

ANNUAL PLAN

2024 / 2025



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Acknowledgement of Country

The 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

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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 financial year 2024-2025.

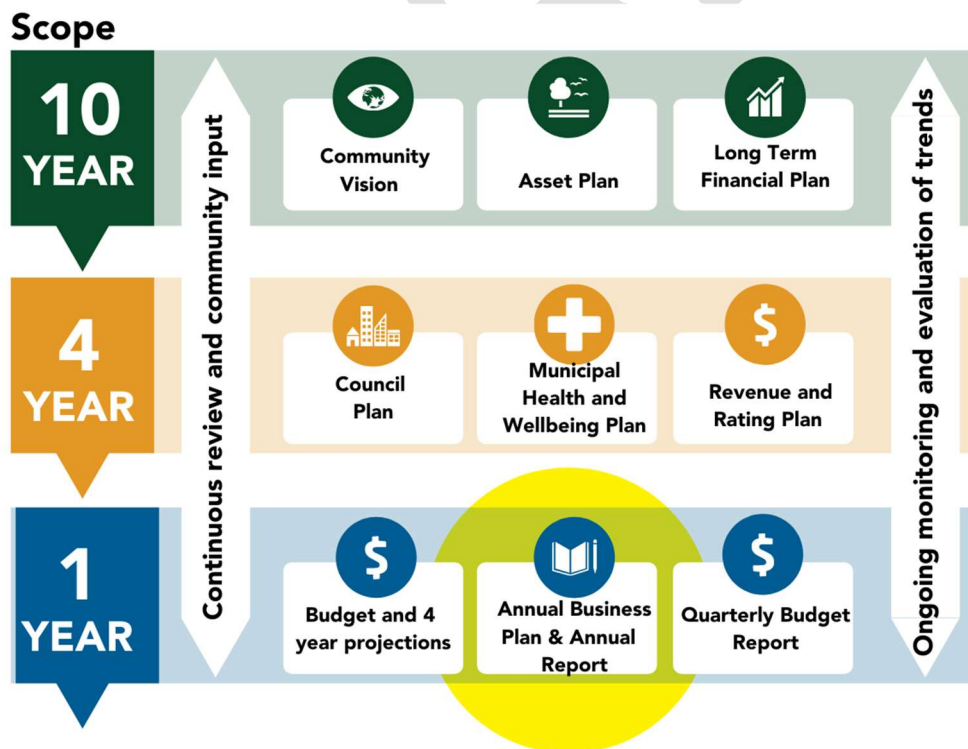
Together the following integrated documents form the local government's system of financial management:

- 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 1-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 the delivery of over 70 services across many areas, including:

For Our Community



- Building Services and Planning Permits
- Libraries
- Sporting Facilities
- Parks, Gardens and Playgrounds
- Council-run Events
- Support for Community-run Events
- Community Grants for Activities
- Waste and Recycling Services
- Road and Footpath Maintenance
- Environmental Sustainability Initiatives
- Local Amenities and Facilities Maintenance
- VIC Roads Agency Services
- Centrelink Agency
- Animal Control
- Pet Registration
- Provision of Seasonal Swimming Pools
- Tourism Development
- Street Cleaning
- Fire Prevention and Pest Management
- Volunteer Support
- Grant Sourcing and Project Delivery for Community Infrastructure
- Street Lighting and Signage
- Emergency Management

For Our Families



- Maternal Children's Health Services
- Playgroups
- Kindergartens
- Family Services
- School Crossing Supervisors
- Social Support for Youth
- Early Years Support

For Our Businesses



- Food and Health Businesses Registration and Regulation
- Business Support and Education
- Business Networking Opportunities
- Business Permits
- Food Safety Regulation Programs
- Business Assistance Grants & Streetscape Improvement Grants
- Business Concierge Program for Covid Support, Business Permits and Support.

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

Our Values

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

1

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

Innovative

2

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

Accountable

3

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

United

4

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

Collaborative

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.



