



ATTACHMENTS

**Under Separate Cover
Council Meeting**

6.00pm Tuesday 24 November 2020

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COUNCIL PLAN

QUARTERLY PROGRESS REPORT

Q1: JULY – SEPTEMBER 2020



ACKNOWLEDGEMENT OF COUNTRY

Council acknowledges the traditional Wadawurrung owners of the land where we live, work and meet. Council pays its respects to Wadawurrung Elders both past and present and extends that respect to all Aboriginal and Torres Strait Islander People who are a part of Golden Plains Shire.

ABOUT THE COUNCIL PLAN

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

For the first time, this Council Plan incorporates the Municipal Public Health and Wellbeing Plan that outlines our priorities for supporting, protecting and improving the health and wellbeing of our community.

The Plan reflects feedback from our community and stakeholders as part of an extensive community consultation process that was an integral component of the planning process. The Council Plan sets out our vision for the future, our mission and priority objectives as the strategic framework for Golden Plains Shire for the next four years and transparently outlines how that will be achieved. The Plan is grounded in our core values that will guide our organisation in all that we do. The Council Plan also includes our Strategic Resource Plan that sets out the resources required to achieve our strategic priorities and objectives over the next four years.

The Plan focuses on four strategic priorities that reflect the key activity areas of Council and the services that contribute to the health and wellbeing of the Golden Plains community: promoting healthy and connected communities; enhancing local economies; managing natural and built environments; and delivering good governance and leadership.

HOW WILL THE PLAN BE IMPLEMENTED

The Council Plan 2017-2021 has been developed in consultation with our community and key stakeholders and we are committed to working together to achieve our vision for the future.

Council will play a strong leadership role and work in a range of ways to deliver on the priorities and objectives outlined in the Plan including:

- **Leader** demonstrating strong leadership and leading by example
- **Service provider** facilitating and funding the provision of services
- **Deliverer** directly implementing services, projects or works
- **Advocate** making representation on behalf of our community
- **Partner** working with others to achieve outcomes
- **Facilitator** bringing stakeholders together
- **Funder** providing funds or other resources to deliver outcomes
- **Planner** planning to meet the needs and aspirations of our community now and into the future
- **Regulator** assuming regulatory responsibility across a range of areas
- **Listener** engaging with and listening to the community


Implementation of the Council Plan will be grounded in our commitment to working collaboratively and in partnership with others to achieve our objectives. We will continue to develop and strengthen our relationships with the community, government, key partners and other organisations to create a vibrant, prosperous and sustainable future for our Shire.



The Council Plan 2017-2021 will be reviewed annually for achievement against objectives and to ensure that it continues to reflect the priorities of Council and our community. We will measure our success based on indicators determined for each of our priority objectives and report against these in our Annual Report at the end of year.





STRATEGIC DIRECTION 1:




PROMOTING HEALTHY & 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.

Action	Progress	Status	Activities Undertaken
Provide and Support programs, activities and spaces to promote and encourage health and wellbeing for people of all ages and abilities	20 - 30% complete		<ul style="list-style-type: none"> Active Ageing & Inclusion (AA&I) launched the Menu@Home service in partnership with a local business, providing consumers with a weekly delivery of freshly prepared meals. The AA&I Stay Safe Stay Healthy Stay Independent initiative provided eligible AA&I consumers with the opportunity to receive a LiveLife Personal Mobile Alarm &/or Fitbit Charge 4 to enhance and support their safety, health and independence. Pen Pal Project – AA&I consumers in Inverleigh, Bannockburn and Haddon are taking part in this initiative. Children will write letters and consumers will be supported to return letters to the children. School Holiday Wellbeing Program delivered over 10 days during the June / July School Holidays in response to a cluster of youth suicides in the Geelong region. Docs and Teens Program delivered at Bannockburn P-12 College in partnership with Headspace and Bannockburn Surgery. Content focussed on respectful and healthy relationships. Golden Plains Winter Walk Challenge held in partnership with YMCA. Development of "Shake It Off" Dance Project initiative with focus on Mental Health (over 80 online registrations). Two Arts Action Capacity Building Workshops Offered for GPS Creative Community. Application to Creative Victoria for Funding - Living Sculptures Program. Funding Received for COVID Arts Relief Project & initiated project.

