Further to this development, our Euroa and Nagambie Kinders are undergoing major renovations to ensure universal access requirements are met. Still on the topic of

Early Years Planning, there has been significant discussion and cause for concern around the removal of “Take a Break” funding for occasional care. The Violet town and Nagambie kinder committees have generated immense support (most working in a volunteer capacity) in an attempt to retain this funding, and will lobby their opposition to this decision on the steps of Parliament later this year. Early Years Planning is a truly important topic, and as a Shire we need to ensure that we are supporting our local children to be the best they can be. An Early Years Plan is currently under development for the Strathbogie Shire, and I look forward to reporting on its progress in the 2011-2012 Annual Report.

The Strathbogie Shire Council has had many wonderful community events including traditional ones and others for example the upcoming inaugural Euroa Jumping Classic which will showcase competition riders ranging from beginner to advanced and potentially have an Olympic rider in attendance. Earlier in the year we also saw the Kelpie trials Sheep Dog Championships at the Showground another great rural unique event. So much work behind the scenes including involvement from the Euroa Business Enterprise Euroa



Strathbogie Shire Showing is support for White Ribbon Day at the Great Victorian Bike Ride

group who show commitment and drive to support a bustling business centre of Euroa.

Council works hard to try to assist and ensure effective communication and, I acknowledge as a Councillor some things could always be improved on. We are working hard on an effective achievable communications strategy and delivering significant improvements in customer



Contestants at the Kelpie Trials Sheep Dog Championships

service. I believe our local communities within Strathbogie Shire have the absolute right to expect the best level of service. My particular interests have continued to focus in this Goal set out in the Council Plan “A progressive and diverse destination offering a committed, participative community that has access to a broad range of recreational and cultural activities, in a liveable, safe and nurturing environment.”

Council has supported this not just in actions and statements, but in imbedding the issue into Council Actions to ensure issues such as the primary prevention of violence against women, and domestic violence in any form are on the radar, being spoken about and understood.



Our Milo Cricket crew were recognised for their contribution in raising awareness, and they received an Australia Day award for their efforts. I am also fortunate enough to have been given the opportunity to represent our Shire on a committee at the Municipal Association of Victoria (MAV), both in “A Right to Respect” Leadership Evaluation and Sustainability Network along with my recent appointment to the MAV Human Services committee. I also represent Strathbogie as the Council Delegate and

Member of the Victorian Local Government Association Women’s Advisory Committee. I have continued involvement in the North East Australian Local Government Women’s Association (ALGWA) and am assisting as Interim Secretary.

The Strathbogie Shire Council will be hosting an event in November with the North East ALGWA including 12 councils (almost one third of the state) at a forum in support of women for Local Government 2012.

As Chair of the Strathbogie Health and Community Services Alliance, we are achieving great outcomes by working with all relevant stakeholders, to strategically integrate all health and human services therefore improving access and outcomes for residents of the Strathbogie community. Members of the committee provide a strategic focus for the development, implementation and monitoring of primary health care and human services within Strathbogie. There is a need for all relevant population health plans to meet the priority needs of the Strathbogie community to ensure the committee represents the viewpoints of consumers in population health planning, such as mental health, disability and access to improved general healthcare including health care including public funding where possible.

By taking a Local Government approach to health and community service provision, this gives us more leverage when trying to bring services to the Shire whilst providing improved understanding of the issues around under utilised services which are under threat of being withdrawn.

Through this work a model of improvements to service delivery for diabetes sufferers is being developed and is hoped it can be applied to most health issues and program areas such as mental health and disability.



The annual report is a great way to reflect and move forward to another year. It also reminds us to celebrate and acknowledge our community. Australia Day is a great way to assist in this. I invite all to consider who to nominate for 2012 nominations which close 18th November with all the details on the Shire Website.

So all the best for another year and thank you to all in community and Council who work positively and respectfully for the best for our

great Shire of Strathbogie.

Kind regards
Cr Colleen Furlanetto – Deputy Mayor



Honeysuckle Creek Ward with Howard Myers

Strathbogie Shire is a strong supporter of Resource GV, of which I am the Council representative, as the peak body to implement Government Policy “Towards Zero Waste.” Resource GV is also the Local Government voice for the Campaspe Shire, Moira Shire, City of Greater Shepparton, Strathbogie Shire, Mitchell Shire and Murrundindi Shire.

Resource GV works with its member Councils on issues of resource recovery, litter and waste minimisation, as well as arrangement for the disposal of residual waste. Issues of infrastructure, services, enforcement, education and awareness are some of the areas that Resource GV interact with key stakeholders in an effort to enable less solid waste going to landfill.

So far, audits of the content of garbage bins within the Shire have identified that up to 45% of the content of household bins is organic waste that need not go to landfill, and could be better handled at a composting facility. This would create a resource rich product suitable for home gardens, horticulture and broadacre farm applications. To further facilitate this idea, a third bin trial (green waste) will start in Strathbogie (Euroa) in the next financial year.

Earlier this year, the receivables at the Violet Town landfill ceased, and now all garbage is transferred out of Violet Town to the Mitchell Shire. The EPA have strict guidelines on landfill and their content, as they are a significant source of greenhouse gasses “methane”. On bigger sites this can be captured, however on smaller sites such as ours it is cost prohibitive.

The Strathbogie Shire is now preparing plans to have a permanent transfer station developed at Violet Town that will not only receive waste (garbage), but to handle other services to the public such as recycling paper, cardboard, aluminum, steel, silage wrap, drum musters, oils, e-waste and fluorescent tubes.

The Goulburn Broken Greenhouse Alliance (GBGA) of which I am also Council representative and inaugural Chair, was officially launched at Mitchelton Wines on the 16th of June this year by Professor Kate Auty who is the Victorian Commissioner for Environmental Sustainability.



Tracey Taylor (GBGA Coordinator), Cr Howard Myers (Chair) and Professor Kate Auty (Victorian Commissioner for Environmental Sustainability) at the Launch of the Goulburn Broken Greenhouse Alliance

After much time involved in setting up the Governance and financial model, it is now time to implement better ways to do business that are less invasive on our environment, and share that information with our partnering organisations.

Membership of the Goulburn Broken Greenhouse Alliance includes the Goulburn Broken Catchment Management Authority, and the seven municipalities of the Goulburn

Broken region - the City of Greater Shepparton, Moira Shire, Rural City of Benalla, Strathbogie Shire, Mitchell Shire, Mansfield Shire and Murrindindi Shire.

This partnership not only co-ordinates programs which help Shires in more uncertain times ahead climatically, but looks at how we do business and reflects on our use of resources. So far we have been successful in obtaining a grant to be shared by the partnering Shires which will address Councils sustainability through a training model offered by the Centre of Sustainability, at the University of Ballarat.

Another funding option the Alliance is applying for, is the removal of outdated Mercury Vapor Street Lighting to more energy efficient globes, which if successful, will see Councils electricity bills reduce significantly. This includes the reduction of carbon dioxide from the electricity generation in the LaTrobe Valley. The State Government has approved funding in the current budget, and this is a great opportunity for a pilot program.

The future of the region is undoubtedly water dependent, and as such, the Goulburn Broken Greenhouse Alliance is focused on the possibility of extended heat wave conditions coupled with the possibility of lower rainfall which will affect everyone's future, business, Shire or resident.

Kind regards

Cr Howard Myers

OUR EXECUTIVE MANAGEMENT TEAM



Steve Crawcour
Interim Chief Executive Officer

Steve commenced at Strathbogie Shire in 2008 as a Group Manager, Strategic and Community Development. Steve has over 27 years' experience in Local Government in many senior positions and was previously employed by the Cities of Brimbank, Warrnambool and Springvale. He has an Advanced Dip of Business Management, a Diploma of Management, Diploma and Certificate in OH&S, Certificate in Critical Incidents Management, a Certificate in Carbon Management and a Certificate in Telecommunications (Contact Centres). Steve is an Associate Fellow of the Australian Institute of Management, Fellow of LGPro (Local Government Professionals) and a Member of the Safety Institute of Australia.



Roy Hetherington
Director of Development and Infrastructure

Roy was appointed Director Development and Infrastructure (previously Asset Services) in December 2010. He is responsible for the management of Council's assets including buildings, roads, traffic management, bridges, drains, parks and waste management. Roy is a qualified municipal engineer with over 35 years' experience in Local Government. Over the years he has worked for many different Councils large and small, city and country.

