



GOLDEN PLAINS SHIRE

ATTACHMENTS

**Under Separate Cover
Ordinary Council Meeting**

6.00pm Tuesday 22 October 2019

Table of Contents

7.13	Golden Plains Shire Council Annual Report 2018-19	
	Attachment 1 2018-19 Annual Report.....	4

THE 25TH GOLDEN PLAINS SHIRE COUNCIL



ANNUAL REPORT

2018 - 19



TABLE OF CONTENTS

REPORT OF OPERATIONS

INTRODUCTION

Welcome to the Report of Operations 2018-19	4
Our vision, mission, and values	6
Highlights and achievements	8
Sustainability	18

THE YEAR IN REVIEW

Mayor’s message	22
CEO’s message	24
Financial summary	26
Description of operations	30

OUR COUNCIL

Shire profile	39
Council offices	39
Councillors	40

OUR PEOPLE

Senior Management Team	42
Organisational structure	43
Council staff	44
Equal employment opportunity program	47
Other staff matters	49

OUR PERFORMANCE

Performance	50
Planning and accountability framework	50
Council Plan	51

GOVERNANCE, MANAGEMENT & OTHER INFORMATION

Governance	92
Management	96
Governance and management checklist	98
Statutory information	101

FINANCIAL REPORT 2018-19

Contents	105
	106

PERFORMANCE STATEMENT

	155
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Golden Plains Shire Council operates five kindergartens across the Shire at Meredith, Inverleigh, Teesdale, Bannockburn and Rokewood.

INTRODUCTION

Welcome to the Report of Operations 2018-19

Our Annual Report is not only a snapshot of our financial position and our organisation – it’s also an opportunity to let our residents, communities and stakeholders know the steps Council is taking to ensure that Golden Plains Shire continues to grow and thrive into the future. We’ve put together some fast facts and highlights from the past financial year in the next few pages, which show you more about Golden Plains Shire and our vibrant communities.

 <p>249 MATERNAL AND CHILD HEALTH Home visits were conducted.</p>	 <p>2.5M IMPRESSIONS across 1,801 posts on Council’s corporate social media channels.</p>	 <p>1,231 COMMUNITY SAFETY INCIDENTS required a response from Council’s Community Protection team.</p>
 <p>349 FOOD SAFETY inspections conducted at local food premises.</p>	 <p>2,163 PEOPLE engaged via Council’s 23 project consultations. Conversation Posts were held in 11 different towns across the Shire.</p>	 <p>281 POOL SAFETY AUDITS and inspections conducted.</p>
<p>321 NEW PLANNING PERMITS ISSUED the development value for these projects is more than \$76.4M.</p>	 <p>722KM of gravel roads graded.</p> <p>Council connected with 1,102 YOUNG PEOPLE With 464 direct hours invested in the youth community.</p>	 <p>300 PEOPLE attended Council’s Children’s Week events in Rokewood, Bannockburn and Smythesdale.</p>
 <p>Through the Community Grants Program \$109,010 INVESTED across 34 local projects across the Shire.</p>		 <p>Almost 4,000 activities, meetings, services, programs and events held at Council-managed community centres.</p>

The Golden Plains Farmers' Market is a Council-run market that showcases the region's very best produce and goods. The market is on the first Saturday of every month (except January) in Bannockburn.





OUR VISION - OUR MISSION - OUR VALUES

Our vision

A healthy, safe, vibrant, prosperous and sustainable community supported by strong leadership, transparent governance and community partnerships - **Our Community, Our Economy, and Our Pride.**

Our mission

We will achieve our vision through:

- demonstrating good governance and involving the community in decision-making.
- working and advocating in partnership with our community to address social, economic and environmental challenges.
- promoting gender equality and equity and inclusion for all.
- sustaining a focus on long-term outcomes and delivering increased public value through good decision-making and wise spending.
- building awareness and strategic alliances with government, regional groups and the community.

Our values

Honesty and Integrity

We will act ethically and honestly and work to continue to build the trust and confidence of the community.

Leadership

We will demonstrate strong and collaborative community leadership.

Accountability

We will act in an open and transparent manner and be accountable to our community for our processes, decisions and actions.

Adaptability

We will implement progressive and creative responses to emerging issues and will continue to work to build organisational and community resilience.

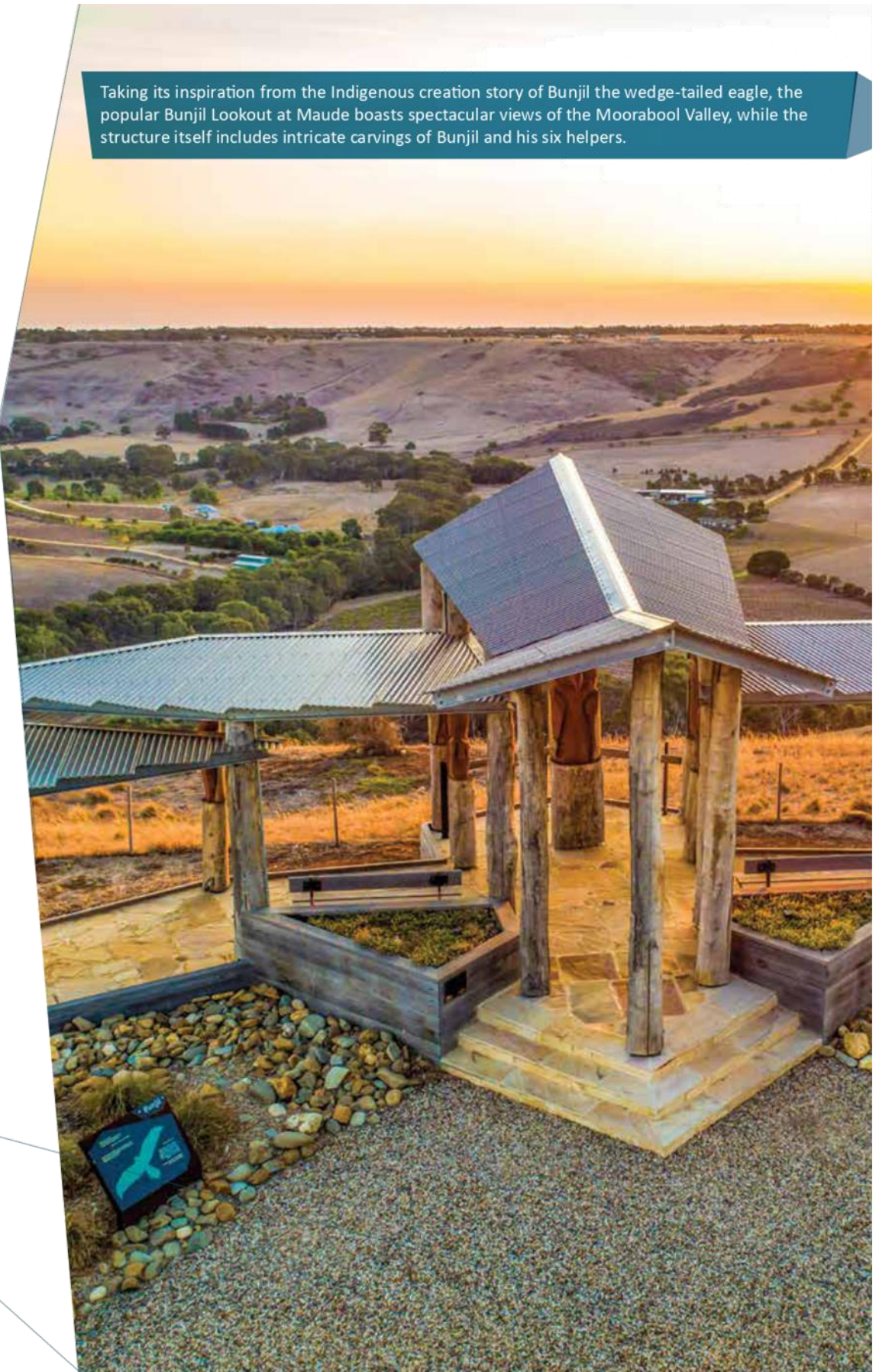
Fairness

We will base our decision-making on research, information and understanding of the needs and aspirations of the whole community and promote equitable access to the Shire’s services and public places.



6 | GOLDEN PLAINS SHIRE COUNCIL ANNUAL REPORT 2018-19

Taking its inspiration from the Indigenous creation story of Bunjil the wedge-tailed eagle, the popular Bunjil Lookout at Maude boasts spectacular views of the Moorabool Valley, while the structure itself includes intricate carvings of Bunjil and his six helpers.



HIGHLIGHTS AND ACHIEVEMENTS



Healthy Eating and Active Living Grants

Golden Plains Shire Council launched its new 'Healthy Eating and Active Living' (HEAL) funding program, delivering strategic small grants to community groups.



Innovation Challenge Grant for Council

Council was awarded a \$10,000 VicHealth Exploration grant from the Innovation Challenge grant program to support a project aimed at getting adults to 'Step over the Sidelines', and be physically active.



Smythesdale Oval Upgrade

The Smythesdale Oval was officially opened following a significant upgrade including surface and drainage works to deliver a fully reconstructed oval for the Smythesdale community.

07/18



New Online Business Network

An innovative network for local business people, Council launched Golden Plains Localised providing a valuable platform for business owners to gain exposure and build networks.



Funding for New Soccer Pitch

Council secured a \$250,000 State Government grant to partner on construction of a second soccer pitch at the Bannockburn Recreation Precinct. Council will invest \$234,000.



Stop Kitty Littering

A new campaign to address the increased number of cats being impounded and euthanised was launched across Golden Plains Shire.

09/18

09/18



Rokewood Cricket Nets

The new cricket training facility featuring three new training pitches and nets was opened at the Rokewood Recreation Reserve. The project was funded by State Government, Council and community contributions.



A Baby Boom in Golden Plains

Golden Plains Shire reported its highest birth rate on record with 272 births in 2017-18, including 84 babies born to first-time parents.



Locking in Library Hours

Following a four-month trial and in response to community feedback, Council confirmed new hours at Bannockburn Library, including opening on Mondays.

07/18



Mental Health Week

Mental Health Week was marked in October with a grant from Barwon Health funding mindfulness workshops, mental health first aid training and physical activity sessions for youth in Golden Plains Shire.



Pick My Project Success

The Inverleigh Community Play Space was selected for \$200,000 community grant funding through the State Government's Pick My Project program.



Money for Inverleigh Netball

Golden Plains Shire Council was successful in its application for \$250,000 in State Government funding for two new competition netball courts with lighting in Inverleigh. Council has also invested \$200,000.

10/18

10/18

HIGHLIGHTS AND ACHIEVEMENTS



Children's Week Celebration

More than 300 local children, parents and carers participated in Golden Plains Shire Council's Children's Week celebrations in Rokewood, Bannockburn and Smythesdale.



Arts & Culture Plan

Council adopted its new Arts & Culture Strategy 2018-2022, developed in partnership with artists and creatives across Golden Plains Shire.



Bowled Over

The Bannockburn & District Bowls Club green upgrade project received a \$250,000 State Government grant to deliver a new bowling green, lighting, landscaping, paths, new seating and shelters. Council will invest \$274,400, with \$90,000 from the Club.

10/18



Safety Road Upgrade

Council secured a \$500,000 grant from Regional Roads Victoria for vital safety upgrades under its Fixing Country Roads program for a stretch of Teesdale-Lethbridge Road, including pavement, drainage and re-sheet works.



Local Government Inspectorate Report

At the organisation's request, Council participated in an examination by the Local Government Inspectorate (LGI) to ensure its processes and practices met the requirements of the Local Government Act 1989. Council were supportive of, and are now implementing, all the recommended actions detailed in the LGI report.



Twilight Market Returns

The second annual Golden Plains Twilight Market attracted a large crowd of locals and visitors to enjoy a festive celebration with fresh produce, handcrafted gifts, live music, local food and wine.

11/18

11/18

12/18



Take the Lead

Council partnered with the Golden Plains Rural Women’s Network to present ‘Take the Lead’, a women in sports leadership event to support and build the capacity and confidence of women in local sporting groups.



New Men’s Shed Opens

The Bannockburn Men’s Shed in Victoria Park was officially opened – one of four sheds in the Shire, with groups in Dereel, Linton and Scarsdale going strong. Funded by the Shed Committee and grants, Council provided land and managed the project.



Cinema Pop-Up Success

The Golden Plains Youth Committee presented the first Cinema Pop-Up, an outdoor movie experience at Bannockburn Recreation Reserve.

10/18

11/18



Improved Telecommunications

New Optus mobile towers in Haddon North and Teesdale were switched on, improving telecommunications for residents. Further Optus mobile towers in, Cape Clear and Grenville; and Telstra towers in Maude and Teesdale are planned.



Construction works on Tall Tree Road

Construction on the \$1.4M project to widen, replace and seal a 5.7km section of Tall Tree Road in Lethbridge started in January 2019. Council will contribute \$472,000 to the project and secured a \$943,000 grant from the Local Roads to Market funding program.



My Home, Australia

Golden Plains Shire celebrated Australia Day with a special ceremony for Council’s Citizen, Senior and Young Citizen of the Year Awards. The first My Home, Australia local art competition launched the Shire’s civic art collection.

01/19

01/19

HIGHLIGHTS AND ACHIEVEMENTS



New Plan for the Environment

Council adopted the Environment Strategy 2019-2027, creating a long-term framework to help Council and the community to best manage the various environments of Golden Plains Shire, and guide projects and decision-making.

01/19



Permits to Burn

A new process for issuing Schedule 13 Permits to Burn during the Fire Danger Period was implemented in Golden Plains Shire with responsibility for permit approval transitioned to the Country Fire Authority.