Action	Progress	Status	Activities Undertaken
Develop a longer term vision and planning for an integrated approach to providing quality health and community services infrastructure	30% complete		<p>In line with GPS and regional strategic plans, achievements in improving community infrastructure during the quarter include:</p> <ul style="list-style-type: none"> • Final Masterplan for Leighdale Equestrian Centre adopted by Council. • Final Sport and Active Recreation Strategy 2020-2030 adopted by Council. • Bannockburn Heart Stage 2 Concept Plans updated. • Linton Cricket Nets Upgrade SRV Grant (\$100k) successful. • Bannockburn Soccer Facility Upgrade SRV Grant (\$436k) successful. • Golden Plains Youth Hub Growing Suburbs Fund Grant successful (\$271,032) with an additional \$100k financial contribution to be provided by Bannockburn and District Connected Communities. • Cricket Australia Grant for Linton Cricket Nets Successful (\$30k). • Linton Recreation Reserve Shower Amenities upgrade to be female friendly. • Explore Bannockburn way finding signage installed to provide 3 loops for walking. • Contributed to Draft G21 AFL Barwon Regional Football Strategy v2 update. • Applied for Shade Sail Grant for Leighdale Equestrian Centre.
Support local sporting and community groups to provide participation and engagement opportunities and continue to encourage and value volunteering in our community	10 - 20% complete		<ul style="list-style-type: none"> • Promoted Recreation committee/club online training opportunities and COVID-19 support/advice. • Promoted to GPS clubs the State Government's Community Strengthening Grants (COVID-19 support package). • Community Stakeholder Meeting held with Rokewood Recreation Reserve, DELWP, SRV and Council to plan update of Reserve Masterplan and develop schematics plans for Change / Social / Undercover viewing pavilion. • Volunteers recruited to provide COVID-19 support – food and book delivery to community. • Volunteer social support program running for those not actively volunteering due to COVID-19. • Volunteer digital mentor program starting to pair volunteers with vulnerable community members, giving the volunteers training to become digital mentors and upskill these residents.


Action	Progress	Status	Activities Undertaken
Provide and Support contemporary and innovative community development programs, initiatives and opportunities	20 – 30% complete		<ul style="list-style-type: none"> Implementation of the Community Activation and Social Isolation initiative is occurring with DHSS funding. A Local Support Area network has commenced. The Community Planning Program is progressing. A review of the Program was presented to Council in September 2020 with further actions for the future of the Program to be presented in the next quarter. 5 Community plans underway and due to be finalised – Barunah Park, Scarsdale, Smythesdale, Napoleons and Garibaldi. Community Coordinators providing input into Local Support Network through Community Activation Social Isolation initiative COVID-19 response. Pen pal program partnering school students participating in home learning with elderly or isolated community members as pen pals. 2nd round of Community Strengthening Grants - applications across 4 streams of funding being assessed.
Identify, facilitate and advocate for initiatives to increase access to public and community transport	0 – 10% complete		<ul style="list-style-type: none"> The COVID-19 pandemic has impacted the delivery of community transport, however planning and benchmarking continues to occur to assess and improve our transport services for residents.
Support people at all life stages and abilities to maximise their potential and participation in community life	20 – 30% complete		<ul style="list-style-type: none"> Supporting and coordinating parent groups, playgroups. Coordinating opportunities for parents to engage both online (COVID) and in community through walking groups and supported social media networking groups. Social Support programs have been provided using innovative techniques where face to face contact has not been possible.
Lobby, advocate and work with others to maintain and enhance the safety and security of all people across our community and proactively address family violence	20 – 30% complete		<ul style="list-style-type: none"> Ongoing Family Violence Information Sharing training for Maternal Child Health nurses and implementation of CIS and FVIS through MARAM (FIV). Promotion and distribution of support materials and introduction and involvement in CASI.