Director of Corporate and Community – position vacant at time of publication

OUR SENIOR MANAGEMENT TEAM



Manager Community Development – Caroline Harlow

Diploma in Business, Diploma in Management. Commencing MBA this year. Caroline has been the Manager of Community Development and Municipal Recovery since 2009. After joining the Strathbogie Shire Council in 2008 on a contract delivering outreach services to the community, Caroline spent a brief period of time as the Grants Co-ordinator. Caroline has over fifteen years management experience for the Commonwealth Department of Social Security (now Centrelink) and in the Employment Services sectors and is a member of LGPro and the Australian Local Government Women's Association.



Manager Human Resources – Gary Abley

Graduate Diploma in Human Resources, Diploma of Management. Gary has been the Manager of Human Resources since 2007. Starting in Local Government in 1986, Gary commenced with the Shire of Violet Town and then surviving amalgamation in 1994 to be a founding employee member with the Shire of Strathbogie. Gary's previous roles included, Personnel officer, OHS Co-ordinator, Payroll Co-ordinator & Rates Administrator.



Manager Information Services – Richard Bianco

Diploma of Management, Microsoft Certified Systems Engineer, Associate Diploma Electronic Engineering. Richard has been a ICT Consultant in private sector implementing business solutions prior to having worked at Strathbogie Council for over 7 years.



Manager Planning and Development – Phil Howard

Master of Arts (Community Development), Graduate Diploma Rural & Regional Planning, Graduate Diploma in Management, Associate Diploma in Local Government, Diploma of Management, Graduate Alpine Valleys Leadership Program. Phil started with the Strathbogie Shire Council in 2006 as a junior planner and now manages the Planning & Development Unit. Phil has worked in Local Government for about 20 years and has held roles in finance, human resources and corporate services. Prior to Local Government Phil was an accountant for the ANZ Bank. Phil is a member of the Planning Institute of Australia (PIA), LGpro, Victorian Planning & Environmental Law Association (VPELA), Hume Strategy Land Use Planning Group



Manager Communications – Purdey Sanderson

Graduate Diploma in Media and Communications, Certificate in Public Relations (Strategic Planning), Bachelor of Arts (Journalism). Purdey commenced as the Manager of Communications at Strathbogie Shire Council in late May 2011. Starting out in Government in 2004, Purdey was the Public Relations Manager for VicTrack in Melbourne before moving into Local Government in 2007. Purdey has worked in two previous Councils and the Roads and Traffic Authority in NSW in the areas of Road Safety Program Development and Tourism. Purdey has also managed the implementation of the Youth Connections Program in Echuca for the Department of Education, Employment and Workplace Relations (DEEWR).



Manager Engineering – Phil Squires

Phil commenced as Manager Engineering in January 2011. He is responsible for the management of policy, standards and Asset Management relating to Councils physical assets such as: roads, bridges, buildings, underground drains, parks and reserves. Phil is a qualified civil engineer, municipal engineer and municipal building surveyor with 40 years' experience in Local Government.

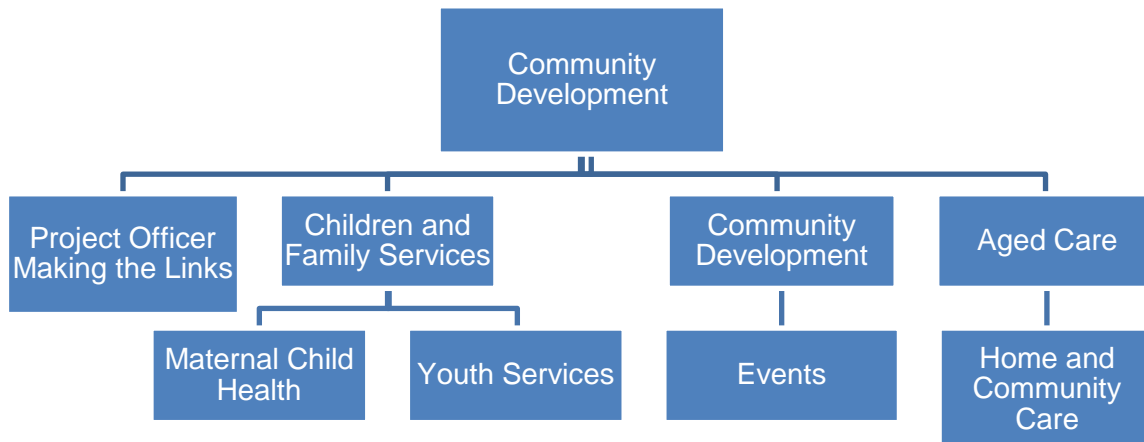


Manager Finance – Steve Cloney

Steve commenced at the Strathbogie Shire Council after amalgamation in 1995 as a Finance Co-ordinator. Steve was appointed Manager Finance after the Corporate Restructure in 2010. He is a member of the Australian Society of Certified Practising Accountants.

- **Manager Customer Service – position vacant at time of publication**
- **Manager Projects and Works – position vacant at time of publication**

COMMUNITY DEVELOPMENT



OUR CORE BUSINESS

The core business of the Community Development Unit is to promote the availability of a broad range of responsive and accessible services to our community.



HIGHLIGHTS FOR 2010-2011

- 16 graduates from Making Links Program
- Youth Photography Competition
- 7,146 Meals Delivered in Meals on Wheels Program
- Euroa Show and Shine 2010
- Pre-school extensions in Euroa and Nagambie
- Early Years Planning
- Strathbogie Health and Community Alliance
- 2010 APS Rowing Regatta
- Australasian Speedboat Titles at Nagambie

KEY PROJECTS



Making Links Graduates and their Mentors at the launch of the promotional Making Links DVD.

Making Links... is a not for profit program that assists young people, who have a disability or learning difficulty, and who are at risk of disengaging, to explore options for work, recreation, education and training.

Volunteers meet with young people on a regular basis to help them to make plans to achieve their goals. Over the past 4 years, 51 young people have graduated from the

program, 16 in the 2010/2011 financial year alone. 17 young people are currently enrolled for the 2011/2012 financial year program. As a result of the program young people have developed positive relationships with adults; grown in confidence; developed new skills; obtained apprenticeships, employment and work experience; engaged in ongoing volunteer work; joined recreational activities and enrolled in educational courses.

“Making Links provides support to young people who might otherwise ‘fall through the cracks’. Without ongoing funding, young people in Strathbogie Shire and Greater Shepparton will not have access to this type of support,” said Linda Cusworth, Project Officer for Making Links.

Making Links is funded by the Department Human Services (DHS) until the end of December 2011. There has been no information on whether DHS will make further funding available for youth mentoring programs.



Making Links Project Officer, Linda Cusworth speaking at the launch of a promotional DVD on the Making Links

COMMUNITY DEVELOPMENT



Opening night of the "Our Place Our Lives" Exhibition at the Old Flour Mill Gallery in Euroa.

Youth Photography Exhibition – Our Place Our Lives... was organised by a local youth, Mark Jesser, Strathbogie Shire Council Youth Services and a committee of young people aged from 12-17 years. It was on display at the Old Flour Mill Gallery in Euroa from the 4th to the 11th of June 2011.

Strathbogie Shire Council Mayor, Mick Williams said... *"I'm very happy to see this exhibition on display. Council fully supports local youth initiatives and this program is a shining example of the local youth*

talent on offer." **Mark Jesser said...** *"the competition is part of my VCAL assessment where I have to plan and implement a project. To pass my assessment, I need to show as many skills in leadership, organisation and communication skills as I can."* Mark attends Euroa Secondary College where he is completing Year 12.

And the winners were....	
Portraiture	Clare Henderson from Shepparton
Landscapes	Maddi Weston from Sheans Creek
Animals	Ashlee Warren from Warragul
Community	Bianca Kelly from Violet Town
Sports	Jesse Cusworth from Mooroopna
Digitally Edited	Juliana De Quillettes from Shepparton
Phone Camera	Elizabeth Fuhrmeister from Seymour
Andrew Follows Award	Katelyn Morse from Euroa
Highly Recommended Award	Charlotte Nicolson from Shepparton
Highly Recommended Award	Coby Baker from Shepparton
People's Choice Award	Charlotte Nicolson from Shepparton

COMMUNITY DEVELOPMENT



Euroa Show and Shine... (Australian National Show and Shine) is an annual event that attracts over 1,500 cars, 500 motor bikes and 6,000 people to Euroa on the first Sunday in October.