02/19



Funding for Victoria Park Lights

Council successfully secured \$500,000, the maximum amount of funding available through the Community Sport Infrastructure Round 2 program for the lighting upgrade at both ovals at the Bannockburn Victoria Park Recreation Reserve.

02/19



Golden Plains Community & Civic Centre

Works on the Golden Plains Community & Civic Centre in Bannockburn began. Fully funded by Council, the Golden Plains Community and Civic Centre will deliver accessible and sustainable offices with new community meetings spaces and modern Council Chambers.

03/19



An Active April

To celebrate the Premier's Active April health campaign, Council is building a comprehensive community calendar of local physical activity opportunities in Golden Plains Shire.

04/19



New Lights in Rokewood

The State Government announced \$169,258 for the lighting upgrade to AFL standard for local training and matches at the Rokewood Recreation Reserve. Council will invest \$115,000 to deliver the full upgrade.



A Safe Haven

Golden Plains Shire was pronounced a Safe Haven for special visa holders with local residents holding Safe Haven Enterprise Visas now eligible to apply for permanent visas after three and a half years of working or studying without income support.



An Upgrade for Turtle Bend

Council secured a Federal Government Building Better Regions Fund grant of \$222,000 for the upgrade to Turtle Bend Reserve in Teesdale, with matching funding to come from Berrybank Wind Farm.



Communications and Marketing Strategy

Following extensive community consultation, Council adopted its Communications and Marketing Strategy 2019-2021, guiding quality future communications and marketing priorities and activities to inform the whole community.

03/19

03/19



Club Room Upgrade in Inverleigh

The club rooms at the Inverleigh Sporting Complex will be upgraded, thanks to a \$500,000 commitment from the Federal Government, funded in the 2019/20 Federal Government Budget.



Construction begins on the Bannockburn Heart

Works on Stage One of the Bannockburn Heart Precinct started in April, delivering a new water and adventure play, active recreation equipment; and community facilities in summer 2019. The \$3M project is a partnership of Council, Federal and State Government.



Building Bridges in Golden Plains

Council secured Federal Government grants to co-fund the replacement of the ageing Golden Lake Road Bridge in Piggoreet and Wall Bridge in Teesdale with new concrete structures.

04/19

HIGHLIGHTS AND ACHIEVEMENTS



The Northern Settlement Strategy

Following extensive community consultation, Council adopted the Northern Settlement Strategy, a high-level strategic framework which directs future growth in the north of the Shire.

04/19



New Netball Courts for Bannockburn

Two new netball courts, shelters and a multipurpose court were officially opened at Victoria Park in Bannockburn. The project was funded by Council and a grant from the Victorian Government's Country Football and Netball Program.

05/19



Home and Community Care Expo

Council hosted its first Home and Community Care Program for Younger People Expo in Meredith, connecting HACC service providers and young residents with disabilities and their families.



A New Home for Haddon House

Haddon House, formerly a portable office at Council's Customer Service Centre in Bannockburn, was relocated to the Linton Recreation Reserve and Council funded the redevelopment project to transform the building into female friendly change rooms for the netball club.

06/19



Lighting Up Linton

New lights at Linton Recreation Reserve were switched on, allowing night football matches and netball training for the local club. The \$287,394 project was funded by a \$255,000 State Government grant and Council.



Back in the Battle

After several years' hiatus, Council and the Golden Plains Youth Committee revived the Battle of the Bands event with young local musicians showcasing their talents for an enthusiastic crowd.



Smythesdale Skate Park

The redeveloped and expanded Smythesdale Skate Park was opened, delivering a first-class regional skate facility for families in the north of the Shire. The project was funded by \$150,000 from Council and a \$100,000 Sport and Recreation Victoria grant from the State Government.



Questions Welcome

Public Question Time was held for the first time at the Ordinary Meeting of Council in May, with the new initiative part of Council's revised Local Law 1 and Policy governing public participation and procedures at Council Meetings.



Money for Road Projects

Golden Plains Shire Council secured \$2,033,000 from the State Government's Fixing Country Roads Program to partner on delivering three key road projects: widening and sealing Linton-Mannibadar Road; upgrade and widening of Pitfield-Cressy Road; and replacement of Coopers Bridge.

05/19



Construction Underway at Berrybank Wind Farm

Golden Plains Shire Mayor and the Premier of Victoria turned the first sod for the construction of the Berrybank Wind Farm. The \$525 million project will produce 277MW of power with 41 of the 79 turbines in the south-west of Golden Plains Shire.



New Grant Support

In its 24th year, Council's Community Grant Program delivered \$110, 873 in 32 grants to local community groups. The new SmartyGrants online application process and grant information sessions were popular.



Seeking Funding Support for Crossings

Council resolved to co-fund with VicRoads a school crossing supervisor at Haddon and agreed to advocate for the State Government to significantly increase its annual funding program for the supervision of school crossings.

06/19

HIGHLIGHTS AND ACHIEVEMENTS



A Winter Harvest

Council partnered with local health providers and community centre for the first Winter Harvest event, promoting fresh produce and healthy eating, composting and gardening, in Meredith, Dereel and Rokewood.



A New Procurement Policy

Following a major review, Council adopted a new revised Procurement Policy, ensuring continuous strong compliance processes to achieve value for money and generate benefits for Council and its community.



Rural Council's Transformation Grant

Golden Plains Shire partnered with five neighbouring Councils to secure a \$4.5 million grant from the State Government's Rural Councils Transformation Grant Program.

06/19

06/19



Mayor Owen Sharkey with the Golden Plains Shire 2019 Australia Day Awards recipients: Citizen of the Year Anthony Walker, Senior Citizen of the Year Malcolm Johns, Young Citizen of the Year Luke Getsom and Margaret Cooper from Community Group of the Year the Meredith History Interest Group.

Golden Plains Shire Council's Youth Development Team runs events for the Shire's youth throughout the year, such as this Youth Group excursion to Surf Coast Shire.





SUSTAINABILITY

Council is committed to ensuring the long-term economic, social and environmental sustainability of the Shire. This commitment is framed within Council’s vision of offering a lifestyle and opportunities that foster economic, social and environmental wellbeing.

This sustainability report provides an overview of how Council is responding to the interwoven areas of economic, social and environmental sustainability. It outlines Council’s major economic, environmental and social strategies; provides an overview of Council’s own sustainable performance; and highlights key initiatives that put sustainability into practice.

Annual Plan Key Result Areas	Sustainability Dimensions		
	Economic	Social	Environmental
Citizens and Customer Service		✓	
Civic Leadership	✓	✓	
Economic Development	✓	✓	✓
Environment and Land Use Planning	✓	✓	✓
Financial Management	✓		
Human Support Services	✓	✓	✓
Recreation and Community Development	✓	✓	
Roads and Streets Infrastructure	✓	✓	✓
Waste Management			

Economic Sustainability

Council has a range of strategies and plans that support and promote economic sustainability including:

- The Strategic Resource Plan which outlines the financial and non-financial resources needed to achieve the strategic objectives of the Council Plan.
- The Ten Year Financial Plan, a high level plan which informs Council about the trends in financial sustainability over the longer term.
- Asset management policies, strategies and plans which provide direction for managing Council’s asset portfolio and are aligned to the Council Plan. These include the Road Management Plan, Asset Management Policy and Asset Management Strategy.

Other important economic strategies and plans include:

- The Economic Development and Tourism Strategy which guides Council’s efforts to support local business, attract investment and grow the local economy
- The Environment Strategy 2019-2027 provides a range of aspirational objectives for both Council and community. Key themes relate to connected communities, greener economies, thriving natural environments, sustainable design and Council leadership.
- The Northern Settlement Strategy provides a high level framework to accommodate an additional 2000 people in the north of the Shire by 2030.



WesEggs is a local Golden Plains Shire business in Maude that produces eggs from pasture-raised, free to roam hens. The business had its eggs featured in an episode of Channel 10's Masterchef in 2019.



SUSTAINABILITY

Challenges

- Facilitating access across the Shire for the community and businesses to infrastructure, including transport and telecommunications infrastructure.
- Coordinating planning responses to the growth issues which occur across municipal boundaries.

Achievements

- Secured Federal grants of \$500,000 to upgrade the Bannockburn Oval Lighting; and \$222,000 to upgrade Teesdale Turtle Bend plus \$222,000 from Berry Bank Wind Farm to fully deliver the project. Council secured State grants for the 2019-20 year to complete the Rokewood Oval Lighting Upgrade, Bannockburn Bowls Upgrade, and to develop a new Recreation Strategy 2020-2030. Council was successful in lobbying during the Federal Election for upgrades to Lethbridge Lights, Bannockburn Soccer Change Rooms and the Inverleigh Social Rooms.
- Constructed new sports ground lighting at the Linton Recreation Reserve to allow for night matches and training to occur. This was completed with a \$255,000 grant from the State Government.
- Funded the conversion of a portable into female friendly change rooms for netball in Linton.
- Constructed a new sub-regional skate park in Smythesdale (\$250,000 project) and new netball and multisport courts at Bannockburn Victoria Park (\$500,000 project) with Council receiving \$100,000 grants for each project from State Government.
- Two other projects delivered were the Batesford Play Space and the Smythesdale Courthouse Upgrade.
- Council also issued \$40,000 grant to upgrade the Rokewood Rec Reserve change rooms.

Social Sustainability

Council has a range of strategies and plans that support and promote social sustainability including:

- Accessing seed funding which encourages community leadership when designing and developing facility upgrades and new facilities
- The Community Development Strategy which encourages and assists groups to be actively involved in their community for the benefit of the community.
- The Recreation Strategy which aims to improve the overall health and wellbeing of residents, by encouraging participation in recreation and strengthening communities.
- The Municipal Public Health & Wellbeing Plan which commits Council to work with its communities to enhance health and wellbeing outcomes across the Shire.

Challenges

- Providing communities and residents with equitable access to social support services and community facilities.
- Developing opportunities for recreation across a geographic area with a dispersed population.
- Providing access to transport to enable residents to travel to medical, social and work appointments.

Achievements

- In its 24th year, Council's Community Grant Program delivered \$110, 873 in 32 grants to local community groups. The new SmartyGrants online application process and grant information sessions were popular.
- 7 HEAL grants were allocated to community groups to implement healthy eating and active living initiatives.

Environmental Sustainability

Council has a range of strategies and plans that support and promote environmental sustainability including:

- The Environment Strategy, strongly linked to the Council Plan, focuses on strategic initiatives to achieve local actions, which contribute to addressing environmental sustainability issues on a broader scale.

Challenges

- Managing the expanse of registered municipal roadsides to ensure that biodiversity is maintained and improved.
- In February 2019, EPA Victoria issued Council's recycling contractor's sites in Laverton and Coolaroo with a notice to stop accepting materials due to non-compliance with stockpile regulations. During the three-week closure period, Council's kerbside recycling was temporarily sent to landfill until they were approved to resume operations.
- Rebuilding the community's trust in the recycling service and reminding customers of recycling requirements following a temporary service disruption.

Achievements

- 2,916 tonnes of recyclable materials was delivered to regional recycling facilities.



Council's Environment and Sustainability Team and Regional Roads Victoria staff revegetating a Council reserve at Bruce's Creek in Bannockburn with local indigenous species on World Environment Day 2019.

THE YEAR IN REVIEW



Cr Owen Sharkey
Mayor

Mayor's Message

As the Mayor of Golden Plains Shire and on behalf of my fellow Councillors, it's my pleasure to introduce the Council's 2018-2019 Annual Report.

This Report meets the statutory and financial reporting requirements of Council and also represents Council's commitment to leading in the area of transparency and good governance. More than this, the Annual Report captures the year that was for Golden Plains Shire and shares the successes, challenges and opportunities for Council and our whole municipality. At the mid-point of Council's term and our Council Plan, it's an opportunity to take stock of our achievements and dedicated to the work ahead, focused on our commitment to 'Our Community, Our Economy and Our Pride' and Council's vision of 'A healthy, safe, vibrant, prosperous and sustainable community supported by strong leadership, transparent governance and community partnerships.'

Advocates for Golden Plains

During this elected term, Council has strengthened its commitment to lobbying Federal and State Government for greater investment in the Shire. Council has an important role to play in sharing the story of Golden Plains and advocating for a better deal for our residents. As part of this commitment, Council meets regularly with all our State and Federal MPs and lobbies in Spring Street and Canberra, as well as lodging every funding grant available for our projects and services.

And then every few years, there is a State or Federal Election and with these major elections comes the unique opportunity to attract more funding for our Shire, in the form of election promises; and Council actively seeks bi-partisan commitments to all our local projects.

In 2018/19, the Federal Government election was hotly contested in the marginal seat of Corangamite, which includes the southern section of Golden Plains, resulting in four significant commitments by the Coalition. In contrast, the State Government election was a quiet affair in Golden Plains, resulting in just one commitment for the Shire. Council will be keenly following the progress on these projects and ensuring the promises become a reality.

Seeking Strategic Solutions

Our Council is an active member of the G21 alliance with City of Geelong and neighbouring councils; and Central Highlands Mayors and CEOS with City of

Ballarat and surrounding regional councils. In 2018/19, a great deal of our partnership conversations were focused on actively seeking a sustainable, cost-effective solution to the recycling crisis in Victoria. As this critical issue continues, Councils are united in lobbying State Government for a better, stronger future for waste management.

As the fifth fastest growing Local Government Area in Victoria with a sustained annual population growth of 2.4 per cent, Council is taking a leading role in strategic planning to ensure a quality lifestyle for existing and new residents. With extensive community engagement with locals, Council has developed several township structure plans and the Northern Settlement Strategy, to accommodate for significant growth across the north of the Shire.

