

2020/21 Council and Wellbeing Annual Action Plan



Council's Annual Action Plan demonstrates how Melton City Council's activities are being delivered against the Council and Wellbeing Plan's objectives and strategies. The Annual Report provides additional data including Council Plan strategic measures results, financial statements and capital works program. This report provides a detailed breakdown of all actions in Council's 2020/21 Annual Action Plan. The Action Plan contains 107 actions. Health and wellbeing is embedded throughout the Council and Wellbeing Plan, cutting through each theme, outcome, objective, strategy and indicator. The areas with a stronger link to health and wellbeing are displayed with a heart icon ♥. Completion dates for all actions are 30 June 2021 unless specified differently.

Status	Symbol	Number of Actions	% of Actions
<b>Achieved</b>	✓	0	
<b>On Track</b>	●	0	
<b>Not On Track</b>	●	0	
<b>Postponed</b>	●	0	
<b>Total</b>		<b>0</b>	

**Outcome 1: A City of people leading happy and healthy lives**

**Objective 1.1: A community where all people feel welcome, valued and proud**

**Strategies:**

- 1.1.1 Create opportunities for people of all backgrounds to share and express cultural and religious experiences, knowledge, stories and traditions ▼
- 1.1.2 Provide opportunities for meaningful community engagement and community capacity building initiatives
- 1.1.3 Contribute to a welcoming environment which embraces diversity ▼
- 1.1.4 Provide opportunities and support initiatives that promote empowerment, development and participation for all ▼

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
1	1.1.1	Implement the Melton City Council Interfaith Strategy 2018-21 ▼			Community Planning	
2	1.1.2	Deliver the City of Melton Youth Awards and Grants Program recognising the contribution made by young people in the community ▼			Recreation & Youth	
3	1.1.2	Report to DHHS on the status and issues that may affect service supply regarding the DHHS Community Activation and Social Isolation (CASI): The State Food Relief Hotline (Covid -19) ▼			Risk & Performance	
4	1.1.4	Melton: A City for All People - complete quarter 4 of year 3 action plan and deliver quarters 1 to 3 of the year 4 action plan relating to older people and people with disabilities ▼			Community Care	

- Objective 1.2: A safe and equitable community**
- Strategies:**
- 1.2.1 Promote a sense of safety in all settings and among all people ▼
  - 1.2.2 Advocate for increased police numbers including within the Family Violence Response Unit ▼
  - 1.2.3 Support and promote safety and environment through education and the protection of the amenity of the municipality ▼
  - 1.2.4 Contribute to a gender equitable community to prevent violence against women ▼
  - 1.2.5 Contribute to reducing inequalities among marginalised community groups including children and adults with a disability, older adults, underrepresented cultural groups, Aboriginal and Torres Strait Islander communities and LGBTIQ people ▼
  - 1.2.6 Enhance the capacity of communities experiencing challenges to develop effective solutions ▼
  - 1.2.7 Provide, promote and support initiatives and programs that encourage people to build personal identity, wellbeing, confidence and a sense of belonging to the community ▼

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
5	1.2.1	Implement the safe cities proud communities plan ▼			Community Planning	
6	1.2.4	Provide Maternal & Child Health Family Violence support to identified women at risk ▼			Families & Children	
7	1.2.4	Implement Equality and Respect 2030 Action Plan as they relate to the 20/21 financial year ▼			Community Planning	
8	1.2.7	Deliver Citizenship Ceremonies for City of Melton residents ▼			Legal & Governance	

**Objective 1.3: Equitable, inclusive and accessible community and health infrastructure and services**

**Strategies:**

- 1.3.1 Advocate and plan for long term health infrastructure ▼
- 1.3.2 Deliver localised services and programs that are based on community need ▼
- 1.3.3 Support existing and attract new community service organisations to ensure the current and future needs of the community are met ▼
- 1.3.4 Plan, advocate and provide services and facilities that respond to the changing needs and life stages of the community ▼
- 1.3.5 Provide, promote and support initiatives and services that contribute to improving access, inclusion and equity for all ▼

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
9	1.3.1	Continue to advocate to local members and the Minister for Health for the timely completion of the Melton Hospital Business Case, land acquisition in Cobblebank and for construction to commence in 2022 ▼			Engagement & Advocacy	
10	1.3.2	Implement Learning programs for residents at Council community hubs ▼			Community Planning	
11	1.3.2	Commence the provision of kindergarten and Material Child Health services at Eynesbury Station ELC with a support of Early Years providers ▼			Families & Children	Feb-21
12	1.3.4	Complete the Arnolds Creek Kindergarten Extension Project inclusive of starting date first term 2021 ▼			Families & Children	
13	1.3.5	Implement year four of the Intercultural Action Plan 2017-2021 ▼			Community Planning	

