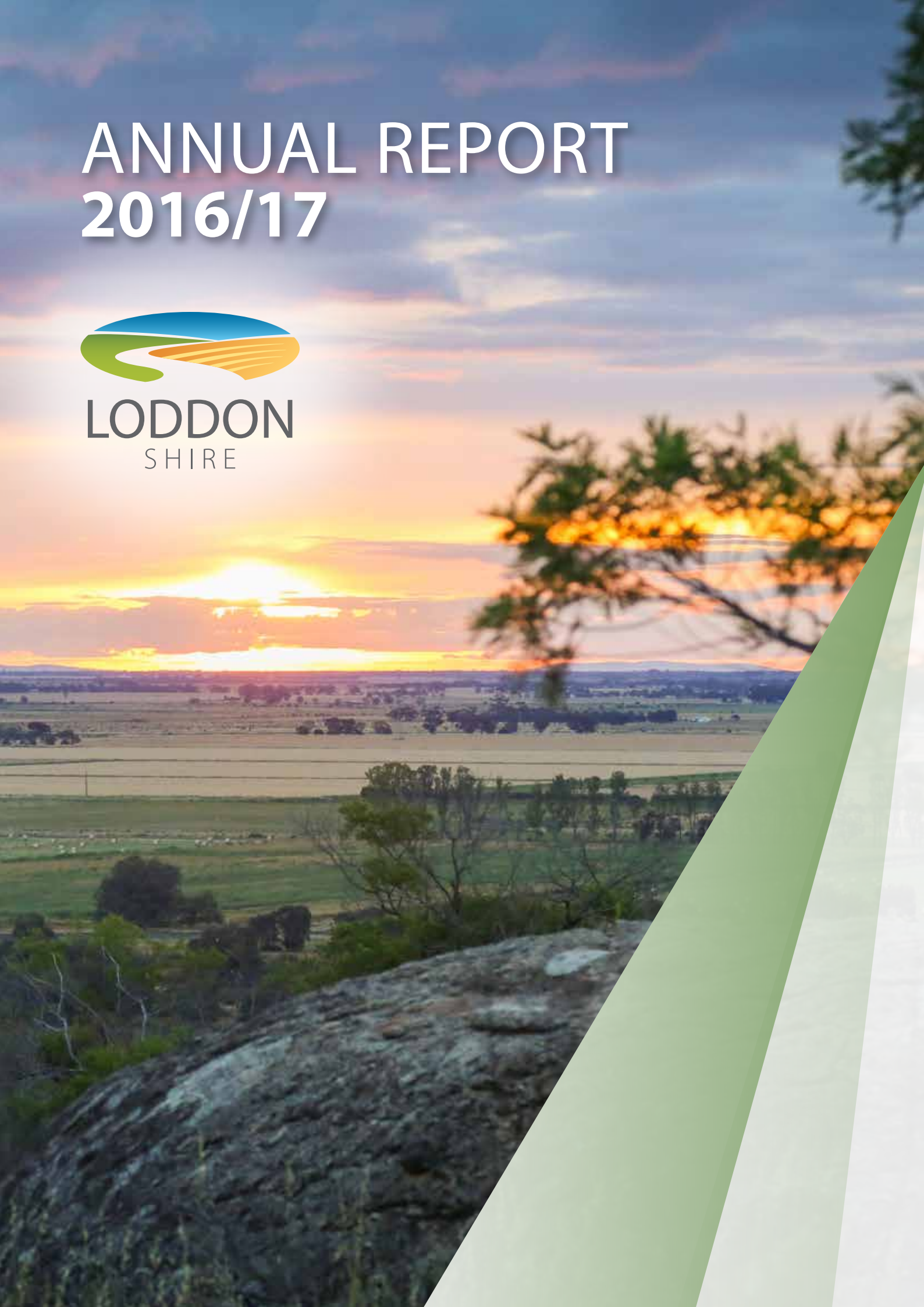


ANNUAL REPORT 2016/17



LODDON
SHIRE



CONTENTS

INTRODUCTION	1
Welcome to Report of Operations 2016/17	1
Snapshot of Council	1
Loddon Shire facts and figures	3
Highlights for the year	4
Challenges and future outlook	16
THE YEAR IN REVIEW	17
Mayor's message	17
Chief Executive Officer's message	18
Description of operations	19
OUR COUNCIL	23
Who we are	23
Council contacts	24
Councillors	27
Representing the community	28
OUR PEOPLE	30
Management Executive Group	30
Organisational chart	32
Management team	33
Council Staff	35
Staff recruitment and retention	40
Other staff matters	41
OUR PERFORMANCE	43
Planning and accountability framework	43
Council Plan	44
Performance	45
GOVERNANCE MANAGEMENT	69
Governance	69
Management	72
Governance and management checklist	75
Statutory information	78
FINANCIAL STATEMENTS	83
Financial Statements Year Ending 30 June 2017	83
Performance Statement Year Ending 30 June 2017	145



INTRODUCTION

WELCOME TO REPORT OF OPERATIONS 2016/17

Welcome to Loddon Shire Council's Report of Operations for the year 1 July 2016 to 30 June 2017.

This is the final report in the planning and accountability framework for Local Government, and along with the Financial Statements and Performance Statement, forms the Council's Annual Report for the year.

Council is committed to transparent reporting and accountability to the community. The Report of Operations is the primary means of advising the Loddon community about Council's operations and performance during the year.

The report also serves as an important document that will provide 'point in time' information about the Council and the community for readers of the future.

This document also provides the opportunity to celebrate the achievements of Council, Council staff and the community over the course of the year.

SNAPSHOT OF COUNCIL

Purpose

Council Plan 2013-2017

In 2013, Council engaged a facilitator to work with Councillors, senior officers and members of the community to assist in preparing the Council Plan 2013-2017.

The ideas and philosophies contributed by those involved led to a restatement of Council's vision, mission and strategic platforms and an identification of Council's core business, all of which were included in the Plan.

In accordance with the Local Government Act 1989 (the Act), Council reviews the Council Plan annually to ensure that it still reflects the Council's strategic intent.

At the Ordinary Meeting of Council held 26 April 2016, Council determined that a full review of the Council Plan 2013-2017 was not required.

Our Vision and Mission

The Loddon community vision is:

Strong communities proud of their individual identities.

In order to achieve this, Council's mission is to:

Deliver services that enhance the sustainability and liveability of our communities.

Council's core business

Council's core business was identified under 10 headings:

1. **Leadership:** Providing vision and leadership in planning for our community's longer term future.
2. **Provision of wellbeing services:** Cost-effectively providing for the basic needs of our communities.
3. **Planning for future needs:** Anticipating and planning for demographic and economic shifts.
4. **Economic development:** Supporting the growth and diversification of our economy, based on areas of competitive advantage.
5. **Providing quality infrastructure:** Developing and maintaining both built and natural assets appropriate to community priorities.
6. **Financial sustainability:** Planning and managing for long-term financial needs and keeping our ratepayers informed about the financial situation.
7. **Education and life-long learning:** Advocating for better youth engagement and life-long learning outcomes.
8. **Compliance:** Ensuring we are compliant with all legislative reporting requirements.
9. **Regulation:** Ensuring community compliance with local regulations.
10. **Advocacy and partnerships:** Collaborating internally and externally to achieve our region's goals and promoting the interests and position of our Council.

Council's strategic platforms

Council's strategic platforms for the four years of the Plan are:

1. **Build a network of strong communities:** Support our townships in preserving their individuality whilst leveraging their collective strength.
2. **Grow our population through appropriate development:** Capitalise on the demand for lifestyle properties, without compromising premium agricultural land or our environment.
3. **Champion our agrifood enterprises:** Be an advocate for our agrifood sector and support it to remain the backbone of our Shire's economy.
4. **Make our towns liveable and memorable:** Improve the liveability of our towns by making them attractive to existing residents, prospective residents and tourists.
5. **Grow and diversify our economy:** Attract investment that introduces new industries, presents opportunity to existing businesses and grows our working population.
6. **Support our transitioning townships:** Support small town communities to retain the best possible quality of life in the face of a declining population with increasing needs.
7. **Connect with the next generation:** Engage our youth to equip them for a positive future and keep our communities young, vibrant and energised.

The priorities and key projects identified in the Council Plan aim to assist Council in achieving core business and strategic platforms.



Tivey House, Inglewood.

LODDON SHIRE FACTS AND FIGURES

	2016/17
Loddon Shire facts and figures	
Customer service	
Incoming calls received via front counter	18,267
Land Information Certificates issued	473
Rates	
Rates notices issued	7,988
Roads	
Kilometres of highway	209
Kilometres of main roads	394
Kilometres of sealed access roads	131
Kilometres of sealed collector roads	802
Gravel local roads	
Kilometres of gravel collector roads	250
Kilometres of gravel access roads	1,115
Kilometres of minor gravel roads	1,184
Local laws/animal control	
Dogs registered	1,765
Cats registered	332
Local Laws permits issued	42
Permits to burn issued	63
Children and family services	
Births	56
Immunisation program (vaccines administered)	528
Kindergarten enrolments 4 year old	57
Kindergarten enrolments 3 year old	43

	2016/17
Aged and disability services	
Meals on Wheels	
Meals delivered	10,470
Number of recipients	292
Home care	
Hours delivered	7,662
Number of recipients	394
Home/garden maintenance	
Hours of property maintenance	868
Number of recipients	205
Personal care	
Hours of personal care	3,773
Number of recipients	103
Respite care	
Hours of respite care	1,061
Number of recipients	21
Planned Activity Groups	
Hours of activities provided	5,428
Number of recipients	111
Aged and Disability Assessment Team	
Number visited (new and existing service recipients)	370
Percentage of existing clients visited at least once during the year	89%
Hours of service delivered by the Aged and Disability direct care staff to residents of Loddon Shire	18,792
Youth services	
FReeZA events	
Number of events	10
Attendance	1,100

HIGHLIGHTS FOR THE YEAR

July 2016

Working together to get the job done

Loddon Shire's annual Community Grants Scheme delivered welcome news to more than 30 groups across the municipality.

These included football, netball and hockey clubs in Boort, Inglewood's Blue Eucy Museum, Wedderburn Bowling/Tennis Club, Pyramid Hill's Northern Victoria Quarter Horse Association and Rheola Public Hall.

Since the scheme was initiated, Council has allocated \$1.9 million to 640 community projects, generating an investment of \$5.4 million.

Tourism Strategy feedback

Residents and groups were asked to provide feedback on the Loddon Shire Council Draft Tourism Strategy 2016-2019.

The five-year tourism strategy focuses on five key areas in research, marketing, partnerships, product and industry development to draw an increasing number of people to visit and stay in Loddon Shire.

Loddon Shire welcomes new CEO

Loddon Shire Council welcomed its new CEO Phil Pinyon. Mr Pinyon has a wealth of local government experience spanning across several states.

Council also thanked Acting CEO Marg Allan for the direction and support she provided during the interim.

August

Council election enrolment reminder

With upcoming Council elections, residents were encouraged to ensure their enrolment details were registered and up to date.

Residents eligible to vote were reminded that all enrolments had to be to the Victorian Electoral Commission by Friday 26 August to count in the October Council elections.

Mental Health First Aid a priority

Loddon Shire received silver recognition from Mental Health First Aid Australia for being a Mental Health First Aid Skilled Workforce.

Mental Health First Aid is the help given to someone developing a mental health problem or in a mental health crisis. The first aid is given until appropriate professional treatment is received or until the crisis resolves.

Bridgewater "ramps up" its tourism

Works on the new Bridgewater Boat Ramp were completed, including the removal of the old boat ramp and new boat ramp installed.

The construction of a boardwalk alongside the boat ramp marked the final stage of the \$242,500 project, which will link into Bridgewater's foreshore redevelopment plan.

The project included funding of \$194,500 from the State Government's Boating Safety and Facilities program.



Flood management plan endorsed

Council endorsed the Bridgewater Flood Management Plan at its September Ordinary Meeting.

The plan provides the local community and Council with invaluable information regarding flood behaviour and impacts that can be expected for various-sized events. It involved extensive collaboration between State Government agencies, Council and the local community.

Clean up or face the consequences

Council began issuing clean-up notices to residents whose properties had become unsightly.

Following an assessment, Local Laws officers identified 100 properties requiring action.

September

Spring Festival launch

The Naturally Loddon Spring Festival Calendar kicked off with a special Father's Day event at Piccoli's Star Spanner Sculpture Gardens.

The 2016 Spring Festival Calendar provided a wonderful array of family-friendly events hosted throughout Loddon Shire until the end of October.

Stand for Council

Eligible residents were encouraged to nominate for the 2016 Council elections to be held in October. Nominations opened on 15 September and closed at noon on Tuesday 20 September.

Small business bus rolls into Inglewood

On Monday 12 September the Victorian Government's Small Business Bus was stationed outside the Inglewood Community Neighbourhood House.

