

ANNUAL PLAN

2024 / 2025



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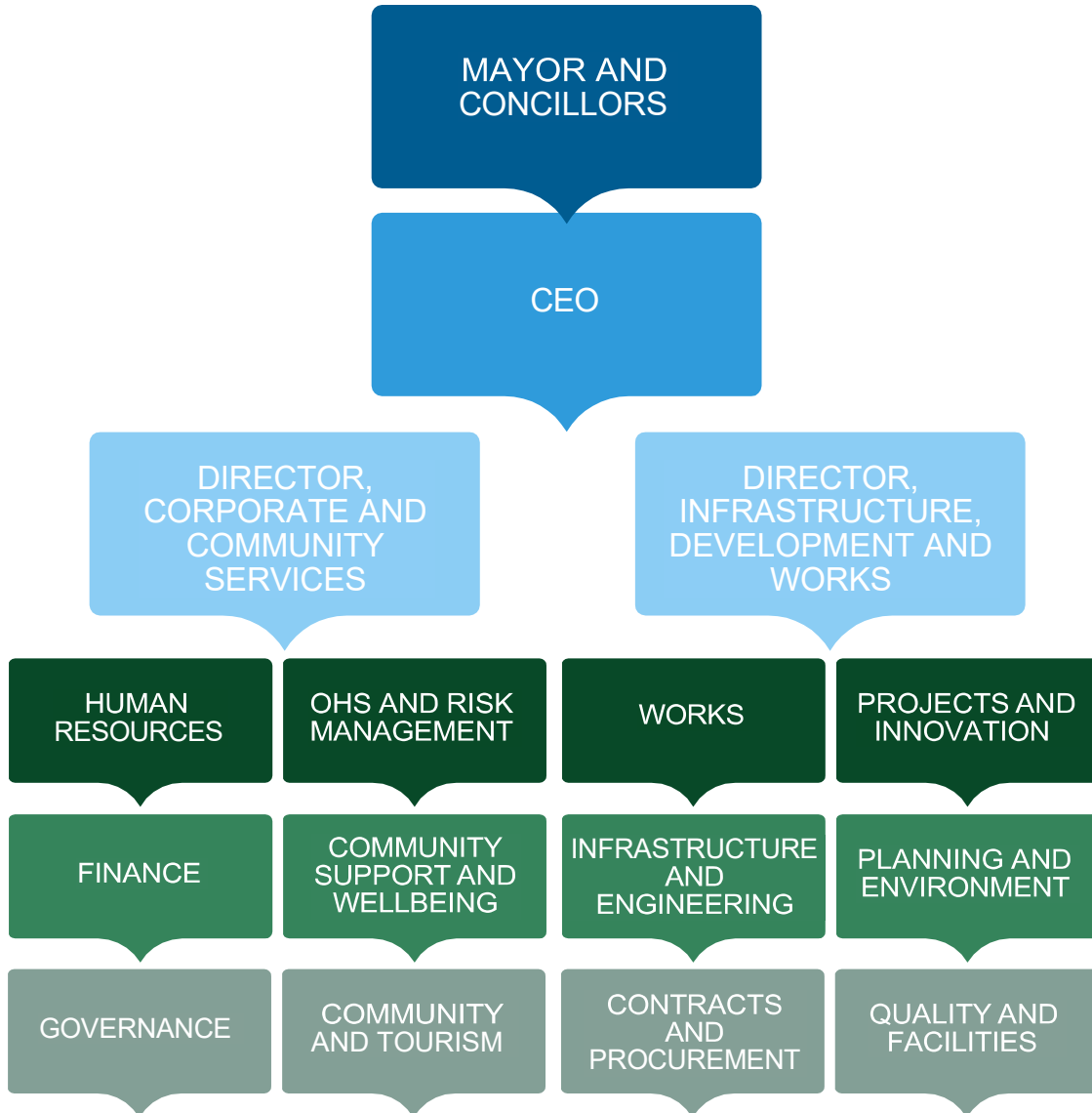
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ACKNOWLEDGEMENT OF COUNTRY

West Wimmera Shire Council respectfully acknowledges the Traditional Custodians of the land, and pays respects to their elders, past, present, and emerging.