**Objective 1.4: A resilient community promoting social cohesion**

**Strategies:**

- 1.4.1 Engage, encourage and provide opportunities for community leaders and elders to support their communities ▼
- 1.4.2 Facilitate a culture of volunteerism ▼
- 1.4.3 Increase opportunities for cultural expression, sharing and celebration ▼
- 1.4.4 Support sporting and community organisations to deliver community benefits ▼
- 1.4.5 Facilitate relationship development between groups and individuals in the community ▼
- 1.4.6 Provide opportunities for all people, including new and emerging communities to participate in all aspects of community life ▼
- 1.4.7 Provide opportunities for arts participation and appreciation

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
14	1.4.3	Deliver a Corporate Events program that ensures community gathering opportunities ▼			Engagement & Advocacy	

**Objective 1.5: Environments that enable and encourage positive public health and wellbeing outcomes**

**Strategies:**

- 1.5.1 Contribute to reducing harm caused by gambling, liquor, tobacco and fast food consumption ▼
- 1.5.2 Invest in health promotion initiatives to prevent poor health outcomes ▼
- 1.5.3 Design, build and maintain the public realm to enable the promotion of formal and informal physical activity ▼
- 1.5.4 Promote public health and safety through education and enforcement ▼
- 1.5.5 Create opportunities to encourage healthy lifestyles and choices through education and program delivery ▼

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
15	1.5.1	Conduct an "Annual sale of tobacco to minors" testing program in accordance with the Municipal Association of Victoria (MAV) funding agreement ▼			Community Safety	
16	1.5.4	Implement the "Building Site Amenity" program ▼			Community Safety	
17	1.5.5	Implement the "Domestic Animals Adoption" program ▼			Community Safety	
18	1.5.5	Deliver vaccinations in accordance with the Australian Immunisation Schedule for children up to 18 years of age ▼			Families & Children	

**Objective 1.6: Reconciliation to support healthy communities**

**Strategies:**

- 1.6.1 Enhance relationships based on mutual trust, respect and understanding
- 1.6.2 Take action to mitigate inequities that exist between Indigenous and non-Indigenous Australians ▼
- 1.6.3 Promote and celebrate the culture and history of Australia's first peoples'
- 1.6.4 Identification, protection and where appropriate interpretation of places of significance for Indigenous people

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
19	1.6.2	Implement the Reconciliation Roadmap 2018-21 action plan for 20/21 ▼			Community Planning	

**Outcome 2: A City that preserves and enhances its natural environment for future generations**

**Objective 2.1: A resource efficient City**

**Strategies:**

- 2.1.1 Reduce use of potable water
- 2.1.2 Increase use of wastewater from alternate supplies
- 2.1.3 Consider the waste hierarchy to promote a whole of life-cycle approach to purchasing decisions
- 2.1.4 Facilitate municipal waste management strategies to reduce waste to landfill

CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
20	Implement the Integrated Water Management Plan			Environment & Waste	
21	Advocated to water retailers to consider the reuse of wastewater as an alternative supply			Environment & Waste	
22	Engage and educate residents in line with Councils strategies, policies and state-wide direction, to encourage waste avoidance and reduce waste to landfill.			Environment & Waste	
23	Plan and commence capital upgrade works to the Melton Recycling Facility in line with the adopted Master Plan			Environment & Waste	

**Objective 2.2: A 'low-carbon city' well-adapted to changing climate conditions**

**Strategies:**

- 2.2.1 Reduce greenhouse gas emissions ▼
- 2.2.2 Foster community resilience to a changing climate ▼
- 2.2.3 Employ the principles of climate change adaptation in Council infrastructure ▼
- 2.2.4 Increase tree canopies and enhance habitat corridors ▼

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
24	2.2.1	Continue to implement the Environment Plan 2017-2027 ▼			Environment & Waste	
25	2.2.2	Implement Sustainability Education Program for community ▼			Environment & Waste	Dec-20
26	2.2.3	Implement the Climate Change Adaptation Plan ▼			Environment & Waste	
27	2.2.4	Review Councils tree planting and removal policy to further protect our tree assets ▼			Operations	Dec-20