The bus provided information on Small Business Victoria's programs and services as well as tools and tips to help residents start or grow their own business.

Road damage assessed

In response to flooding, Council's Technical Services Department carried out an assessment of the Shire's road network and repair works required.

Council's municipal recovery team also completed a recovery support plan to assist residents within the Shire impacted by flooding.



October

Fire prevention steps

Council took steps to prepare for the approaching fire season by turning its attention to roadside slashing to reduce roadside fuel and mowing firebreaks in township areas. Fire prevention inspections also took place across the Shire.

Residents were urged to work alongside Council to help keep the community safe over the summer months. This included making properties fire safe by clearing long grass, leaves and branches, undergrowth and vegetation, ensuring gutters were clear and removing rubbish and other flammable material.

Time to cast votes

Enrolled voters in Wedderburn and Tarnagulla Wards were reminded that completed ballot materials must be posted or hand delivered to the election office by Friday 21 October.

Boort, Inglewood and Terrick Wards were uncontested.

Colleen Condliffe, Neil Beattie, Geoff Curnow, Gavan Holt and Cheryl McKinnon were successfully elected.

Walk to School month

Council worked with nine schools across the Shire to encourage and reward students for physical activity undertaken during Walk to School month after receiving an \$11,000 VicHealth grant.

Walk to School month highlights the benefits of active travel such as improving fitness, friendships and confidence.

Loddon reaches the heart of government

Loddon Shire Council Chief Executive Officer Phil Pinyon hosted a brainstorming session about better roads and public transport at the Loddon Campaspe Regional Partnership 2017 Regional Assembly.

Key messages were delivered direct to Premier Daniel Andrews and several Ministers who travelled to Bendigo for the regional assembly which was attended by around 160 people.

Occasional Care up and running

Families living in the Pyramid Hill area were encouraged to enrol their child in Occasional Care, after it became available in the area.

The program began after Council's Early Years team received a positive response from families regarding an occasional care program at Pyramid Hill Preschool.

Top marks for immunisation program

Loddon Shire Council's Early Years Team achieved 100 per cent immunisation for children less than 15 months of age.

The pleasing result placed Loddon Shire, along with Buloke Shire, in the enviable position of having the best coverage rates in the region for this key immunisation group.

Road Management Plan temporarily suspended

Council temporarily suspended its Road Management Plan due to flood response work.

Pressing road safety issues took priority over work listed in the Road Management Plan, which covers routine tasks such as pothole repairs, signage replacement and roadside vegetation control.

The Plan provides that under exceptional circumstances, required routine maintenance works can be delayed.

November

Neil Beattie re-elected as Mayor

Boort Councillor Neil Beattie was re-elected as Mayor at a Special Council Meeting.

Councillors were also appointed to municipal committees during the meeting.

TrailRider launch

A world-leading all-terrain wheelchair that allows people with limited mobility to explore otherwise inaccessible bush was launched in Loddon Shire.

The TrailRider is a cross between a wheelbarrow and sedan chair that allows several helpers to guide the passenger along outdoor tracks and trails.





Taste of Loddon at Government House

Images depicting Loddon Shire's strong agribusiness future and rich gold mining history on a hand-crafted decoration hanging from the Victorian Community Christmas Tree were unveiled at Government House.

Loddon Shire's participation in the event followed the Governor asking each Victorian regional city and shire to submit a decorative ornament representing their municipality.

Flood-damaged roads

Drivers were strongly advised to take care on flood-affected roads, particularly uneven or damaged road surfaces.

September and October flood events caused significant damage to Council's local road network; with some roads so severely damaged they were temporarily or partially closed to avoid risk to road users.

A comprehensive audit of Council's entire road network to identify flood damage estimated a repair cost of around \$10 million.

Mitiamo pipeline consultation

About 50 landowners attended an open day about the feasibility of a Mitiamo district domestic and stock pipeline.

The open day gave landowners the opportunity to ask questions about the project, talk to customers on other pipelines and provide their advice and feedback.

Higher than average community satisfaction

Statistical information contained on the Know Your Council website showed Loddon Shire Council ranked above the state average when it came to community satisfaction, community consultation and engagement.

Loddon Shire performed well in several key areas when compared to similar councils across the state as well as against other Victorian councils regardless of size or location.

The results also showed Loddon performing well in several other areas including home and community care, maternal and child health and roads.

Pool and spa fence regulations

Council joined Kidsafe Victoria's call for all pool and spa owners to check safety barriers.

Common non-compliance issues include gates which fail to self-latch or close, leaving climbable objects near the pool barrier, excess space under a fence and leaving a pool gate propped open.



Australia Day Award congratulations

Loddon Shire’s Australia Day recipients were presented with their awards during Australia Day celebrations.

The awards included Citizen of the Year Edna Boyle (pictured), Young Citizen of the Year Julia Twigg and Community Group of the Year Wedderburn Coach House Museum.

Other award recipients were Sandra Poyner (Boort Community Services Award), Christine Wattie (Inglewood Community Services Award), Graeme Stewart (Tarnagulla Community Services Award), Lionel Mann (Terrick Community Services Award) and Michael Moore (Wedderburn Community Services Award).

December

New system frees up time

Council’s new Reflect Maintenance System improved the recording and distribution of jobs, freeing up time for proactive, preventative road works.

Figures compiled through the system show the average response times from lodgement to completion improved by 40 per cent, enabling extra time for unscheduled preventative work.

Taking a stand against family violence

Council participated in the second Victoria Against Violence #16 days of Activism Campaign, with staff wearing something orange and coming together for a shared “orange” morning tea.

Staff and community members were encouraged to show their support for the cause by wearing an orange ribbon.

January 2017

Plans stamp out mosquitos

The Shire was named one of 16 higher risk and flood-affected rural Victorian councils to benefit from a special State Government package designed to give the “Beat the Bite” campaign clout.

Council’s Senior Public Health Officer attended a seminar to equip Council with information to help move towards protecting the community from diseases such as Ross River virus, Barmah Forest virus, and Murray Valley encephalitis.

Planned action included mosquito management activities, increasing community awareness and information sharing.

Council flood recovery office opened

A flood recovery office was established in Council’s Wedderburn Office with funding provided through the Natural Disaster Recovery and Relief Arrangements (NDRRA).

The extensive list of restoration works needed to be completed after flooding in September and October was prioritised by staff.

Free positive parenting program for rural families

Loddon Shire promoted a new positive parenting telephone service designed to support rural families was established.

The free program is designed to help families with children between the ages of two and 10 years build better relationships, encourage positive behaviours, teach children skills for problem solving and explore ideas around setting realistic family rules.

February

Solar heated swimming on the horizon

Council’s pools will benefit from solar heating after Sport and Recreation Victoria committed \$200,000 towards the \$300,000 project. Council contributed the remaining \$100,000 through its seasonal pools program.

The project will help make swimming a more appealing and accessible option for all residents to stay fit and healthy over the summer months.

Library agencies across Loddon open

Residents living in several different localities and townships across Loddon Shire were able to borrow books from a Goldfields Libraries permanent library agency close to home for the very first time.

The agencies, located in Dingee, Wedderburn, Boort, Tarnagulla, Inglewood and Pyramid Hill, replaced the previous mobile library service. Each new library service is attended by local staff and volunteers during opening hours, with library staff from Goldfields Library Corporation on hand once a week.

A forward-focused Council Plan

The consultation process for the 2017-2021 Council Plan got underway, including workshops, school

visits and an online survey in a bid to unearth the community's views and aspirations.

Face-to-face consultative activities were also devised to reach specific target groups such as young people.

A workshop was held at Bendigo's Fortuna Villa in March, attended by almost 100 community and business leaders.

First stage of Yorkshire Road project sealed

Stage one of a \$4 million project to seal a 12.4 kilometre stretch of Yorkshire Road, which runs east off Bridgewater-Maldon Road, was completed.

Hazeldene's Chicken Farm and Scato Plus mushroom composting businesses which are located in the immediate Yorkshire Road vicinity account for a large proportion of traffic volume.

Maintaining the unsealed road network

Council's annual Local Road Resheet Program, which included 16 projects and covered 19 kilometres of unsealed roads throughout the municipality, was completed.

The total program, valued at \$428,157, has ensured unsealed roads across the Shire remain among the best in the state.

Pipeline project to benefit Inglewood

Inglewood sport and recreational facilities were set to benefit from improved water security after Council secured a \$132,740 State Government grant through the Sustainable Water Fund Community Sport and Recreation Program.

A branch will be added to the existing Inglewood Reservoir pipeline, providing a cost-effective means of watering Inglewood Bowling Club, Inglewood Town Hall surrounds and Inglewood Primary School sports oval.



March

Flood restoration work

On-the-ground repair work, following flooding events which impacted the Shire in September and October 2016, got underway.

Culvert, floodway and associated works commenced at Old Canfield Road (Korong Vale), Kingower Brenanah Road (Brenanah) and Perry Road (Logan).

Kindergarten provides vital opportunities

Council supported the Early Learning Association Australia (ELAA) campaign, which advocated for the retention and ongoing certainty of funding for a minimum of 15 hours of four-year-old kindergarten per week.

During the school year, Loddon Shire had a total of 58 children enrolled in five kindergartens across the municipality. Through 15 hours each week, these children are learning to build relationships, gain independence, develop their language skills and learn new routines.

NDIS options explored

Loddon Shire residents interested in exploring disability support options ahead of the transition to the National Disability Insurance Scheme (NDIS), were encouraged to attend the first-ever Our Choice Expo at the Bendigo Exhibition Centre on 16 March.

The Expo was hosted by the Victorian League for Individuals with a Disability, and featured more than 70 stall holders providing information on disability services, advocacy and recreation, as well as NDIS-related information sessions.

Planning for a sustainable future

Loddon Shire's Planning Department began stage one of Council's Settlement Strategy. Work on the strategy would be undertaken in conjunction with La Trobe University with the support of State Government funding.

La Trobe students surveyed current housing infrastructure form and condition, vacant land availability and public realm linkages in Boort, Bridgewater, Inglewood, Pyramid Hill and Wedderburn.

Community grants open

Local sporting clubs and community organisations were encouraged to apply for Council's Community Grants Scheme.

The scheme offers clubs and community groups the opportunity to request Council funds to put towards projects that develop or improve existing community facilities, programs or equipment.

Time to register your pets

Pet owners were reminded to register their cats and dogs as renewal notices arrived in mail boxes.

Renewal notices, due on 10 April, were posted to the owners of 3,729 dogs and 724 cats registered with Loddon Shire Council in the previous financial year.



Teamwork translates to State Tourism Award

Loddon Shire Marketing and Tourism Officer Robyn Vella, and Boort business owners Ian and Marilyn Lanyon, claimed the Best Stand Award at the Victorian Caravan Camping and Touring Super Show.

While Ian and Marilyn promoted their Aussie Wool Quilts and Simply Tomatoes products, they also helped sell Loddon Shire as a must-see tourism destination.

New Australian citizen welcomed

Mayor Neil Beattie swore in a new Australian at a citizenship ceremony held at the Wedderburn Council Office.

Venkatesh (Venki) Polimetla came from India and resides in Wedderburn with his wife.



Time to rally your mates together

Gold Logie winner John Wood helped people “beat the blues” through his starring role in *Carpe Diem*, a free performance at Boort Memorial Hall.

Carpe Diem is set in a fictional town in inland Australia which has been impacted by long running drought. A further message underlying the performance was for people to learn and understand the importance of looking after their own mental health and wellbeing.

April

Native vegetation reminder

Council staff observed native vegetation clearance activities on farms and on Council road reserves, and investigated a number of vegetation clearances. Any breaches were subject to prosecution.

Residents were reminded that planning approval was required to remove native vegetation, such as grasses, shrubs and trees (including some dead trees). This could also apply to the lopping of limbs and complete removal of the tree. Removal of vegetation on road reserves also required consent from Council to ensure the removal would not impact on infrastructure or road safety.

Has fruit fly affected your harvest?

Council asked residents to contact them if fruit fly was found. Member for Ripon Louise Staley also contacted Council to discuss monitoring strategies to strengthen fruit fly management.

Reports of fruit fly in crops in neighbouring municipalities such as Buloke Shire had increased and anecdotal evidence of fruit fly reaching Loddon Shire backyards had emerged.

Safety first for fine fuel burns

Good rainfall and perfect growing conditions resulted in a bumper season for Loddon Shire farmers, with many planning fire fuel burns to tackle crop stubble and control weed and undergrowth.

Excessive growth in some localities resulted in a high number of applications for permits to burn being received. Council’s Local Laws team began inspecting properties to ensure permit conditions were being met for community safety.

New guide to entice visitors

The Loddon Official Visitor Guide was launched at the Inglewood Town Hall.