ORGANISATIONAL CHART WEST WIMMERA SHIRE COUNCIL

Council is the governing body that appoints a Chief Executive Officer (CEO). The CEO has responsibility for the day-to-day management of operations in accordance with the strategic directions of the Council Plan. Two general managers/directors and the CEO form the Senior Management Group.



MESSAGE FROM THE MAYOR AND CEO

It is with great pleasure that we present to you the 2024-2025 Annual Plan for the upcoming year, outlining our vision and commitment to the continued growth and prosperity of our beloved community.

Reflecting on the past year, we are proud of the strides we have taken in advancing the well-being of our residents and enhancing the liveability of our region. As we embark on the journey of the next 12 months, we are filled with enthusiasm and determination to build upon our achievements and address the evolving needs of our community.

Infrastructure enhancements will be a focal point in the coming year. We are dedicated to improving our recreational facilities and community spaces. This year, we will focus on the delivery of new AFL lighting at the Kaniva and Harrow Recreation Reserves, providing residents with enhanced opportunities for sports and leisure activities. Additionally, we are committed to completing essential projects, such as the Edenhope Aerodrome upgrade, installing new accommodation cabins in many of our caravan parks, and extending the Lake Wallace Boat Ramp. These initiatives will contribute to the safety and accessibility of our recreational amenities.

We are currently awaiting the outcome of several funding applications. If successful, we will be upgrading several key community hubs, including accessibility upgrades at Kaniva Memorial Swimming Pool, and upgrading the Edenhope football change rooms. Innovation and project development are integral to our planning process. We recognise the importance of harnessing innovation and community input in shaping the future of our shire.

Our budget includes provisions for projects to transition from the Innovation Platform through our project framework, ensuring thorough planning and alignment with community needs before seeking funding.



Looking ahead, 2024-2025 will mark a significant milestone with Council elections in October. Concurrently, we will embark on the development of a new Council plan, setting the strategic direction for the years to come. The community's participation and feedback will be invaluable in shaping the future of our shire.

Our commitment to maintaining and enhancing our road network remains steadfast. In addition to our annual re-sheeting and shoulder re-sheeting program, we will undertake significant works on key roads. These upgrades will improve connectivity and ensure safer travel for all residents. In line with our ongoing commitment to supporting families and working parents, we remain dedicated to providing high-quality childcare services across our shire.

We extend our gratitude to the dedicated councillors, community members, and Council staff whose tireless efforts contribute to the vibrancy and resilience of West Wimmera Shire Council. Together, we will continue to build a stronger, more inclusive community that we can all be proud of. We look forward to working together to bring our shared vision to fruition.

Mayor Tim Meyer and CEO David Bezuidenhout

ABOUT THE ANNUAL PLAN

The Annual Plan sets out the activities that Council will undertake during the year to deliver the outcomes of the Council Plan 2021-2025. The annual plan works in conjunction with the Annual Report and the Budget for the financial year 2024-25.

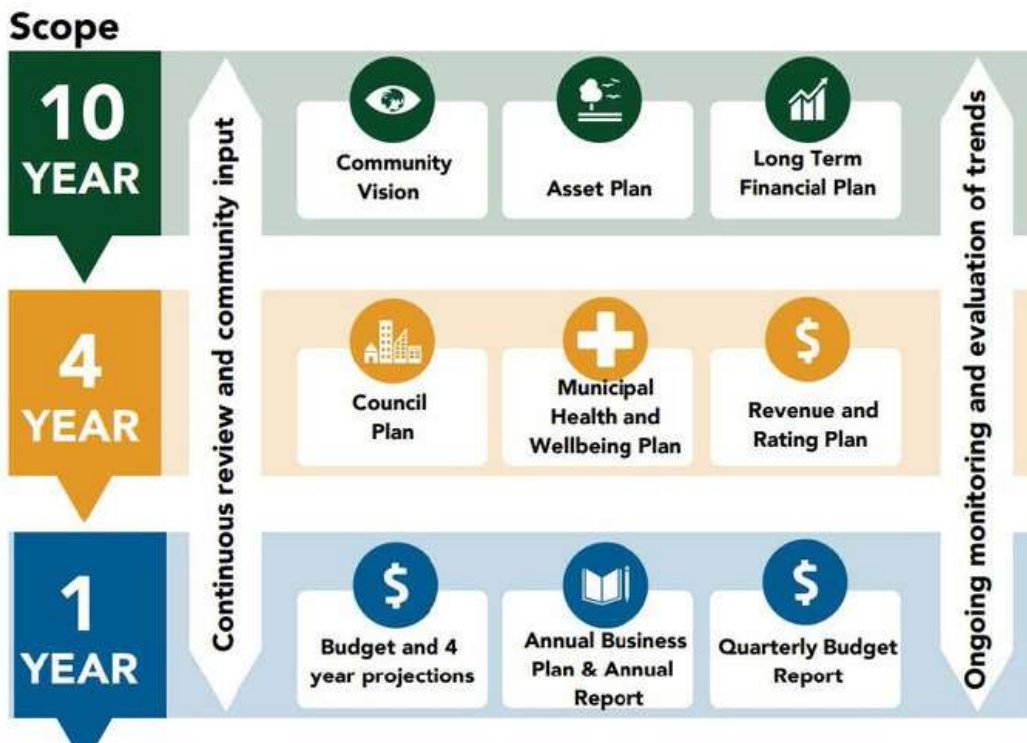
Together the following integrated documents form the local government’s system of financial management:

- Council Plan 2021-25 incorporating Community Vision
- Long-term Financial Plan and Yearly Budget
- 2024-25 Annual Report and Annual Plan

The Chief Executive Officer must present a written quarterly progress report to Council outlining progress towards implementing the Annual Plan. Council may amend the Annual Plan during the year by resolution.

OUR PLANNING FRAMEWORK

Our planning framework comprises the key plans that guide our work and decision making and connects the long-term community needs and aspirations. The Council Plan is aligned with the 2041 Community Vision. The Annual Plan sits within our one-year scope and is an annual document Council will develop to ensure that we are moving towards our goals.



OUR SHIRE SERVICES

West Wimmera Shire Council is responsible for delivering more than 70 services across many areas, including:

FOR OUR COMMUNITY



- Building Services and Planning Permits
- Libraries
- Sporting Facilities
- Parks, Gardens and Playgrounds
- Council-run events
- Community grants for activities
- Waste and recycling services
- Road and footpath maintenance
- Graffiti removal
- Environmental sustainability initiatives
- Local amenities and facilities maintenance
- VIC Roads Agency Services
- Animal Control
- Pet Registration
- Provision for seasonal swimming pools
- Tourism development
- Street cleaning
- Fire prevention and pest control management
- Accommodation
- Volunteer support
- Street lighting and signage

FOR OUR FAMILIES



- Playgroups
- Kindergartens
- Family services
- School crossing supervisors
- Social support for youth
- Early years support
- Maternal Childrens health services
- Childcare - Edenhope

FOR OUR OLDER PEOPLE AND PEOPLE WITH A DISABILITY



- Referral for aged care and disability services
- Social support groups
- Personal care and home care
- Emergency support
- Property maintenance
- Living at home assessments
- Delivered meals (meals on wheels)
- Community transport programs
- Respite care

FOR OUR BUSINESSES



- Food and Health businesses registration and regulation
- Business Support and education
- Business networking opportunities
- Business permits
- Food safety regulation programs

OUR VALUES



Our values guide our behavior and decision-making and how we lead and support our community.

1

We will proactively respond to change, are optimistic about our future and pursue continuous improvement in everything that we do.

3

We will do everything in our ability to encourage and form trusting relationships, to work together as one team to achieve our goals and advocate for "One West Wimmera".

2

We will be responsible, take ownership of our actions and are committed to good governance, excellence, transparency and advocating for our community.

4

We will actively and openly consult with you and work constructively with community organisations, agencies, business community and other levels of government to our community's benefit.

COUNCIL VISION AND GOALS



Our Council Plan sets out the four-year vision for the shire and the outcomes Council wants to achieve over that period. These outcomes align with key directions identified in the West Wimmera Community Vision 2041.

GOALS

1

Liveable and healthy community

2

Diverse and prosperous community

3

Sustainable environment

4

Good governance

5

Our commitment - we will proactively drive and live in our values: Innovative, Accountable, United, and Collaborative.