The event is run by an enthusiastic group of volunteers which are auspiced by the Rotary Club of Euroa. Planning for the 2010 event was almost complete when the September floods hit, completely submerging Seven Creeks Park and most of the centre of Euroa. This created a number of issues by destabilising the trees and paths in the park where the event is usually held.

The Euroa High School offered to host the event and the Shire provided in kind support to prepare the site. The new site worked extremely well and the organising committee intends to use it again in 2011. Highlights of the event included a display

of the Abrams Army Tank, the Warman Special from Castlemaine and Police car displays.

The 10th anniversary of this iconic event will occur in 2011 and it has been renamed the Australian National Show and Shine. The committee are hoping to attract over 2,000 cars for the first time.



Works underway at the Nagambie Pre-School

Nagambie and Euroa Preschool projects... both Euroa and Nagambie Preschools received funding from the Department of Education and Early Childhood Education to extend the preschool buildings, to accommodate the changes required under Universal Access to Early Childhood Education policy. Both projects were developed in partnership with community, Council and State Government.

COMMUNITY DEVELOPMENT



Works underway at Euroa Pre-School

In Euroa, the preschool has temporarily relocated into the Wesley Hall owned by Council. Works were completed to bring the Hall up to standard, including fencing, shade areas and play equipment. This allowed for the development of the Euroa pre-

school to commence. The project is expected to be completed in

2011/2012. The Strathbogie Shire Council contributed \$25,000 for each redevelopment project plus in-kind support. The Nagambie Preschool is able to extend its space without relocating the children to another venue.



Young Taylah Ash (Age 3) who attends ABC Childcare in Euroa

Early Years Planning... has commenced within the Strathbogie Shire, with the aim of ensuring that as a municipality, we are able to facilitate adequate access to child care services for our local families so they can continue to live and work within our townships.

Council is engaging with key stakeholders to ensure this is an inclusive and meaningful plan that will be embraced and driven forward by our local community. In conjunction with local childcare providers and key Early Years Organisations, we will be

launching an Early Years Survey - to take a current and accurate snapshot of the levels of demand for childcare services in the Strathbogie Shire.

Strathbogie Health and Community Services Alliance... The Strathbogie Shire Council is a member of the Strathbogie Health and Community Services Alliance, and is working together with our key health stakeholders to ensure our residents are accessing quality health services now and into the future.

This alliance has already formed sub-committees to look at significant issues of:

- Diabetes prevention and early intervention;
- Consistent data management;
- GP to patient ratios;
- Local referral, feedback and care co-ordination agreements; and
- Co-ordination of services

COMMUNITY DEVELOPMENT

LOOKING FORWARD

- **Community Planning Program**
- **Changes to the Maternal Health Team**
- **Supporting our Volunteers and Action Groups**
- **Continued support for Home and Community Care for the Aged**
- **Emirates Melbourne Cup Tour**



Community Planning Program.... The Strathbogie Shire Council continues to be fully committed to the community planning process which has enabled communities to become stronger and plan for, and take, ownership over their future directions. Council believes that local communities are best at identifying and resolving local issues and that building ‘community capacity’ is essential to developing vibrant healthy communities.

To assist Action Groups to undertake projects, Council established the Community Action Group Grants program and set aside funding specifically for projects listed as priorities in community action plans from the \$150,000 community grants program. The Community Planning project “Strengthening Strathbogie Shire Communities” has now been rolled out to eight communities across the Shire – Community Action Groups have prepared, adopted and continue to review their project focused community plans. Every community’s need is different and their action plans reflect this. Projects, large or small, are being fully supported by the community and the outcomes achieved to date are exciting and of great benefit to the community. Council looks forward to continuing to develop strong partnerships with all Community Action Groups. Council acknowledges the support of the Victorian Government through the provision of a Victorian Community Support Grant.



Changes to our Maternal Health Team... in 2010/2011 there have been significant changes to the Maternal and Child Health Team. Two Maternal Child Health Worker Jane Davey and Janet Haensel have been appointed, and Debra Ellis has taken on the role of Children and Family Services Co-ordinator. This shows Council’s commitment to improving the overall health and wellbeing of Children and Families in our local communities.

COMMUNITY DEVELOPMENT



Bill and Betty Parow of Euroa, who have made enormous contributions to their local community by volunteering for Meals on Wheels.

Supporting our Volunteers... Council is providing ongoing support and development of our Volunteer Programs. A Shire wide Volunteer Strategy is under development and is expected for completion in the 2011/2012 financial year. Part of this strategy is in recognition of the fact that our Volunteers are themselves aging, and without their support, many of our services and community organisations would cease to exist. The strategy will look at succession planning and recruitment of new volunteers.

Continued support for Home and Community Care for the Aged... The Home and Community Care Program, funded by the Department of Health and the Strathbogie Shire Council, delivers a wide range of services, support and home maintenance, where we focus on “doing with” rather than “doing for” wherever possible. This approach ensures individual capacity and independence is maintained and people are able to remain in their own homes for longer. Council also provided home care services on a brokerage basis for other agencies. The total number of hours and clients assisted is outlined in the table below:

Activity	Number of clients assisted	Number of Hours provided
Assessment	563	2,604
Coordination of services	103	255
Home Care	381	13,268
Personal Care	92	4,222
Respite	59	2,071
Delivered Meals at home	118	9,458
Meals Centre-Based	116	1,341
Home modifications	55	154
Home maintenance	219	1,060
Planned Activity Groups	142	3,505

COMMUNITY DEVELOPMENT



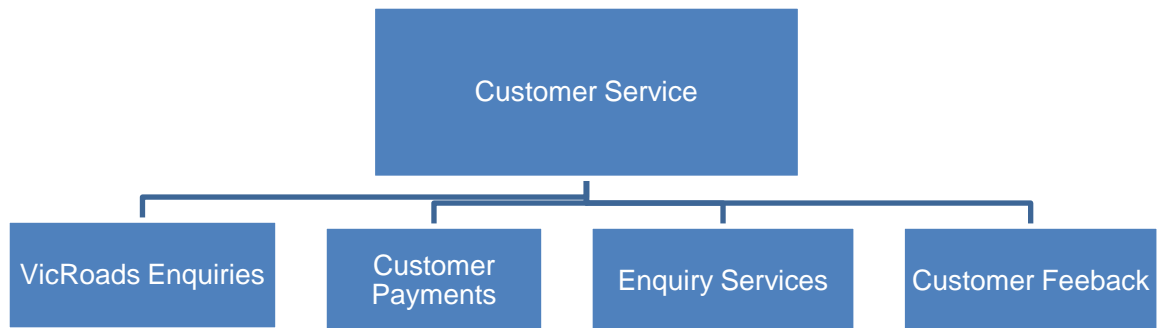
Goulburn River Valley Tourism (GRVT) - Emirates Melbourne Cup Tour... Goulburn River Valley Tourism was successful in its tender to host the 2011 Emirates Melbourne Cup Tour in Euroa, Shepparton and Seymour. Since its inception in 2003, the Emirates Melbourne Cup Tour continues to grow in appeal. This year the VRC received an impressive amount of tenders, which

were all of an exceptionally high standard. Successful destinations were selected based on the tender's response to the brief and initiative in presenting an event schedule and promotional plan which would benefit and engage the wider community.

The 2011 Emirates Melbourne Cup Tour is scheduled to visit Euroa and Nagambie from Thursday, 20 to Sunday, 23 October 2011, and Lindsay Park at Creightons Creek (near Euroa) will open to the public for one of the first times. We expect this will be very popular with visitors and our local community members. The cup will have special visiting times for school children and for our senior citizens.



CUSTOMER SERVICE



CORE BUSINESS

The core business of Customer Service is to provide a seamless, responsive and friendly interface for our local community.