Over 70 people attended the launch in the historic hall, then took the opportunity to tour the new Town Hall Hub development.

The Loddon Valley Region’s Official Visitor Guide is the key destination marketing brochure designed to entice potential visitors to consider the Loddon Valley region for their next holiday.

Remembering our heroes

A large number of ceremonies were held across the Loddon Shire to commemorate Anzac Day.

The communities of Boort, Bridgewater, Inglewood, Korong Vale, Calivil, Pyramid Hill, Newbridge, Mologa and Wedderburn all held local ceremonies, with some starting as early as 6am and many finishing with a breakfast or barbecue.

Council farewells Ian

Council said farewell to its Director Operations Ian McLauchlan. Ian joined Council in 2008 and became a Director in 2011.

During his career, Ian worked tirelessly to serve the Loddon Shire community, guiding the successful and efficient delivery of a significant flood recovery program early on. He then continued to manage Council's broad range of day-to-day operations for his Directorate.

Wedderburn Streetscape project

Loddon Shire Mayor Cr Neil Beattie and Wedderburn Ward Councillor Gavan Holt attended a sod-turning ceremony with Council staff and Avarc Civil, to mark the beginning of works for the Wedderburn Streetscape Improvement Project.

The project will include drainage works along Peters and Kerr Street, after which will be the removal and replacement of existing footpaths and garden beds in High Street, in front of Randall's FoodWorks Supermarket and further work along High Street.

May

Best-selling author visit

Dingee and Inglewood Library Agencies welcomed best-selling author and footballer Matt Zurbo as part of the High Road to Reading program. Matt presented on his book, *Champions All: A History of AFL/VFL Football in the Players' Own Words*.

Goldfields Library was delighted to invite Loddon residents to hear from such an accomplished author and footballer, as part of the annual State Library of Victoria event.

Lakeview Street heavy vehicle access

At its April meeting, Council, after considering the views of local residents, resolved in principle to undertake a study for a bypass route for heavy vehicles in Boort.

The study will consider a range of options and address concerns raised by the community around the movement of heavy vehicles within the Boort shopping precinct. In addition to other options put forward by residents and Council, industry feedback and consultation with VicRoads and Goulburn Murray Water will be an integral part of the study.



National Simultaneous Storytime

Young families and junior school groups joined in a fabulous Story Theatre presentation at Inglewood Library Agency to celebrate National Simultaneous Storytime.

Story Theatre performer Robin wowed the crowd with his presentation *The Cow Tripped Over the Moon*, and all-time favourite, *Harry High Pants*, both by author Tony Wilson.

Inglewood drain completed

Restoration of the Inglewood open drain along the Calder Highway was completed after it was damaged in April 2016 following the rollover of a fuel tanker.

The works restored the significant, historic open drain including removal of all contaminants and rebuilding of the drain. The kerb and channel was also repaired.

Public Health and Wellbeing Plan

Council asked for community input to help shape the development of its Public Health and Wellbeing Plan.

Through consultation with the community and local service providers, the plan will identify and set out the main health and wellbeing priorities for the community during the next four years.

Weed and pest eradication funding

Council welcomed the news that rural and regional councils received a boost in funding from the State Government towards eradicating weeds and pests along roadsides.

As provided in the 2017/18 Victorian Budget, Loddon Shire received an additional \$40,000 in funding for the next financial year (on top of the \$5,000 it receives yearly). The funding will help address regionally-controlled weeds, including Gorse, Cactus, Patterson's Curse and Blackberry, and rabbits along roadsides.

June

Janiember Park opening

The official launch of the \$1.27 million upgraded facilities at the Serpentine Recreation Reserve (otherwise known as Janiember Park) took place on 3 June.

The project was opened by Hon Jacinta Allan MP, Member for Bendigo East, Minister for Public Transport and Minister for Major Projects.



Local Government National Assembly

Mayor Neil Beattie, Councillor Cheryl McKinnon and Chief Executive Officer Phil Pinyon attended the National General Assembly of Local Government in Canberra.

Loddon Shire Council's motion put to the National General Assembly to advocate to the Federal Government regarding funding of critical flood mitigation infrastructure for communities was successful. The motion was seconded by City of West Torrens in South Australia and was carried without debate.

The National General Assembly also gave Loddon Shire the opportunity, as part of the Murray River Group of Councils, to talk about our regional priorities with Federal Government representatives.

Feedback sought

Feedback from the community was sought on a number of key Council documents, following endorsement of their drafts for advertising at the April Ordinary Meeting.

Documents included the draft 2017-2021 Council Plan, the 2017/18 Draft Budget and Council's Road Management Plan.

Citizenship congratulations

Mayor Neil Beattie was honoured to welcome and present citizenship certificates at a ceremony at Council's Serpentine office to Babylou and Roberto Caniza, and their son Robiel.

The Caniza family, who are originally from the Philippines, now live in Pyramid Hill.



Flood restoration works continue

Restoration works continued across the Shire following large-scale flooding in September 2016.

Three smaller jobs had been completed, with a further 11 projects valued at \$500,000 underway. Prices for two major bridge/culvert projects were also being organised.

The remainder of the projects were scheduled to be put out to tender in August with works to start in September 2017.

Community Satisfaction Survey results

Residents in Loddon Shire rated Council's overall performance above the state-wide average in its annual community report card.

Council's top three performing areas were waste management, recreational facilities and the appearance of public areas.

Areas noted for improvement were Council's unsealed roads network, local streets and footpaths, and consultation and engagement.

Canoe trail launched

Mayor Neil Beattie launched the Serpentine Creek Canoe Trail at Durham Ox.

The five-kilometre trail, along a very slow-flowing and often still section of the Serpentine Creek, is designed to be a self-guided paddling experience, suitable for most ages and abilities. Floating markers along the trail provide points of interest for paddlers, highlighting the natural beauty of our region.

The trail was developed in partnership with Council, the State Government, La Trobe University Bendigo and Dja Dja Wurrung Clans Aboriginal Corporation.

VAGO audit

Council officers took part in a performance audit by the Victorian Auditor-General's Office (VAGO) regarding Local Government and Economic Development. The audit's objective is to determine whether Victorian councils' economic development activities improve the economic viability and sustainability of municipalities and contribute to the broader Victorian economy.

Loddon Shire was one of five councils in Victoria to take part in the audit. Councils were mainly chosen from regional and rural areas, with one metropolitan council also taking part.

Loddon Mallee waste info app

The Loddon Mallee Waste and Resource Recovery Group (of which Loddon Shire is a member) launched a new waste information app to help residents make quick and simple waste and recycling decisions.

The free app has a personalised bin collection calendar (with optional reminders), information on materials and their correct bin, and hints and tips. It also provides waste and recycling services and facilities information (including contact details, opening times and maps), and lets residents report a problem directly to Council.

Budget and Council Plan adopted

Among other agenda items, Council's Ordinary Meeting for June saw the formal adoption of its 2017/18 Budget and Council Plan 2017-2021.

With a continuation of a strong cash position for Loddon Shire Council, the budget included funding for the Community Planning program as well as projects and initiatives included in Council's various strategic plans. Council also remains debt free, with no new borrowings in the budget.

The Council Plan 2017-2021 addresses and responds to a number of key factors (identified through its development) that could impact the Shire significantly during the next four years. These challenges are reflected in the Plan's themes of Population, Economic Prosperity, Liveability, Sustainability and High Performance Organisation.

Grants 2016/17

Community grants

- Boort Resource and Information Centre
- Boort Lakeside Croquet Club
- Boort Memorial Hall
- Boort Netball Club
- Boort Park
- Calivil Bowling Club
- Dingee Hall
- Donaldson Park
- Dunolly and District Field and Game Club
- Inglewood Blue Eucy Miniature Railways Inc.
- Inglewood Bowls Club
- Inglewood and District Creative Learning
- Inglewood Community Neighbourhood House
- Jones Eucalyptus Distillery Site
- Korong (Wedderburn) Historical Society

- Mitchell Park Committee of Management
- Mitiamo Football Netball Club
- Mologa and District Landcare Group
- Mysia Recreation Reserve Committee
- Newbridge Recreation Reserve
- Northern Victoria Quarter Horse Association
- Rheola Public Hall
- Serpentine Bowling Club
- Wedderburn and District Harness Racing Club
- Wedderburn Band Cricket Club
- Wedderburn Bowling Club
- Wedderburn Community House
- Wedderburn Golf Club
- Wedderburn Historical Machinery and Engines Club
- Wedderburn Mechanics and Literary Institute

Event Sponsorship Scheme

- Boort Agricultural and Pastoral Society
- Boort Buckrabanyule and Charlton Productions Inc. (BBAC)
- Boort Bowls Associates
- Boort Business and Tourism Council
- Boort Development
- Boort District Harness Racing Club
- Boort Golf Club
- Boort Indoor Bias Bowls
- Boort Lake Croquet Club
- Boort Tennis Club
- Boort Tourism
- Bridgewater Bowling Club
- Bridgewater Football Club
- Bridgewater Ski Club
- Calivil Bowling Club
- Calivil Golf Club
- Dingee Bush Nursing
- Dunolly and District Field and Game Club
- Inglewood Bowling Club
- Inglewood Cricket Club
- Inglewood and Districts Health Service
- Inglewood Golf Club
- Inglewood Ladies Bowling Club
- Inglewood Lions Club

- Korong Vale Golf Club
- Laanecoorie Gold Bash Committee
- Loddon Darts
- Loddon Southern Tourism and Development
- Loddon Valley Stud Merino
- Mitiamo Golf Club
- Northern Victoria Quarter Horse Association
- Pyramid Hill Bowling Club
- Pyramid Hill Fiesta
- Pyramid Hill Swimming Pool
- Rheola Charity Carnival
- Serpentine Bowling Club
- Wedderburn and District Harness Racing Club
- Wedderburn Band Cricket Club
- Wedderburn Bowls Club
- Wedderburn Community House
- Wedderburn Golf Club - Annual Tournament
- Wedderburn Historical Machinery and Engines
- Wedderburn Lions Club
- Wedderburn Tourism

Youth Development

- Portsea camp

CHALLENGES AND FUTURE OUTLOOK

Our challenges

- An ageing population
- Retaining our youth
- Urbanisation and changing social values
- Technology and innovation
- Budgetary constraints
- Changing weather patterns and unreliable rainfall
- Council's extensive road network
- Attracting and retaining staff
- Council's ageing building infrastructure
- Changes in community services
- Sparsely populated Shire

The future

- Continuation of flood recovery works
- The growing agribusiness sector
- South West Loddon Pipeline Project
- Mitiamo Pipeline Project
- Streetscape improvements
- Responding to service delivery expectations in a financially sustainable way



Wedderburn Community Centre.



THE YEAR IN REVIEW

MAYOR'S MESSAGE

I am very pleased to present the 23rd Annual Report of Loddon Shire Council. This report outlines our achievements as a Council for the past 12 months, including delivering on Loddon Shire's strategic objectives contained within the Council Plan 2013-2017.

On behalf of my fellow Councillors, I would firstly like to thank our community members for again placing their faith in us to represent their interests, with all Councillors re-elected to Loddon Shire Council in the 2016 Local Government elections. We look forward to listening to and discussing any concerns, ideas or feedback with our community as we move forward into this Council term.

There have been a number of highlights for Loddon Shire this year. These include the commencement of our Chief Executive Officer Phil Pinyon, the completion of significant infrastructure projects and the development of Loddon Shire's Council Plan 2017-2021 (which incorporated a comprehensive community consultation process).

This year saw the opening of the \$1.27 million Janiember Park project at Serpentine, the commencement of works on the Wedderburn Streetscape Improvement Project and the construction of the Inglewood Community Hub.

There were also some significant challenges in our Shire, including ongoing impacts from large-scale flooding after major rainfall events in September and October. The flooding damaged more than 2,100 Council assets (such as roads and bridges) with an

estimated total repair cost of around \$10 million.

The Commonwealth Government has provided funding under the Natural Disaster Recovery and Relief Arrangements to restore these assets, with repair works ongoing to bring these assets back to their pre-flood condition. A flood recovery office was also established in Council's Wedderburn office to coordinate the extensive list of restoration works requiring completion.

Council's adoption of the Council Plan 2017-2021 also identified a number of key factors that were highlighted through an extensive consultation process during the past year. These factors provided the broad context against which the Council Plan was developed. The Council Plan responds to these (and other challenges) in its themes of Population, Economic Prosperity, Liveability, Sustainability and High Performance Organisation.

Our annual Community Satisfaction Survey results demonstrated that residents in our Shire rate Council above the state-wide average. Additionally, the survey underscored areas where Council does need to do more work – such as our unsealed road network, local streets and footpaths, and consultation and engagement. Council is committed to ensuring we improve on these areas.



Through its advocacy activities, Council continued to lobby for adequate water security initiatives to support economic development in our Shire.