**Objective 2.3: A City with healthy waterways, biodiversity and ecosystems**

**Strategies:**

- 2.3.1 Ensure biodiversity is well managed and protected including Council's environmental reserves and private land
- 2.3.2 Maintain and improve rural land to ensure it is healthy and productive
- 2.3.3 Advocate to water authorities regarding the maintenance and protection of waterways
- 2.3.4 Reduce the inflow of contaminants and litter in water bodies
- 2.3.5 Improve the management of rural areas

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
28	2.3.2	Implement the 2020 Environmental Enhancement Program			Environment & Waste	
29	2.3.2	Undertake condition audits of Council environmental reserves			Operations	
30	2.3.3	Work with the relevant state government departments to review and update strategies, plans and guidelines in respect of improved waterway health.			City Design & Strategy	
31	2.3.4	Deliver the Water Sensitive Urban Design Construction program			Engineering Services	
32	2.3.5	Prepare and implement the Western Plains South Green Wedge Management Plan (2 year project)			City Design & Strategy	

**Objective 2.5: An environmentally aware community that appreciates the City's unique environmental assets**

**Strategies:**

- 2.5.1 Educate and engage the community in local environmental and sustainability issues ▼
- 2.5.2 Facilitate access to and appreciation of local natural assets
- 2.5.3 Promote and support the interpretation of natural landscapes and cultural heritage

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
33	2.5.1	Delivery of the Environmental Education Program ▼			Environment & Waste	
34	2.5.3	Coordinate and deliver Heritage Week			City Design & Strategy	May-21

**Outcome 3: A City with a clear vision to manage growth in a sustainable and accessible way**

**Objective 3.1: A City that strategically plans for growth and development**

**Strategies:**

- 3.1.1 Appropriately plan for future development of greenfield land and ensure linkages to existing communities and assets
- 3.1.2 Undertake integrated open space planning to ensure new neighbourhoods have timely access to reserves, parks, gardens, heritage places and natural assets
- 3.1.3 Advocate, plan and deliver a City that connects people to education, employment, tourism and social interactions
- 3.1.4 Advocate and support development and availability of diverse and affordable housing options
- 3.1.5 Advocate to and work with State government in planning for the City's growth areas
- 3.1.6 Support the conservation and restoration of heritage places

CP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
35	3.1.2	Deliver the City of Melton Sports Participation Dashboard which measure participation in formal sport by club, age, gender and postcode			Recreation & Youth	
36	3.1.2	Deliver the City of Melton Indoor Sports Strategy			Recreation & Youth	
37	3.1.2	Deliver the City of Melton Cricket Strategy			Recreation & Youth	
38	3.1.4	Continue to advocate for social and affordable housing and include in State Budget submission			Engagement & Advocacy	Jan-21
39	3.1.4	Implement the Housing Diversity Strategy			City Design & Strategy	
40	3.1.4	Implement an annual inspection program of the quality and liveability of new developments			Planning Services	
41	3.1.5	Contribute to State Government processes in the Identified Precinct Structure Plans (PSPs) and Infrastructure Contributions Plans			City Design & Strategy	
42	3.1.6	Coordinate the delivery of the Heritage Assistance Fund			City Design & Strategy	

**Objective 3.2: Community facilities, infrastructure and services that are equitably planned for, provided and maintained**

**Strategies:**

- 3.2.1 Identify and address gaps in community infrastructure and open space
- 3.2.2 Ensure facilities are designed and built to accommodate growth, diverse needs and future flexibility
- 3.2.3 Ensure facilities are accessible, safe and well maintained
- 3.2.4 Ensure existing assets are adequately renewed, maintained, fit for purpose and resilient to changing climate conditions
- 3.2.5 Provide spaces and places for the community to meet, reflect and 'just be'
- 3.2.6 Explore opportunities for the flexible delivery of Council services
- 3.2.7 Advocate to resource providers to ensure secure public access to essential services

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
43	3.2.1	Conduct a feasibility study for an Arts and Cultural Facility in the City			Libraries & Arts	
44	3.2.1	Implement the 2020/21 recommendations from the Community Infrastructure Plan			Community Planning	
45	3.2.1	Review Priority Lists on an annual basis through Council's PSP Steering Committee to ensure that developer contributions are spent on the provision of local community facilities in areas most in need			Planning Services	
46	3.2.2	Delivery of at least 75% of the 2020/21 Capital Works Program			Capital Projects	
47	3.2.2	Commence the construction of the Stage 2 Macpherson Park Redevelopment Project			Recreation & Youth	
48	3.2.2	Commence construction of the Eynesbury Active Open Space precinct			Recreation & Youth	
49	3.2.2	Complete the business model for the Cobblebank Indoor Sport Stadium			Recreation & Youth	
50	3.2.2	Plan and development of soccer facilities at Taylors Hill Recreation Reserve.			Recreation & Youth	
51	3.2.2	Commence design and construction of Diggers Rest Recreation Reserve assets			Recreation & Youth	
52	3.2.4	Undertake condition audits of council assets to guide renewal program outcomes			Engineering Services	
53	3.2.4	Deliver renewal programs based on condition audits			Engineering Services	
54	3.2.4	Plan and deliver the 20/21 Parks & Open Space Asset Renewal Program			Operations	