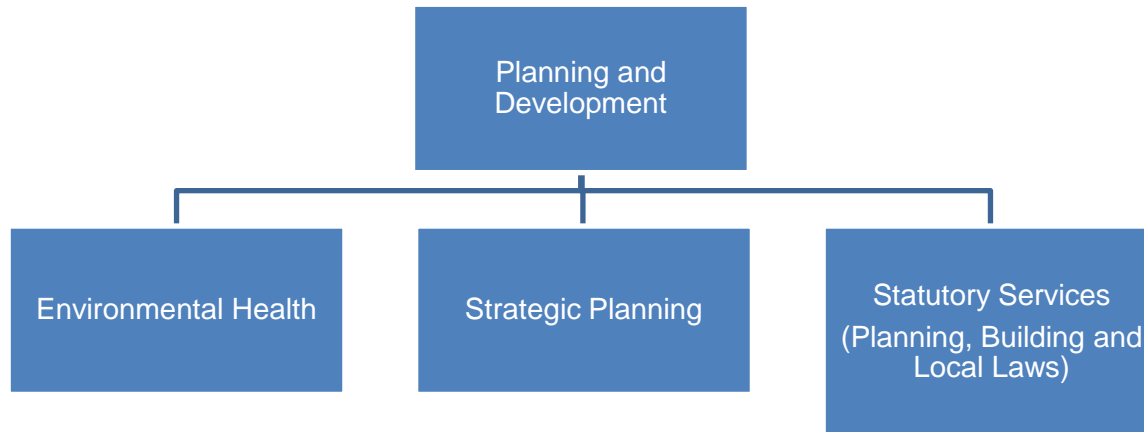
LOOKING FORWARD

- Appointment of new Manager – Customer Service
- Investigation of Customer Service System Upgrade
- Analyse current service levels to implement efficiency gains
- Upgrade web interface for online payments
- Introduce an automated customer service request system (CONFIRM) to be used organisation wide, and will replace existing maintenance and defect systems.



Our friendly customer service staff at the Euroa Office

PLANNING AND DEVELOPMENT



OUR CORE BUSINESS

Our core function is to deliver quality planning and development services. This will provide our stakeholders with strategic direction and initiatives that support sustainable use and development now and into the future.

HIGHLIGHTS FOR 2010-2011

- Internship – helping perspective planning Graduates to settle in rural areas.
- Creating a Cadetship to provide local opportunities... expand in 2011 / 2012
- Reviewed the way that we are looking at Strategic Planning, reviewed priorities.
- Progression of Elloura Development

KEY PROJECT - ELLOURA



Elloura is a \$250 million development currently underway on the shores of Lake Nagambie. It is a comprehensive lifestyle development that will include 376 luxury homes, multi-level restaurants, boutique specialty shops, a conference centre, chapel, hotel reception for 100 two bedroom units, 320 site tourist park and a 210 dwelling lifestyle village.

PLANNING AND DEVELOPMENT

The development will provide for significant employment opportunities not only during construction, but after completion with approximately 100 extra jobs being generated. Elloura commenced in 2008 and is expected for completion by 2013. 2010-2011 saw the construction of roads, preparation of land for development and the commencement of pathways connecting Buckley Park with the main street in Nagambie and upgraded waterways.

LOOKING FORWARD

- **Expansion of cadetship**
- **Review Municipal Strategic Statement the whole of use planning scheme.**
- **Review the building services due to shortage of qualified and full time municipal building surveyors.**
- **Review the statutory planning process in line with the MAV STEP program. Increase service delivery.**
- **Outsourcing of after-hours compliance functions. Efficient and cost effective response to ranger services.**
- **Review of compliance ranging services between business hours.**

QUALITY IMPROVEMENTS

- Working with Goulburn-Murray Water (GM-W) on waterways strategy for Lake Nagambie.
- Working closely with Environmental Protection Authority (EPA) on state policy in relation to compliance issues such as contamination, odour issues and also Council and EPA and other agencies in support of rural industries such as composting and waste recycling.
- Worked with Building Commission and private building surveyors to sort out a State wide issue relating to land use of shipping containers and how they need to be treated under the building act.



PARTNERSHIPS

- Nominated staff member to Goulburn sub-region on Hume Strategy Land Use Committee.
- Finalised Local Laws review – relating to dogs and alcohol.
- Presentation to Rotary about planning and development.
- Health Services are now working with the local markets with visits and presentations to market stakeholders.
- Community education and newsletters on health services.

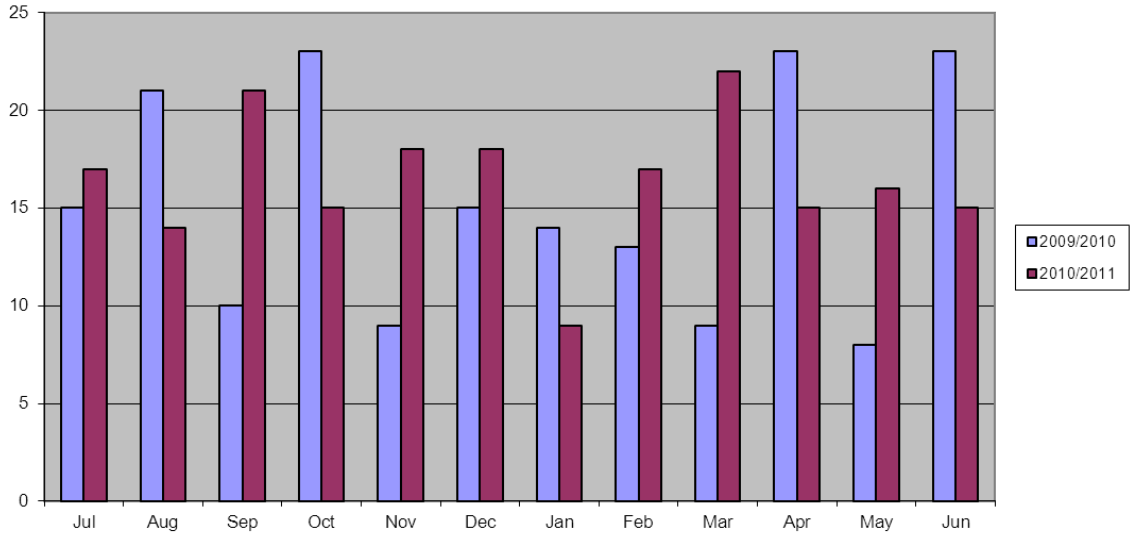
PLANNING AND DEVELOPMENT

THE STATISTICS

Planning Permit Processing Statutory days

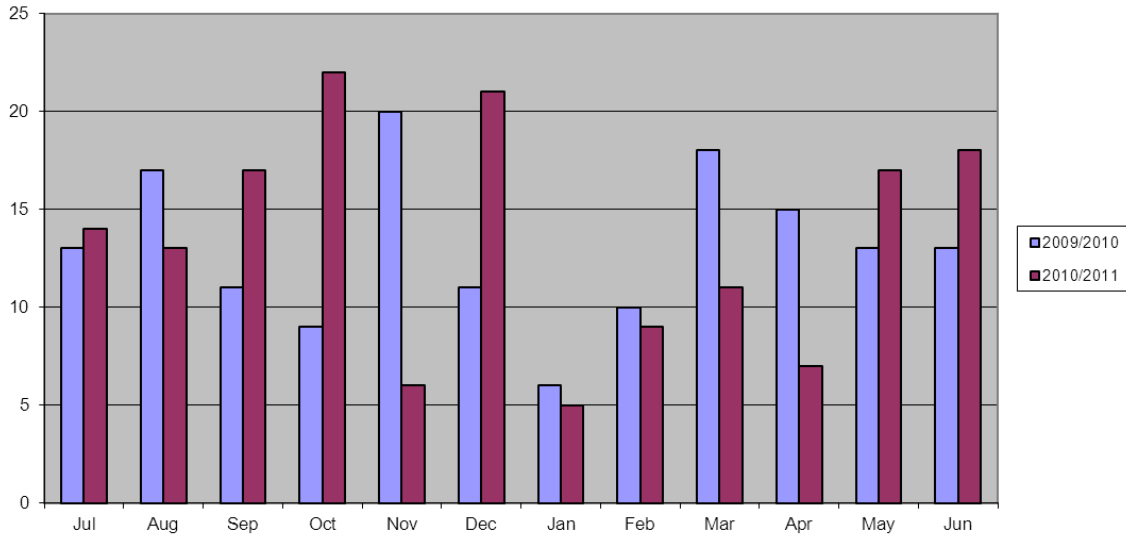
Average statutory processing days – all planning permits	57 statutory days
Average statutory processing days – all planning permits; less “extraordinary permits”, i.e. mutually agreed to hold permits until all high level technical assessment and information completed	48 statutory days
% of Planning Permits decided within 60 statutory day time limit	75%
% of Planning Permits decided within 61 to 100 statutory days	15%
% of Planning Permits decided over 100 statutory days	8%

Comparison Financial Years - Planning Applications Received 2009/2010 & 2010/2011
 2009/2010 = 183 total = \$27,408,357
 2010/2011 = 197 total = \$32,095,467