In 2018/19, Golden Plains welcomed the Victorian Electoral Commission's (VEC) electoral structure review. Council's submission reflected the strong desire of community to change from the current unsubdivided Shire to a new three ward structure, to strengthen local representation in the north, centre and south of the Shire. The VEC supported the measure in its official recommendation, and Council and the residents of Golden Plains now await a final decision from the Minister of Local Government.

Record Investment in Golden Plains

As a large rural Shire, it is a significant challenge for Council to maintain assets, build infrastructure and provide quality

"There's simply no better time to live, work and visit Golden Plains Shire – and it's an honour to represent our residents as a Councillor and Mayor."



services across Golden Plains. This challenging situation is exacerbated by the State Government’s rate-capping system which restricts the revenue Council can generate for its annual budget; and the extent of this issue is evidenced in the resulting \$6.95 million asset renewal gap for Golden Plains Shire.

While a significant portion of Council’s budget is dedicated to the maintenance and renewal of assets – the need is certainly more than our financial base can achieve. It is imperative that Council seek and attract important State and Federal investment to partner on building new infrastructure to meet the needs of our growing communities.

In 2018/19, the hard work and dedication of Council’s departments and the enthusiastic lobbying by the Councillors and organisational leadership resulted in an extremely successful grant allocation year.

From this extensive list, projects that secured Federal Government grants include new sports oval lighting at Victoria Park in Bannockburn, upgrade of Turtle Bend Reserve in Teesdale, club room improvements at Inverleigh Sporting Complex, and the replacement of local bridges.

There are also an impressive collection of Golden Plains Shire projects that achieved funding from State Government programs including construction of a second soccer pitch in Bannockburn, a new community play space and two new netball courts in Inverleigh, new oval lighting in Rokewood, and a new bowling green and lighting in Bannockburn. Grant funding for road projects included upgrade works to key roads connecting Lethbridge, Teesdale, Linton, Mannibadar, Pitfield and Cressy; as well as the replacement of Coopers Bridge in Meredith.

In turn, Council continued its long tradition of supporting Shire residents with grant programs distributing valuable funds for community projects. In its 24th year, Council’s Community Grant Program delivered \$109,010 in 34 grants to local community groups; and Council launched its new ‘Healthy Eating and Active Living’ (HEAL) funding program, delivering strategic small grants to promote positive health.

As Council enters the third year of its term, a very busy and productive 2018/19 has Golden Plains Shire well placed to face our challenges, deliver a suite of exciting projects, and continue our service commitment to our communities.

There’s simply no better time to live, work and visit Golden Plains Shire – and it’s an honour to represent our residents as a Councillor and Mayor.



Mayor Owen Sharkey at the sod turn for the Berrybank Wind Farm with Premier Daniel Andrews, Minister for Energy, Environment and Climate Change Lily D’Ambrosio and Member for Buninyong Michaela Settle.

THE YEAR IN REVIEW



Eric Braslis
Chief Executive Officer

CEO's Message

My first full year as the CEO of Golden Plains Shire Council has been a busy and exciting time, with both the Federal and State Elections, and several key capital projects coming to fruition. In our rural municipality, Council plays an important role in the lives of our residents and it's an honour to lead the organisation's diverse and dynamic team of employees to realise the vision of the Council Plan 2017-2021.

On an exciting note, many years of planning and community engagement have been realised with the start of the redevelopment of Council's offices in Bannockburn. Fully funded by Council, the Golden Plains Community and Civic Centre (GPCCC) will deliver accessible and sustainable offices with new community meetings spaces and modern Council Chambers. Importantly, the extended building will unite Council's workforce, allowing staff members spread across the primary 40-year-old structure and four inadequate portable buildings to work side-by-side in a collaborative workplace.

Construction of the GPCCC began in April and will be completed in 2020.

Delivering Organisational Excellence

Stepping into the CEO role in December 2017, it was essential to ensure that the operating processes and practices of Council met the requirements of the Local Government Act 1989. On behalf of the organisation, I requested that Council voluntarily participate in an examination by the Local Government Inspectorate (LGI). This has been a thoughtful and productive exercise with the LGI report delivering a considered list of recommended actions and the organisation committed to the full implementation to further improve the work and success of Council.

An excellent example of this commitment is Council's adoption of the newly revised Procurement Policy, ensuring continuous strong compliance processes to achieve value for money and generate benefits for Council and its community.

In 2018/19, Council farewelled two exceptional members of our Senior Management team. I would like to acknowledge the exceptional professional service of Director Corporate Services Richard Trigg and Director Community Services Jillian Evans. Over many years, both Richard and Jillian made valuable contributions to the organisation and the people of Golden Plains Shire, and they depart their careers with the appreciation of their colleagues and the community.

From large pools of quality candidates, Philippa O' Sullivan joined Council as the new Director Corporate Services and Lisa Letic as the Director Community Services.

Philippa's professional resume in the public and private sector and Lisa's dedicated experience in local government management position them well to lead their respective teams; and certainly Council's Senior Management Team is stronger for their insight and innovative contributions to the organisation. Our dynamic, innovative executive leadership team best places Council for the challenges and opportunities in the years to come.

This year, Council joined with five of our regional councils: to successfully secure a \$4.5 million Rural Councils Transformation Program grant from the State Government. The Central Highlands Councils Victoria Regional Shared Services project will create a new digital program to better support the statutory service functions at our rural council. It's an innovative and collaborative effort that we look forward to progressing with our partnership Councils in the year ahead.

Building for the Future in Golden Plains

With record government investment and a new leadership team on board, Council has developed and is currently delivering an impressive suite of major capital projects.

Key projects in the Shire's largest town of Bannockburn with an annual population increase of 8.5 percent have attracted the majority of government support, allowing Council to redirect budget revenue to provide full or majority support to projects in the smaller townships across the municipality.

"In our rapidly growing Shire, I am proud to lead a dynamic organisation that is committed to managing change and moving forward into the future, with a dedicated focus to best-serving the residents and communities of Golden Plains Shire."



Most notably, works on Stage One of the Bannockburn Heart Precinct started in April, delivering a new water and adventure play, active recreation equipment, and community facilities in summer 2019/20. The \$3million project is a partnership of Council, Federal and State Government; and features the Shire’s first water play and first playground with inclusive, accessible elements.

In 2018/19 Council was proud to officially open the following community and infrastructure projects:

- **Smythesdale Oval Upgrade:** Works on the fully reconstructed oval include surface and drainage, delivering significant improvements to this key recreation facility in the north of the Shire.
- **Rokewood Cricket Nets:** The new cricket training facility featuring three new training pitches and nets was opened at the Rokewood Recreation Reserve.
- **Bannockburn Netball Upgrade:** Two new netball courts, shelters and a multipurpose court were completed at Victoria Park in Bannockburn.

- **Smythesdale Skate Park:** The redevelopment and expansion of the park delivered a first-class regional skate facility for families in the north of the Shire.
- **Linton Recreation Reserve Lighting Upgrade and Change Rooms:** New sports oval lights were officially switched on, allowing night football matches and netball training for the local club. Haddon House, formerly a portable office at Council’s Customer Service Centre in Bannockburn, was relocated to the Linton Recreation Reserve and Council funded the redevelopment project to transform the building into female friendly change rooms for the netball club.

There are several other valuable projects scheduled for completion or development across Golden Plains Shire in the coming years, including a suite of key road upgrades and bridge replacements. It’s an exciting and busy time for our thriving organisation and our growing communities.



CEO Eric Braslis showing new staff around The Well in Smythesdale. New staff to Golden Plains attend a tour of Golden Plains to familiarise themselves with the whole Shire.



Kindergarten children from Bannockburn Children’s Service Centre watching on as construction got underway in April 2019 on the Golden Plains Civic and Community Centre.



FINANCIAL SUMMARY

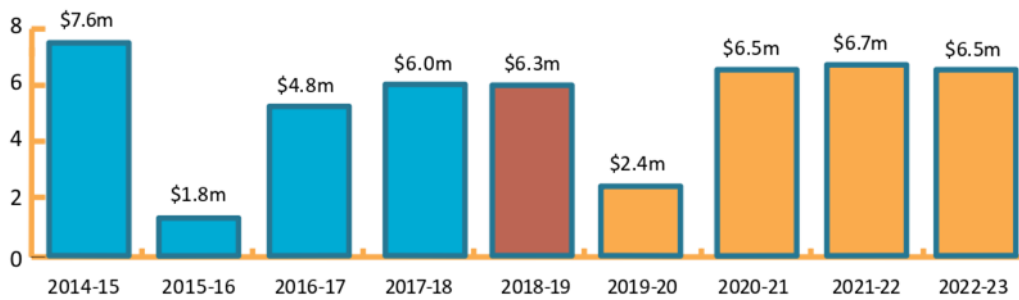
The purpose of the Annual Report is to convey the performance of Council for the 2018-19 financial year. It is important to consider this Annual Report in conjunction with the Council Plan, incorporating Council’s Strategic Resource Plan, which focuses on the longer term objectives of Council. This document can be found on Council’s website at www.goldenplains.vic.gov.au.

The following key indicators provide a brief overview of Council’s Financial Performance for the year, including graphs which visually demonstrate the recent trend and future forecast. These key indicators are common tools used to measure financial performance and sustainability and are consistently applied by Council.

For more detailed information on Council’s 2018-19 Financial Performance, please refer to the Financial Statement beginning on page 105 and Performance Statement beginning on page 155.

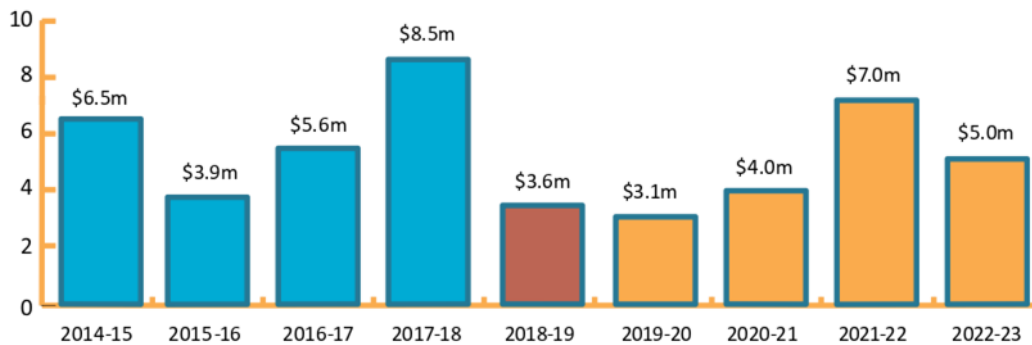
Operating Result

The operating result shows Council’s overall performance for the year. The surplus for 2018-19 totalled \$6.3 million which is \$3 million greater than budget. However there is a more detailed story behind, this ‘headline’ figure. The ‘Adjusted Underlying Result’, which removes any non-recurrent grants used to fund capital expenditure, non-monetary asset contributions and other contributions to fund capital expenditure from the result, is actually a surplus of \$1.8 million. Both the operating and adjusted underlying result for 2018-19 includes 50% or \$3 million of the 2019-20 Financial Assistance Grant received in advance in June 2019.



Discretionary Retained Earnings

Discretionary Retained Earnings is the surplus funds that Council has available to take advantage of unexpected opportunities. These are primarily utilised to match grants offered by third party funding. Council has been able to maintain a healthy balance for the past five years. It should be noted that the 2018-19 balance of \$3.6 million includes \$1.5 million in profits held from the sale of Bakers Lane. It is planned that the profits from Bakers Lane will be utilised to fund the capital investment required for the fourth, and final, stage of the same development in 2020-21.



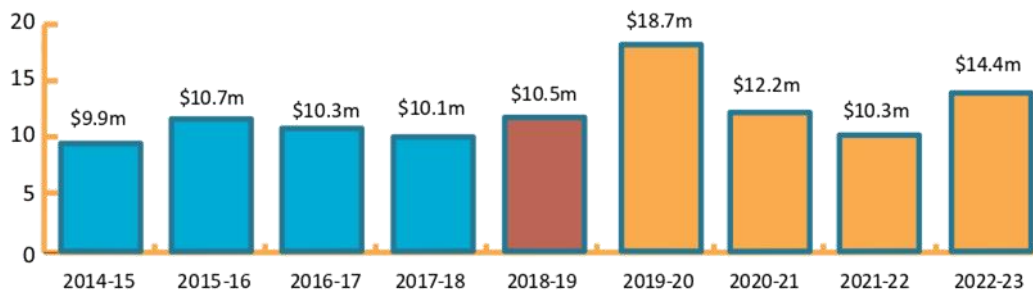


FINANCIAL SUMMARY



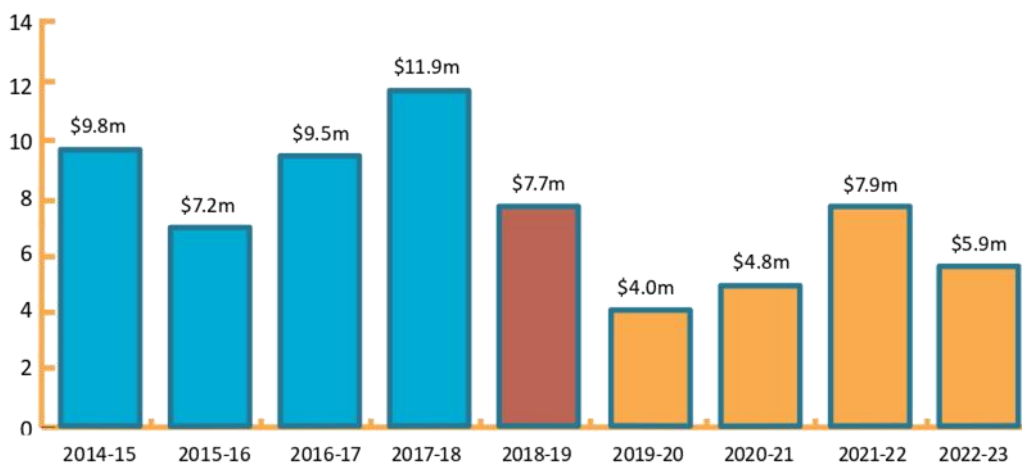
Capital Expenditure

The capital program for 2018-19 of \$10.5 million takes Council's total capital expenditure over the last three years to \$31 million. These programs have been consistent with Council's Strategic Resource Plan and have been funded by a combination of government grants, borrowings and discretionary retained earnings (as outlined on page 26). Over the next two years, an additional \$9.5 million will be allocated to deliver the redevelopment of the existing customer service centre located at 2 Pope Street, Bannockburn.