Action	Progress	Status	Activities Undertaken
Communicate, consult and engage with our community to ensure the provision of responsive and effective services and to enable people to increase control over, and to improve their wellbeing	20 – 30% complete		<ul style="list-style-type: none"> • Program and service delivery adaptation (risk assessment and mitigation) to ensure ongoing community access and needs met during COVID - in particular Kindergartens, Childcare and Maternal Child Health, youth services and aged care programs. • Service user regular surveys and communication to maintain connection with services.
Respect, celebrate and protect the history and diversity of our heritage, the arts and community spaces	20 – 30% complete		<ul style="list-style-type: none"> • Civic Collection Management - donation processing and rehousing Civic Collection. • Commenced work on Reconciliation Action Plan. • Developed ephemeral sculptures proposal and lodged request for funding. • Consultation with GPS Historical Societies regarding training requirements.
Implement a range of activities and programs to support young people in our Shire to be healthy, resilient and empowered	20 – 30% complete		<ul style="list-style-type: none"> • Trivia Tuesday program delivered online throughout Term 3 averaging 8 participants per week. • Shire Stories program delivered in Term 3 to showcase the talents of young people in our Shire. Over 5000 online views throughout the short series. • Youth check in program delivered online throughout Term 3 averaging 6 participants per week. • Mayoral Youth Program Awards Event held online in August to celebrate and recognise the 40 recipients. • Messages of Hope Program launched. 500 personal messages sent via postcard by young people to some of our communities most vulnerable residents. • Continued Education and Care service delivery throughout COVID Stage 3. Supporting families with young children to remain engaged with and continue to access service. Opportunities for remote access and learning where provided.




STRATEGIC DIRECTION 2:

ENHANCING LOCAL ECONOMIES

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.

Action	Progress	Status	Activities Undertaken
Implement a strategic approach to support, promote and grow our local business sector, attract new business investment and build our visitor economy	20 – 30% complete		<p>COVID-19 Business Support:</p> <ul style="list-style-type: none"> • Contacted businesses to check how they are, offer assistance, check if they are still trading, to find out what the impact of COVID-19 has been on their business and staff, and to let them know about Federal and State Government support packages. • Promoted the Golden Plains Virtual Farmers' Market. • Liaising with other economic development teams from across the region to share ideas about how to support our business and economy during COVID. • Distributed regular 'COVID-19 Business Support Update' e-newsletters. • Worked with Council's Environmental Health Officers to identify what businesses are still operating under changed trading conditions. • Contacted cafes, restaurants, pubs and takeaway shops via phone and email regarding grants and support to promote outdoor dining in Golden Plains. • Free mentoring vouchers to businesses in distress. • Provided assistance and support to investors and business including intensive agriculture, renewable energy, developers, retail and event venues. • Secured \$250,000 in funding via Local Councils Outdoor Eating & Entertainment Package to support and expand outdoor dining options in the Shire. • Signed up to the contactless thermometer program and distributed to local businesses. • Signed up and completed the Better Approvals Project. Finalising internal processes prior to launching project. • Coordinated the online delivery of business workshops and training working with SBMS, Small Business Victoria, Small Business Bus, ATO and other agencies. • Continued to work with Lethbridge Airport to develop site, attract investment & lobby for funding.






Action	Progress	Status	Activities Undertaken
Promote and support the development and sustainability of our rural economy	20 – 30% complete		<ul style="list-style-type: none"> • Worked with existing operators and new investment enquiries in the Golden Plains Food Production Precinct, including intensive agriculture, agricultural supplies, land owners and utility providers. • Worked with businesses impacted by the avian influenza (bird flu) outbreak near Lethbridge, as well as Agriculture Victoria and Regional Development Victoria to support them during the outbreak, and to plan for economic recovery. • Facilitated meetings with investment and business enquiries and planning and economic development. • Berrybank Wind Farm Stage 2 successful under ACT Reverse Renewables Auction (supported by Council).
Promote and support innovative, environmentally sustainable and value adding approaches and solutions within our business, rural and visitor economies	20 – 30% complete		<ul style="list-style-type: none"> • Mayor & Senior Economic Development Officer represent Council on the Berrybank Wind Farm Community Engagement Committee. • Distributed 3 Golden Plains Business News e-newsletters to over 600 email addresses. • Distributed over 600 COVID-19 Business Updates. • Developed social media content for business, industry and tourism. • Provided assistance to WestWind Energy (Golden Plains Wind Farm) including promoting their community grants program in business newsletter and on social media. • Berrybank Wind Farm have commenced the rollout of a solar program across Golden Plains. Provided support to the program, working with risk, across Council and with facility Managers to ensure smooth roll out of program on Council facilities. Program will also install solar on low income housing. • Smythesdale is now officially designated as an RV friendly town.
Advocate, facilitate and provide built, service and technology infrastructure to support business and industry growth and development	20 – 30% complete		<ul style="list-style-type: none"> • Commenced the Three Trails Project, which has secured \$500,000 in funding from RDV and \$180,000 in funding from Berrybank Wind Farm. • Participated in bi-monthly G21 Economic Development Pillar Group meetings. • Participated in regional economic development cooperation with neighbouring Councils, including regular meetings re: the COVID-19 response to share ideas, key learnings, impacts and ideas for recovery. • Commenced Smythesdale Well Digital Hub project which has received a grant of \$97,500 from the Victorian Government's Regional Digital Fund (yet to be formally announced).