Our regional relationships are also a key resource in our ability to campaign for Loddon Shire Council, our region and rural and regional Victoria. This includes the Municipal Association of Victoria, Rural Councils Victoria, Loddon Campaspe Councils and the Murray River Group of Councils. These strong relationships have been very successful in supporting all member councils, sharing information and joint advocacy efforts. Through working together in these partnerships, Council ensures it has a stronger voice when representing our interests, including to governments at State and Federal levels.

I'd like to take this opportunity to thank my fellow Councillors, Loddon Shire Council staff and our

community – including the many volunteers within our Shire. These volunteers tirelessly provide numerous hours of their own time to promote and contribute to the liveability of our region.

Finally, while we do face challenges as a Shire, these challenges have been recognised and are being met head-on – be it through advocacy, long-term planning or recognition of economic development opportunities. Council will continue to work with the community, including businesses and governments towards the prosperity of the Shire and our region.



Neil Beattie
Mayor

CHIEF EXECUTIVE OFFICER'S MESSAGE

On behalf of the Loddon Shire Council, it gives me great pleasure to present Council's Annual Report for the year 2016/17.

Having had the privilege of taking on the Chief Executive Officer's role since early July 2016, I have been impressed with the strength of the organisation, which is positively influenced by how well the staff work together and the Councillors work with staff. This collegial approach should be highly valued and nurtured as it is not always present in our industry.

It is also pleasing to work within a Council that continues to display strong financial competencies, good management and robust governance – all of which are essential to the success of any organisation.

These internal strengths are reinforced by the efforts of the community which have been on display through ongoing volunteering efforts and through the completion and commencement of a number of significant projects. These projects include the opening of the Janiember Park redevelopment, the Loddon Canoe Trails launch, the completion of the Bridgewater boat ramp improvements and the Inglewood Town Hall Hub.

The reactivation of the Wedderburn Streetscape Project following an extended delay was marked with an official "sod turning" ceremony in May and works have progressed swiftly from there. The year also saw the completion of the first stage of the Yorkshire Road project. You can read more about these projects in this Annual Report.



Of course, none of these projects would have been possible were it not for funding commitments from State and Federal Government bodies, sporting and community organisations, Council, and generous in-kind support from community members.

Site works also commenced on the much-awaited expansion of the Wedderburn depot. This expansion is very much welcomed, with staff working from the main stores shed under a temporary arrangement. When completed (anticipated in early August 2017), the new offices will provide modern and comfortable facilities for depot operations and administration staff.

Additionally, Council was faced with an immense task to repair around \$10 million of damage to roads, bridges and other assets following widespread flooding across the Shire in September and October 2016.

Council was grateful for assistance under the Commonwealth Government's Natural Disaster Recovery and Relief Arrangements to restore these assets to their pre-flood condition. As per the funding agreement, Council has been scoping the works and procuring the services of contractors to repair these assets as well as commencing restoration in some areas.

In mentioning the flood recovery works, I'd like to thank Council staff for their continual efforts during and immediately after the flooding.

These projects and flood recovery works are in addition to Council maintaining its existing assets. This includes our extensive sealed and unsealed roads network and community assets, all while delivering numerous programs and services, including emergency management.

Council was also pleased to deliver almost \$200,000 in community grants during 2016/17 (shared among more than 30 groups across the Shire) through its annual Community Grants Scheme. Since the scheme was initiated, Council has allocated \$1.9 million to

640 community projects, generating an investment of \$5.4 million.

This past year has again seen Loddon Shire work in coordination with its partners to achieve positive outcomes for our Shire and the region overall. Be it through regional organisations such as the Murray River Group of Councils and Loddon Campaspe Regional Partnership or via involvement with projects with our regional neighbours, these relationships continue to be very valuable to our Shire.

In acknowledging the achievements of the organisation during the past year, I would like to take this opportunity to thank the Councillors, staff and community for their hard work. I look forward to continuing to build upon these successes and working towards accomplishing the strategic themes and objectives of the Council Plan 2017-2021.



Phil Pinyon
CEO

DESCRIPTION OF OPERATIONS

Loddon Shire Council is responsible for a variety of services, from family and children's services, aged and disability services, parks and gardens, youth programs, waste management and community building, to 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, strategic objectives and strategies to further improve services and facilities are described in our Council Plan 2013-2017, the budget, and documented in this report. Refer to the section on Our Performance 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. Council also has a wide range of responsibilities under Victorian and Australian legislation.

Economic factors

Council had a higher than expected cash balance on hand and was therefore able to earn more interest from investments. Council also has no interest bearing loans/borrowings as at 30 June 2017.

Major capital works

Janiember Park opened

Early June saw the opening of the \$1.27 million Janiember Park project at Serpentine, by the Hon Jacinta Allan MP, Member for Bendigo East, Minister for Public Transport and Minister for Major Projects.

The project included the construction of new change room facilities for netball and football, and female and male umpires, and renovation of the public toilets. The former change rooms have been transformed into a new social area and the hall has had minor upgrade works.



Janiember Park launch.

The redevelopment project began around nine years ago, when members of the Janiember Park Users Group approached Council with the initial concept for the project. All aspects of the project are constructed to current day standards including Disability Discrimination Act (DDA) compliance, Australian Football League (AFL), netball and building code standards.

The project was made possible through a combination of funding from Regional Development Victoria, Country Football and Netball Program 2013, Inglewood and Districts Community Bank, Loddon Shire Council, the Serpentine community and generous in-kind contributions.

Wedderburn Streetscape redevelopment continues

The next stage of works for the Wedderburn Streetscape Improvement Project got underway in May.

This phase of construction involves extensive civil works including drainage upgrades, road pavement replacement, kerb and channel replacement and footpath improvements.

Removal of overhead power lines and installation of new streetlights in the heart of Wedderburn was completed as the first activity for the project.

Following a VCAT decision in January 2017, Council modified the streetscape plans to ensure retention of the Soldiers Memorial Park fence, and adjusted the adjacent footpath level

so as to not obscure the concrete plinth at the fence's base. A planning permit was issued, and Avard Civil Pty Ltd has been awarded the construction contract.

Funding for the project has been made possible through the Federal Government (\$1.3 million) and Regional Development Victoria (\$500,000). Loddon Shire Council has provided the remaining funding, including through the Community Planning Strategic Fund.

First stage of Yorkshire Road project

Stage one of a \$4 million project to seal a 12.4 kilometre stretch of Yorkshire Road, which runs east off Bridgewater-Maldon Road was completed.

The first 3.8 kilometre leg of the three-stage project was delivered on time and within budget.

Groundwork also commenced for stage three of the sealing project, covering a further three-kilometre stretch of Yorkshire Road at an estimated cost of \$1 million. This work was expected to be completed in mid-2017.

Stage one and stage three of the capital works project have been funded through the Federal Government's Roads to Recovery Program.

Stage two, the final stage of the project to be delivered, covers a six-kilometre stretch of Yorkshire Road at an estimated cost of \$1.8 million. Timeframes for the final stage of the project will be discussed in light of other identified priority works.

Hazeldene's Chicken Farm and Scato Plus mushroom composting businesses, which are accessed via Yorkshire Road, account for a large proportion of traffic volume.

Bridgewater boat ramp improvements completed

Despite some delays due to wet weather and poor ground conditions, the boat ramp reconstruction project in Bridgewater was completed as part of the 2016/17 financial year capital works program.

The project included the replacement of the old boat ramp with a new boat ramp. Construction of a boardwalk alongside the boat ramp marked the final stage of the project, which will link into Bridgewater's foreshore redevelopment plan.

The boat ramp project itself was undertaken after the ski club raised concerns with Council about the poor standard and safety of access to the Loddon River at Bridgewater.

With assistance from the State Government under its Boating Safety and Facilities grant (\$194,500), the \$283,000 project was designed to improve the ramp's approach angle and width.

Provisions were also made for better pedestrian access and safety including construction of the boardwalk.

Inglewood Town Hall Hub opens its doors

The new two level community hub adjacent to the Inglewood Town Hall was completed during the 2016/17 year, while the doors to the refurbished Inglewood Town Hall were also reopened.

The new centre replaces the existing small community facility in the main street, and project works have included major refurbishment and structural modifications to the front section of the old hall which has been unused for many years.

Landscaping of the building's surrounds was undertaken by Council to restore the grounds of the hall with paths and lawn areas to complement the palm trees.

The installation of a new kitchen and refurbishment of the front rooms of Inglewood Town Hall saw the building returned to its former splendour.

The Inglewood Community Neighbourhood House (formerly the Inglewood Community Resource Centre) has set up shop in the refurbished Town Hall building.

A new permanent library agency, established by Goldfields Libraries to replace the previous mobile service, is also operating from the site.

The two facilities have been linked to become an integrated multi-purpose community and business centre.

The project was made possible through joint funding of Local, State and Federal governments, along with a generous contribution from the Inglewood and District Community Bank.

Inglewood drain completion

The restoration of the Inglewood open drain along the Calder Highway was completed in May.

The drain was damaged in April 2016 following the rollover of a fuel tanker, which saw tens of thousands of litres of fuel spilled.

The works, which were carried out by a contractor and funded through the fuel company's insurance, restored the significant, historic open drain including the removal of all contaminants and rebuilding of the drain. The kerb and channel was also repaired.

Inglewood landfill

Loddon's conversion of the Inglewood landfill to a transfer station is now completed and operational. The project was part funded by Sustainability Victoria's Rural and Regional Landfill Support Program. The total budget was \$300,000 with \$150,000 each from Council and Sustainability Victoria.

Flood recovery works

Flooding in September and October 2016 resulted in more than 2,100 assets (such as roads and bridges) being damaged, and an estimated repair cost of around \$10 million.

The Commonwealth Government committed to provide funding under the Natural Disaster Recovery and Relief Arrangements to restore these assets.

Under the funding arrangements, all repair works must be undertaken by contractors (not Council). Council's role instead is to scope the works (all works must also be approved by VicRoads) and procure the services of contractors to complete the work.

In addition to the completion of three smaller jobs, a further 11 projects valued at \$500,000 were awarded to contractors with 10 jobs completed as of June 2017. The remaining projects for the restoration works will be put out to tender later in 2017.

Maintenance on our road network continued to take place to rectify a number of minor issues caused by the flooding to ensure roads remained in a safe and useable condition.

Any repair works can only bring that asset back to its pre-flood condition, with any additional upgrades to that asset funded by Council. For example, an unsealed road damaged by flooding will be brought back to its original unsealed condition – it cannot be sealed under this funding arrangement.

Other major achievements

Many of Council’s major achievements are set out later in this report:

- Promotion of a Calendar of Events across the region
- Adoption of Donaldson Park Feasibility Study
- Endorsed the Bridgewater Flood Management Plan
- Allocation of funding for the development of master plans for Boort, Pyramid Hill and Newbridge landfills
- Allocation of funding for the review of the Loddon Shire Waste Management Strategy
- Implementation of an ongoing capital works program for parks and gardens facilities
- Finalisation of the Loddon Planning Scheme Amendment C39. Correcting 39 property mapping

errors including freehold land subject to public land zoning and application of the Heritage Overlay

- Completion of building audits and implementation of strategic asset management software
- Provision of Occasional Care programs in Pyramid Hill, Dingee and Inglewood
- Launched five-kilometre canoe trail along the Serpentine Creek at Durham Ox
- Commencement of service delivery reviews
- Expansion of payment options for animal registrations
- Introduction of OurSay online community engagement platform



Canoe on Serpentine Creek.



OUR COUNCIL

WHO WE ARE

Our Shire

Loddon Shire is located in central Victoria, about 175 kilometres north-west of Melbourne. It is bounded by Gannawarra Shire in the north, the Shire of Campaspe and the City of Greater Bendigo in the east, Mount Alexander and Central Goldfields Shires in the south and Northern Grampians and Buloke Shires in the west.

Loddon Shire is a predominantly rural area, with many small towns and communities. The larger towns are Boort, Bridgewater on Loddon, Inglewood, Pyramid Hill and Wedderburn.

The Shire encompasses a total land area of approximately 6,700 square kilometres. Land is used mainly for agriculture and horticulture, particularly grain, sheep, wool, beef cattle, dairy, pigs and poultry.



In recent years, there has also been an increase in viticulture, olives and fodder crops.

Major features of the Shire include the Loddon River, Terrick Terrick National Park, Leaghur State Park, Kooyoor State Park, Lake Boort, Major Mitchell Trail, Mount Korong, Melville Caves, Laanecoore Reservoir and various wineries.

Major highways passing through the Shire include the Calder Highway, the Loddon Valley Highway and the Wimmera Highway.

Our people

Population

The Australia Bureau of Statistics (ABS) 2016 Census showed a population of 7,516 in Loddon Shire. The Census concluded that the overall median age of people in the Shire was 51 years.