Working Capital

Working Capital is the amount by which current assets exceed current liabilities. This is a measure of Council's ability to meet its short term obligations. At 30 June 2019, the surplus is \$7.7 million compared to a budget of \$8 million. This large working capital surplus is a result of a higher than anticipated cash balance, which has resulted from grants received in advance, timing of payments and 2018-19 projects that are yet to be completed (and paid).

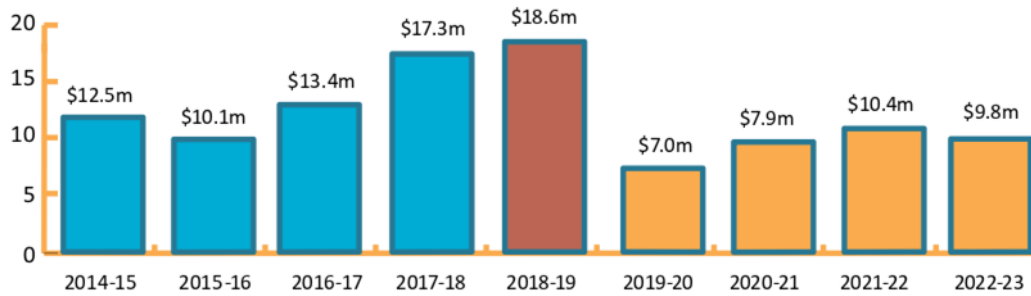




FINANCIAL SUMMARY

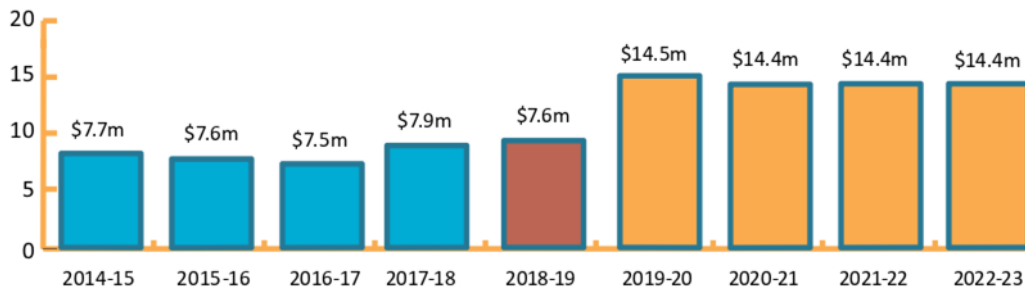
Cash Balance

Council’s cash balance at 30 June 2019 totalled \$18.6 million, which is \$8.3 million favourable to budget and an increase of \$1.3 million from the previous year. The balance includes the \$3 million of 2019-20 Financial Assistance Grant received in advance in June 2019, \$3 million being held to complete funded and capital works projects from prior years, and recent operating surpluses.



Interest Bearing Liabilities

Borrowings has decreased by \$261,000 from the previous year to a total of \$7.6 million, which is in accordance with Council’s Strategic Resource Plan. Interest bearing liabilities are set to increase over the life of the Strategic Resource Plan as a total of \$10 million will be borrowed to fund the redevelopment of the existing customer service centre located at 2 Pope Street, Bannockburn. Council has structured borrowings to ensure costs are spread fairly over current and future years. Council has also availed itself of the benefits from the Municipal Association of Victoria’s Local Government Funding Vehicle which has seen the cost of borrowing reduce for Victorian Councils.



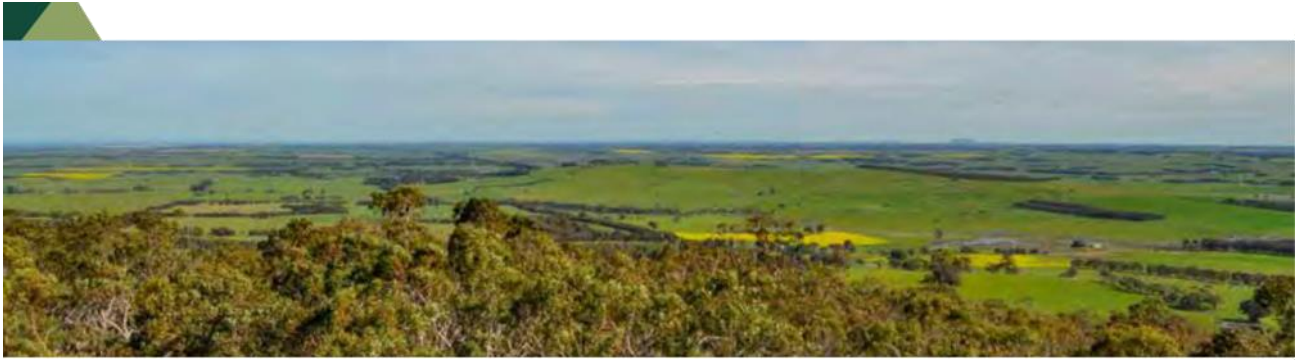
The above indicators demonstrate that Council remains in a healthy financial position and has been able to balance the use of operating revenue, discretionary retained earnings and borrowings, to ensure services and projects are delivered to meet the demands of the Golden Plains community.

The overall financial position remains strong and continues to be consistent with that depicted in Council’s Strategic Resource Plan. Given the introduction of the ‘Fair Go Rates’ system (rate capping), Council will need to closely monitor the strategies contained within its Council Plan, Strategic Resource

Plan and Long term Financial Plan, to ensure it continues to manage assets and deliver the services required by a growing municipality, whilst remaining financially sustainable.



Common Everlastings (*Chrysocephalum apiculatum*) in the nationally significant native grassland at the Rokewood Cemetery. Less than 1% of Victoria's original native grasslands remain making them one of the State's rarest vegetation types. Golden Plains Shire has some of the best remnant patches of native grassland left in the State.



View from Flagstaff Hill Lookout.

DESCRIPTION OF OPERATIONS

Council is responsible for delivering a wide range of services, facilities and infrastructure, including family and children’s services, youth programs, waste management, support and infrastructure for community and sporting groups, matters concerning business development, planning for appropriate development and ensuring accountability for Council’s Budget.

This broad range of community services and infrastructure for residents supports the wellbeing and prosperity of our community. Council’s vision, objectives and strategies to further improve services and facilities are detailed in the Council Plan 2017-2021 and the associated Budget 2018-19, and reported upon in this document. Please see the Our Performance section (from page 50 onwards) for more information about Council services.

The delivery of services, facilities, support and advocacy to achieve the Strategic Objectives is measured by a set of service performance indicators and measures.

Economic Factors

In 2018-19, the development of two significant renewable energy projects in the Shire moved forward. Construction of the Berrybank Wind Farm in Golden Plains and Corangamite Shire began this year, with the \$525 million project to produce 277MW of power with 41 of the 79 turbines to be built in the south-west of Golden Plains Shire. The Golden Plains Wind Farm near Rokewood received planning approval from the Victorian Minister for Planning, an important step toward to the creation of one of the largest wind farms in the Southern Hemisphere with up to 228 turbines. Both these wind farm projects will deliver hundreds of jobs in construction as well as ongoing employment for local people, contribute valuable community grants and funding for local projects, and play important roles in strengthening and diversifying the Golden Plains economy.

In 2018-19, there were 447 new businesses registered in Golden Plains Shire – many of these ventures are home-based businesses. The leading industry sector for new businesses this year was construction, with 103 businesses. Administrative and support services businesses are also on the increase, with 39 new businesses registered within the Shire’s boundaries in 2018-19.

The Golden Plains economy remains anchored in agriculture, the Shire’s largest industry, with Council continuing to support the development and success of intensive agriculture. There were 42 new agricultural businesses registered in the Shire in 2018-19.

Strong business registration growth comes as no surprise, following the release of ABS population figures earlier this year showing that Golden Plains Shire is still one of the fastest growing areas in regional Victoria. In 2017-18, Golden Plains Shire grew by 2.4%, taking the Shire’s population to 23,120 people. Golden Plains retained its position as the fifth fastest growing regional LGA in Victoria (by percentage growth rate).

These business registration figures are testament to Golden Plains being an emerging area to do business, with close access to Geelong, Ballarat and Melbourne markets. Many new businesses in Golden Plains are home-based and Council continues to lobby hard for improved telecommunications to support these professional service businesses. Council also supports local businesses and business people with an innovative annual calendar of networking events and business mentoring and training opportunities.



Female friendly change rooms at Linton Recreation Reserve.

DESCRIPTION OF OPERATIONS

Major Capital Works

Golden Plains Community and Civic Centre

Golden Plains Shire Council is redeveloping the main customer service centre at Bannockburn into an inclusive venue which will be renamed the ‘Golden Plains Community and Civic Centre’ (GPCCC). The redevelopment to extend and improve the Bannockburn Customer Service Centre for residents, Councillors and staff will deliver:

- An accessible, welcoming customer service;
- Private meeting rooms for residents, Councillors and staff;
- New Council Chambers, with option to serve as a Municipal Emergency Coordination Centre;
- Sustainable, modern work spaces; and
- Accessibility for people of all abilities (Disability Discrimination Act compliance).

The budget for the Golden Plains Community and Civic Centre is \$9.5 million and the project will be funded from Council borrowings to be repaid over a 30-year period. The cost of the project will not result in any increase in rates as Council will manage this cost within its annual expenditure forecasts.

Construction began in April 2019 and will be completed in 2021.

Bannockburn Heart – Stage One

Works on the long-awaited Bannockburn Heart Precinct began in April 2019 with residents excited to enjoy the new water and adventure play, active recreation equipment; and community facilities including public toilets, seating, BBQs, shade, lighting and landscaped public space.

Stage One of the Bannockburn Heart Precinct will create an attractive and welcoming community civic space in the centre of Bannockburn. Constructed over two stages, the Precinct will transform and activate the CBD, improving liveability, retail spending, and amenity.

Stage One of the Bannockburn Heart Precinct will cost \$3 million and the project is funded by Council, a \$1.2 million Federal Government grant; and \$566,500 in grants from the State Government with \$500,000 from Regional Development Victoria and \$66,500 from Sport and Recreation Victoria. The project is scheduled for completion in summer 2019.

Linton Lighting Upgrade and Change Rooms

The Linton Recreation Reserve’s football oval will be home to night matches and netball courts hosting training after dark following the installation of four new light towers. The \$287,394 project commenced in January and involved the construction of four 30-metre light towers supported by 4.5-metre deep concrete footings, and a power upgrade to support the new lighting. The State government allocated \$255,000 in the 18/19 State budget to deliver this project, with Council contributing the remaining funds required.

New female friendly change rooms arrived at the Linton Recreation Reserve with Haddon House, formerly a portable office at Council’s Customer Service Centre in Bannockburn, relocated to the Reserve. Council funded the redevelopment project to transform the building into change rooms for the Carngham Linton Football Netball Club. Both projects were completed and officially opened in 2018-19.



Smythesdale Skate Park during construction.

DESCRIPTION OF OPERATIONS

Smythesdale Oval Upgrade

The full reconstruction of the Smythesdale Oval was completed in 2018, with the many users of the Smythesdale Recreation Reserve, including the Smythesdale Football Netball Club and Cricket Club, enjoying the new ground. Originally planned in two stages, a successful funding submission under the State Government’s Country Football Netball Program allowed the full project to be completed. The total project value was \$774,834, with Council contributing \$674,834, and the State Government’s Country Football Netball Program contributing \$100,000.

Victoria Park Netball Upgrade

The new netball courts at Victoria Park in Bannockburn were officially opened in May. The significant upgrade at the popular reserve includes two competition netball courts; a new multi-sport court area with futsal goals, basketball and netball rings; new fencing, and undercover benches for players and officials. The project was delivered with \$400,000 from Council and a \$100,000 Community Sports Infrastructure Fund grant from the Victorian Government.

Smythesdale Skate Park

Following a significant upgrade, the Smythesdale Skate Park was opened to the public in May 2019, delivering a first-class regional skate facility for children, youth and residents in the north of Golden Plains Shire. The existing skate park in Smythesdale was redeveloped and expanded to deliver this impressive new facility including the big blue half pipe, several ramps and skate elements, and a basketball ring. The project was funded by \$150,000 from Council and a \$100,000 Sport and Recreation Victoria grant from the State Government.

Bannockburn Recreation Precinct Second Soccer Pitch

Council has secured \$250,000 in State Government funding for the Bannockburn Recreation Precinct Second Soccer Pitch construction. The grant is part of the Victorian Government’s 2018/19 World Game Facilities Fund and will cater for the rapid growth of football in Golden Plains and continue supporting community groups such as the Golden Plains Soccer Club.