1 Liveable and healthy community

- 1.1 Create a healthy, active, and vibrant community.
- 1.2 Support a safe and inclusive community.
- 1.3 Provide well planned and sustainable community infrastructure.
- 1.4 Deliver quality services that support community life.
- 1.5 Support and encourage our events, cultural and arts communities.
- 1.6 Support a prepared and resilient community.
- 1.7 Improve the liveability of the shire to assist in growing our population into the future.

2 Diverse and prosperous community

- 2.1 Encourage and support the establishment and expansion of innovative, creative, and sustainable businesses.
- 2.2 Promote the Shire as a great place to visit, live and invest.
- 2.3 Facilitate the development of the local economy and jobs.
- 2.4 Create vibrant and attractive town centres.
- 2.5 Enhance the local road network and explore transport options.
- 2.6 Provide infrastructure to sustain economic activity.

3 Sustainable environment

- 3.1 Preserve and enhance the natural environment.
- 3.2 Promote sustainable environmental management practices.
- 3.3 Protect and promote public open space and natural assets.
- 3.4 Pursue alternative and sustainable energy sources.

4 Good governance

- 4.1 Ensure long term financial sustainability.
- 4.2 Engage with the community in a timely and respectful way.
- 4.3 Advocate for our community on issues important to our future.
- 4.4 Develop a high performing accountable organisation.
- 4.5 Maintain a rigorous risk management framework.

BUDGET INFORMATION

2021-25 Council Plan goals	FY24/25 Budget (\$'000)
Goal 1: Liveable and healthy community	\$3,495
Goal 2: Diverse and prosperous economy	\$12,699
Goal 3: Sustainable environment	\$1,713
Goal 4: Good governance	\$2,376
Goal 5: Our commitment	\$0

Goal 5 is not linked to any specific Council service areas. It is, instead, an overarching commitment by Council to proactively drive and live our values: Innovative, Accountable, United, and Collaborative.

KEY FOCUS AREAS 2024-25

* Major Initiatives in 2024-2025 Budget

Key advocacy focus areas for 2024-2025

GOAL 1: Liveable and healthy

Relevant Council Plan initiative	2024/2025 Action	Department
1.1.1 *	Continue to roll out our community grants program (Quick Response Grant, Sponsorships, Community Strengthening and Community Support Grant)	Corporate and Community Services
1.1.3	Implement Fair Access policy	Corporate and Community Services
1.1.3	Move 2 actions per zone through phase 1 from the municipal sport and recreation strategy	Corporate and Community Services
1.1.4 #	Advocate for the need for qualified early years staff across the shire	Corporate and Community Services
1.1.4 #	Advocate for oral health community support sessions	Corporate and Community Services
1.1.4	Support and advocate for ongoing dental services in Kaniva and Edenhope	Corporate and Community Services
1.1.5	Work with WWHS and Yarriambiack to assess assessable spaces across the shire	Corporate and Community Services
1.1.5	Instigate regular meetings with Wimmera Sports Assembly	Community Services
1.1.6 #	Work with local mental health service providers to ensure a wraparound approach to community wellbeing and mental health by networking with, supporting and promoting local wellbeing services	Corporate and Community Services
1.1.7	Complete participation plan roll outs and reporting in Apsley and Harrow for netball/tennis court and lighting upgrades	Corporate and Community Services
1.1.8	Support and recognise volunteers across the Shire with annual volunteer morning teas	Corporate and Community Services
1.2.1	Delivery of supported playgroups program	Corporate and Community Services
1.2.1	Support existing community playgroups with resources, advice and promotion. Increase facilitated playgroups with the aim of identifying potential leaders to set up community playgroup (transitioning with support). Encourage playgroups who want a facilitator to apply for community grants.	Corporate and Community Services