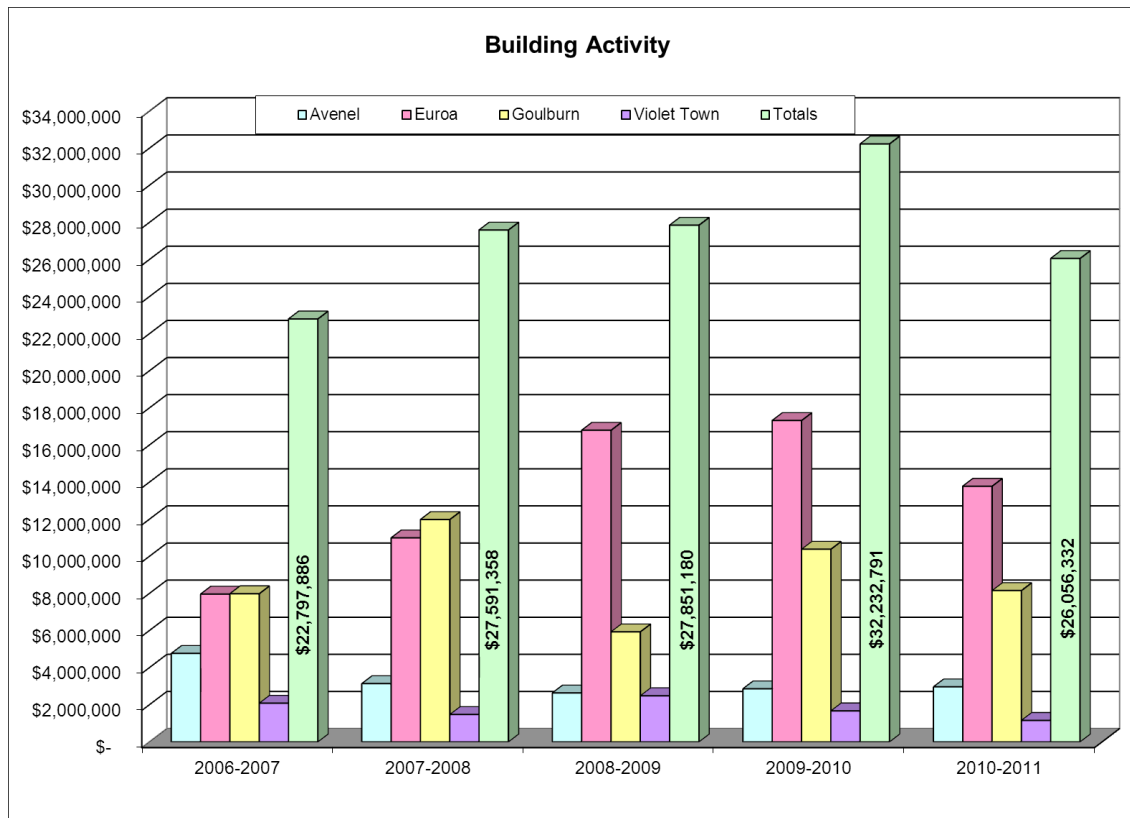


PLANNING AND DEVELOPMENT

Comparison Financial Years - Planning Applications Issued 2009/2010 & 2010/2011
 2009/2010 = 156 total = \$20,774,807
 2010/2011 = 160 total = \$34,006,324



Building Activity in Strathbogie Shire from 2006 through to 2011

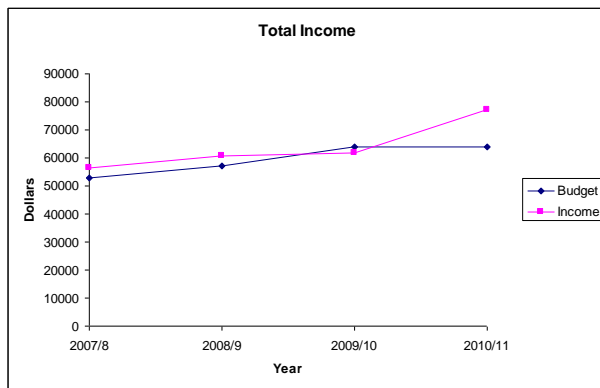


ENVIRONMENTAL HEALTH

Since the beginning of November 2010, Kernow Environmental Services have been contracted to supply the Environmental Health Regulatory Services for Strathbogie Shire Council. For the first time in many years the Shire is offering a full time Environmental Health service with an officer on call after hours. The Environmental Health Unit has carried out a large number of inspections and upgraded the computer based database for record keeping and reporting to the Department of Human Services (DoHS).

Since November the focus of the Unit has been to carry out inspections of all the businesses that are registered under the Food Act and the Public Health and Wellbeing Act. This has included introducing a new database called Open Office, upgrading and changing the different certificates sent out to businesses and in the new financial year sending out regular newsletters. This financial year's income from registrations health businesses and septic system applications is 20% above budgeted income – the total income of \$77,065.41 for the year 2010/11.

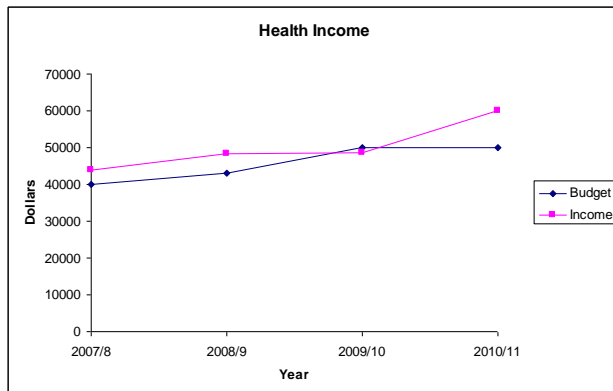
Income for financial years 2007/08 to 2010/11 inclusive



Health Premises

For the financial year 2010/11 the income is 20% above budgeted income and was \$60,005.41, which is \$11,496.88 more than the previous financial year.

Income from health premises for the financial years 2007/8 till 2010/11 inclusive



PLANNING AND DEVELOPMENT

Food Safety

Between November 2010 and the end of the financial year 2010/11 130 food safety inspections of permanent food businesses have been carried out and over sixty interventions of temporary food businesses carried out. All but one business in the Shire have now registered.

As of the 30 June 2011, ten food samples have been taken and sent to an analytical laboratory to be analysed to ensure that their labelling is correct. All 10 samples were found to have issues with their labelling. Assistance has been provided by the Environmental Health Officer to resolve these issues. The issues ranged from not meeting the Australia New Zealand Food Standards Code Standard 2.3.2 which defines the composition requirements for jams to Standard 1.2, which refers to labelling. Since Kernow Environmental Services were been contracted the level of food safety has improved in the Shire with some premises now taking a more positive view of their requirements under the Food Act.



Hairdressers, Beauty Salons and similar

Since November 2010, 12 hairdressers, beauty salons and the like have been inspected. The majority of these businesses experienced small deficiencies which have now been addressed.



Caravan Parks

This year has seen big changes to the Residential Tenancies (Caravan Parks and Movable Dwellings Registration and Standards) Regulations 2010, such as the information required for their registration and the registration period which is now three years. Currently five of the six caravan parks in the Shire have been inspected and the other one will be

inspected by the end of 2011.



Waste Water systems

Since November, the total number of waste water systems inspected or onsite advice given to the community has totalled to 80.

PLANNING AND DEVELOPMENT

Tobacco Enforcement and Education

Since November, 50 premises have been visited to carry out smoking education with the operator and inspected to see if they comply with the current legislation.

Most premises were compliant with the legislation, however signage was an issue. This non-compliance was usually corrected by Council giving the operator an appropriate sign to put up.