This new, full-size, pitch complements recent projects at this facility, including the construction of pitch 1, club and change rooms and the installation of sports lighting. Council will also contribute \$234,000 towards this important project. Construction will take place in 2019-20.

Inverleigh Netball Court Upgrade

Council was successful in its application for \$250,000 in State Government funding for the Inverleigh Netball Court Upgrade project, which includes the construction of two new fully compliant local competition standard netball courts with court lighting to competition standard. The grant is part of the Victorian Government’s Female Friendly Facilities Fund 2018-19, supported by a Council contribution of \$200,000, demonstrating Council’s dedication to supporting health and wellbeing activity in the Shire. Construction will take place in 2019-20.

Bannockburn & District Bowls Club Upgrade

A new bowling green is planned for Bannockburn, thanks to a \$250,000 contribution from Sport and Recreation Victoria; \$274,400 from Golden Plains Shire Council; and \$90,000 from the Bannockburn & District Bowls Club. Developed with guidance from Sport and Recreation Victoria and Bowls Australia, the project will include a brand new bowling green as well as the upgrade of the sub-surface and carpet on the existing green. The upgrade will also include the installation of high-quality lighting on the existing green in addition to landscaping, paths, new seating and shelters for patrons and spectators. Construction will take place in 2019-20.



Teesdale's Turtle Bend Reserve.

DESCRIPTION OF OPERATIONS

Victoria Park Sport Oval Lighting Upgrade

Council welcomes the Federal Government’s funding announcement of \$500,000 for the Victoria Park Sport Oval Lighting Upgrade in Bannockburn. Council successfully secured the maximum amount of funding available through the Community Sport Infrastructure Round 2 grant for the lighting upgrade at both ovals, identified as a priority in the G21 AFL Barwon Regional Strategy with the existing oval lighting listed among the poorest in the region. The new lighting on both ovals will meet the AFL standard for community football and surpass the minimum requirements for local football training and matches. Construction will take place in 2019-20.

Teesdale Turtle Bend Reserve Upgrade

Council successfully secured a \$222,000 grant from the Federal Government’s Building Better Regions Fund, with the funds to be matched by a community contribution from Berrybank Wind Farm. The Teesdale Turtle Bend Reserve is a popular recreation and events precinct that is a valuable social meeting space for the Teesdale community and attracts visitors from across the State. Features of the Teesdale Turtle Bend Reserve Upgrade include an expansion and power upgrade of the event site, upgrade and widening of the pedestrian bridge, upgrade to the toilets including a disabled toilet and

baby change facilities, additional play space elements and seating, new multi-sport space including half court for netball and basketball, improved fencing and sealing the driveway. Construction will take place in 2019-20.

Rokewood Recreation Reserve Lighting Upgrade

Council successfully secured a \$169,258 grant through the State Government’s Community Sports’ Infrastructure Fund and will contribute \$115,000 to deliver the lighting upgrade project at Rokewood Recreation Reserve. The new lighting at the Rokewood Recreation Reserve will meet the AFL standard for local football training and matches. Improved lighting means improved safety at the Reserve, as well as less wear and tear on the field as the full oval can be used for training. Importantly, the upgrade will support the club and Reserve committee to grow and strengthen their membership and schedule more matches, training sessions and events. Construction will take place in 2019-20.

Social Room Upgrade at Inverleigh Sporting Complex

Council welcomes the Federal Government’s funding announcement of \$500,000 for an upgrade to the club rooms at the Inverleigh Sporting Complex, with the project fully funded in the 2019/20 Federal Budget. The Inverleigh Football & Netball Club advocated to the Federal

Government for the upgrade of the social rooms which will cater for increased activity at the Inverleigh Sporting Complex, fuelled by the lighting upgrade delivered at the site early last year.

Major Road Projects

Golden Plains Shire is a large municipality with an extensive rural road network connecting its 56 township with popular routes to Geelong and Ballarat, Victoria’s second and third largest cities. Upgrading and maintaining the road network including the annual grading program for more than 700km of unsealed roads is an ongoing challenge for Council, particularly in a rate-capped environment.

Council works hard to lobby for Federal and State funding for much-needed major road projects. In 2018/2019, the following projects received partnership investment.

Teesdale-Lethbridge Road

Council has successfully secured a \$500,000 grant from Regional Roads Victoria under its Fixing Country Roads Round 1 program for vital safety upgrades on Teesdale-Lethbridge Road.

Council lobbied and advocated for government investment to fix this road for a number of years, following feedback from the local community. The vital upgrades will greatly increase safety for all road users, particularly local residents.



Tall-Tree Road construction works.

DESCRIPTION OF OPERATIONS

A section of Teesdale-Lethbridge Road will be reconstructed and sealed to cater for increased traffic loading. The section of road will extend approximately 740 metres north of the Shelford – Bannockburn Road. The pavement widening and re-sheet works, along with drainage improvements, will significantly increase the durability of this section of road.

Benefits for the community include increased safety, improved community access, including emergency services, increased traffic capacity, improved heavy vehicle access and increased resilience to changing conditions.

Construction of the Teesdale-Lethbridge Road will be undertaken in 2019-20.

Tall-Tree Road

Construction of a \$1.4 million project to widen, replace and seal Tall Tree Road in Lethbridge began in January 2019.

Council will contribute \$472,000 to the project and has successfully secured a \$943,000 grant from the Local Roads to Market funding program to complete works on the 5.7km section from the existing end of the sealed road to Meredith-Shelford Road.

This section of Tall Tree Road provides principal access to the wider road network for a number of primary producers in the Golden Plains Food Production Precinct and to the service providers that support primary industry.

The project will seal an existing 3.5km section of unsealed road that is currently unsuitable for heavy vehicles and regularly requires maintenance, particularly following wet weather. A further 2.2km of narrow sealed road will be widened and replaced, improving safety and smooth flow of traffic along the busy road.

The project will be completed and opened in 2019-20.

Golden Lake Road and Wall Street Bridges

Council successfully secured grants to replace the Golden Lake Road Bridge in Piggoreet and Wall Bridge in Teesdale under round four of the Federal Government’s Bridges Renewal Program.

The grants will cover half the estimated \$607,000 cost of replacing Wall Bridge and \$600,000 cost to replace Golden Lake Road Bridge. The funding will be matched by Golden Plains Council to deliver new concrete bridges spanning Native Hut Creek on Stones Road in Teesdale and Woody Yaloak River in Piggoreet.

Both the Wall Bridge and the Golden Lake Road Bridge were constructed in 1920 and refurbished with steel main beams almost 40 years later. Benefits of the new concrete bridges include improved safety for road users and increased bridge load. The new Wall Bridge will also deliver improved safety for pedestrian traffic as the existing bridge does not have a footbridge.

Pitfield-Cressy Road

A \$800,000 grant from the State Government’s Fixing Country Roads will accompany money allocated to the Shire from the Federal Government’s Roads to Recovery Program to fully fund this \$1.2 million project. This significant road upgrade and widening works will make Pitfield-Cressy Road safer for all users and support heavy vehicles transporting grain to the receival facility in Werneth. This grant funds 3.8km of widening works, supporting recent works by Council including new box culverts on the bridge over Little Woody Yaloak Creek, and widening of the road from the bridge to Werneth Road and the 1km section towards Colac-Ballarat Road.

Linton-Mannibadar Road

A \$933,000 grant from the State Government’s Fixing Country Roads program will be added to \$466,666 allocated to the Shire from the Federal Government’s Roads to Recovery Program to fully fund this \$1.4 million project. The project will widen and seal the existing 4.8km of narrow sealed road measured from the Rokewood-Shelford Road towards Linton.



Bannockburn Shire Hall.

DESCRIPTION OF OPERATIONS

Coopers Bridge

The replacement of Coopers Bridge in Meredith is a major \$1.6 million road project. The existing single-lane, load-limited bridge will be replaced by a new structure with two travel lanes, better alignment and gradients, and improved road safety.

A \$300,000 grant from the State Government's Fixing Country Roads program will offset the cost of the new bridge on Meredith-Steiglitz Road, with Council funding the majority of this much-needed project with money allocated in the Budget 2019-20 and funds rolled over from last year's Budget. The works complement \$300,000 spent last year on the approach road to the bridge, funded under the Federal Government's Black Spot Program.

Major Changes

Golden Plains Shire is a large rural municipality of 2,705 square kilometres with a socio-economically diverse population of 23,120 people living in 56 communities, ranging from villages with less than 100 people to a thriving town of more than 5,000 residents.

The substantial population growth of 2.5% in 2016-17 continued in 2017-18 with the Australian Bureau of Statistics (ABS) reporting that the Shire's population increased by 2.4% bringing the total number of residents to 23,120. Golden Plains retained its position as the fifth fastest growing regional LGA in Victoria (by percentage growth rate) in 2017/18.

The report separates the Golden Plains Shire into several geographic locations each known as a Statistical Area Level 2. Data showed that the Statistical Area Level 2 of Bannockburn and surrounds, grew by 3.6% to bring the population to 7,117 people. Bannockburn and surrounds is now the ninth fastest growing regional Statistical Area Level 2 (by percentage growth), behind other fast growing areas such as Grovedale in Geelong, Alfredton in Ballarat, Torquay and Lara.

Growth was also recorded outside of Bannockburn, with the Statistical Area Level 2 locations of Golden Plains – South and Golden Plains – North growing by 2.4% and 2.3%, taking their respective populations

to 7,240 and 4,742 people. The Statistical Area Level 2 of Smythes Creek also grew by 0.7% to bring the population to 4,021 people.

Within the organisation, two of Council's Senior Management Team retired from Golden Plains Shire Council in 2018/19. Director Corporate Services Richard Trigg resigned after many years of service in local government and Philippa O'Sullivan assumed the role, bringing a wealth of corporate knowledge and experience from her career in the public and private sector. Also this year, Director Community Services Jillian Evans retired following years of dedicated service to Council and Lisa Letic joined the organisation, with a solid background of local government management. Directors O'Sullivan and Letic join CEO Eric Braslis and Director Assets and Amenity Greg Anders to lead the organisation as Council's Senior Management Team.



Linton Oval Lighting.

DESCRIPTION OF OPERATIONS

Major Achievements

At Council’s primary customer service centre in Bannockburn, a redevelopment is underway to build modern and accessible facilities. The Golden Plains Community and Civic Centre (GPCCC) also features a new customer service centre, community meeting spaces and Council Chambers. After many years in development, construction of the GPCCC began in April and will be completed in 2021.

In 2018-19, Council developed its suite of Priority Projects and lobbied for greater government, private and public investment in Golden Plains Shire. Building on strategic partnerships with G21 Councils and the Central Highlands Councils, Golden Plains Shire has a strong voice in the region and the State.

In 2018/19, Council joined with five of the Central Highlands Councils Victoria (CHCV) councils: Ballarat, Ararat, Central Goldfields, Hepburn and Pyrenees Councils to successfully secure a \$4.5 million Rural Councils Transformation Program grant from the State Government.

The Central Highlands Councils Victoria Regional Shared Services project will create a new shared digital platform, reducing duplication of predominantly statutory service functions across the region. It will support the redesign of services to better meet the needs and expectations of residents, and embed significant savings and productivity benefits

into improving service delivery. The project will initially focus on financial systems followed by regulatory services of statutory planning, building services, environmental health and strategic land use. It’s an exciting project and Council look forward to progressing it with the partnership group in the year ahead.

The Federal Government election was hotly contested in the marginal seat of Corangamite, which includes the southern section of Golden Plains. This resulted in four significant commitments by the Coalition: a \$3.2 million roundabout at the entrance to Bannockburn; oval lighting in Lethbridge; new change rooms at the Bannockburn Soccer Facility; and an upgrade to club rooms in Inverleigh.

In contrast, the State Government election in Golden Plains, resulted in one commitment for the Shire by the Labor Government: part funding for the redevelopment of the floor at Haddam Stadium.