1.2.2	Engagement of youth program with schools	Corporate and Community Services
1.2.2	Apply for Freeza and Engage Youth Funding for programs across the Shire	Corporate and Community Services
1.2.2	Deliver Freeza and Engage Youth Funding in line with funding agreements	Corporate and Community Services
1.2.3	Facilitate 16 Days of Activism Campaign with local events in November	Corporate and Community Services
1.2.3	White Ribbon training for staff	Corporate and Community Services
1.2.3	Support pilot programs - Kaniva Community (Kaniva Katch Up) with mental health awareness groups with consideration to expand to other towns	Corporate and Community Services
1.2.4	Staff training for mental health (in the community) and basic emergency management training	Corporate and Community Services
1.2.4	Review and implement process for referral and support services (MCH, early years, Kindergartens, youth, aged care)	Corporate and Community Services
1.2.5	Active participation of Community of Respect and Equality (CoRE) Alliance membership	Corporate and Community Services
1.2.6	Road safety awareness at kindergartens for parents and children	Corporate and Community Services
1.2.7	Intergenerational playgroup/gardening program in Edenhope	Corporate and Community Services
1.2.7	Intergenerational pop-up playgroups	Corporate and Community Services
1.2.8	Annual Working with Children Check audit	Corporate and Community Services
1.3.1	Deliver West Wimmera cabins project	Infrastructure Development & Works
1.3.1	Training for Committees of Management (DEECA) and Modern Rules for Committee Training	Corporate and Community Services
1.3.1	Information sessions for community committees (Funding opportunities and general information)	Corporate and Community Services
1.3.1	Support for community groups with cabin operations (Harrow, Lake Charlegrark and Goroke)	Corporate and Community Services
1.3.2	External painting of Kaniva Shire Hall (seek funding if available), Windmill Café in Kaniva, and Goroke Men's Shed	Infrastructure Development & Works
1.3.2	Upgrade fire-fighting facilities at Edenhope Aerodrome (funded)	Infrastructure Development & Works

1.3.2	Complete asset inspections as per plan	Infrastructure Development & Works
1.3.2	Seek funding for solar on government-owned buildings (if available) – Potentially can be used for Kaniva Community Hub, and swimming pools	Infrastructure Development & Works
1.3.2 #	Advocate for upgrading rail crossing signals at Serviceton and pedestrian crossings at Maddern and Farmer streets, Kaniva	Infrastructure Development & Works
1.3.2	Deliver Kaniva Depot upgrade, Wannon Avenue house renovation. Seek funding for Kaniva Pool all-abilities water play splash park and Kaniva pool upgrades for accessibility	Infrastructure Development & Works
1.3.3 *	Deliver Kaniva Rec Reserve lighting, Harrow Rec reserve lighting, Kaniva Rec Reserve facility design, and Edenhope Recreation Reserve Changerooms upgrade (subject to funding)	Infrastructure Development & Works
1.3.4	New footpaths as per capital works plan 1. Budjik Street, Farmer Street to Webb Street - Kaniva 2. Elizabeth Street, Anne Street to Churchhill Street - Edenhope 3. Compston Street, Barrack Street to Church Street - Goroke	Infrastructure Development & Works
1.3.5 #	Advocate for the requirement for school bus services for all school children	Corporate and Community Services
1.3.5	Continue to run/support and promote volunteer taxi service in Kaniva and Centre for Participation bus	Corporate and Community Services
1.3.5	Continue to run/support and promote companion transport program in Harrow, Kaniva and Edenhope	Corporate and Community Services
1.3.6	Undertake condition assessment of all buildings	Infrastructure Development & Works
1.4.2 #	Continue to advocate for improved childcare services across our towns	Corporate and Community Services
1.4.2 #	Advocate (if required) for federal funding for Kaniva childcare service to continue past 2025	Corporate and Community Services
1.4.3	Investigate service providers, funding and need for childcare in Goroke	Corporate and Community Services
1.4.5	Training calendar on Council's website with business training opportunities	Infrastructure Development & Works
1.4.6 #	Understand key priorities for schools and how Council can assist (non-financial) and look for continuous improvement opportunities with links between kindergartens, schools, and youth services.	Corporate and Community Services
1.4.7	Continue to provide perinatal mental health service (including infant loss support)	Corporate and Community Services
1.4.7	Continue to roll out mother and baby information session and practical classes including baby massage	Corporate and Community Services