Action	Progress	Status	Activities Undertaken
Promote and advocate for education, vocational and lifelong learning opportunities to support skill development and employment opportunities	20 – 30 % complete		<ul style="list-style-type: none"> Regional Youth Voice Program launched in partnership with City of Greater Geelong, Surf Coast Shire and Colac Otway Shire. Three young females selected to represent young people in Golden Plains. Coaching Young People for Success Program launched at Bannockburn P – 12 College to support students who are disengaging or at risk of disengaging from education. Nurturing Young Minds for their Future Program launched at Meredith Primary School in an online format. This is the follow up activity from the successful Equine Youth Leadership Program. Online Responsible Service of Alcohol Course delivered online for 30 participants across the Shire. Mayoral Youth Program completed and 40 young people recognised by Mayor via zoom award ceremony.
Lobby, advocate, collaborate and develop strategic relationships with government, business, community and key stakeholders to facilitate local economic development and job creation	20 – 30% complete		<p>Through lobbying and advocacy, Council secured the following grants in the first quarter:</p> <ul style="list-style-type: none"> Federal Government Bridges Renewal Program - Round Five: \$1.5 million State Government: \$100,000 for the Linton Cricket Nets Kindergarten IT grant: \$7,000 <p>Other activities included:</p> <ul style="list-style-type: none"> Supporting Central Highlands Goldfields bid for World Heritage Listing. Participating in regional economic development cooperation with neighbouring Councils, including regular meetings regarding COVID-19 to share ideas, key learnings, impacts and ideas for recovery.
Encourage greater investment in the Shire through creative industries, local events and festivals	20 – 30% complete		<ul style="list-style-type: none"> Council has secured a significant Bushfire Relief Grant to fund a community event in the affected area. Council has recruited a new Events & Engagement Officer, who will strengthen internal and external stakeholder relationships to support community events. Supported the Central Highlands Goldfields bid for World Heritage Listing. Business Networking Event focussed on the creative sector is on hold due to COVID. Facilitated online business training and mentoring.



STRATEGIC DIRECTION 3:

MANAGING THE NATURAL & BUILT ENVIRONMENT

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.

Action	Progress	Status	Activities Undertaken
Support & encourage community resilience to respond to a changing climate and the impact of natural disasters	80 – 90% complete		<ul style="list-style-type: none"> Regional Climate Adaptation Strategy for the Grampians to be completed before end of 20/21. Work is underway on Council's Climate Change Action Plan.
Define a pathway to achieving carbon neutrality for Council Operations	90 – 100% complete		<ul style="list-style-type: none"> Project completed. Being presented to November Council meeting for approval.
Encourage all landholders to more effectively manage the risk of pest and invasive plants across the municipality	100% complete and ongoing		<ul style="list-style-type: none"> Ongoing work with landholders on pest plant and animal issues as they arise. Work with Community Safety to improve Council Local Law on pest plant management.
Implement waste management and minimisation practices that are innovative, effective and reflect best practice	5% complete		<ul style="list-style-type: none"> Council adopted the Waste Management Strategy in August 2020. Council continue to work with other G21 Councils and Barwon Water on assessing the feasibility of a Regional Organics Network (organics to power facility). Council officers have submitted a transition plan to the State Government regarding the possible introduction of a glass and organics service in addition to the current waste and recycling materials service.
Promote and support innovative and environmentally sustainable management of water resources through strategic partnerships	100% complete and ongoing		<ul style="list-style-type: none"> Working with Councils in the Central Highlands Region to continue to plan for an increased uptake in Blue Green Infrastructure through a joint project. Working with Barwon Water on a draft Integrated Water Management Plan for Bannockburn and the regional 'Water for Our Future' program.