55	3.2.4	Plan and deliver the 20/21 Footpath Renewal Program			Operations
56	3.2.4	Plan and deliver the 20/21 Building Component Renewal Program			Operations
57	3.2.5	Deliver services that provide sustained levels of cleanliness and hygiene in council facilities ▼			Environment & Waste
58	3.2.6	Implement the Domestic Animal Management Plan			Community Safety

**Objective 3.3: Public spaces that are vibrant and engaging places for all**

**Strategies:**

- 3.3.1 Create diverse and inclusive opportunities for all people to enjoy and share time and spaces ▼
- 3.3.2 Provide existing and new public spaces that are accessible, safe and well maintained ▼
- 3.3.3 Provide appropriate facilities and resources across the public space network
- 3.3.4 Provide and promote public art

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
59	3.3.3	Deliver improvements to Council's passive recreation reserves via the Parks Development Program			City Design & Strategy	
60	3.3.4	Activate and enhance the public realm through public art and temporary art projects.			Libraries & Arts	

**Objective 3.4: A flexible, safe and health promoting transport network that enables people to move around**

**Strategies:**

- 3.4.1 Advocate for public transport which creates a better developed network within and outside the municipality
- 3.4.2 Promote active transport options in the road and open space network
- 3.4.3 Ensure road networks are adequate, safe and contribute to the wellbeing of the community
- 3.4.4 Support creation of a connected and active community through the design and delivery of walking and cycling networks

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
61	3.4.1	Advocate for improved public transport networks to relevant departments and elected representatives and include in State Budget submission.			Engagement & Advocacy	
62	3.4.2	Implement Moving Melton, Council's integrated transport strategy			Engineering Services	
63	3.4.3	Undertake safety improvements across the road network			Engineering Services	
64	3.4.4	Construction of walking and cycling networks			Engineering Services	
65	3.4.4	Undertake an assessment of the existing walking and cycling networks to inform future improvements			Engineering Services	Dec-20

**Objective 3.5: A City that encourages and enables people to work, shop and spend time locally**

**Strategies:**

- 3.5.1 Encourage a mix of retail, industrial and commercial development locally
- 3.5.2 Support local place making initiatives
- 3.5.3 Facilitate the delivery of high quality public realm in all retail and commercial precincts ▼
- 3.5.4 Maintain and enhance the amenity of the public realm through graffiti removal, public art, street sweeping and beautification initiatives

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
66	3.5.2	Deliver placed based engagement targeted to key business precincts, identifying business needs, opportunities and develop action plans to support business success			Engagement & Advocacy	
67	3.5.3	Work with the landowner to develop the Mt Atkinson Major Town Centre Urban Design Framework ( 2 year project) ▼			City Design & Strategy	Dec-21
68	3.5.4	Monitor and implement footpath sweeping services in public realm areas where they are high use or high profile			Operations	
69	3.5.4	Undertake proactive graffiti works and implement appropriate graffiti prevention strategies to maintain levels of community satisfaction and pride.			Environment & Waste	

**Outcome 4: A City rich in local employment and education opportunities**  
**Objective 4.1: A diverse economy that fosters business growth, encourages new investment and leads and responds to change**  
**Strategies:**  
 4.1.1 Encourage competitive and sustainable business practices  
 4.1.2 Identify strategies and initiatives to support businesses to establish and grow  
 4.1.3 Engage and partner with businesses to understand their needs and objectives  
 4.1.4 Explore business opportunities linked to the digital economy and a digitally connected community

CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
70	4.1.1 Commence the 2021 annual Business Excellence Awards program.			Engagement & Advocacy	
71	4.1.2 Run Season Three of the Hot House Program			Engagement & Advocacy	
72	4.1.3 Provide a range of opportunities for all businesses to be able to engage with Council to inform it of their needs			Engagement & Advocacy	
73	4.1.3 Five key precincts targeted through Place Engagement and Activation program.			Engagement & Advocacy	
74	4.1.3 Investigate the potential for planning permit applications for business uses to be expedited to minimise delays in the assessment period			Planning Services	
75	4.1.4 Implement a new marketing plan to the local business community including evolving dedicated website for Venture Melton Business Network, a dedicated electronic newsletter to local businesses and growing the Venture Melton Facebook Group.			Engagement & Advocacy	

**Objective 4.2: More local employment options with an increasing number of residents employed**

**Strategies:**

- 4.2.1 Facilitate pathways that encourage local employment in local businesses
- 4.2.2 Advocate to State and Federal government and private industry for increased local employment opportunities
- 4.2.3 Advocate for improved public transport to connect residents with local employment opportunities

CP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
76	4.2.1	Identify opportunities and deliver programs to support the creation of local job pathways			Engagement & Advocacy	
77	4.2.2	Finalise and launch the Investment Attraction Strategy and present strategy and opportunities to government and industry stakeholders			Engagement & Advocacy	Mar-21
78	4.2.3	Advocate for improved public transport networks to relevant departments and elected representatives and include priorities in State Budget submission			Engagement & Advocacy	



**Objective 4.3: A visitor economy that adds value to local businesses**

**Strategies:**

- 4.3.1 Promote and support existing tourism operators and attractions to increase visitation to the City and improve yield
- 4.3.2 Provide targeted visitor information and support services
- 4.3.3 Develop, deliver and support festivals, events and celebrations in partnership with community and business ▼
- 4.3.4 Increase investment in intercultural festivals and celebrations

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
79	4.3.1	Implement marketing campaign aligned to Visitor Economy with integration to the Melton City Much More app and other Council channels.			Engagement & Advocacy	
80	4.3.1	Represent the interests of local operators through the Western Regional Tourism Board with minimum quarterly promotional presence through regional channels.			Engagement & Advocacy	
81	4.3.2	Develop and enact an engagement program with visitor economy operators			Engagement & Advocacy	
82	4.3.2	Provide minimum bi-monthly targeted Visitor Economy learning and support program through the Venture Melton Business Network.			Engagement & Advocacy	
83	4.3.3	In response to COVID-19 restrictions, determine an appropriate community event program aligned to government guidelines ▼			Engagement & Advocacy	

**Objective 4.4: A City with a variety of local education facilities and programs**

**Strategies:**

- 4.4.1 Advocate and plan for opportunities for local primary and secondary schools
- 4.4.2 Advocate and plan for opportunities for tertiary and vocational education and training providers
- 4.4.3 Advocate for inclusive education opportunities for all
- 4.4.4 Support local pathways between education, training and employment ▼
- 4.4.5 Invest in programs that support children's growth and development ▼
- 4.4.6 Facilitate local, national and international opportunities for education and lifelong learning

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
84	4.4.1	Advocate for Primary and Secondary school provision ensuring Fact Sheets are updated and priorities are included in the State Budget submission.			Engagement & Advocacy	
85	4.4.2	Meet regularly with tertiary providers and government representatives to lobby for tertiary education needs.			Engagement & Advocacy	
86	4.4.2	Ensure tertiary opportunities are included in Council's Investment Attraction Strategy.			Engagement & Advocacy	
87	4.4.4	Establish a youth traineeship program at Council ▼			People & Culture	Jan-21

**Objective 4.5: Lifelong learning opportunities are available and promoted**

**Strategies:**

- 4.5.1 Partner with community organisations and the employment and education sectors to identify skills shortages and provide employment pathways
- 4.5.2 Promote learning for all aspects and stages of life ▼
- 4.5.3 Facilitate flexible lifelong learning opportunities for all abilities through neighbourhood houses, community facilities and library services ▼
- 4.5.4 Create a learning culture in the City through early engagement with and support for children, young people and families ▼

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
88	4.5.2	Promote awareness of remote access to library resources through e-collections, with an aim to increase digital loans ▼			Libraries & Arts	
89	4.5.3	Deliver new Library Access Points at Aintree (Timbertop) and Fraser Rise Children's and Community Centres ▼			Libraries & Arts	

**Outcome 5: A organisation operating with innovation, transparency, accountability and sustainability**

**Objective 5.1: Deliberative engagement and effective communication with the community that informs planning and decision making**