1.4.7	Work with By Five Wimmera Southern Mallee project	Corporate and Community Services
1.4.9 #	Advocate for the requirement for potable water in Harrow, Goroce and Apsley	Infrastructure Development & Works
1.4.9 #	Advocate for potable water in Harrow, Goroce and Apsley	Infrastructure Development & Works
1.4.10	Provide support and encourage headspace events and mental health training to be run in West Wimmera Shire	Corporate and Community Services
1.5.1	Active membership of Wimmera Libraries	Corporate and Community Services
1.5.2	Continue to seek funding for a community arts strategy	Corporate and Community Services
1.5.3	Develop an annual events program	Corporate and Community Services
1.5.4 #	Encourage event organisers to consider West Wimmera Shire as a great place to hold an event	Corporate and Community Services
1.6.1	Develop community fire awareness, through social media and Wimmera Emergency Management Team	Corporate and Community Services
1.6.2	Attend meetings and actively participate in the Wimmera Emergency Management Resources Sharing Partnership and work with the staff or the Wimmera Emergency Management Team	Corporate and Community Services
1.6.2 #	Advocate for multi-agency depots at Kaniva (CFA, SES, and ambulance) and Goroce (CFA and SES)	Corporate and Community Services
1.6.3	Attend and actively participate in the planning of the Grampians Regional Emergency Management team regional and local plans	Corporate and Community Services
1.6.4	Plan for and deliver emergency services as required in conjunction with REMPC. as per the three tiers of emergency management planning in Victoria and the Emergency Management Act 2013	Corporate and Community Services
1.7.1	Continue involvement in Wimmera Southern Mallee Development Housing Project and West Wimmera Housing Opportunity	Infrastructure Development & Works
1.7.5	Active membership with Wimmera Southern Mallee Development	Infrastructure Development & Works

GOAL 2: Diverse and prosperous

Relevant Council Plan initiative	2024/2025 Action	Department
2.1.1	Marketing campaign on social media and Council website to attract businesses and families to West Wimmera Shire	Infrastructure Development & Works
2.1.3 *	Begin implementation of recommendations from planning scheme Review, including: <ul style="list-style-type: none"> • Policy neutral planning scheme amendments • Update flood controls for Harrow and Chetwynd • Rezoning commercial area in Edenhope • Rezoning commercial area in Kaniva • Targeted settlement plans for larger towns (Edenhope, Kaniva, Goroke, Apsley and Harrow) • Edenhope flood investigation • Apsley flood investigation 	Infrastructure Development & Works
2.1.4	Continue to deliver Business Assistance Grants Program	Infrastructure Development & Works
2.1.4	Support industrial development across the shire	Infrastructure Development & Works
2.1.4	Continue to deliver Streetscape Grants Program	Infrastructure Development & Works
2.1.5	Support Birchip Cropping Group's Young Farmers Network (West Wimmera Group)	Infrastructure Development & Works
2.2.2	Active membership to Wimmera Grampians Tourism (Visitor Economy Partnership)	Corporate and Community Services
2.2.3	Seek enabling tourism funding for the Glenelg River Walking Trail (if available)	Corporate and Community Services
2.2.3	Seek enabling tourism funding for the Serviceton Railway Station (if available)	Corporate and Community Services
2.2.3	Plan and develop a West Wimmera Shire lake water level app P2/P3	Corporate and Community Services
2.2.3	Audit of West Wimmera lakes supporting infrastructure	Corporate and Community Services
2.2.3	Scope, plan and seek funding to extend boardwalk in Apsley to Newlands Lake	Corporate and Community Services
2.2.3	Audit of West Wimmera tourism signage	Corporate and Community Services
2.2.5 #	Advocate to attract the required skilled workforce to the region	Infrastructure Development & Works

2.3.1	Continue to work with WSMD on housing availability in West Wimmera Shire	Infrastructure Development & Works
2.3.4 #	Support aquaculture proposals in West Wimmera Shire	Infrastructure Development & Works
2.4.1	Seek external funding to implement Kaniva and Edenhope streetscape plans	Infrastructure Development & Works
2.4.5	Undertake review of streetscapes in Harrow, Apsley, Serviceton, Dergholm and Goroke.	Infrastructure Development & Works
2.4.6	Seek funding for Edenhope Lions Park project	Infrastructure Development & Works
2.5.1	Review Road Management Plan (required within 12 months of new Council)	Infrastructure Development & Works
2.5.2	Complete Road Management Plan Inspections	Infrastructure Development & Works
2.5.2	Develop reseal and resheet program	Infrastructure Development & Works
2.5.2	Deliver reseal program	Infrastructure Development & Works
2.5.2 *	Deliver 2024/2025 resheet program	Infrastructure Development & Works
2.5.3	Develop the 2025/2026 Annual Capital Works program	Infrastructure Development & Works
2.5.3 *	Deliver 2024/2025 Annual Capital Works program: <ul style="list-style-type: none"> • Mooree Road (reconstruction and widening) • Kadnook-Connewirricoo Road (reconstruction and widening) • Brooks Road (Reconstruction) • Goroke Nurcong Road (reconstruction and widening) • South Lilimur Road (reconstruction and seal) • Elizabeth Street (parking lane construction) 	Infrastructure Development & Works
2.5.5 #	Advocate for additional external funding for roads and bridges	Infrastructure Development & Works
2.5.6	Advocate for VicRoads to improve the quality of state roads throughout our shire	Infrastructure Development & Works
2.5.7	Seek funding if available for Kadnook-Connewirricoo Road and others depending on eligibility	Infrastructure Development & Works
2.6.1 #	Advocate for improved access to quality digital connectivity	Infrastructure Development & Works
2.6.2 #	Advocate for West Grampians Pipeline	Infrastructure Development & Works
2.6.3 #	Advocate for improved water pressure within towns	Infrastructure Development & Works