Population was spread across the following age groups:

Children and young people, 0 to 14 years	16%
Adults, 15 to 64 years	57%
Mature adults and seniors, 65+ years	27%

During the year, Council recorded 56 births in the Shire.

Family composition

Of the families in the Loddon Shire, the ABS 2016 Census shows that 52 per cent were a couple family without children and around 34 per cent were a couple family with children. Thirteen per cent were one parent families.

Origin

The top five ancestries claimed by residents of the Loddon Shire during the 2016 Census were Australian (32 per cent), English (31 per cent), Scottish (nine per cent), Irish (eight per cent) and German (three per cent).

Overall, 80 per cent of residents were born in Australia and 86 per cent speak only English at home.

Median weekly incomes

According to the 2016 Census, the median weekly personal income in the Loddon Shire was \$467. The median weekly family income was \$1116, while the median weekly household income was \$826.

Education

Overall, four per cent of our youth population was attending preschool, 25 per cent were in primary education and 21 per cent were attending secondary education. Six per cent were attending further education, including university or technical institution.

Volunteers

Loddon Shire has a strong sense of self-reliance and community spirit, and this is reflected in the rate of volunteerism.

The 2016 Census showed a rate of 32 per cent of the population volunteering – and many of those volunteers held roles in a number of community organisations. This figure compared with a total of 19 per cent in Australia. In addition, 14 per cent of our people provided unpaid care for others.

COUNCIL CONTACTS

Municipal offices

Wedderburn

41 High Street, Wedderburn, 3518

Local call: 1300 365 200
Phone: (03) 5494 1200
Fax: (03) 5494 3003

Serpentine

37 Peppercorn Way, Serpentine, 3517

Phone: (03) 5437 7999
Fax: (03) 5437 8407

If you are deaf, or have a hearing or speech impairment, contact us through the National Relay Service.

- TTY/voice users phone 133 677 then ask for (03) 5494 1200
- Speak and Listen users phone 1300 555 727, then ask for (03) 5494 1200

For more information, visit: www.relayservice.gov.au.

Office hours: 8.15am-4.45pm
 Monday to Friday
 (except public holidays)

Website: www.loddon.vic.gov.au

Email: loddon@loddon.vic.gov.au



Council office at Serpentine.

Library services

Loddon Shire Council's library services are provided by:

Goldfields Library Corporation

259 Hargreaves Street, Bendigo, 3550

PO Box 887, Bendigo, 3552

Telephone: (03) 5449 2700

Email: ncgrl@ncgrl.vic.gov.au

Website: www.ncgrl.vic.gov.au/libraryagencies

For enquiries about Loddon's library agencies, telephone (03) 5449 2790.

Library agency locations and opening hours

Agency location	Usual opening hours
Boort	
Boort Resource and Information Centre, 119-121 Godfrey Street, Boort	Monday, Tuesday, Thursday, Friday 10.00am-3.30pm
Dingee	
Dingee Memorial Hall, Bendigo-Pyramid Road, Dingee	Tuesday 9.00am-11.00am Thursday 3.30pm-5.30pm
Inglewood	
Inglewood Community Neighbourhood House, Inglewood Town Hall Hub, 20 Vernon Street, Inglewood	Monday, Tuesday, Wednesday, Thursday 9.00am-4.30pm
Pyramid Hill	
Pyramid Hill Neighbourhood House, Unit 5-8/43 Kelly Street, Pyramid Hill	Monday 10.00am-2.00pm Tuesday, Thursday 10.00am-4.00pm Friday 10.00am-12.00pm
Tarnagulla	
Tarnagulla Community Centre, 8 Sandy Creek Lane, Tarnagulla	Thursday 1.00pm-4.00pm
Wedderburn	
Wedderburn Community Centre, 24 Wilson Street, Wedderburn	Tuesday, Wednesday, Thursday 9.00am-5.00pm

Maternal and child health centres

Loddon Shire operates five maternal and child health centres.

Phone: (03) 5437 7999

Email: bookings@loddon.vic.gov.au

Online: www.loddon.vic.gov.au/Live/Services-for-our-younger-residents/Maternal-and-Child-Health-Service

Location	Hours/contact
Boort	
King Street	Thursday 9.00am-4.00pm M: 0409 166 891
Dingee	
Bush Nursing Centre, King Street	Monday (weeks 1 and 3) 9.00am-4.00pm M: 0409 166 891
Inglewood	
Grant Street	Tuesday 9.00am-4.00pm M: 0409 166 891
Pyramid Hill	
Northern District Health, Victoria Street	Monday (weeks 2 and 4) 9.00am-4.00pm M: 0409 166 891
Wedderburn	
Community Centre, Wilson Street	Wednesday (weeks 2 and 4) 9.00am-3.30pm M: 0409 166 891

Kindergartens

Location	Hours/contact
Boort Pre-school	
123-127 Godfrey Street, Boort, 3537	<p>4 year olds Tuesday, Wednesday and Thursday 8.45am-1.45pm</p> <p>3 year olds Wednesday 9.00am-11.30am P: (03) 5455 2292</p>
Dingee Pre-school	
785 Dingee-Serpentine Road, Dingee, 3571	<p>4 year olds Monday, Wednesday and Thursday 8.45am-1.45pm</p> <p>3 year olds Tuesday 9.00am-12.30pm P: (03) 5436 8401</p>
Inglewood Kindergarten	
75A Grant Street, Inglewood, 3517	<p>4 year olds Tuesday, Thursday and Friday 8.45am-1.45pm</p> <p>3 year olds Thursday 8.45am-1.45am P: (03) 5438 3533</p>
Pyramid Hill Pre-school	
67 Kelly Street, Pyramid Hill, 3575	<p>4 year olds Tuesday, Wednesday and Thursday 8.45am-1.45pm</p> <p>3 year olds Tuesday 8.45am-1.45pm P: (03) 5455 7230</p>
Wedderburn Kindergarten	
77 Ridge Street, Wedderburn, 3518	<p>4 year olds Wednesday, Thursday and Friday 8.45am-1.45pm</p> <p>3 year olds Wednesday 8.45am-1.45am P: (03) 5494 3183 M: 0458 943 183</p>

Municipal waste facilities

Not open on any public holiday.

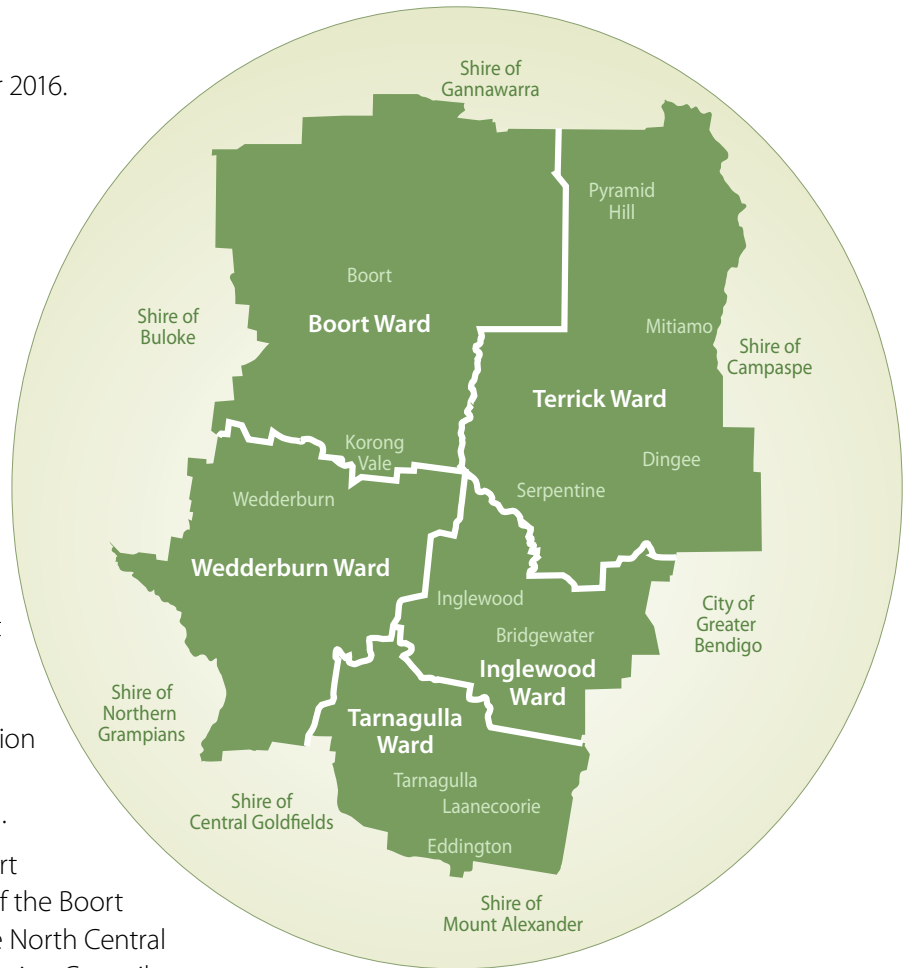
Location	Day/time
Boort landfill	
Off Boort-Quambatook Road	<p>Tuesday 8.00am-12 noon</p> <p>Sunday 1.00pm-5.00pm</p>
Dingee transfer station	
Lawry's Road	<p>1 April – 30 September Third Sunday 10.00am-2.00pm</p> <p>1 October – 31 March First Wednesday 8.00am-12 noon Third Sunday 10.00am-2.00pm</p>
Inglewood transfer station	
Inglewood-Salisbury Road	<p>Wednesday 8.00am-12 noon</p> <p>Saturday 8.00am-12 noon</p>
Newbridge landfill	
Newbridge-Tarnagulla Road	<p>Wednesday 1.00pm-5.00pm</p> <p>Sunday 1.00pm-5.00pm</p>
Pyramid Hill landfill	
Cemetery Road	<p>Tuesday 1.00pm-5.00pm</p> <p>Sunday 8.00am-12 noon</p>
Wedderburn transfer station	
Godfrey Street	<p>Thursday 8.00am-12 noon</p> <p>Sunday 8.00am-12 noon</p>

COUNCILLORS

Council elections were held in October 2016.

The Council area is divided into five wards. Councillors have responsibility for setting the strategic direction for the municipality, policy development, identifying service standards and monitoring performance across the organisation.

Loddon Shire Councillors for the next four-year term are:



Cr Neil Beattie

Boort Ward

Neil Beattie lives at Catumnal, west of Boort, running a dryland and irrigation farm along with a trucking operation.

Cr Beattie is chair of the Little Lake Boort Management Committee, a member of the Boort Football Club, and a life member of the North Central Football League, in addition to representing Council on several other committees.



Cr Colleen Condliffe

Inglewood Ward

Colleen Condliffe lives with husband Robert at Salisbury West, running a dryland cropping enterprise and a dairy herd of 200-plus cows.

Among her many community interests, she is a member of the Country Women's Association, has been active in numerous farming bodies, has completed the Loddon Murray Leadership Program and was the first woman elected to Loddon Shire Council.

Cr Condliffe formed the Landcare group at Salisbury West and organised the 1997 Women on Farms Gathering at Bendigo. In 2005-06, she completed the Australian Rural Leadership Program and, in 2009, her name was added to the Victorian Honour Roll for Women.

Mother of four children and a grandmother to seven, Cr Condliffe is a keen tennis player and football follower.



Cr Geoff Curnow

Tarnagulla ward

Geoff Curnow has a family history to be proud of – his Cornish forebears have been in the Laanecoore district for 150 years and he is the third

generation of his own family to farm the home property since it was taken up in 1914. Educated at Laanecoore and Maryborough, Cr Curnow returned to the farm while still in his teens and has amassed a wealth of agricultural knowledge.

Today, together with wife Merna, he runs a prime lamb enterprise paired with some grain production at Laanecoore. He is a keen traveller and finds great enjoyment in his contacts with people through his community work.



Cr Gavan Holt

Wedderburn Ward

Gavan Holt is a fifth-generation resident in the Wedderburn district with an extensive family history of local government involvement.

After completing a commerce degree from the University of Melbourne, he taught for 10 years at various secondary schools across Victoria and he is now a businessman with interests in farming, investment and hotels.

He lists his personal interests as politics, international affairs, travel and sport.



Cr Cheryl McKinnon

Terrick Ward

Cheryl McKinnon was raised on a sheep and dairy farm at Dingee and moved to Pyramid Hill in 1976, when she married local farmer Glenn McKinnon.

The couple now run an irrigated property producing prime lambs and vealers alongside dryland cropping of canola, wheat and barley.

Cr McKinnon worked at Pyramid Hill College for many years assisting students with disabilities and later moved to Central Victoria Group Training's Youth Connections program. She also established and ran the Coffee Bank in Pyramid Hill from early 2008 to mid-2009.

A grandmother of two, Cr McKinnon's personal interests include horses, music and woodwork.