Goal 1 Liveable and Healthy Community	<ul style="list-style-type: none"> 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.
Goal 2 Diverse and Prosperous Community	<ul style="list-style-type: none"> 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.
Goal 3 Sustainable Environment	<ul style="list-style-type: none"> 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.
Goal 4 Good Governance	<ul style="list-style-type: none"> 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	\$
Goal 2: Diverse and Prosperous Economy	\$
Goal 3: Sustainable Environment	\$
Goal 4: Good Governance	\$
Goal 5: Our Commitment	\$ 0

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Key Focus Areas 2024-25

*Major Initiatives

Goal	Action	Department
GOAL 1: LIVEABLE AND HEALTHY COMMUNITY	Continue to roll out Community Grants Program (Quick Response Grant, Sponsorships, Community Strengthening and Community Support Grant)	Corporate and Community Services
	Fair Access policy implementation	Corporate and Community Services
	Move 2 actions per precinct through Phase 1 from the municipal sport and recreation strategy	Corporate and Community Services
	Advocate for the need for qualified early years staff across the shire	Corporate and Community Services
	Support & Advocate for ongoing dental services in Kaniva and Edenhope	Corporate and Community Services
	Working with WWHS & Yarriambiack to assess Accessible spaces across the shire	Corporate and Community Services
	Regular Meetings with Wimmera Sports Assembly	Corporate and Community Services
	Work with local mental health service providers to ensure a wrap around approach to community wellbeing and mental health by networking with, supporting and promoting local wellbeing services	Corporate and Community Services
	Participation Plan roll outs in Apsley & Harrow for netball /tennis Court and Lighting Upgrades	Corporate and Community Services
	Supporting and recognising volunteers across the shire with Annual Volunteer Morning Teas	Corporate and Community Services
	Delivery of Supported Playgroups Program	Corporate and Community Services

	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
	Engagement of Youth program with schools	Corporate and Community Services
	Apply for Freeza and Engage Youth Funding for programs across the shire	Corporate and Community Services
	Delivery Freeza and Engage Youth Funding inline with funding agreements	Corporate and Community Services
	16 days of activism campaign with local events in November	Corporate and Community Services
	white ribbon training for staff	Corporate and Community Services
	Supporting Pilot Program - Kaniva Community (Kaniva Katch Up) with Mental Health Awareness Group with consideration to expand to other towns	Corporate and Community Services
	Staff Training for mental health (in the community) & Basic Emergency Management Training	Corporate and Community Services
	Review and implement process for referral & Support services (MCH, Early Years, Kinders, Youth, Aged Care)	Corporate and Community Services
	Active Participation of CoRe alliance membership	Corporate and Community Services
	Road Safety Awareness at Kindergartens for parents and children	Corporate and Community Services
	Child Car seat Checks in each town.	Corporate and Community Services
	Intergenerational playgroup/gardening program in Edenhope	Corporate and Community Services

	Intergenerational pop up Playgroups	Corporate and Community Services
	Annual Working with Childrens check audit	Corporate and Community Services
	Deliver West Wimmera Cabins Project	Infrastructure Development & Works
	Training for Committees of Management (DEECA) & Modern Rules for Committee Training	Corporate and Community Services
	Information Sessions for Community committees (Funding opportunities and general information)	Corporate and Community Services
	Support for community groups with cabin operations (Harrow, Lake Charlegrak & Goroke)	Corporate and Community Services
	External Painting of Kaniva Shire Hall (seek funding if available) Windmill Cafe Building Goroke Mens Shed	Infrastructure Development & Works
	Fire Fighting Facilities Upgrade at Edenhope Aerodrome(funded)	Infrastructure Development & Works
	Complete Asset Inspections as per plan	Infrastructure Development & Works
	Seek funding for Solar on government owned buildings funding (if available) - Kaniva Hub	Infrastructure Development & Works
	Advocate for upgrading – Rail Crossing signals at Serviceton and pedestrian crossings at Maddern and Farmer Street Kaniva	Infrastructure Development & Works
	Delivery of Kaniva depot upgrade Wannon Avenue House Renovation Kaniva Pool All abilities water play splash park (subject to funding) Kaniva pool upgrades for accessibility(subject to funding)	Infrastructure Development & Works