2.6.3 #	Advocate for improved water pressure within towns	Infrastructure Development & Works
2.6.4 #	Advocate for the improvement of roads to meet requirements for road trains	Infrastructure Development & Works

GOAL 3: Sustainable

Relevant Council Plan initiative	2024/2025 Action	Department
3.1.1	Develop concept for Waste Management Plan	Infrastructure Development & Works
3.1.7 #	Improve infrastructure (i.e. tables, chairs, signage) on public land across West Wimmera Shire	Corporate and Community Services
3.2.1	Roll out annual corella management plan	Infrastructure Development & Works
3.2.1 *	Deliver Council roadside weeds and pest program	Infrastructure Development & Works
3.2.1 *	Review corella management plan	Infrastructure Development & Works
3.2.2	Landcare facilitator - Capacity building and support for local Landcare groups and roadside weed management across the shire	Infrastructure Development & Works
3.2.2	Work with partner agencies on roadside vegetation management on road construction projects	Infrastructure Development & Works
3.3.1 #	Advocate for additional access road into Lake Ratzcastle for fire safety	Corporate and Community Services
3.3.4	Deliver boat ramp extension at Lake Wallace. Seek funding for hand rail project	Infrastructure Development & Works
3.3.4 #	Advocate for ongoing funding for maintenance at Lake Wallace (including weed cutting when required)	Infrastructure Development & Works
3.4.1 #	Promote alternative and sustainable energy projects in the shire.	Infrastructure Development & Works
3.4.2 #	Investigate the potential for micro-grids in industrial areas and towns	Infrastructure Development & Works

GOAL 4: Good governance

Relevant Council Plan initiative	2024/2025 Action	Department
4.1.1	Review and update long-term financial plan	Corporate and Community Services
4.1.5	Continue to seek suitable grant funding as it becomes available for community infrastructure projects, including <ul style="list-style-type: none"> • Edenhope Recreation Reserve oval lighting • Goroke tennis/netball court upgrade • Goroke Rec Reserve oval lighting • Kaniva Bowling Club - new green <p>Additional projects to be added as they are approved through the PMO</p>	Infrastructure Development & Works
4.1.5 #	Advocate for and seek funding for shovel ready projects	Infrastructure Development & Works
4.1.5	Maintain Grant Guru subscription to assist council staff and community members to source suitable grant funding	Infrastructure Development & Works
4.1.5	Support community members to source suitable grant funding with Grant Guru	Corporate and Community Services
4.1.5	Scoping and planning for Kaniva, Edenhope and Goroke pools	Infrastructure Development & Works
4.1.5	Upgrade grants tracking register	Corporate and Community Services
4.1.6	Council services review	Corporate and Community Services
4.1.7	Continue to deliver and support the Innovation Platform	Infrastructure Development & Works
4.2.1	Review community engagement policy	Infrastructure Development & Works
4.2.3	Continue to deliver regular communication via Council website and channels	Infrastructure Development & Works
4.3.1	Prepare a document setting out key advocacy issues for West Wimmera Shire	Infrastructure Development & Works
4.3.2 #	Actively participate on regional and sector bodies and forums	Corporate and Community Services
4.4.1	Develop new four-year workforce plan in line with <i>Local Government Act</i> requirements	Corporate and Community Services
4.4.3	Review procurement policy	Infrastructure Development & Works