Prescribed accommodation

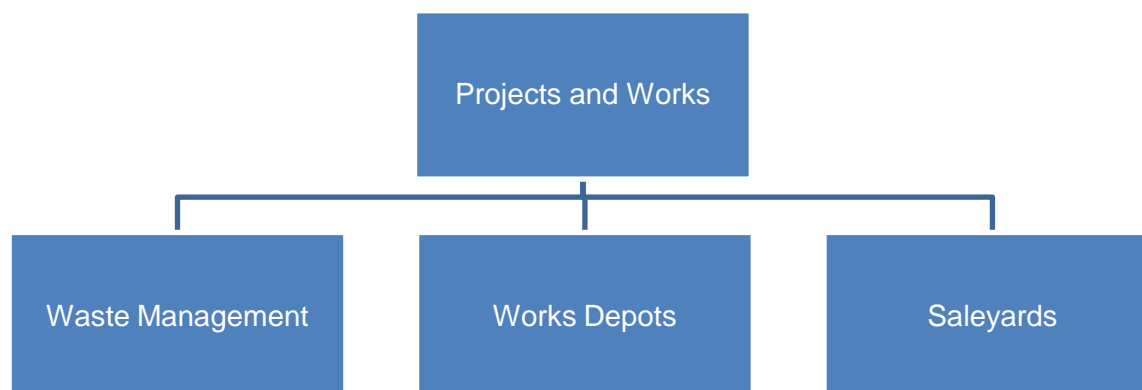
Since November 2010, 14 visits have been carried out to prescribed accommodation premises, such as hotels, guest houses etc. At the time of the visits the majority of the premises met the requirements set out in the Public Health and Wellbeing Act 2008.

Complaints

The Unit has dealt with 28 complaints ranging from failing septic tanks to melting ice-cream. To ensure public health standards, an improvement notice was issued in some cases.

Even though mice are in plague proportions in the area, only one complaint regarding mice was received by the Council.

PROJECTS AND WORKS



OUR CORE BUSINESS

- To deliver Council's Capital Works, Environmental and Waste projects using sustainable technologies in accordance with Council's Plan.
- To provide customer-focused maintenance and construction services to the community.

HIGHLIGHTS FOR 2010-2011

- Completion of Euroa Library Development
- Jacobsons Outlook Boardwalk project – Nagambie
- 3 Fire water storage tank installations at Kelly's Estate, Graytown, and Dookie Road, Violet Town
- Regatta Centre Refurbishment to include disabled access, lift, and fire access.
- Nagambie Recreation Reserve to include disabled access, lift, stairs and balustrade and kitchen upgrade.
- Euroa Flood Mitigation Work – Castle Creek
- Re-opening of Kirwans bridge
- Regional and Local Community Infrastructure Program - Violet Town Pre School Shade Sail, Nagambie Community Hub, Gross pollutant Trap Birkett Street, Walking Trails Avenel and Violet Town
- Brookleigh Road Bridge
- Flood Damage

EUROA LIBRARY REDEVELOPMENT



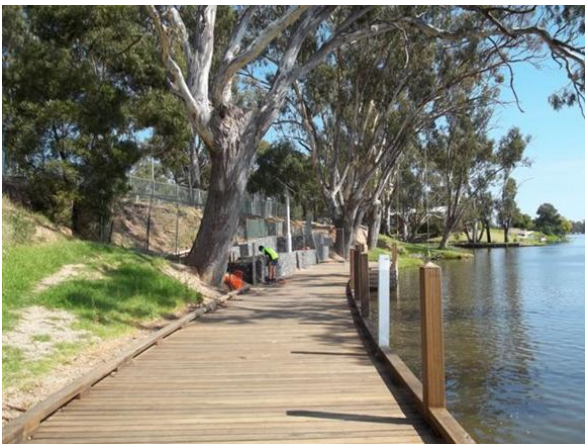
The Euroa Library was officially opened by the Hon Jeanette Powell MP, Minister for Local Government and Mayor Graeme Williams from the Strathbogie Shire Council on Wednesday the 8th June 2011 at 2:45pm.

The Euroa Library Redevelopment has been a joint initiative between the Victorian State Government,

Strathbogie Shire Council and the Goulburn Valley Regional Library Corporation representing a \$1.05 million investment.

The Euroa Library Redevelopment has created a central “hub” for book lovers, with disability access, internet facilities on three terminals and wireless capability for customers to bring in their own internet devices. Uniquely designed to replace the three shops that used to house the library, the new facility has been environmentally designed to make use of natural light and air flow. Included in the redevelopment is an outdoor courtyard providing an attractive, relaxing and external reading room which will also be used by a large variety of local community groups. Children’s play groups, educational activities, youth gatherings and mother’s groups are just some of the programs the redeveloped library will offer to the local community.

NAGAMBIE BOARDWALK DEVELOPMENT



The Nagambie Boardwalk Project has been funded by Regional Development Victoria, under the Regional Infrastructure Development Fund, with Strathbogie Shire Council contributing \$100,000 to the total project cost. Works on the main boardwalk at Lake Nagambie were completed with the access ramp at each end. The construction of the retaining wall structure from the pump house West to Blaney Reserve remains to be completed, and the landscaping on Jacobson’s Outlook will be completed once this is done.

PROJECTS AND WORKS

FIRE WATER STORAGE TANK INSTALLATIONS

With \$25,000 funding through the CFA via Community Services Fund, Council installed a 272,000 Litre capacity water storage tank to service the Kelly's Estate area. This dedicated fire fighting water storage will provide a strategic water point which can be topped up by road tankers during fire events. Similar installations were made at Graytown and Koonda through CFA Fire Access Road Subsidy Scheme and the Community Services Fund.

REGATTA CENTRE REFURBISHMENT - NAGAMBIE



At the Nagambie Regatta Centre contractors completed much needed improvements on the building. Provision of disabled access ramps, toilets and access by lift to the first floor and outdoor deck were provided. Fire escape stairs will also be installed and the public access area increased. The project cost is \$227,000 being funded jointly by the Victorian Community Development Fund and the Strathbogie Shire Council.

NAGAMBIE RECREATION RESERVE BUILDING REFURBISHMENT

At the Nagambie Recreation Reserve building, a \$100,000 improvement project provided balustrade safety handrails, stairway access improvements, disabled access, lift access to the first floor, and disabled toilet provided upstairs. In cooperation with the Committee of Management the kitchen has been upgraded and the hot water systems replaced. The project is being funded through a Victorian Community Development Fund Grant

EUROA FLOOD MITTIGATION WORK – CASTLE CREEK

Contractors have completed the Castle Creek levy bank to protect the Euroa Township. Special approval was required from VicTrack to work on their land and this delayed the completion of the last 20m section. This completes the \$600,000 of design work, computer modeling, landowner agreements and construction work along the Castle Creek. This will now allow the commencement of the process of amending the Strathbogie Planning Scheme - Floodway Zones and Overlays to review the properties affected by the current Planning Scheme restrictions.

REOPENING OF KIRWANS BRIDGE

On the 27th May 2011 Kirwans Bridge was reopened to traffic. This followed the expenditure of \$40,500 to strengthen and reinforce the structural integrity of the bridge. This work will allow the bridge to remain open, at a restricted load capacity, for up to 3 years, while further investigations are carried out and funding sought for the potential replacement of this bridge.



Above is an example of the surveillance footage that monitors vehicles to ensure load limits are not breached.

REGIONAL AND LOCAL COMMUNITY INFRASTRUCTURE PROGRAM

- Violet Town Pre School Shade Sail
- Nagambie Community Hub Refurbishment
- Gross pollutant Trap, Birkett St, Euroa
- Walking Trails at Avenel and Violet Town

Organiser and Stewart Park Committee Member, Dillon Thornton has been working with Manga Kanga's John Crawly on bollard installation at the entry to Stewart Park.

Other works have included extensive gravel path construction, drainage improvements and improved access. This project was funded through the second round of the RLCIP funding from the Federal Government with excellent cooperation (and work) from the Stewart Park Committee. Other projects have included a Violet Town Pre School Shade Sail, Nagambie Community Hub Refurbishment and a Gross Pollutant Trap installed in Birkett Street, Euroa.

BROOKLEIGH ROAD BRIDGE

Contractors have completed the reconstruction of the Brookleigh Road Bridge over the Spring Creek near the Strathbogie Township. The work replaces the 3 white ant damaged timber stringers with steel beams. These steel beams are being reused from another bridge that has been replaced in the Shire. Rotted decking planks were replaced and a new and timber kerb installed. One abutment bed log was replaced with concrete as it was white ant damaged. The project is being funded jointly by the CFA fire access grants and the Strathbogie Shire Council, at a cost of \$25,000. The refurbished bridge will have a load limit suitable for fire truck access.