	<p>Deliver of Kaniva Rec Reserve - Lighting Harrow Rec reserve - Lighting (subject to funding) Kaniva Rec Reserve - facility design(subject to funding) Edenhope Recreation Reserve Changerooms(subject to funding)</p>	<p>Infrastructure Development & Works</p>
	<p>New Footpaths as per Capital Works Plan 1. Budjik street Farmer to webb Kaniva 2. Elizabeth Street Anne to Churchhill Street Edenhope 3.Compston Street - Barrack to Church Street Goroke</p>	<p>Infrastructure Development & Works</p>
	<p>Advocate for the requirement for school bus services for all school children</p>	<p>Corporate and Community Services</p>
	<p>Continue to run/support and promote volunteer taxi service in Kaniva and centre for participation bus Kaniva - Horsham weekly</p>	<p>Corporate and Community Services</p>
	<p>Continue to run/support and promote companion transport program Harrow, Kaniva and Edenhope</p>	<p>Corporate and Community Services</p>
	<p>Undertake condition assessment of all buildings</p>	<p>Infrastructure Development & Works</p>
	<p>Continue to advocate for improved childcare services across our towns</p>	<p>Corporate and Community Services</p>
	<p>Advocate for federal funding for Kaniva Childcare service to continue past 2025</p>	<p>Corporate and Community Services</p>
	<p>Investigate service providers, funding and need for childcare in Goroke</p>	<p>Corporate and Community Services</p>
	<p>Implement actions from Eco Dev strategy under all pillars</p>	<p>Infrastructure Development & Works</p>
	<p>Training Calendar on Councils website with business training opportunities</p>	<p>Infrastructure Development & Works</p>
	<p>Understand key priorities for schools and how Council can assist (non financial) and Look for continuous improvement</p>	<p>Corporate and Community Services</p>

	opportunities with links between kinders and schools and youth services.	
	Continue to provide Perinatal Mental Health Service (including infant loss support)	Corporate and Community Services
	Continue to roll out Mother and Baby information session and practical classes including Baby Massage	Corporate and Community Services
	Working with By5 project	Corporate and Community Services
	Advocate for the Requirement for potable water in Harrow, Goroke & Apsley	Infrastructure Development & Works
	Provide support and encourage headspace events & Mental Health Training to be run in West Wimmera	Corporate and Community Services
	Active membership of Wimmera Library Service	Corporate and Community Services
	Continue to seek funding for a Community Art Strategy	Corporate and Community Services
	Develop an Annual Events program	Corporate and Community Services
	encourage event organisers that West Wimmera is a great place to hold an event	Corporate and Community Services
	Community Fire Awareness, through social media and Wimmera Emergency Management Team	Corporate and Community Services
	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
	Advocate for Multi – Agency depot – Kaniva (CFA, SES& Ambulance) and Goroke (CFA & SES)	Corporate and Community Services
	Attend and actively participate in the planning of the Grampians Regional Emergency Management team regional and local plans	Corporate and Community Services
	Plan for and deliver emergency services as required in conjunction with REMPC. as per the 3 tiers of emergency management planning in Victoria and the Emergency Management act 2013	Corporate and Community Services
	Involvement in Wimmera Southern Mallee Development Housing Project and West Wimmera Housing Opportunity	Infrastructure Development & Works

	Active membership with Wimmera Southern Mallee Development	Infrastructure Development & Works
	Implement the eco dev strategy in particular actions from pillar 3: small business	Infrastructure Development & Works
	Begin Implementation of Recommendations from planning scheme Review Policy neutral planning scheme amendments Update flood controls for Harrow and Chetwynd (add into planning scheme) Rezoning commercial area in Edenhope Rezoning commercial area in Kaniva Targeted settlement plans for larger towns Edenhope Flood Investigation Apsley Flood Investigation	Infrastructure Development & Works
GOAL 2: DIVERSE & PROSPEROUS ECONOMY	Continue to delivery Business Assistance Grant Program	Infrastructure Development & Works
	Action around activating Industrial Estate – Kaniva & Edenhope – supporting industrial Development across the shire – (seek funding to scope & plan for incubator)	Infrastructure Development & Works
	Continue to deliver Streetscape Grant Program	Infrastructure Development & Works
	Support to Birchip Cropping Group Young Farmers Network (west Wimmera Group)	Infrastructure Development & Works
	Active Membership to Wimmera Grampians Tourism (Visitor Economy Partnership) Active Membership to Wimmera Mallee Tourism	Corporate and Community Services
	Glenelg River Walking Trail -seek enabling tourism funding if available	Corporate and Community Services
	Serviceton Railway Station - seek enabling tourism funding if available	Corporate and Community Services
	Plan & Develop - West Wimmera Lake water level app P2/P3	Corporate and Community Services