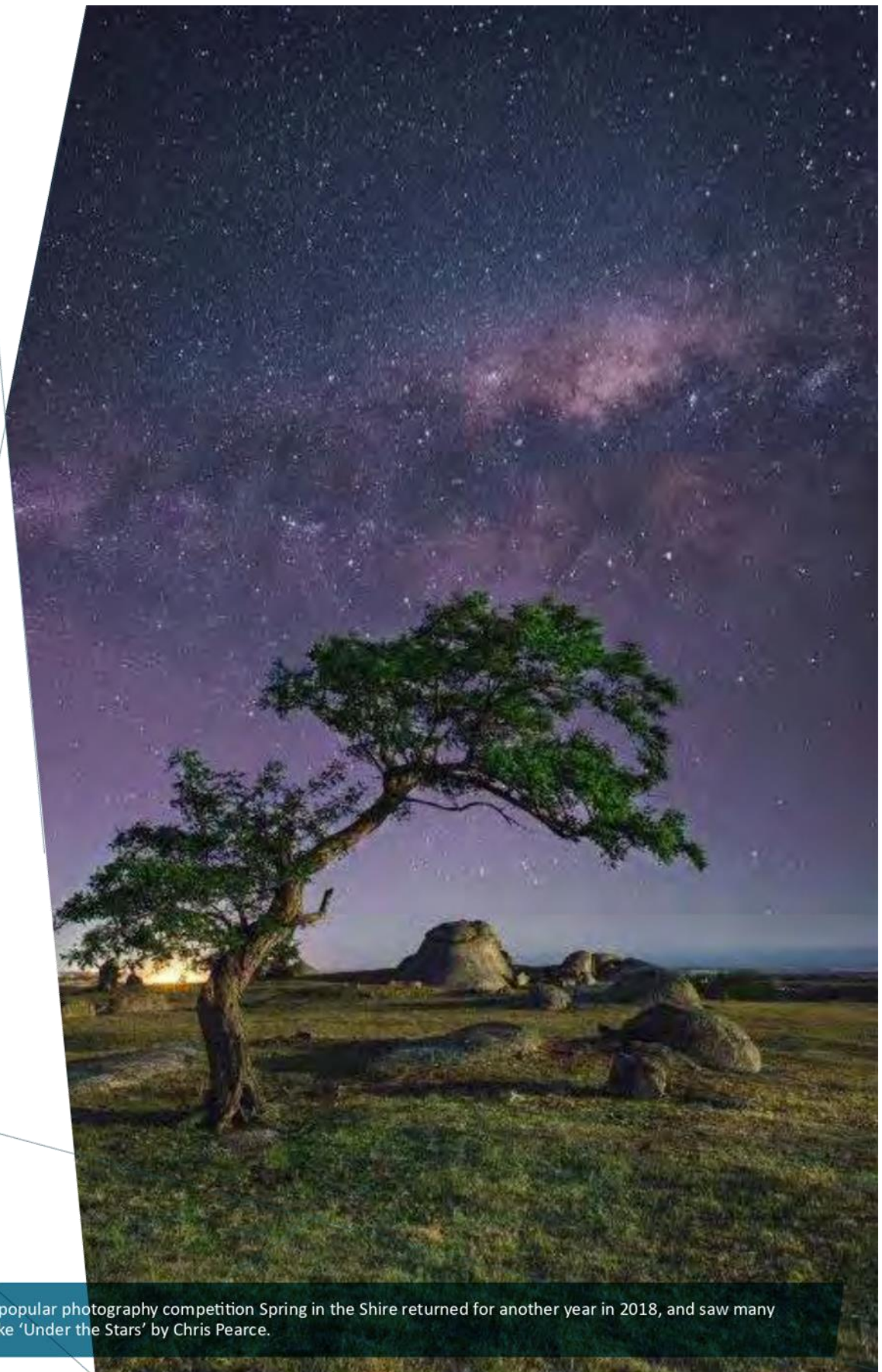
In 2018/19, key projects in the Shire’s largest town of Bannockburn of more than 7,000 people, with an annual population increase of 8.5 percent, have attracted the majority of government support, allowing Council to redirect budget revenue to provide full or majority support to projects in the smaller townships across the municipality.

Most notably, works on Stage One of the Bannockburn Heart Precinct started in April, with the

project delivering a new water and adventure play, active recreation equipment; and community facilities in summer 2019-20. The \$3 million project is a partnership of Council, Federal and State Government; and will feature the Shire’s first water play and play space with inclusive, accessible elements.

In 2018/19, Council also completed and opened an impressive list of valuable community infrastructure projects across Golden Plains Shire including a full reconstruction of the Smythesdale Oval, new cricket training facility in Rokewood, new netball and multipurpose courts at Victoria Park in Bannockburn, redevelopment and expansion of the Smythesdale Skate Park; and new lighting for the oval and female friendly change rooms at Linton Recreation Reserve.

With great success in securing government grant funding this year, there is a significant list of road and capital projects in development and under construction in Golden Plains Shire including new sports lighting at Victoria Park in Bannockburn, a second soccer pitch in Bannockburn, a new netball court in Bannockburn, and the upgrade of Tall Tree Road in Lethbridge.



Council's popular photography competition Spring in the Shire returned for another year in 2018, and saw many entries, like 'Under the Stars' by Chris Pearce.



The Mayor Cr Owen Sharkey and Deputy Mayor Joanne Gilbert at a Councillor Conversation Post in Napoleons in November 2018. In 2018-19, Council held 11 conservation posts across the Shire on different Council projects, talking to residents about their concerns, views and ideas.

OUR SHIRE



2,705

sq km of land



23,120

people



2.4%

growth rate
per annum



16

townships



56

communities

Golden Plains Shire is situated between two of Victoria’s largest regional cities, Geelong and Ballarat, with a population of more than 23,120 people across 56 vibrant rural communities.

Renowned for its award-winning food and wine, iconic music festivals, goldfield heritage and friendly communities, Golden Plains Shire is an attractive destination both to visit and call home.

New residents, particularly young families, are attracted to the area’s rural lifestyle, affordable housing and proximity to the services and jobs available in the Shire, as well as those in Melbourne, Geelong, Ballarat and the Surf Coast. Residents value the character of Golden Plains’ small townships and communities, local facilities and services, and natural environment. As one of the fastest growing regions in Victoria, boasting rich biodiversity and a broad range of flora and fauna, Golden Plains Shire has much to offer.

Golden Plains also offers many opportunities for businesses, investment, sustainable development and employment, with more than 1,800 businesses in farming, construction, retail and home-based businesses. In agriculture, the region has a strong tradition in wool and grain production and is a leading producer of prime lambs. Intensive animal farming

continues to increase and strengthen, with the production of goat dairy, beef, chicken and pork strong in Golden Plains, and a marked growth in viticulture. Many of the producers and businesses of Golden Plains sell their produce at the monthly Council-run Golden Plains Farmers’ Market, attracting visitors to the Shire from far and wide.

Golden Plains Shire is also one of the leading egg producers in Victoria, and is attracting new investment in free-range egg production in the Golden Plains Food Production Precinct—this is an area of land in the southern part of the Shire set to become one of Victoria’s premier areas for intensive agriculture.

Council is recognised for engaging with its communities to build community spirit; and plan for growth and future facilities and services. Residents continue to support their townships, with high levels of participation in clubs, activities and volunteering.

Looking to the future, Golden Plains Shire residents have shared their vision and priorities for the next 10 to 20 years. They identified the need to plan and manage the competing interests of a growing population whilst maintaining the Shire’s highly valued rural character, meet community service and infrastructure needs, and maintain and improve the Shire’s extensive road network.

COUNCIL OFFICES

Bannockburn Customer Service Centre

2 Pope Street, Bannockburn, Victoria, 3331. Local call 1300 36 30 36. Phone 03 5220 7111. Fax 03 5220 7100

Linton Customer Service Centre

68 Sussex Street, Linton, Victoria, 3360. Local call 1300 36 30 36. Phone 03 5220 7111. Fax 03 5220 7100

The Well, Smythesdale Customer Service Centre (10am to 2pm, Tuesday to Friday)

19 Heales Street, Smythesdale, 3351. Local call 1300 36 30 36. Phone 03 5321 1500. Fax 03 5220 7100

Postal Address

Golden Plains Shire Council, PO Box 111, Bannockburn, Victoria 3331

Email

enquiries@GPLAINS.VIC.GOV.AU

Contacting Council After Hours

To contact Council outside normal business hours, call 03 5220 7111



Back row, left to right: Cr Les Rowe, Cr Des Phelan, Cr Nathan Hansford, Cr David Evans,
Front row, Cr Helena Kirby, Cr Owen Sharkey (Mayor 2018-19), and Cr Joanne Gilbert (Deputy Mayor 2018-19).

COUNCILLORS

Cr Owen Sharkey – Mayor 2018-19

Cr Owen Sharkey lives with his family in Batesford, where he is strongly involved in the community, and works in Bannockburn. Cr Sharkey's priorities are to improve the survey rating, reduce unnecessary spending, reduce borrowings and raise revenue by means other than increasing rates. He wishes to be seen as an approachable councillor whose decisions benefit the whole of the Shire.

Cr Sharkey has been appointed by Council as its representative to the following: G21 Board of Directors; Tourism Greater Geelong and the Bellarine Board; Central Highlands Councils Victoria; and Peri Urban Group of Rural Councils. As the Mayor, Cr Sharkey is also a member of Council's Audit and Risk Committee.

Cr Joanne Gilbert – Deputy Mayor 2018-19

Cr Joanne Gilbert was born and raised in Napoleons, and now lives in Cambrian Hill with her husband and three children. Cr Gilbert believes community consultation is paramount and is strongly committed to improving infrastructure and services whilst being financially responsible.

Cr Gilbert has been appointed by Council as its representative to the following: Grampians Central West Waste & Resource Recovery Group - Local Government Forum; Highlands Local Learning & Employment Network; MAV Human Services Committee; and MAV Professional Development Reference Group.

Cr David Evans

Cr David Evans is a Bannockburn resident, passionate about making Golden Plains' rates fair and equitable. He understands the issues facing the Shire, and is interested in making budgetary cost savings, wherever possible. Cr Evans wishes to be seen as approachable and is willing to hear new ideas.

Cr Evans has been appointed by Council as its representative to the following: Geelong Rural and Peri-Urban Advisory Committee; G21 Environment Pillar; G21 Health and Wellbeing Pillar; and G21 Planning and Services Pillar. He is also a member of Council's Audit and Risk Committee.

Cr Nathan Hansford

Cr Nathan Hansford lives with his family in Bannockburn and owns a local business, as well as serving as the Controller of the Bannockburn SES. Returning to Golden Plains Shire Council for a second consecutive term, Cr Hansford is focused on working together to achieve the best outcome possible for the Golden Plains community.

Cr Hansford has been appointed by Council as its representative to the following: Municipal Association of Victoria; Geelong Regional Library Corporation; G21 Education and Training Pillar; G21 Sport and Recreation Pillar; G21 Transport Pillar; MAV Emergency Management Committee; MAV Financial Assistance Grants and Rate Capping Taskforce; MAV Human Services Committee; and MAV Transport & Infrastructure Committee.



The Council Chambers at Linton, where every second Ordinary Meeting is held. In April this year, Council introduced a Public Question Time component to meetings, where residents can submit questions on any Council related matters.

Cr Helena Kirby

Cr Helena Kirby is a resident of Rokewood where she resides with her family and owns and operates her own business in the town. Serving in her third consecutive Council term, Cr Kirby was Mayor in 2017-18. She enjoys representing the interests of the residents of Rokewood and the surrounding districts, and will ensure the communities within Golden Plains Shire prosper.

Cr Kirby has been appointed by Council as its representative to the following: G21 Arts, Culture and Heritage Pillar; Geelong Heritage Centre Collection Advisory Committee; Golden Plains Disability, Access and Inclusion Committee; and Rural Financial Counselling Service Victoria's Colac Local Reference Group.

Cr Des Phelan

Cr Des Phelan, a farmer from Springdallah, has lived and worked in Golden Plains Shire all his life. He has served on the former Grenville and now Golden Plains Shire Council for 25 years, including six terms as Mayor, most recently serving in the position in 2016-17.

Cr Phelan is a member of the following committees: Ballarat Regional Landfill Monitoring; MAV Emergency Management Committee; MAV Environment Committee; MAV Financial Assistance Grants and Rate Capping Committee; and Timber Towns Victoria.

Cr Les Rowe

Cr Les Rowe has lived in Golden Plains his whole life, owning and operating a business in Sutherlands Creek. He has been involved in the community for many years. Cr Rowe has been active in the community for many years, and notably worked with Council and government departments to lobby for a new K-12 school in Bannockburn when he was Bannockburn Primary School President. His priorities are to support the residents, ratepayers and community organisations of Golden Plains, and make decisions that benefit the whole community.

Cr Rowe has been appointed by Council as its representative to the following: G21 Environment Pillar; and Golden Plains Municipal Fire Management Planning Committee.

REPORT OF OPERATIONS - FOR THE YEAR ENDED 30 JUNE 2018

Philippa O'Sullivan, Eric Braslis, Lisa Letic and Greg Anders.

OUR PEOPLE

SENIOR MANAGEMENT TEAM

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. Three Directors together with the CEO form the Senior Management Team (SMT) and lead the organisation. Details of the CEO and senior officers are set out below.

Eric Braslis
Chief Executive Officer.