REPRESENTING THE COMMUNITY

Councillor representation on committees

Councillors provided representation on the following committees:

Cr Neil Beattie

- Murray Darling Association
- Municipal Association of Victoria (substitute)
- Rail Freight Alliance

Section 86 Committees of Management

- Boort Aerodrome Committee of Management
- Boort Business and Tourism Council Committee of Management
- Boort Development Committee of Management
- Boort Memorial Hall Committee of Management
- Boort Park Committee of Management
- Korong Vale Mechanics Hall Committee of Management
- Korong Vale Sports Centre Committee of Management
- Little Lake Boort Committee of Management
- Yando Public Hall Committee of Management

Cr Colleen Condliffe

- Australia Day Committee
- Calder Highway Improvement Committee
- Central Victoria Rural Women's Network
- Loddon Healthy Minds Network



Loddon Shire Councillors Colleen Condliffe, Gavan Holt, Neil Beattie, Geoff Curnow and Cheryl McKinnon.

Section 86 Committees of Management

- Bridgewater on Loddon Development Committee of Management
- Campbells Forest Hall Committee of Management
- Inglewood Community Sports Centre Committee of Management
- Inglewood Lions Community Elderly Persons Units Committee of Management
- Inglewood Riding Club Committee of Management
- Inglewood Town Hall Committee of Management
- Jones Eucalyptus Distillery Site Committee of Management

Cr Geoff Curnow

- Calder Highway Improvement Committee (substitute)
- Loddon Mallee Waste and Resource Recovery Group
- Municipal Emergency Management Plan Committee
- Municipal Fire Management Planning Committee

Section 86 Committees of Management

- Kingower Development and Tourism Committee of Management

Cr Gavan Holt

- Audit Committee
- Municipal Association of Victoria
- Rural Councils Victoria Executive

Section 86 Committees of Management

- Donaldson Park Committee of Management
- Wedderburn Community Centre Committee of Management
- Wedderburn Engine Park Committee of Management
- Wedderburn Mechanics and Literary Institute Hall Committee of Management
- Wedderburn Tourism Committee of Management

Cr Cheryl McKinnon

- Nature Tourism Advisory Team
- North Central Goldfields Regional Library
- Central Victorian Greenhouse Alliance

Section 86 Committees of Management

- Dingee Progress Association Committee of Management
- East Loddon Community Centre Committee of Management
- Mitiamo Municipal Recreation Reserve Committee of Management
- Pyramid Hill Memorial Hall Committee of Management
- Pyramid Hill Swimming Pool Committee of Management
- Serpentine Bowls and Tennis Pavilion and Reserve Committee of Management



Wedderburn College students tree planting at Bridgewater Caravan Park.



OUR PEOPLE

MANAGEMENT EXECUTIVE GROUP

The Management Executive Group comprises the Chief Executive Officer and three Directors. The group meets on a weekly basis to discuss matters that relate to the effective and efficient operation of the entire organisation.

Chief Executive Officer

Phil Pinyon

Phil Pinyon has had an extensive Local Government career, holding many varied positions in councils across Australia in five states/territories. These roles include administration, planning/building and community services in South Australian Local Government, Director roles with Tamworth City Council, Toowoomba City Council and Hornsby Shire Council, and Chief Executive Officer equivalent roles with Jabiru Town Council, Greater Taree City Council, Blue Mountains City Council, Wagga Wagga City Council and Murrumbidgee Shire Council.

This broad experience, much of which has been in regional Australia, provides Phil with a comprehensive perspective on matters relevant to his current role.

During his career Phil has undertaken tertiary studies including the completion of a Master of Business Administration and Graduate Diploma in Public Sector Management. He has a Diploma in Local Government Administration and holds a Municipal Clerk's Certificate.

Phil's professional affiliations include being a member of the Australia Institute of Management, LGPro and the Local Government Chief Officers' Group.

As Chief Executive Officer of the Council, Phil's role includes prescribed duties in accordance with the Local Government Act 1989, providing leadership to the Council, strategic planning, promoting external relationships, and managing the operations of the Council.

Director Corporate Services

Sharon Morrison

Sharon Morrison joined Loddon Shire as Director Corporate Services in August 2016. Prior to this role, Sharon led the Organisation Development team at the City of Greater Bendigo.

She comes to Loddon with an interesting mix of experiences having been a practising lawyer, an elected Councillor as well as having worked in Local Government in New South Wales and Victoria since 2009.

Sharon is committed to building on a strong foundation of good governance and leadership to ensure that Loddon Shire is well positioned for the challenges facing Local Government.

In her role as Director Corporate Services, Sharon is responsible for providing internal functions that support other directorates in service and project delivery. This includes monitoring the financial performance of the organisation to ensure Council delivers a cash surplus annually and providing



Loddon Shire Management Executive Group. Left to right: Wendy Gladman, Ian McLauchlan, Phil Pinyon, Sharon Morrison. Inset: Peter Cownley.

leadership in developing the organisation and individuals to be the best they can be.

The role also develops and implements information management and technology to support efficient service and project delivery, and provides governance support to Section 86 committees of management.

Director Operations

Ian McLauchlan

Ian commenced with Loddon Shire in January 2008 and held the position of Manager of Infrastructure Program Development until his appointment as Director Operations in March 2011.

Prior to commencing with Loddon Shire, Ian held a number of engineering positions within Local Government and private enterprise as well as previously serving as an Officer within the Royal Australian Airforce.

As Director Operations, Ian brings many years of professional experience in the areas of asset management, project management, contract administration, infrastructure maintenance, policy and strategy development, civil construction and waste management.

Ian has a degree in Environmental Engineering majoring in land and water management and has also undertaken post graduate studies in project management, contract administration, water and wastewater treatment and communications.

Ian is responsible for the management and ongoing delivery of a wide range of Council services. This includes infrastructure policy and program development, works and maintenance, strategic and statutory planning, statutory building control, environmental and public health, local laws policy and compliance, contract management and engineering services.

Acting Director Operations

Peter Cownley

Following the departure of Ian McLauchlan, Peter Cownley was appointed to the role of Acting Director Operations, commencing on 10 April 2017.

Peter commenced in Local Government in 1973 working for western suburbs municipalities and then moving to Upper Yarra Shire as Deputy Shire Engineer.

Peter spent 11 years at Murrindindi Shire including three years as the Manager Operations and was heavily involved in the emergency response and reinstatement after the Black Saturday bushfires.

Peter has also worked in private consulting business throughout his career and is currently Chairman of Woori Yallock and District Bendigo Community Bank.

In recent times he filled the role of Manager Operations with Frankston City Council managing 145 staff in the areas of Works, Waste, Foreshore and Natural Reserves, and Parks and Gardens.

Peter holds a Diploma in Civil Engineering, a Post Graduate Diploma in Municipal Engineering and a Local Government Engineers Certificate.

Director Community Wellbeing

Wendy Gladman

Wendy Gladman was appointed as Director Community Wellbeing in July 2013 after holding the position of Manager Community Services since 2010.

Wendy previously held a number of positions in aged and disability services since commencing with Loddon Shire in 1995.

Wendy has extensive experience in Local Government, with a particular emphasis on delivery of community services and health and wellbeing.

Wendy has a Diploma of Business Management, a Diploma of Community Services Management and is a graduate of the Australian Institute Company Directors (AICD).

As Director Community Wellbeing, Wendy is responsible for the management and delivery of a wide range of community services including early years, youth, aged and disability, sport and recreation, community planning, emergency management, rural access and municipal public health and wellbeing.

ORGANISATIONAL CHART



MANAGEMENT TEAM

Executive Directorate

Acting Manager Executive and Commercial Services, Lynne Habner

Lynne Habner commenced with Council in 2011 as the Executive Assistant to the CEO. Her previous experience has included roles in state and national government organisations, which gave her a breadth of experience including national policy and legislation development, project management, stakeholder engagement and high-level administrative and managerial roles. During her career, Lynne has obtained a Masters in Public Sector Management.

Lynne's role as Acting Manager Executive and Commercial Services encompasses high-level executive support to the Chief Executive Officer, Councillors as well as management, tourism, agribusiness and promoting and supporting economic and commercial development in the Loddon Shire.

Corporate Services Directorate

Manager Financial Services, Deanne Caserta

Deanne Caserta commenced work with Council in 2004 in an administration capacity. In 2007 Deanne was awarded an accounting cadetship through Council's Scholarship Program. In 2012 she graduated with a Bachelor of Commerce and achieved CPA status in 2016. Her role involves overseeing the preparation of the long term financial plan, annual budget, financial statements, monthly financial reporting to Council, reporting to various government departments, payment of suppliers and employees, customer service and rates preparation.

Manager Organisational Development, Carol Canfield

Carol Canfield commenced with Council in September 2007 after a long career with the City of Greater Bendigo and Shire of East Loddon. Carol has held positions in payroll, risk management, various administration roles and as Assistant Shire Secretary.

Carol's role includes human resource management, risk management, staff training, occupational health and safety, staff health and wellbeing, and insurance. She was instrumental in managing the passage of Council's latest Enterprise Bargaining Agreement.

Manager Information, Leigh Jardine

Leigh Jardine joined Council in April 2014 as Manager Information. Prior to that, Leigh worked in the public health system and private industry in various IT roles.

Leigh's role includes management of information technology services, records and information services within Council, as well as providing IT support and expert guidance for Council's future IT strategy.

Operations Directorate

Manager Technical Services, Indivar Dhakal

Indivar Dhakal commenced with Council in February 2016 as an Assets Engineer and progressively stepped into the management role in March 2017. He previously worked for more than seven years in both the public and private sector in Australia and overseas.

Indivar's role encompasses strategic asset management, management of asset services, Council-owned buildings and property management, management of engineering design and survey, contract and project management, and capital works planning and delivery.



Lynne Habner



Deanne Caserta



Carol Canfield



Leigh Jardine



Indivar Dhakal



Steven Phillips

Manager Operations, Steven Phillips

Steven Phillips joined Loddon Shire in 2009 as the Assistant Works Manager following seven years with the Department of Sustainability and Environment, where he worked in forestry and fire management.



Glenn Harvey

In 2011, Steven was appointed to the position of Manager Works (renamed to Manager Operations in March 2016), where he is primarily responsible for Council's maintenance and construction activities on roads, streets, bridges, footpaths and parks and gardens. This role also includes responsibilities for Council's vehicle and fleet management and VicRoads maintenance contracts. He also acts as the Municipal Emergency Resources Officer during an emergency.



Allan Stobaus

Manager Development and Compliance, Glenn Harvey

Glenn Harvey commenced with Council in August 2015 as the Municipal Building Surveyor (MBS), after working in the building industry for 35 years, both in the private sector as a builder and building surveyor and in building control in Local Government.



Paula Yorston

As the MBS, Glenn's role includes the issuing of building permits and onsite inspections as well as working with owners, builders and local authorities to ensure building works are carried out to required building legislation. Glenn's duties also include assisting people to maintain the required standards for existing buildings and Essential Safety Measures. Glenn is also responsible for all technical building enquiries including lawyers' building enquiries for property transfers and providing property information for private building surveyors.

Further to his role as the MBS, in 2016 Glenn was appointed as the Manager Development and Compliance which resulted in the expansion of his responsibilities encompassing additional management and oversight of Council's Town Planning, Public Health and Local

Laws functions, while continuing his role as the MBS. With this appointment, Glenn now manages the broader portfolio of development and regulatory services which Council provides or administers for the local community.

Community Wellbeing

Manager Community Support, Allan Stobaus

Allan Stobaus was appointed as Loddon's Manager Community and Recreation in September 2001 following five years in a similar role at Bruce Rock Shire in Western Australia.

Allan is responsible for the management of Council's grant schemes and swimming pools, strategic planning for community facilities, project management of capital works projects and youth development.

The Manager Community Support's responsibility areas include community planning, sport and recreation, swimming pools, youth, rural access and inclusion and emergency management.

Manager Community Services, Paula Yorston

Paula Yorston was appointed as Manager Community Services in March 2016, having previously held the position of Community Care Coordinator since August 2014. She has extensive experience in Local Government, with a particular emphasis on delivery of Home and Community Care services.

Paula also worked as the Community Care Coordinator at Buloke Shire Council from October 2008 until August 2014. Prior to 2008, Paula held the position as Quality, Occupational Health and Safety and Risk Manager at Boort District Health.

Paula has an Advanced Diploma in Management with a health services focus and has also completed a short course in Health Promotion at La Trobe University.

As Manager Community Services, Paula is responsible for the management and delivery of a wide range of community services including Aged and Disability, Packaged Care and Early Years.