Action	Progress	Status	Activities Undertaken
Review the existing Road Strategy and Road Asset Management Plan in consultation with the community and continue to advocate for improvements to arterial roads and highways	75% complete		<ul style="list-style-type: none"> Road Management Plan has been drafted and is being reviewed internally. A formal report to be presented to Council early 2021.
Implement our Paths and Trails Strategy to increase safety, connectivity, and active transport networks within and between townships	10 – 20% complete		<ul style="list-style-type: none"> Explore Bannockburn way finding signage installed to provide 3 loops for walking.
Progressively review township structure plans and urban design frameworks to effectively manage growth, encourage diversity and maintain township character	40-50% complete		<ul style="list-style-type: none"> The draft Bannockburn Growth Plan was prepared in readiness for exhibition following caretaker period. Early work commenced on the priority PSP in Bannockburn's South. The Panel Hearing for the Inverleigh SP was held, the Panel report received and the Inverleigh SP (Amendment C87) was adopted by Council. Commenced background work on a new Structure Plan for Smythesdale.
Proactively support and encourage an increase in civic pride and build ownership of place	10 – 20% complete		<ul style="list-style-type: none"> Ongoing partnership with community facilitators and communities continues to promote civic pride and build ownership of place work. However, COVID-19 has prevented the delivery of events, face to face meetings and some activities. 23 Community plans currently in various stages of implementation or finalisation. 21 Community strengthening grants from a range of community groups being assessed. Community projects in Meredith (bollards project), Maude (water connection) being supported.
Invest in maintenance, renewal and improvement of community infrastructure	10 – 20% complete		<ul style="list-style-type: none"> Linton Recreation Reserve Shower Amenities upgrade to be female friendly. Centre Cricket Wicket Upgrade for Bannockburn Oval 1. (Meredith being completed in early October). Major Recreation Facilities Maintenance program commenced. New gravel perimeter vehicle road around Oval 2 Bannockburn. Annual Play Space Maintenance program commenced.


Action	Progress	Status	Activities Undertaken
Implement the Municipal Fire Management Plan and fire related statutory controls	75% Complete		<ul style="list-style-type: none"> Issue Schedule 12 permits for CFA brigades to undertake burning of Council roadsides during the FDP. Begin preparedness work on roadsides including slashing and spraying.
Work with the community and fire agencies to improve community preparedness and resilience	50% complete		<ul style="list-style-type: none"> Council works closely with CFA and assists in advertising and supporting Community Bushfire Planning Workshops.




STRATEGIC DIRECTION 4:



DELIVERING GOOD GOVERNANCE & LEADERSHIP

We will govern with integrity, plan for the future, and advocate for our community.

Action	Progress	Status	Activities Undertaken
Develop a long term (25 year) Community plan outlining a future vision for Golden Plains Shire	80 - 90% complete		<ul style="list-style-type: none"> Following, two stages of extensive community engagement, the Draft Golden Plains Community Vision 2040 was presented to Council in August 2020 by members of the Community Reference Group. The Draft Community Vision is available for public viewing and will be provided to the newly elected Council for adoption in November 2020.
Continue long term financial planning that outlines the emerging challenges for the Shire	60% complete		<ul style="list-style-type: none"> The long term financial plan will be updated as part of the annual budget process to reflect the 2021-22 budget and 10 year forecast. This will include a review of the assumptions within the long term financial plan and incorporate strategic opportunities such as Windfarm income and the Bakers Lane/Lomandra Drive land development. This plan will form the basis of Council's requirement under the new Local Government Act to have in place a 4 year budget.
Further develop and implement an advocacy framework in partnership with the community	25% complete		<ul style="list-style-type: none"> The 2020 Priority Projects booklet has been reviewed and revised, based on grants successfully secured this year.