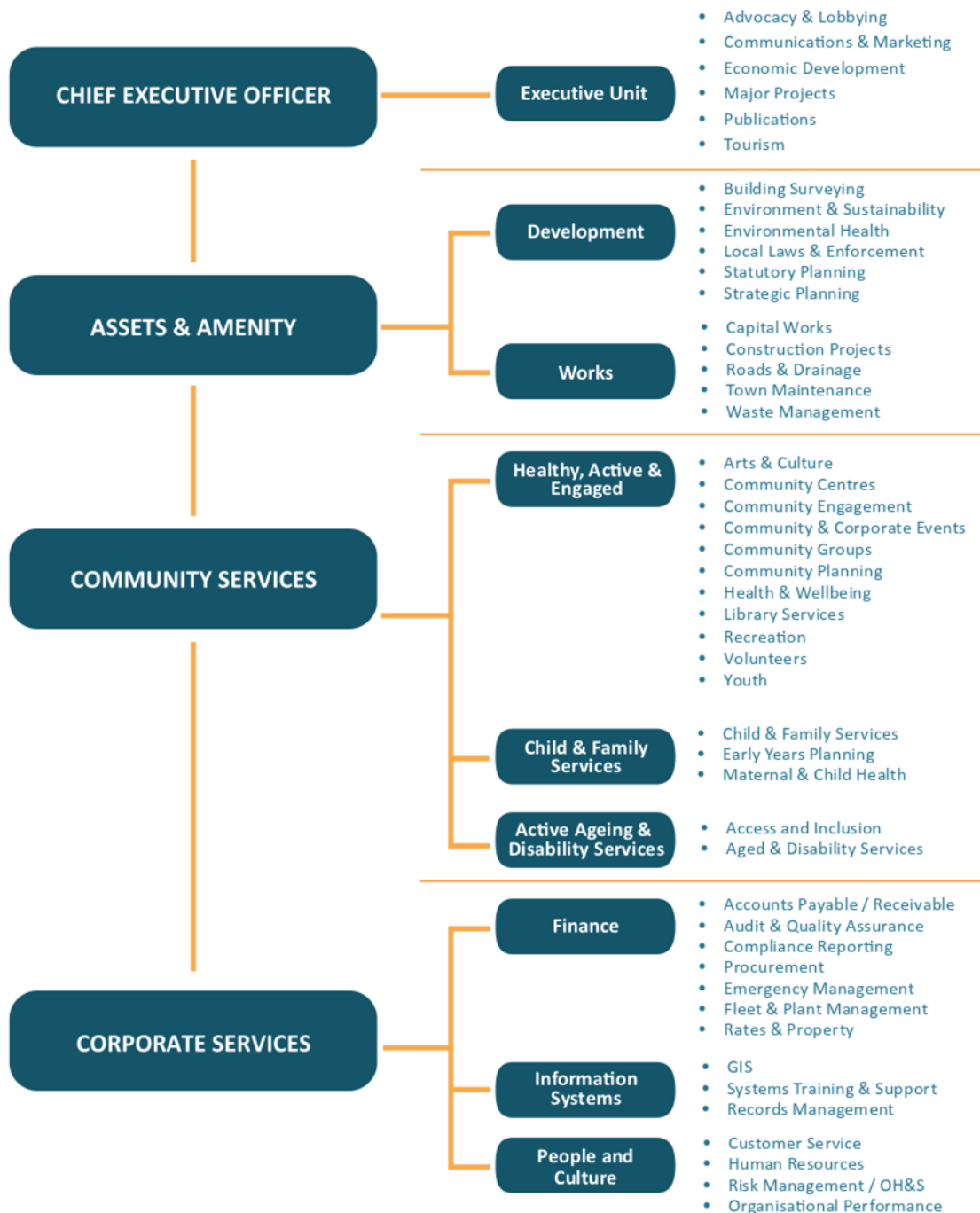
Lisa Letic
Director Community Services.

Greg Anders
Director Assets & Amenity.

Philippa O'Sullivan
Director Corporate Services.



ORGANISATIONAL STRUCTURE





COUNCIL STAFF

Workforce

As at 30 June 2019, Golden Plains Shire employed 265 people (in full-time, part-time and casual employment) in a diverse range of positions, including Engineering, IT, Customer Service, Administration, Media and Communications, Finance, Children’s and Aged & Disability Services, Youth Sport and Recreation, Community Development, Works, Parks and Gardens, Planning, and Management.

110 full-time, 119 part-time and 36 casual positions. See Tables 1 and 2 on page 47 for a detailed breakdown of employees by division and employment classification.

Unfilled positions have not been included in the FTE figures in Table 1. At 30 June 2019, the unfilled vacancies equate to 22.73 FTE. Of this FTE, 3.80 (FTE) have been successfully recruited, with the incumbents commencing in July 2019. Current vacancies are 9.31 FTE with the balance of vacant FTE being reviewed and evaluated to ensure Council has the right people in the right roles to deliver its Strategic Objectives. Council’s total FTE for 2018/19 is 200.11 FTE.

The average age of our workforce is 47 years. Fifty-five percent of our staff are aged over 45 years, and 25 percent aged over 55 years. Seventeen percent are aged under 35 years. The generational profile of Council’s workforce has remained consistent over the past few years, and is in-line with nation-wide trends of ageing populations and workforces. Voluntary staff turnover was 23.38%, with 5 retirements included in this figure.

Employment type by gender indicates that the permanent full-time workforce is marginally male dominated, at 55%. Council’s part time workforce is predominantly female at 95%, with 86 women employed part-time in the Community Services directorate. Casual work is predominantly female at 86%.

Council’s Employment Type by Gender figures have remained consistent over the past few years, and are reflective of a contemporary workforce where many women are employed in part-time or casual positions.

Recruitment

Council advertised 76 positions in 2018-2019, attracting 1088 applications overall.

Vacancies became available across all Departments, including two Directors, one Manager, two temporary Managers and five Team Leaders.

We received around 90 applications each for several of the Customer Service and the Outdoor Parks and Recreation Officer vacancies. The professional areas most challenging to fill were Engineering, Finance, and in the last half of this financial year, it increasingly challenging to fill Childcare positions.

Ten positions were filled by internal applicants who had applied for career advancement or additional opportunities.

Council currently has 10 active vacancies that are in various stages of the recruitment process, and 5 new employees appointed prior to 30 June and starting in July 2019.





COUNCIL STAFF

Table 1: Number of Golden Plains Shire Council Employees by Division (at 30 June 2019).

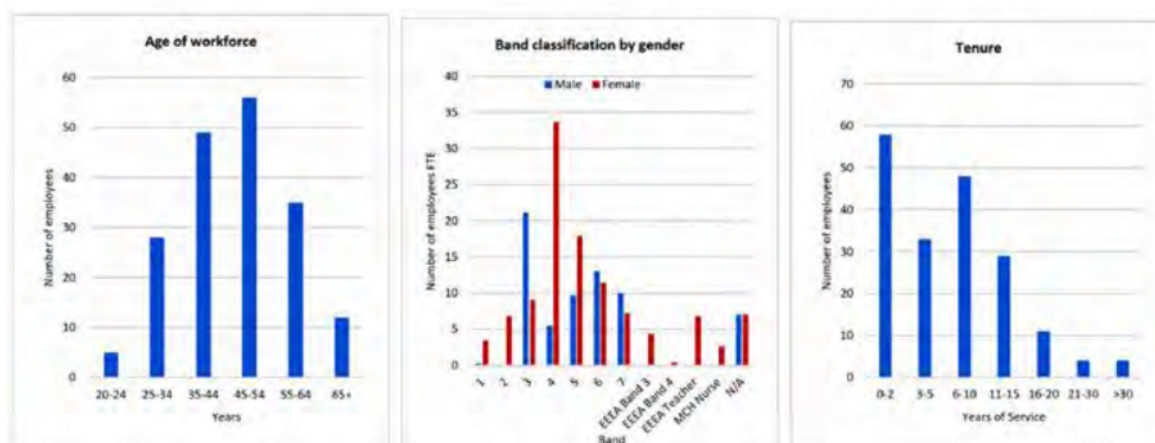
	Full-time female FTE	Full-time male FTE	Part-time female FTE	Part time male FTE	Casual female FTE	Casual male FTE	Total
CEO & Executive	3.00	4.00	0.00	0.00	0.00	0.00	7.00
Assets & Amenity	12.00	48.00	4.28	0.63	0.00	1.18	66.09
Community Services	19.00	6.00	43.25	0.73	3.50	0.00	72.48
Corporate Services	19.00	6.00	6.81	0.00	0.00	0.00	31.81
TOTAL	53.00	64.00	54.34	1.37	3.50	1.18	177.38

* Unfilled positions have not been included in the FTE figures in Table 1. At 30 June 2019, the unfilled vacancies equate to 22.73 FTE. The total FTE including vacancies for 2018/19 is 200.11 FTE.

Table 2: Number of Golden Plains Shire Council Employees by Band (at 30 June 2019).

Employment Classification	Female FTE	Male FTE	Total FTE
Band 1	3.48	0.24	3.72
Band 2	6.86	0.00	6.86
Band 3	9.07	21.15	30.22
Band 4	33.69	5.48	39.17
Band 5	17.93	9.68	27.61
Band 6	11.43	13.00	24.43
Band 7	7.18	10.00	17.18
Band 8	0.00	0.00	0.00
EEEE Band 3	4.42	0.00	4.42
EEEE Band 4	0.39	0.00	0.39
EEEE Teacher	6.78	0.00	6.78
MCH Nurse	2.60	0.00	2.60
Band not applicable	7.00	7.00	14.00
Total	110.84	66.55	177.38

* Unfilled positions have not been included in the FTE figures in Table 1. At 30 June 2019, the unfilled vacancies equate to 22.73 FTE. The total FTE including vacancies for 2018/19 is 200.11 FTE.





Spending quality time together, Active Ageing & Disability Community Care Worker Amy Longley & resident Mrs Barbara Phillips enjoy maintaining a healthy, active and connected life.



EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

Golden Plains Shire Council is wholly committed to the principle of Equal Employment Opportunity (EEO) by fostering an environment which promotes merit and relationships based upon trust and mutual respect.

Council supports removing barriers to participation and ensuring that no employee or job applicant receives less favourable treatment on the grounds of race (including colour, nationality and ethnic or national origin), gender, religious and political beliefs, marital status, pregnancy, age, physical and intellectual impairment, or sexual preference.

Golden Plains Shire Council continues to undertake reviews of its policies, procedures and practices to ensure equity and transparency for all staff, and the elimination of direct and indirect discrimination.

Council further ensures that employees receive information and either online or face-to-face training relating to equal opportunity expectations at induction and throughout their employment. Specifically, these relate to harassment, discrimination, vilification, bullying, and occupational violence.

As part of our commitment to equal opportunity, Council appoints and trains designated equal employment opportunity officers to provide confidential assistance and support to staff members who believe they may be affected by discrimination or harassment in the workplace. In the event a complaint arises, Council ensures that such matters are dealt with promptly and confidentially through internal investigation processes.

In 2018–19, no discrimination matters were raised by Council staff with any external bodies.

OTHER STAFF MATTERS

Enterprise Bargaining Agreement

In February 2017, an Enterprise Bargaining Committee comprising management representatives, nominated workplace union delegates and union industrial officers was established to negotiate a new Enterprise Agreement for Council employees.

A new Enterprise Agreement was successfully negotiated and approved by Fair Work Australia, with an operative date of 17 July 2018 for a period until 1 July 2020.

Professional development

Golden Plains Shire Council recognises the importance in the development of skilled, knowledgeable and dedicated

employees. All employees are provided with the opportunity to gain the necessary practical and personal skills required to successfully perform their work and are encouraged to seek further education to both personally and professionally enhance their opportunities for career advancement.

The investment in training is developed in alignment with strategic priorities as well as in response to individual needs identified through the personal development plan process.

Growing individual and corporate capability enables us to improve service delivery to the community, increase organisational efficiency and strategic agility.

It also supports internal career progression and the attraction and retention of highly skilled staff.

Service recognition

Staff who remain with Council longer term retain valuable local knowledge and bring experience to their specific jobs and to Council operations generally.

In December 2018, the Chief Executive Officer formally recognised the contribution made by long term staff, including 10 staff who completed the milestone of 10 years of service and one staff member who completed 20 years of service.



Golden Plains Shire Council's Maternal and Child Health Team provide a number of support services for families, including 249 Maternal and Child Health Home visits in 2018/19.



OTHER STAFF MATTERS

Gender Equity and Preventing Violence against Women

Council is committed to creating gender equitable workplace and community by influencing gender inequality through reviewing, redeveloping, and implementing policies, processes, services and programs.

Council promotes a culture of non-violence, respect and gender equity across the organisation. Council's Enterprise Bargaining Agreement includes support for employees impacted by family violence. We are also developing new ways of doing things by being inclusive in our decision-making, valuing the differing needs of a diverse community; and ensuring that we are reflective, learn from our mistakes and embrace evidence-based best practice.

Occupational Health and Safety

Golden Plains Shire Council maintains a strong commitment to ensuring our workplace is safe. Council's OHS Committee meets every two months to identify and discuss issues, compliance and training/awareness opportunities.

Employees are strongly encouraged to complete an incident report for any accidents, near misses or risks they identify in the workplace. It enables Council's OHS team to be more proactive and less reactive when it comes to minimising risks. All incident reports are recorded in the corporate reporting software system.

Supporting and informing staff

Golden Plains Shire Council employees also have access to a range of programs and services designed to support them in their employment and personal life.

In 2018-2019 these included:

- Employee Assistance Program, including counselling and wellbeing support to employees and family members to manage issues impacting their lives.
- Free flu immunisations.
- Vision Super financial seminars and individual financial planning sessions.

There are a number of ways Council keeps staff informed and facilitates cross-communication across the organisation. We publish a weekly 'In the Loop' newsletter which is emailed directly to staff and Councillors. The bi-monthly staff newsletter 'Plain Talking' is sent electronically and in hard copy to some staff via payslips.