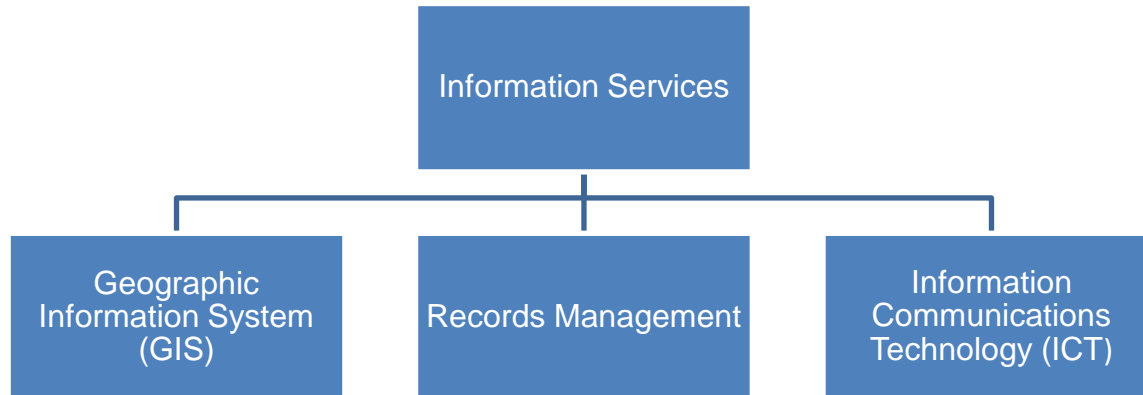
FLOOD DAMAGE



As a result of the September and December floods road and drainage infrastructure in the Strathbogie Shire sustained major damage. Funding has been obtained through the State Government to repair the damage. Flood damage caused in the September floods was estimated to be approximately \$1 million. After the December flood this figure rose dramatically to an estimated figure of \$2.9 million. Contractors were used to repair damage across the Shire. 3 grader crews worked on the roads, together with

3 crews repairing drainage and Council staff worked with contractors to complete the work. Major culverts were washed out and substantial repairs on Ankers Road and Creighton's Creek Road among others.

INFORMATION SERVICES

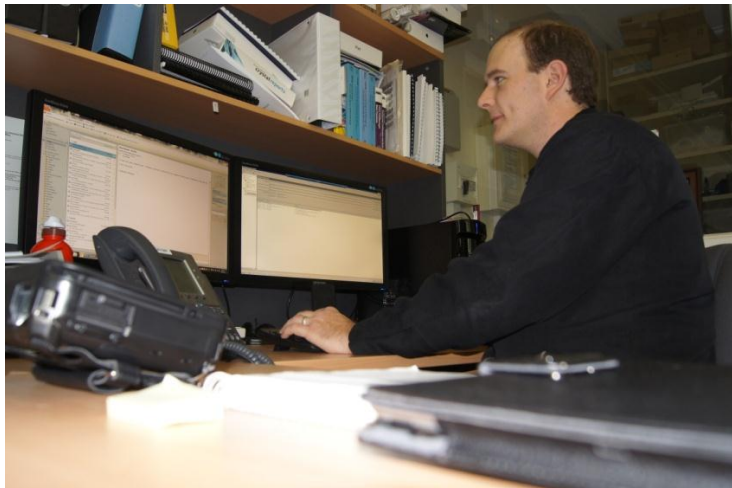


OUR CORE BUSINESS

To deliver effective, time-critical and legislative compliant information management processes and solutions that facilitate Council's strategic goals.

HIGHLIGHTS FOR 2010-2011

- Department restructure;
- Investigation of options regarding a partnership to deliver a more sustainable / quality service in ICT;
- Electronic Content Management Step Program; and
- Development of Geographic Information System (GIS) to facilitate an emergency management response as well as asset mapping.



ECM STEP PROGRAM

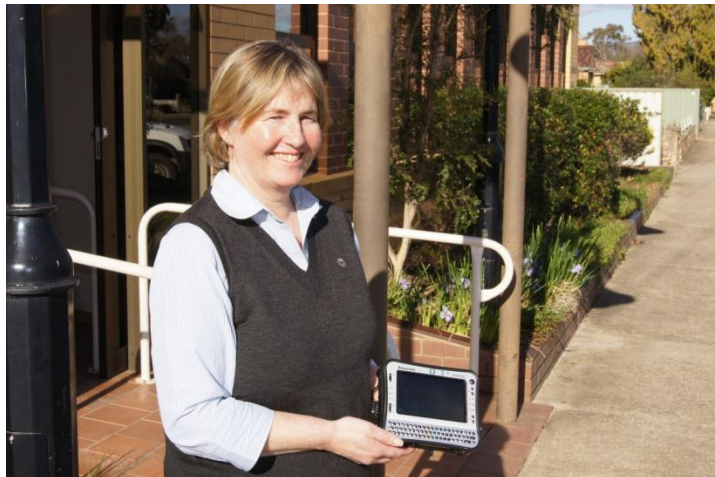
ECM STEP is a *step-by-step* capacity and capability building program for Electronic Content Management within Victorian Local Government. The program is run by the Municipal Association of Victoria (MAV) with the ECM Steering Committee as the governing body responsible for setting the strategic direction of the program.

The MAV establish an ECM Step Improvement Program including the following:

1. The objective of the program is to improve the capacity of the Local Government sector in the area of ECM, in particular to achieve compliance with Records Management/ECM legislation;
2. The program is based on the Policy, Strategy and Better Practice Framework (output from the SS ECM) ;
3. All participating Councils receive 2 on-site visits from an external provider where current performance is assessed by a cross-functional team, gaps agreed and an improvement plan is signed off. The CEO is involved in the sign off process. At the next visit, progress is assessed and reported; and
4. Annual reports on the performance of the sector are sent to all CEOs and to relevant State Government departments and agencies.

LOOKING FORWARD

- **Developing collaborative partnerships so we can increase service delivery whilst reducing associated costs;**
- **Continuing with the ECM STEP Program;**
- **Delivering internal Records Management reform to ensure efficiency and to meet our Records Management legislative requirements;**
- **Investigate new technologies to facilitate remote access for internal and external staff; and**
- **Business Continuity options / Disaster Recovery.**



GIS Coordinator, Di Brock holding a new handheld unit that will record the state of our assets

QUALITY IMPROVEMENTS

- ECM STEP Program;
- Through collaborative partnerships ICT will deliver significant quality improvements in the software that is used in-house;
- Deliver website enhancements; and
- Implement three iPads to community services which will allow home care assessors to provide all of their required paperwork online.

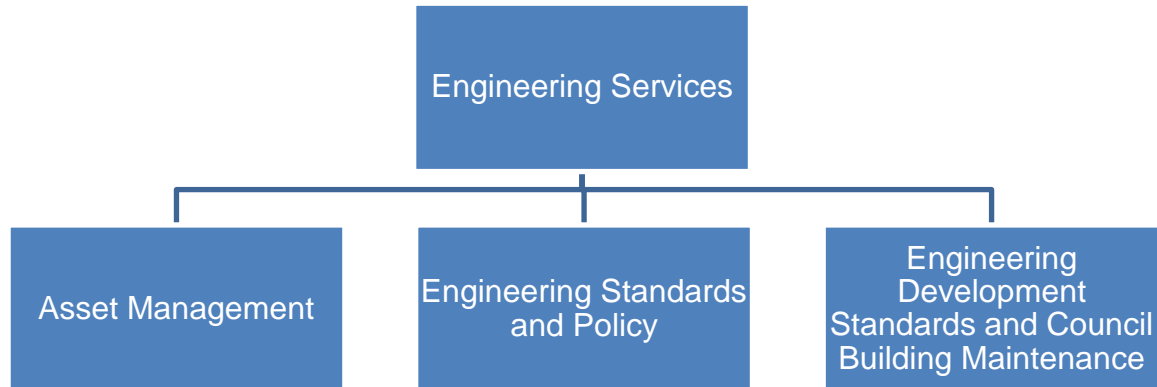
SUSTAINABILITY AND THE ENVIRONMENT

- Server virtualisation to reduce the power and cooling requirements of our data centre;
- A new range of PC'S we are rolling out deliver greater efficiencies / power saving features; and
- We will be implementing a new records management program which will greatly reduce our reliance on printed information.



Sheryl Lockwood works in our Finance Department

ENGINEERING SERVICES



OUR CORE BUSINESS

Strategic planning for the management of Council's physical assets. Development of standards associated with new assets for residential and industrial developments.

HIGHLIGHTS FOR 2010-2011

- Planning and assisting delivery of the Roads to Recovery Program
- Review of the Asset Management Plan
- Development of an Asset Management Strategy
- Development of an Asset Management Policy
- National Asset Management Performance Survey
- Model renewal gap for consideration in the 2011/2012 Budget
- Developing a Draft 5 Year Capital Works Program from the Asset Management Modelling.
- Adoption of the Infrastructure Design Manual.