COUNCIL STAFF

Staff farewells

Over 20 years

- Pollock, Geoff - 34 years
- Holt, Jude - 25 years

Over 10 years

- Scafati, Roslyn - 18 years
- Seddon, Kim - 14 years
- Ramsdale, Peter - 12 years
- Hird, Ronald - 10 years
- Poyser, Kevin - 10 years
- Jenkyn, Timothy - 10 years
- Foster, Roberta - 10 years

Over 5 years

- Gibbins, Tony - 9 years
- McLauchlan, Ian - 9 years
- McEwan, Bryan - 8 years
- Heffernan, William - 7 years
- Ervin, Shirley - 6 years
- McGuire, Susan - 6 years
- Lloyd, Lauren - 5 years

Under 5 years

- McCallum, Lynne
- Lowry, Adrian
- Mangan, Glenn
- Foulds, Katrina
- Gretgrix, Amanda
- Graf, Peter
- Lugg, Brian
- Sait, Mary-Ann
- Allan, Margaret

Welcome to new staff

- Anderson, Julie
- Bishop, Jodie
- Conley, Teagan
- Crooke, Trevor
- Delpitiya, Thanuja
- Dougall, Jennifer
- Dowton, Melissa
- Fanning, Susan
- Gladman, Russell
- Hester, LaToya

- Jackson, Grant
- Jefferies, Alexandra
- Johnston, Greg
- Kong, Kelly
- Leunig, Claire
- Morrison, Sharon
- Noble, Darren
- Osgood, Leanne
- Peterson, Jacqui
- Pethick, Carmel
- Pinyon, Phillip
- Purton, Jessica
- Ralph, Michael
- Rogers, Rosalie
- Schumann, Jodi
- Stranger, Robert
- Tiwari, Sreejana



Patrol Crew training workshop.



Loddon Shire Council all staff photo, 2017.

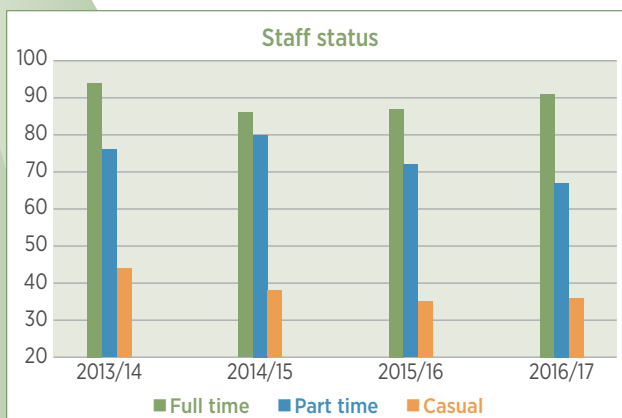
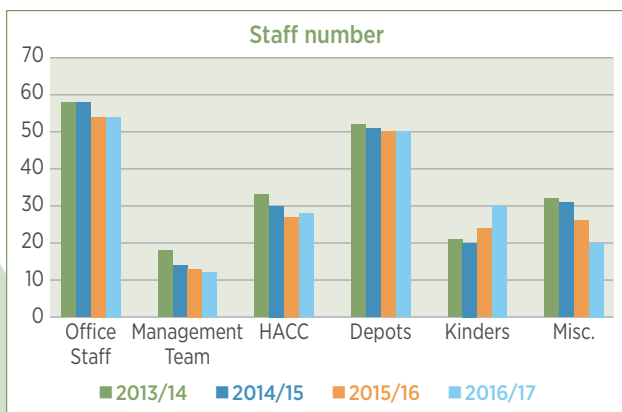
Staff analysis

Number

As of 30 June Council had 194 staff in total, with an effective full-time equivalent staff of 126.

Most of our staff work from depots, in the offices or as home carers.

Other areas where Council employs staff are in the management team, pre-schools, recycling stations, school crossings and in Maternal and Child Health centres.



The number of staff has stayed relatively stable with the same number of staff as at 30 June 2016, being 194.

Status

Council has 91 full-time, 67 part-time and 36 casual employees.

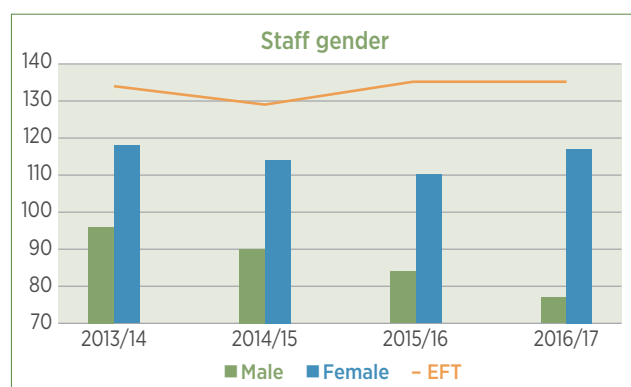
Gender

Of total staff numbers, 40 per cent are male and 60 per cent female.

There is a larger percentage of female staff as positions such as home care, preschool and administration areas are filled predominantly with female staff.

Council has five depots, which have a very high percentage of males with one female employee. Pre-schools are all-female staff. Other worksites have a mix of female and male staff.

Home care and office staff have a greater proportion of females. The management team also has a greater proportion of females.

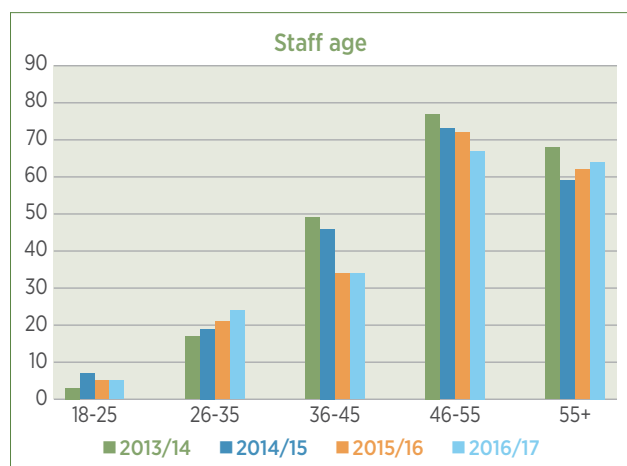


Age

Council's age demographic continues to show a strong proportion of staff over 35 years of age.

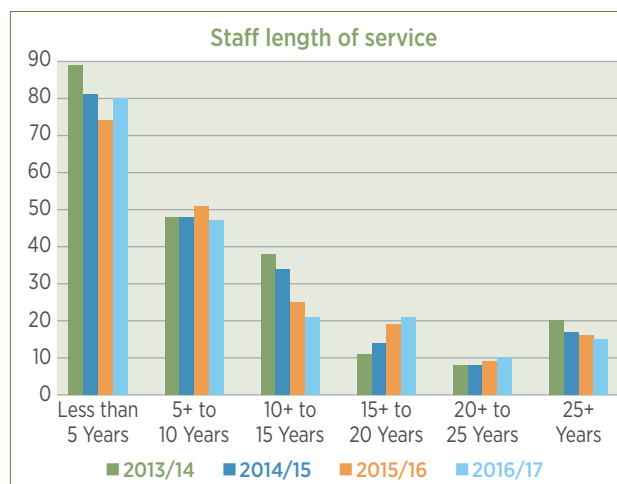
This will provide challenges for workforce planning in the future, particularly due to the high number of staff in the 55+ age bracket.

The number of staff in the 46-55 age bracket has reduced and the number in the 55+ age bracket has increased.



Length of service

Some 41 per cent of staff have been employed for less than five years while 35 per cent of staff have been employed for five to 15 years. The remaining 24 per cent of staff have been employed for over 15 years.

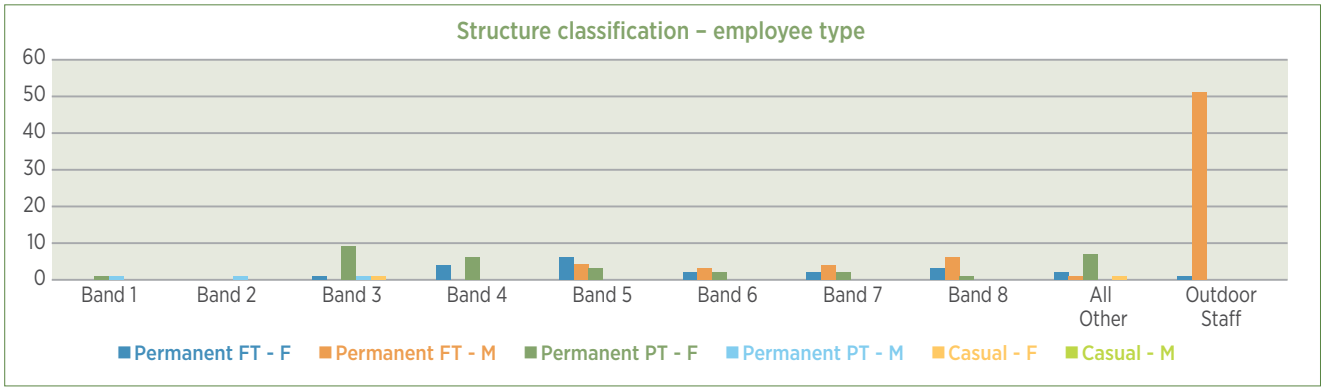


Council staff classification

Structure classification – employee type

A summary of the number of full time equivalent (FTE) staff categorised by employment classification and gender is set out below. Employment classifications are Band 1 to 8 as per the Victorian Local Government Award 2001, the column 'all other' include CEO, Directors, pre-school staff and nurses. The outdoor workforce are staff who come under the new 'outdoor staff' classification structure agreed to in the Loddon Shire Enterprise Agreement No. 7, 2014.

Structure classification	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	All other	Outdoor Staff	Total
Permanent FT - F	0	0	1	4	6	2	2	3	2	1	21
Permanent FT - M	0	0	0	0	4	3	4	6	1	51	69
Permanent PT - F	1	0	8	6	3	2	2	1	7	0	30
Permanent PT - M	1	1	1	0	0	0	0	0	0	0	3
Casual - F	0	0	1	0	0	0	0	0	2	0	3
Casual - M	0	0	0	0	0	0	0	0	0	0	0
Total	2	1	11	10	13	7	8	10	12	52	126

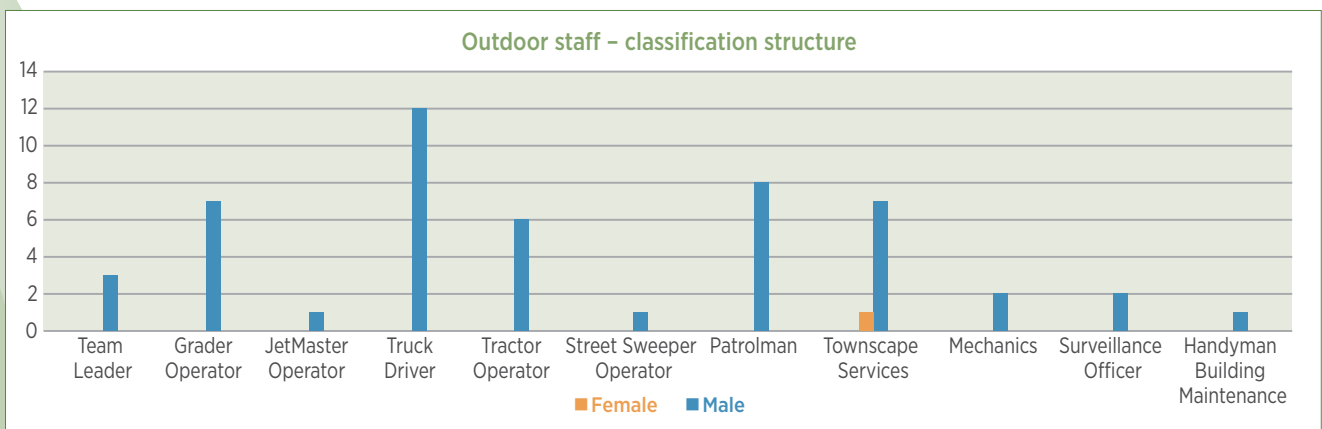


Outdoor staff – classification structure

The Loddon Shire Enterprise Agreement No 7. 2014 provided for a new classification structure of the outdoor workforce. The new structure changed the method by which outdoor pays are calculated by rolling all allowances into the hourly rate. This now provides a clear structure to recognise responsibilities.

A summary of the number of full time equivalent (FTE) staff categorised by the Loddon Shire Outdoor Staff employment classification structure and gender is set out below.