REPORT OF OPERATIONS - FOR THE YEAR ENDED 30 JUNE 2018

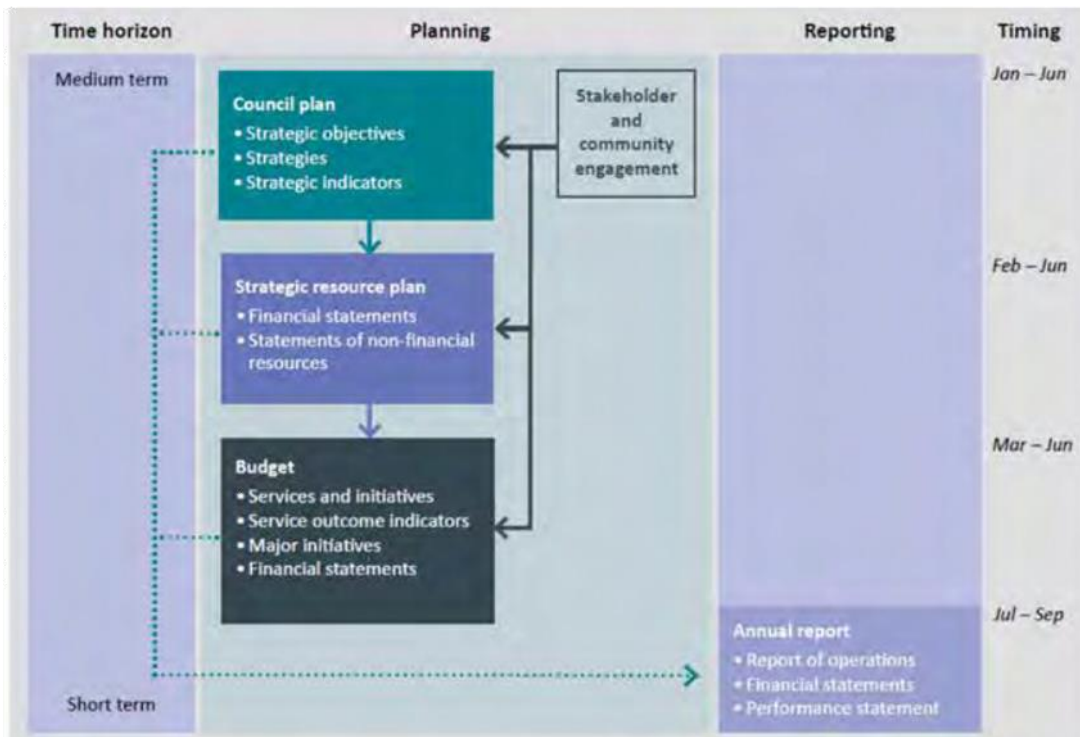
OUR PERFORMANCE

Planning and Accountability Framework

The planning and accountability framework is found in part 6 of the Act and in the Local Government (Planning and Reporting) Regulations 2014 (the regulations). The legislation requires councils to prepare the following documents:

- A Council Plan within the period of six months after each general election or by 30 June, whichever is later
- A Strategic Resource Plan for a period of at least four years and include this in the Council Plan
- A Budget for each financial year, and
- An Annual Report in respect of each financial year.

The following diagram shows the relationships between the key planning and reporting documents that make up the planning and accountability framework for local government. It also shows that there are opportunities for community and stakeholder input and feedback at each stage of the planning and reporting cycle.



COUNCIL PLAN REPORT





COUNCIL PLAN

The Council Plan 2017-2021 is the key document setting out the strategic direction for Golden Plains Shire for the four years of the Plan and beyond. The Victorian Local Government Act 1989 requires that a Council Plan must be prepared every four years.

Council Plan 2017-2021 also incorporates the Municipal Public Health and Wellbeing Plan that outlines our priorities for supporting, protecting and improving the health and wellbeing of our community.

With a focus on four strategic priorities that reflect the key activity areas of Council, the Council Plan 2017-2021 outlines the services that contribute to the health and wellbeing of the community: promoting healthy and connected communities; enhancing local economies; managing natural and built environments; and delivering good governance and leadership.

Key Result Area	Strategic Objective
<p>1. PROMOTING HEALTHY AND CONNECTED COMMUNITIES</p> 	<p>We commit to creating a healthy, active and safe community that provides opportunities for all residents to connect and engage with their local and broader community.</p>
<p>2. ENHANCING LOCAL ECONOMIES</p> 	<p>We work with business, government and community partners to sustain a diverse, resilient, prosperous and socially responsible economy, through investment attraction, supporting local business, and tourism development.</p>
<p>3. MAINTAINING NATURAL AND BUILT ENVIRONMENTS</p> 	<p>We work to promote, conserve, enhance and protect the natural environment and ensure that growth and change in the built environment is managed for the benefit of all of our community.</p>
<p>4. DELIVERING GOOD GOVERNANCE AND LEADERSHIP</p> 	<p>We will govern with integrity, plan for the future, and advocate for our community.</p>

Performance

Council's performance for the 2018-19 year has been reported against each strategic objective to demonstrate how Council performed in achieving the 2017-2021 Council Plan. Performance has been measured as follows:

- Results achieved in relation to the strategic indicators in the Council Plan.
- Progress in relation to the major initiatives identified in the Budget.
- Services funded in the Budget and the persons or sections of the community who are provided those services.
- Results against the prescribed service performance indicators and measures.



HEALTH & WELLBEING PRIORITIES

We are committed to the following health and wellbeing priorities that underpin the Council Plan and our strategic framework for the next four years and beyond.

The symbols below will be used throughout the Council Plan to identify actions related to our health and wellbeing priorities for people of all ages and abilities, especially young people and older residents.



1. Healthy eating and active living

- Increase healthy eating and access to affordable, nutritious food
- Increase participation in physical activity



2. Access to local health and community services

- Improve access to a range of relevant, quality health and community services for all our communities



3. Healthy and sustainable environments

- Improve access to safe and universally designed built environments including community facilities and spaces, open spaces and places for active recreation
- Preserve the natural environment and ensure our community is resilient and responsive to the challenges of climate change and emergency management



4. Connected communities

- Increase support for our community groups to provide opportunities for social connection
- Provide opportunities for community members to increase their participation in the decisions that shape their health and wellbeing
- Increase access to affordable and sustainable transport options for our communities
- Support positive mental health and wellbeing for our community members
- Improve connections to local education, training and work opportunities



5. Family violence and gender equity

- Ensure an integrated response to support those experiencing family violence
- Proactively address gender equity issues in our organisation and our community
- Council will support and encourage and act on the Communities of Respect and Equality Alliance (CoRE) plan to prevent violence against women.



Municipal Health and Wellbeing Action Plan

COLLABORATING AND STRENGTHENING PARTNERSHIPS TO IMPROVE HEALTH AND WELLBEING OUTCOMES OF OUR COMMUNITY.

The Golden Plains Shire Municipal Public Health and Wellbeing Action Plan 2017-2021 reflects and captures the activities of Council and other organisations working in Golden Plains Shire to improve the health and wellbeing of residents.

Year 2 of the Health and Wellbeing Action Plan commenced with an ‘End of Year 1 forum’, providing the opportunity for health and wellbeing partners to reflect on annual progress, and to review Year 2 activities. This workshop was attended by representatives from 12 external organisations, and 12 internal staff members.

The Health and Wellbeing Monitoring and Evaluation Plan, an accompanying partner Evaluation Toolkit and a quarterly Health and Wellbeing Newsletter were launched in May, designed to streamline and guide regional activities. Additionally, two capacity building workshops were held in 2019 for partners with workshop, with the ‘Knowing what matters and how evaluation can help’. attended by 26 people. As a result of this workshop, a consensus was formed to pilot collective reporting across Council’s five priority areas for the next 12 months. Workshop two, scheduled for June 2019, will allow partners to be involved in refining and shaping ‘Intermediate’ Outcome measures.

Partners will continue to meet on an annually in August to review, revise and monitor the action plan. The following organisations worked with Council to develop and identify actions that contribute to Council’s five Health and Wellbeing priorities:

- Ballarat Community Health
- Barwon CASA
- Barwon Child Youth and Family (BCYF)
- Barwon Health
- Barwon Water
- Berry Street
- Bethany Community Services
- Central Highlands Primary Care Partnership
- Centacare
- Department of Education & Training
- Geelong YMCA
- G21 Geelong Region Alliance
- Hesse Rural Health
- Integrated Living Australia Inc.
- Geelong LLEN
- Leisure Networks
- Meredith Community Learning Hub
- Sports Central
- Women’s Health Grampians
- Woody Yaloak Catchment Group



STRATEGIC OBJECTIVE 1:

PROMOTING HEALTHY AND CONNECTED COMMUNITIES

We commit to creating a healthy, active and safe community that provides opportunities for all residents to connect and engage with their local and broader community.



The 2018-19 Community Grants program saw \$109,010 in grants awarded to 34 community projects from across the Shire.

STRATEGIC OBJECTIVE 1:

PROMOTING HEALTHY AND CONNECTED COMMUNITIES



The following statement reviews the performance of Council against the Council Plan, including results achieved in relation to the strategic indicators included in the Council Plan.

Strategic Indicator measure	Result	Comments
Increased healthy eating and active living	16 Social Media posts reach of 12,730 people 500 3-4 years olds 3954 pieces of fruit delivered 10 capital projects delivered Ongoing tennis court and play space upgrades	G21 Regional 'Choose Water this Summer' Campaign Two phase initiative to increase vegetable consumption in shire wide kindergartens. Walk to School program ran across 12 schools in the month of October. Implemented Council's Recreation Plan delivering the following infrastructure: Batesford Playspace, Linton Oval Lighting upgrade, Linton Netball Change Rooms, Smythesdale Skate Park Upgrade, Bannockburn Vic Park Netball Court and Multisport court upgrade, Smythesdale Courthouse upgrade, Rokewood Recreation Reserve change room upgrade Successfully applied for funding for State and Fedear grant funding for 6 capital and 1 planning project.
Improved access to health and community services for people of all ages, abilities and localities within the Shire	4 Fortnightly/monthly drop in services	GP and Service Provider network held quarterly. Increased access to Maternal and Child Health through drop in services at Bannockburn and Smythesdale. Supported Family Services access especially supporting vulnerable families through drop in opportunities at Bannockburn, Meredith and Rokewood.
Increased community safety indicators	1 Meeting 2019	Applied for graffiti prevention grants – Bannockburn Skate Park. Network established with family Violence investigation Unit.
Reduced prevalence of family violence	5 staff	Deliver 'Take the Lead' Project to build capacity and support women's leadership in sporting clubs, 1 forum, 3 case studies, 2 coaching sessions. Maternal and Child Health and Management Training MARAM and MERTIL incl. Child Information Sharing and Family Violence Information Sharing.
Increased connection to culture and communities	6 services 3 6 36 artists	Implementation of Marrung Aboriginal plan across Early Years services. Supported a number of arts networks across the Shire. Arts programs over the last 12 months. Examples include: the My Home exhibition involving 12 artists, Creative Wanderings project involving 24 artists and arts community groups, School holiday arts programs and Victorian Senior Citizens events. Worked with regional and state wide agencies to provide new arts programs in the Shire.
Increased community led action volunteering, participation in community groups & events	3	Council has: <ul style="list-style-type: none"> Developed the Stepping over the Sidelines project aimed at getting inactive parents to be actively participating in physical activity Supported the delivery of youth led programs delivering 28 annual activities. Venues Children's week event; 250+ participating (2018) supported development and implementation of community plans for 22 communities. provided Seed funding grants, HEAL grants and Community Grants to support community initiatives supported recreation and sporting clubs and management committees provided volunteer training programs supported the delivery of youth led programs delivering 28 annual activities.
Increase support and access to Council delivered, and independent provider, programs		Council has: <ul style="list-style-type: none"> Undertaking Health Service mapping project to determine gaps, opportunities for service provision shire wide. Reviewed delivery models and increase collaborations with community health providers and Early Years services across the Shire. Council has engaged with a range of Allied Health Services and the Community to provide the first Home & Community Care Expo. Council has continued to explore & develop partnerships with disability providers to maintain & increase weekly programs such as Lego for children & Life Skills at SCOPE.

STRATEGIC OBJECTIVE 1:

PROMOTING HEALTHY AND CONNECTED COMMUNITIES

The following statement reviews the progress of Council in relation to major initiatives identified in the 2018-19 Budget for the year.



Major Initiatives	Progress
<p>Council successfully sought State and Federal funding to complete several capital projects identified in the 18/19 budget as well as lobbying during the Federal election for funding future projects.</p> <p>Council will be working with young people, local communities and service providers to improve the health and wellbeing of young people living in Golden Plains Shire:</p> <ul style="list-style-type: none"> • Increase the capacity and opportunities for GPS young people to participate in their community through decision making, collaboration and community based initiatives; • Increase the skills, knowledge, confidence and leadership abilities of young people providing meaningful pathways into educations; • Increase the wellbeing, networks and connection of young people with their local community, businesses, services and families and friends; • Ensure young people have access to local events and activities 	<p>Council completed construction of the Smythesdale Regional Skate Park Upgrade, the Bannockburn netball court upgrade, the Linton Oval Lighting Upgrade, and female change rooms at Linton. The Smythesdale Courthouse Upgrade was also completed protecting a heritage listed building, and a grant was issued to the Rokewood Recreation Reserve for the upgrade of the football/cricket change rooms. The Bannockburn Heart construction tender was awarded and construction is well underway, for completion late 2019.</p> <p>Council successfully applied for State and Federal funding for projects in the 19-20 year, including the Bannockburn Bowls Upgrade, the Rokewood Recreation Reserve Oval Lighting Upgrade, Bannockburn Oval Lighting Upgrade and the Teesdale Turtle Bend Upgrade. The Haddon Stadium floor was a State Government election commitment that has been included in the State 19-20 budget.</p> <p>Council successfully lobbied during the Federal Election to secure funding for the following Recreation projects; Lethbridge Lighting upgrade, Inverleigh Social Room upgrade and the Bannockburn Soccer Change Room extension.</p> <p>Council successfully applied for State funding for the FReeZA Program for three years (2019-2021) to provide unique platforms for young people to organise safe and inclusive events for other young people. The FReeZA program empowers young people to participate in their community, develop skills in leadership, teamwork and communication and gain valuable experience in event management. The Golden Plains Shire FReeZA program has invested in Skate, Scoot and BMX competitions, Pop Up Movie Nights and Live Music events which have been identified as events of interest by local young people.</p> <p>Council has invested in through its State-funded Engage! Program training for young people including RSA and Barista courses, Leadership programs, school holiday activities, work experience programs, community volunteering projects and transitions programs.</p> <p>Council has successfully applied for State funding for the Victorian Youth Week Program, for young people to create events that celebrate and showcase the unique achievements and contributions young Victorians make to their communities. The 2019 program saw a group of young organisers develop a twilight art exhibition in Meredith that showcased the creative talents of 14 young artists. More than 50 community members, including artists and their families, came through the open air display.</p>