	Audit of West Wimmera Lakes supporting infrastructure	Corporate and Community Services
	Scope, Plan and seek funding to Extend boardwalk Apsley to Lake Newland	Corporate and Community Services
	West Wimmera Tourism Signage audit	Corporate and Community Services
	Advocate to attract the required skilled workforce to the region.	Infrastructure Development & Works
	Pillar two: actions liability	Infrastructure Development & Works
	Pillar one actions Agricultural Sector	Infrastructure Development & Works
	Implement Economic Development Strategy TBC	Infrastructure Development & Works
	Advocate for re-establishment of aquaculture facility at Lake Charlegrark	Infrastructure Development & Works
	Seek external funding to implement Kaniva and Edenhope Streetscape Plans	Infrastructure Development & Works
	Undertake concept plan for streetscapes (Harrow, Apsley, Serviceton, Dergholm and Goroce.)	Infrastructure Development & Works
	Lions Park Edenhope Project pending funding outcome	Infrastructure Development & Works
	Review Road Management Plan (required within 12 months of new Council)	Infrastructure Development & Works
	Complete Road Management Plan Inspections	Infrastructure Development & Works
	Development of reaseal and resheet program	Infrastructure Development & Works
	Delivery of reaseal program	Infrastructure Development & Works
	Delivery of 24/25 resheet program	Infrastructure Development & Works

	Develop the 25/26 Annual Capital Works program	Infrastructure Development & Works
	Deliver 24/25 Annual Capital Works program (pending funding) Mooree Road(Reconstruction & Widening) Kadnook-Connewirricoo Road (Reconstruction & Widening) Brooks Road (Reconstruction) Goroke Nurcong Road (reconstruction & widening) South Lillimur Road (seal) Elizabeth Street Edenhope (Parking Lane Construction)	Infrastructure Development & Works
	Advocate for additional external funding for roads and bridges.	Infrastructure Development & Works
	Advocate for VicRoads to improve the quality of state roads throughout our shire.	Infrastructure Development & Works
	Application for HVSPP funding : pending funding application - Mooree Road, South Lillimur	Infrastructure Development & Works
	Advocate for improved access to quality digital connectivity.	Infrastructure Development & Works
	Advocate for West Grampians Pipeline	Infrastructure Development & Works
	Advocate for improved water pressure within towns.	Infrastructure Development & Works
	Advocate for improved water pressure within towns.	Infrastructure Development & Works
	Advocate for the improvement of roads to meet requirements for road trains.	Infrastructure Development & Works
	Advocate for Recreational water at Lake Wallace	Corporate and Community Services
	Develop Draft Waste Management Plan	Infrastructure Development & Works
	Improvement of infrastructure (i.e. Tables, chairs, signage) on public land across West Wimmera	Corporate and Community Services

GOAL 3: SUSTAINABLE ENVIRONMENT	Roll out annual corella management plan	Infrastructure Development & Works
	Delivery Council Roadside Weeds and Pest Program	Infrastructure Development & Works
	Review Corella Management Plan	Infrastructure Development & Works
	Landcare facilitator - Capacity building and support for local Landcare groups & roadside weed management across the shire	Infrastructure Development & Works
	Work with partner agencies on roadside vegetation management on road construction projects	Infrastructure Development & Works
	Advocate for Additional access road into Lake Ratzcastle for Fire safety	Corporate and Community Services
	Delivery (P4/5) - Boat Ramp Extension Seek funding for Hand Rail Project	Infrastructure Development & Works
	Advocate for funding to support approved actions in the Lake Wallace Strategy, including maintenance activities	Infrastructure Development & Works
	Promote alternative and sustainable energy projects in the shire.	Infrastructure Development & Works
	Investigate the potential for micro-grids in industrial areas and towns.	Infrastructure Development & Works
	Long Term Financial Plan to be reviewed and updated	Corporate and Community Services
	Continue to seek suitable grant funding as it becomes available for community infrastructure projects Including Edenhope Recreation Reserve Oval Lighting Goroke Tennis/Netball Court Upgrade Goroke Rec Reserve Oval Lighting Kaniva Bowling Club - New Green, Irrigation, Solar & Ramps Additional Projects to be added as they are approved through the PMO	Infrastructure Development & Works