**Strategies:**

- 5.1.1 Explore opportunities for deliberative community engagement
- 5.1.2 Develop and deliver meaningful community engagement initiatives
- 5.1.3 Provide meaningful engagement opportunities with under-represented and disengaged groups
- 5.1.4 Deliver early engagement with new communities including newly arrived and settled communities and communities in growth precincts ▼
- 5.1.5 Explore new and emerging technologies to promote and provide accessible communication and engagement opportunities

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
90	5.1.5	Implement the Communications Strategy			Engagement & Advocacy	

**Objective 5.2: A flexible, innovative and creative organisation that responds to rapidly changing community and operating environments**

**Strategies:**

- 5.2.1 Implement effective work practices supported by suitable technology to deliver services
- 5.2.2 Promote and support the health and wellbeing of employees, Councillors, contractors and volunteers ▼
- 5.2.3 Plan for levels of service that balance community need with organisational capacity
- 5.2.4 Leverage and partner with other levels of government, community organisations and the private sector to ensure community needs are met
- 5.2.5 Invest in a skilled, motivated, aligned and performing workforce
- 5.2.6 Practice a strategic evidence based approach to all Council processes

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
91	5.2.2	Implement the 2020/21 actions from 'Healthier Choices', Melton City Council's 2018 - 2021 Workplace Health & Wellbeing (WHWB) Strategy ▼			Risk & Performance	
92	5.2.2	Implement Year 2, of 2019 - 2022 Occupational Health and Safety Strategy ▼			Risk & Performance	
93	5.2.5	A Talent Management Framework developed and implemented			People & Culture	
94	5.2.5	Develop Service Unit Workforce Plans in accordance with statutory timelines			People & Culture	
95	5.2.5	An "Unconscious Bias" development program delivered to recruiting managers followed by all staff.			People & Culture	

**Objective 5.3: Effective civic leadership, advocacy, partnerships and good governance**

**Strategies:**

- 5.3.1 Provide local leadership to ensure community interests and needs are met and planned for
- 5.3.2 Provide training and development opportunities for Councillors to build their capacity as local leaders ▼
- 5.3.3 Work with regional partnerships to advocate for the needs of the community
- 5.3.4 Continue to build a culture of emergency management preparedness within the organisation and community ▼
- 5.3.5 Actively pursue alternate means for funding to minimise the potential burden on the rate base
- 5.3.6 Provide and maintain a high level of transparent, accountable, representative and effective governance
- 5.3.7 Ensure Councillors are aware of their responsibilities under the Local Government Act 1989

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
96	5.3.2	Ensure Councillors are supported in undertaking professional development opportunities relevant to their responsibilities to Council and kept apprised of their legislative responsibilities ▼			Legal & Governance	
97	5.3.3	Work with Brimbank Melton Integrated Family Services Alliance and the Department of Health and Human Services to implement Family Services Reform			Community Care	
98	5.3.3	Actively participate in regional advocacy groups including Interface Councils, LEAD West and National Growth Areas Alliance.			Engagement & Advocacy	

**Objective 5.4: An organisation that demonstrates excellence in local government leadership and customer and community service**

**Strategies:**

- 5.4.1 Comply with statutory requirements
- 5.4.2 Maintain responsible and sustainable financial management
- 5.4.3 Engage with all levels of government to support Council's capacity to deliver community outcomes and respond to changes in legislation
- 5.4.4 Build community trust through responsible governance and transparent decision making
- 5.4.5 Deliver effective and efficient customer service outcomes

CAP No.	CP Strategy	Action	Status Symbol	Progress Comments	Service Unit	Timeline
99	5.4.1	Develop the 2021-2025 Council and Wellbeing Plan in accordance with Statutory timelines			Risk & Performance	
100	5.4.1	Ensure Annual reporting of Essential Services maintenance for Council facilities referenced in the Victorian Building Regulations is completed.			Operations	
101	5.4.1	Implement an inspection program of new developments to ensure compliance with planning permits			Planning Services	
102	5.4.2	Deliver the annual community budget engagement sessions			Finance	Nov-20
103	5.4.3	Deliver on the implementation plan for any provisions of the Local Government Act 2019 that commence in 2020/21			Legal & Governance	
104	5.4.3	Planning for the provision of funded 3 year old Kindergarten reform.			Families & Children	
105	5.4.3	Prepare and lodge a formal submission for the 2021/22 State and Federal Budgets to seek investment in Melton's advocacy priorities			Engagement & Advocacy	
106	5.4.3	Enact an engagement program with local members and relevant State and Federal politicians to prosecute Council's advocacy priorities.			Engagement & Advocacy	
107	5.4.5	Continue the Customer Relationship Management project and implement Year 2 actions			Engagement & Advocacy	