4.4.6	Develop the 2025/26 Annual Plan	Infrastructure Development & Works
4.4.6 *	Develop the 2025-2029 Council Plan	Infrastructure Development & Works
4.4.6 *	Develop the 2025-2029 Health and Wellbeing Plan (included in Council Plan)	Infrastructure Development & Works
4.4.6	Complete 2023/2024 Annual Report	Corporate and Community Services
4.4.6	Complete 2023/2024 Annual Financial Statements	Corporate and Community Services
4.4.7	Training and implementation of the project management framework across all departments	Infrastructure Development & Works
4.4.9	Compliance with new <i>Aged Care Act</i> (pending outcome from Bill still to pass in Parliament)	Corporate and Community Services
4.4.9	Plan for the implementation of 30 hours of pre-prep 2027	Corporate and Community Services
4.4.9	Review the following policies: <ul style="list-style-type: none"> • Environmental policy • Street tree policy • Tree plantations on unused road reserves policy • Tree planting on WWSC road reserves policy 	Infrastructure Development & Works
4.4.9	Municipal Fire Prevention Officer (MFPO) training	Infrastructure Development & Works
4.4.9	Review fleet policy	Infrastructure Development & Works
4.4.9	Roll out quality management plan with each manager	Infrastructure Development & Works
4.4.9	Review and understand future involvement in Serviceton Railway Station.	Infrastructure Development & Works
4.4.9	Document and roll out transition of assets process	Infrastructure Development & Works
4.4.9	Review the following policies: <ul style="list-style-type: none"> • Social media and communications policy • Community contributions policy 	Infrastructure Development & Works
4.4.9 *	Facilitate the 2024 Local Government Elections under the direction of the VEC	Corporate and Community Services
4.4.9	Annual insurance renewals	Corporate and Community Services
4.4.9	Rollout annual random drug and alcohol testing	Corporate and Community Services
4.4.9	Conflict of interest training for new councillors	Corporate and Community Services

4.4.9	Conflict of interest training for staff	Corporate and Community Services
4.4.9	Staff Training - Protection of and access to Public Records	Corporate and Community Services
4.4.9	Review the following policies: <ul style="list-style-type: none"> • Asset capitalisation policy • Investment policy • Rate recovery policy • Financial hardship policy 	Corporate and Community Services
4.4.9	Review the following policies: <ul style="list-style-type: none"> • Councillor Code of Conduct • Councillor and staff interaction policy 	Corporate and Community Services
4.4.9	Review the following policies: <ul style="list-style-type: none"> • Asset management policy • Development of an asset acquisition policy 	Infrastructure Development & Works
4.4.9	Review the following policies: <ul style="list-style-type: none"> • Support for public art policy 	Corporate and Community Services
4.4.10	Roll out organisation wide OHS and risk training. OHS and RISK budget includes training on snakes, manual handling, first aid, HSR rep training, and white card	Corporate and Community Services
4.4.10	Facilitate skin cancer checks, flu vaccines and others as required	Corporate and Community Services
4.4.10	OHS inductions and reinductions	Corporate and Community Services
4.4.11	Digitise old shire rate books from 1957 onwards, and minute books (there are 29 books from 1870-1990)	Corporate and Community Services
4.4.11	Develop records management policy and strategy	Corporate and Community Services
4.4.11	Post implementation of cloud records management system training	Corporate and Community Services
4.5.1	Hold four scheduled Audit and Risk Committee meetings	Corporate and Community Services
4.5.2	Internal audits planned for 2024-25: <ul style="list-style-type: none"> • Properties and property owner database • Plant and fleet asset 	Corporate and Community Services
4.5.4	Annual review of Council's statutory obligations (Nov)	Corporate and Community Services
4.5.4	Caretaker period rollout, including induction of new councillors	Corporate and Community Services



CONTACT US

 council@westwimmera.vic.gov.au

 www.westwimmera.vic.gov.au/

 13 WWSC (13 99 72)

CONNECT WITH US

 facebook.com/westwimmerashire

 www.instagram.com/westwimmera



Postal

PO Box 201 Edenhope, VIC 3318



Kaniva

25 Baker Street, Kaniva VIC 3419



Edenhope

49 Elizabeth Street, Edenhope, VIC 3318