LOOKING FORWARD

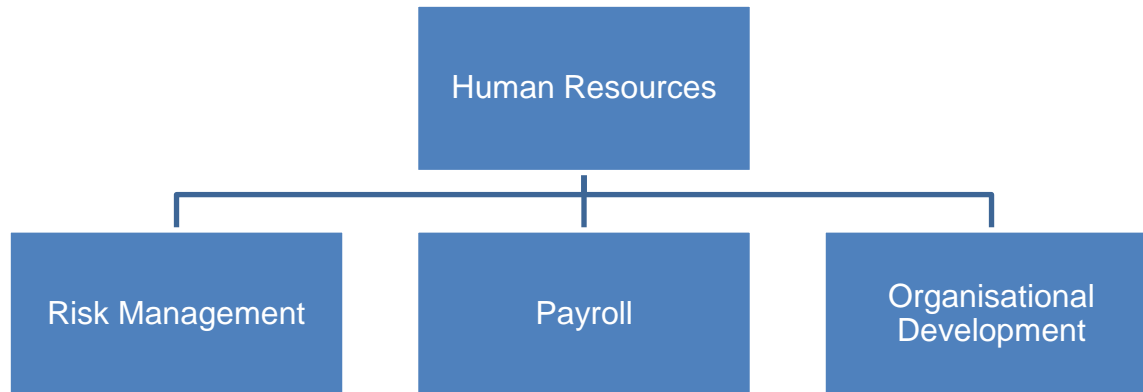
- Adopting the CONFIRM customer request system
- Development of a 10 year capital works program
- Major Review and Inspections of roads, bridges and building assets and their associated asset conditions.
- Inspection of minor engineering assets including playgrounds, parks and reserves etc.

PARTNERSHIPS

Many Councils in the North East region of Victoria are participating in the North East Regional Asset Management Group. This group provides an opportunity for shared documentation for the presentation of asset conditions and modelling. By strengthening the partnerships with other Councils in this region, Strathbogie will be able to develop systems for all assets in a more efficient and timely manner.



HUMAN RESOURCES



CORE BUSINESS

To support and develop the organisation with high quality service and advice that ensures positive organisational culture and that Council meets its legal obligations. We also facilitate the process to encourage the Safety, Health and Wellbeing of all stakeholders.

HIGHLIGHTS FOR 2010-2011

- **Successful negotiation of new Enterprise Bargaining Agreement (EBA)**
- **Full Organisational Review, which has seen the implementation of a Senior Management Team and looked at areas that required improvements in service delivery – as directed by the Council Plan.**
- **Conducted recruitment process of a new Chief Executive Officer**
- **External OH&S Audit 90 per cent compliance achieved**
- **Significant risk mitigation across the organisation**
- **71 per cent compliant with Public Liability and Professional Liability audit**

FIT FOR JOB CHALLENGE



Fit for the Job Challenge Team

The Fit for Job Challenge is an initiative of the OHS Committee. As part of this initiative, the Strathbogie Shire Council has supported 27 staff members to participate in the Fit for the Job Challenge. It's a 12 week health and wellbeing program, competing as a team against other organisations throughout Australia for up to \$20,000 in prizes. Benefits are not only to individuals but to the employers as well with "guaranteed" improved team

morale and increased productivity.

The program promotes exercise and healthy diet and monitors fitness progress throughout the 12 weeks with some amazing results. Some staff members are not only doing healthy things in their own time, but encouraging others with lunch time walks and exercise sessions throughout the week.

LOOKING FORWARD

- **Completion of Organisational Review**
- **Development of Managers and Senior Staff**
- **Commence negotiations of new EBA**
- **Strengthen our relationships with the North East Regional Development Scheme**
- **Implement Online Training**
- **Appoint Chief Executive Officer**
- **Planning for new IT system**
- **Development of Risk Management Committee**
- **Implementation of "Interplan" risk module (risk register)**
- **Implementation of systems to cater for new OH&S legislation**
- **Focus on strategic risk management**
- **Continued improvement of risk management systems**
- **Review of Neighbourhood Safer Places (NSP)**
- **Reduced number of fire prevention notices**
- **Continued identification of hazards and risks in all sectors of Council**

HUMAN RESOURCES

RISK IMPROVEMENTS

- Reduce lost time through injury claims
- Better systems will allow for improved training and development and more consistent performance appraisals.
- Workforce planning



SUSTAINABILITY AND THE ENVIRONMENT



We are constantly looking at ways to reduce our Carbon Footprint and as such instigated corporate training in Certificate 4 in Carbon Management. This initiative was partnered with private businesses in Euroa and Avenel. Ten Shire Staff now have Certificates in Carbon Management and as such have developed and adopted by Council a Carbon Management Response Plan. This has specific actions to actively reduce the Shire's Carbon Footprint.

PARTNERSHIPS

Strathbogie Shire Council is working in partnership with 10 other Councils in North East Regional Development Scheme (NERDS) to collectively look at policies and procedures, online learning and risk management. This provides a consistent focus across the different Councils including Moira, Indigo, Shepparton, Alpine, Benalla, Mansfield, Murrundindi, Towong, Wodonga and Wangaratta.

HUMAN RESOURCES

EQUAL OPPORTUNITY

The Strathbogie Shire Council is committed to the principles of Equal Employment Opportunity (EEO). In all policies and practices of Council, there shall be no discrimination relating to sex, marital status, pregnancy, parental status, race, national or ethnic origin, disability, religious or political affiliation or union activity or any other attribute covered in relevant State and Federal anti-discrimination legislation, and which is irrelevant to the person's ability to perform the inherent requirements of their job. Selection of individuals for employment, promotion or advancement, training and staff development will be on the basis of merit in fair and open competition according to the skills, qualifications, experience, knowledge and efficiency relevant to the position or benefit involved.

Council's policy on EEO reflects its desire to provide a workplace free of discrimination, victimisation, vilification and harassment, where each person has the opportunity to progress to the extent of their ability.

THE STATISTICS

Strathbogie Shire Council Employment Statistics

Full Time Equivalence Staff	118.15
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Employees in the Shire by Sex

Sex	Number of Employees
Female	51.17 EFT
Males	66.98 EFT

Employees by locality

Total Shire Employees	81%
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Total Non-Shire Employees	19%
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Workers Compensation Claims

2009/2010	2010/2011
6	1

HUMAN RESOURCES

Reported Incidents

Designated workgroups	2009-2010	2010-2011
Work safe Notifications	0	0
Community Development (inc Home Care Staff)	8	11
Euroa Office	5	5
Works Depots	7	4
Other	3	7
TOTAL INCIDENTS	23	27

These figures include “near hits”. Employees are encouraged to report near hits to ensure risk mitigation

FOI Requests in 2010-2011: 13

COMMUNICATIONS

CORE BUSINESS

The Communications Department provides strategic advice and support on media, communications and key stakeholder issues with Council.

HIGHLIGHTS FOR 2010-2011

- Developing positive and proactive relationships with our local media
- Providing a responsive and consistent approach to corporate and external communications
- Development of a Communications Business Plan
- Re-introduction of a Staff Newsletter
- Production of Council Plan (2011 Review)
- Assistance with stakeholder development eg. Early Years Forum and data capture for Early Years Plan
- Commenced development of departmental marketing collateral

LOOKING FORWARD

- Identify early issues intervention strategies
- Identify opportunities to value and recognise our stakeholders
- To improve communications with our local communities
- Release of 2010-2011 Annual Report and development of 2011-2012 Annual Report
- Roll out of Communications Business Plan
- Co-ordination of web content upgrade of current website with eventual migration to new website in partnership all departments
- Implementation of a new Corporate Style Guide
- Development of Media Protocol

PARTNERSHIPS

Goulburn River Valley Tourism (GRVT)

The Strathbogie Shire will continue its support for (GRVT) through the provision of a dedicated staff member (Communications Manager) to its Board in 2011-2012. This representation will replace its current Councillor representation (Cr Debra Swan), who has worked extremely hard to ensure that marketing and tourism development opportunities are realised across the Shire.

Contact Us

Strathbogie Shire Council

109A Binney Street (PO Box 177)

Euroa Victoria 3666

Toll Free: 1800 065 993

Ph: 03 5795 0000 Fax: 03 5795 3550

Web: www.strathbogie.vic.gov.au