Action	Progress	Status	Activities Undertaken
Maintain active regional partnerships with a focus on economic development, wellbeing, environmental sustainability and shared services	25-30% complete		<ul style="list-style-type: none"> Commenced project planning for new Economic Development, Tourism & Investment Strategy. Information sharing with other economic development teams about to commence new strategies. New strategy to be developed in 2019-20 and 2020-21. Implementation to occur from mid 2021. Provided assistance and support to investment enquiries and businesses including intensive agriculture, renewable energy, developers, retail, hospitality, tourism operators and facilities. Worked with existing operators and new investment enquiries to facilitate investment in the Golden Plains Food Production Precinct, including intensive agriculture, agricultural supplies, land owners and utility providers. Worked with poultry operators, Agriculture Victoria and Regional Development Victoria to support operators during the avian influenza crisis.
Provide a consistent coordinated and innovative approach to communicating with the community	30 – 40% complete		<ul style="list-style-type: none"> The Gazette - Issue Four and Five published and delivered to every household and business in the Shire. The Annual Report - Part 1 was completed and endorsed by Council, reporting on Council's achievements, highlights and challenges of the 2019/20 financial year. COVID-19: Dedicated internal and external communications to keep the community informed on Council's services throughout the pandemic. Continuation of communication across all Councils channels including social media, Council's website and the Golden Plains Times.
Review decision making and governance processes and structures to improve transparency, accountability and progressively implement Council's Community Engagement Strategy	30 – 40% complete		<ul style="list-style-type: none"> Development of a Community Engagement Policy including deliberative engagement processes is in progress for adoption prior to 1 March 2021 (as required under the Local Government Act 2020). A Draft Community Engagement Policy will be presented to Council in November 2020 for consideration prior to a public exhibition process.

Action	Progress	Status	Activities Undertaken
Build commitment to the organisational Customer Service Charter	30% complete		<ul style="list-style-type: none"> We opened new Customer Service Centres in Bannockburn and Smythesdale over the last few months and we have been able to maintain our high levels of customer service delivery even with the disruption of COVID. The customer service team have implemented multiple process improvements to increase our overall customer service to both internal and external stakeholders. This has included the following updates in our customer service approach: Improved customer greeting; Improved call flows; strengthened processes to ensure accountability and follow up. Updated customer service standards; Promotion of all changes with internal stakeholders through email, reporting and internal communication. Through our weekly reporting we have been able to highlight how the customer service team support the rest of the organisation, including stats on first call resolution, updates on workload and good news stories. The team have also been sharing customer feedback to highlight officers around the council who have gone above and beyond for a customer.
Work towards the application of 'deliberative engagement' processes	30 – 40% complete		<ul style="list-style-type: none"> Development of a Community Engagement Policy including deliberative engagement processes is in progress for adoption prior to 1 March 2021 (as required under the Local Government Act 2020). A Draft Community Engagement Policy will be presented to Council in November 2020 for consideration prior to a public exhibition process.
Continue to implement Council's commitment to equal employment opportunity and influencing broader access, inclusion and gender equity issues in our community	80% complete		<ul style="list-style-type: none"> The Gender Equality Act 2020 will commence on 31 March 2021 and will improve workplace gender equality in the Victorian public sector, universities and local councils. GPSC have participated in several consultation meetings facilitated by LGPro and MAV to provide feedback on the regulations which will be introduced to support the Act. During COVID-19, GPSC also distributed a Family Violence Support Guide to leaders and staff, confirming our support for any staff experiencing family violence, regardless of how we are operating during COVID. The Act @ Work Committee also met to continue working on the Gender Equity Plan.

Action	Progress	Status	Activities Undertaken
The Golden Plains Community and Civic Centre will be a redevelopment of the Bannockburn Customer Service Centre to provide a suite of community, municipal office spaces to meet the needs of community access to Council, Council governance processes and Council staff delivery of the key pillars of the Council Plan	95% complete		<ul style="list-style-type: none"> Stage 1 works (new building component) completed and staff occupying in line with COVID restrictions. Stage 2 works (refurbishment of existing building) is on schedule to be completed early December 2020.
Provide a workplace that facilitates the highest level of productivity and supports a healthy lifestyle for employees	30% complete		<ul style="list-style-type: none"> Continued to advertise and advocate healthy activities promotions across Council for our staff. Annual flu vaccinations provided and paid for by Council. The H&WB Committee meet on a bi-monthly basis and have commenced the development of a 12 month wellbeing plan for the organisation. In the first quarter, a weekly newsletter called "Wellbeing Wednesday" was also distributed to all staff.

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OPERATING HOURS

Bannockburn Customer Service Centre

8.30am to 5pm, Monday to Friday

The Well, Smythesdale

8.30am to 5pm, Monday to Friday



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