GOAL 4: GOOD GOVERNANCE	Advocate for and Seek funding for shovel ready projects	Infrastructure Development & Works
	Maintain Grant Guru subscription to assist council staff and community members to source suitable grant funding	Corporate and Community Services
	Scoping and Planning for Kaniva, Edenhope and Goroke Pools	Infrastructure Development & Works
	Upgrade Grants Tracking Register	Corporate and Community Services
	Council Services Review	Corporate and Community Services
	Continue to deliver and support the innovation platform	Infrastructure Development & Works
	Review Community Engagement Policy	Infrastructure Development & Works
	Continue to deliver regular communication via council website and channels	Infrastructure Development & Works
	Prepare a document setting out key advocacy issues for West Wimmera Shire.	Infrastructure Development & Works
	Actively participate on regional and sector bodies and forums	Corporate and Community Services
	Develop new 4 year Workforce Plan in line with Local Government Act Requirements	Corporate and Community Services
	Review Procurement Policy	Infrastructure Development & Works
	Develop the 2025/26 Annual Plan	Infrastructure Development & Works
	Develop the 2025-2029 Council Plan	Infrastructure Development & Works
	Develop the 2025-2029 Health and Wellbeing Plan (included in Council Plan)	Infrastructure Development & Works
	Complete 2023/2024 Annual Report	Corporate and Community Services
	Complete 2023/2024 Annual Financial Statements	Corporate and Community Services

	Training and Implementation of the Project Management Framework across all departments	Infrastructure Development & Works
	Compliance with new Aged Care Act (Pending outcome from Bill still to pass in parliament)	Corporate and Community Services
	Planning of implementation of 30 hours of pre prep 2027	Corporate and Community Services
	Policy Reviews Environmental Policy Street Tree Policy Tree Plantations on Unused Road Reserves Policy Tree Planting on WWSC Road Reserves Policy	Infrastructure Development & Works
	Municipal Fire Prevention Officer (MFPO) Training	Infrastructure Development & Works
	Implement new contract management system	Infrastructure Development & Works
	Review Fleet Policy	Infrastructure Development & Works
	Implement new fleet and plant management system	Infrastructure Development & Works
	Roll out quality management plan with each manager	Infrastructure Development & Works
	Review and understand future involvement in Serviceton Railway Station.	Infrastructure Development & Works
	Document and Roll out Transition of Assets process	Infrastructure Development & Works
	Policy Reviews Communications Policy Contributions Policy	Infrastructure Development & Works
	Facilitation of the 2024 Local Government Election under the direction of the VEC	Corporate and Community Services
	Annual Insurance Renewals	Corporate and Community Services
	Rollout annual Random Drug and Alcohol Testing	Corporate and Community Services

	Conflict of Interest Training for new Councillors	Corporate and Community Services
	Conflict of Interest Training for Staff	Corporate and Community Services
	Staff Training - Protection of and access to Public Records	Corporate and Community Services
	Policy Review Asset Capitalisation Policy Investment Policy Rate Recovery Policy Financial Hardship Policy	Corporate and Community Services
	Policy Review Councillor Code of Conduct Councillor and Staff Interaction Policy & Development of an Asset Acquisition Policy	Corporate and Community Services
	Policy Review Asset Management Policy	Infrastructure Development & Works
	Policy Review Support to Community Events Policy Support for Public Art Policy	Corporate and Community Services
	Roll out Organisation wide OHS & Risk Training (OHS & RISK budget includes - Snake , Manual Handling , First Aid , HSR Rep Training , White card)	Corporate and Community Services
	Skin Cancer Checks Flu Vaccines & other as required	Corporate and Community Services
	OHS inductions & Reinductions	Corporate and Community Services
	Digitisation of old shire Rate Books 1957 onwards & Minute Books 29 books 1870-1990	Corporate and Community Services
	Development of Records Management Policy and Strategy	Corporate and Community Services
	Post Implementation of Cloud Records Management System Training	Corporate and Community Services
	4 scheduled Meetings Audit and Risk Committee	Corporate and Community Services

	Internal Audits Planned for 2024-25 - Properties & Property owner database -Plant & Fleet Asset	Corporate and Community Services
	Annual Review of Councils Statutory Obligations (Nov)	Corporate and Community Services
	Caretaker Period Rollout Induction of new councillors	Corporate and Community Services

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