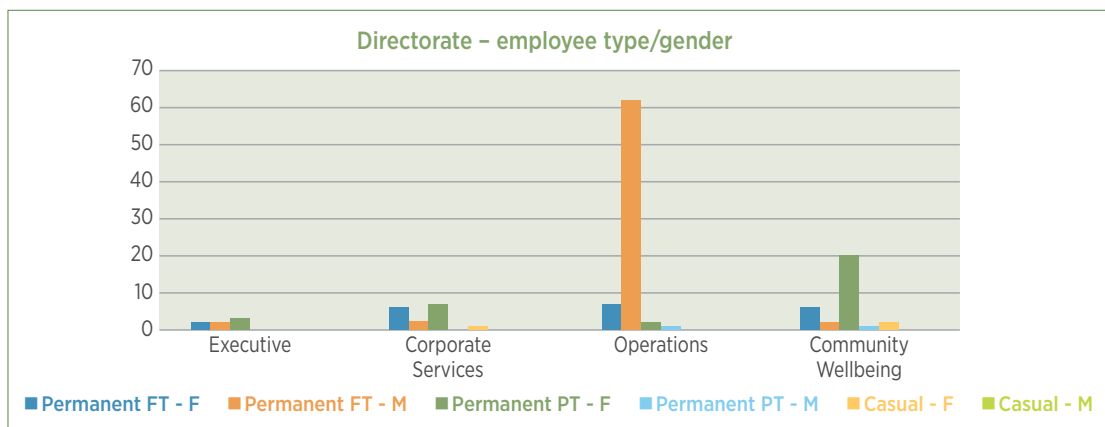
Classification	Female	Male	Total
Team Leader	0	3	3
Grader Operator	0	7	7
Backhoe Operator	0	1	1
JetMaster Operator	0	1	1
Truck Driver	0	12	12
Tractor Operator	0	6	6
Street Sweeper Operator	0	1	1
Patrolman	0	8	8
Townscape Services	1	7	8
Mechanics	0	2	2
Surveillance Officer	0	2	2
Handyman Building Maintenance	0	1	1
	1	51	52



Directorate – employee type/gender

A summary of the number of full time (equivalent FTE) Council staff by organisational structure, employment type and gender is set out below.

Employee type/gender	Executive	Corporate Services	Operations	Community Wellbeing	Total FTE
Permanent FT - F	2	6	7	6	21
Permanent FT - M	2	3	62	2	69
Permanent PT - F	3	7	2	19	31
Permanent PT - M	0	0	1	1	2
Casual - F	0	1	0	2	3
Casual - M	0	0	0	0	0
Total	7	17	72	30	126



2016 Staff Christmas lunch.

STAFF RECRUITMENT AND RETENTION

Staff health and wellbeing

Council is committed to looking after the health and wellbeing of all staff. It is recognised that Council cannot address staff member's individual health and wellbeing needs without the cooperation of that person.

Council provides a healthy workplace by:

- developing, in consultation with staff, workplace-specific programs to address lifestyle, health, fitness and safety issues
- encouraging staff wellness and proactively managing risk of illness
- encouraging staff to take periodic annual leave (where relevant) to maintain a positive balance between work, life, family and friends
- actively promoting exercise, healthy eating and smoke-free environment to improve or maintain staff members' personal wellbeing
- providing targeted health and wellbeing programs.

Programs offered to all staff in 2016/17 included:

- Health assessments – 18 employees
- Flu vaccinations – 62 employees

Other health and wellbeing initiatives offered to staff were:

- Bendigo Fun Run
- Walk, Talk and Weigh program – facilitated by Inglewood and District Health Service

Employee Assistance Program

Council offers a free, confidential Employee Assistance Program for staff who are experiencing difficulties in their personal or professional lives.

Car pooling

Council has a car pooling program for staff travelling to the Wedderburn office from Bendigo.

Managers are rostered to drive their car on specific days. Staff are picked up from a central point and dropped back to that point at the end of the day.

Communicating with staff

Staff newsletter

A staff newsletter is distributed monthly. The newsletter includes items of interest, job vacancies, upcoming events and personal milestones of staff.

Intranet

Council has an intranet site that is used to communicate information. Staff located at the Wedderburn and Serpentine offices, Boort, Newbridge, Pyramid Hill and Wedderburn depots, plus some remote workers in the Community Services Department, have access to the intranet.

All staff meetings

Council holds quarterly all-staff meetings. These meetings are an opportunity to provide staff with information about current events, presentations by external groups, all-staff training, recognise staff achievements (both personal and professional) and the opportunity to ask questions of the executive.

These meetings include an all-staff Christmas lunch. The lunch provides staff with an opportunity for informal interaction with their colleagues, managers and Councillors, and provides Council with the opportunity to thank staff for their efforts throughout the year.

The 2016 lunch was held at the Wedderburn Hall.

Staff years of service recognition

Staff who have reached service periods of 10, 20, 30 and 40 years are presented with Certificates of Recognition at the all-staff Christmas lunch.

At the December 2016 lunch held at Wedderburn, the following certificates were presented:

40 years of service

- Colin McClelland – Water Truck Driver

20 years of service

- Susan Smith – Administration Officer - Works
- Scott Cunningham – Townscape Serviceman
- Duncan Campbell – Financial Accountant

10 years of service

- David Shay – Cartage Truck Driver
- Ron Hird – Grader Driver
- Paul Haw – Loddon Ambassador

- Kaye Leech – Administration Assistant - Serpentine
- Mark Arnup – Technical Officer
- Wendy Howarth – School Crossing Supervisor

OTHER STAFF MATTERS

Equal employment opportunity program

Council supports access and equity for all employees and recognises diversity as a valuable strength that will create benefits for employees and the community.

Council's Equal Opportunity and Anti-Discrimination Policy ensures that any potential breach is resolved impartially and fairly.

Council regularly reviews its policies, procedures and practices to ensure equity and transparency for all staff.

Professional development

Staff training program

Council is committed to providing staff with access to training and development opportunities that will enable continuous learning and career growth in line with individual aspirations and Council's goals.

At the annual staff development review, employees identify training they would like to undertake the following year. Council also provides training that is required for legislative purposes and to keep qualifications current.

During the year, Council staff undertook training courses in the following areas:

- Occupational Health and Safety
- First Aid and CPR
- Computer applications
- Competency training sessions
- Compliance training sessions
- Study assistance program

Council has a Study Assistance Policy that is available to permanent employees with more than 12 months service.

Assistance is provided in the form of subsidies for course fees, examination and assignment leave and some leave for attending classes.

During the year, three employees accessed this policy while undertaking further study, they were:



Outdoor staff with Manger Operations Steve Phillips.

- Christine Coombes – Diploma of Business
- Robyn Vella – Diploma of Marketing
- Sara Nesbit – Certificate IV in Human Resources

Traineeships

Council supports staff who are prepared to undertake traineeships in their field.

The following staff member is currently undertaking a traineeship:

- Daniel McNish – Certificate III in Landscape Construction

Qualifications attained

The following staff completed qualifications during the year:

- Julie Mills – Certificate IV in Home and Community Care
- Marj Ross – Certificate IV in Home and Community Care
- Wendy Gladman – Australian Institute of Company Directors Course

Council's support is provided in the form of time to attend required classes and in financial assistance for the cost of the course.

Staff scholarship program

Council has a staff scholarship program aimed at reducing the financial burden of undertaking university education and providing relevant work experience in a Local Government setting.

Loddon Shire Council's Finance Officer Lorraine Jackson is undertaking a Bachelor of Business degree at La Trobe University Bendigo under this program.

Work experience program

Secondary school students

Council supports work experience programs and hosts students from Years 10, 11 and 12, and also students undertaking tertiary studies.

During the year, Council hosted the following students:

- Gavin Rowley – Visitor Information Centre
- Jack Francis – Planning
- Stephen Bentley – Townscape Services

School-based apprenticeships

Over the years, Council has hosted many students under school-based apprenticeships. This program provides a learning environment in the workplace while students remain at school. During 2016/17 Council did not host any students under this program.

Preventing violence against women

Council introduced a Family Violence clause in its Enterprise Agreement No. 6 2011. This clause provides staff with 20 days special leave each year to deal with family violence.

The clause in the Enterprise Agreement safeguards security of employment for employees experiencing family violence, as well as providing workplace support to enable them to be safe at home and at work.

The 20 days special leave can be used for medical appointments, legal proceedings and other activities relating to family violence. Carer's leave is also offered for employees who are supporting a person experiencing family violence.

Occupational health and safety

Council recognises its moral and legal responsibility to provide, as far as it is reasonably practicable, a safe and healthy work environment for employees, contractors, customers and visitors.

This commitment extends to ensuring that the organisation's operations do not place the local community at risk of injury, illness or property damage. Council continues its commitment of consultation and co-operation between management and employees through Council's Occupational Health and Safety (OH&S) Committee.

This committee consists of staff and management representatives and meets quarterly, with all areas of the organisation represented.

All occupational health and safety obligations continue to be met in a systematic, proactive and consultative manner.

Policies and procedures continue to be developed or reviewed to reflect new legislative requirements.



2016 October all staff meeting.



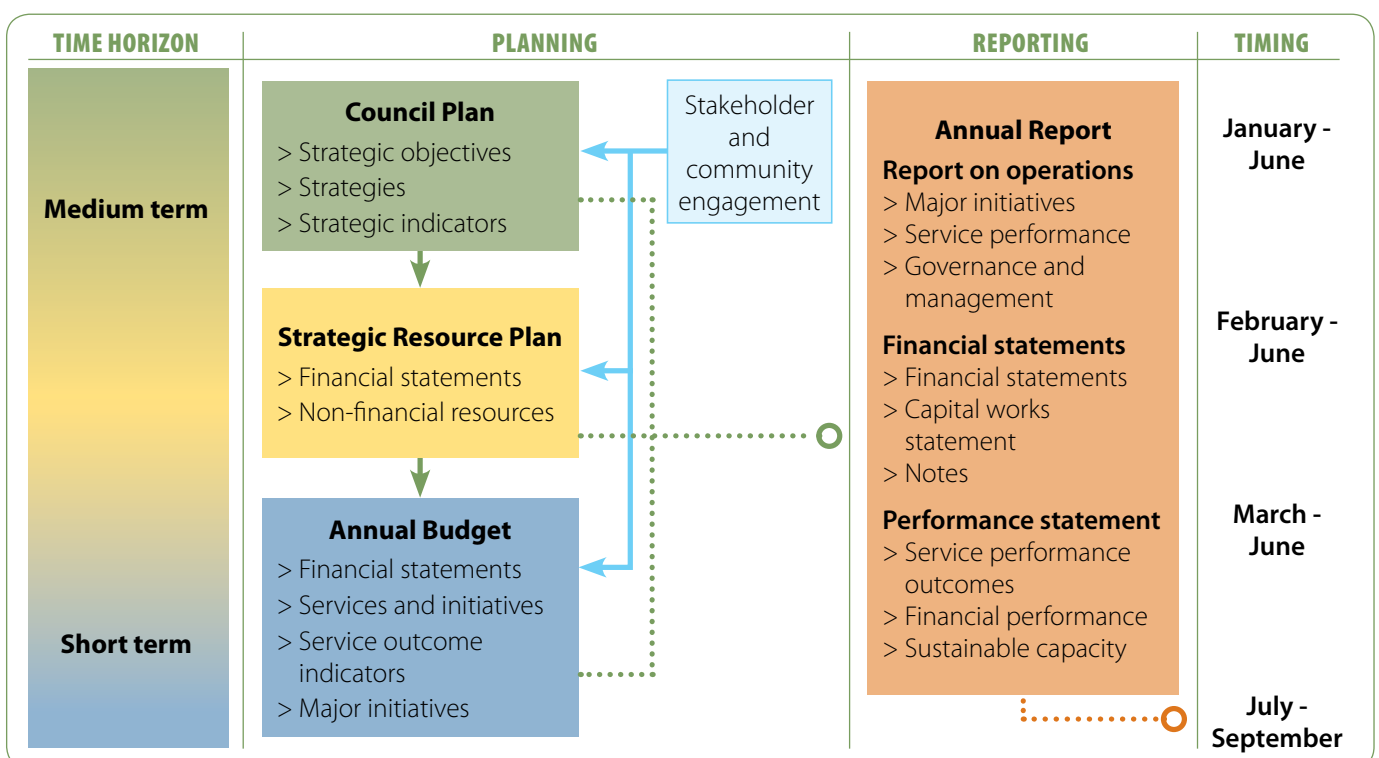
OUR PERFORMANCE

PLANNING AND ACCOUNTABILITY FRAMEWORK

The Planning and Accountability Framework is found in Part 6 of the Act. The Act requires councils to prepare the following planning and reporting documents:

- a Council Plan within six months after each general election of the Council or by 30 June, whichever is the 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
- an Annual Report in respect of each financial year.

The following diagram shows the relationship 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

The Council Plan 2013-2017 includes strategic objectives, strategies for achieving these for the four-year period, strategic indicators for monitoring achievement of the strategic objectives and a Strategic Resource Plan.

The following are Council's seven strategic platforms, with their strategic objectives as listed in the Council Plan:

Strategic Platforms 2013-2017

1	Build a network of strong communities	Support our townships in preserving their individuality whilst leveraging their collective strength.
2	Grow our population through appropriate development	Capitalise on the demand for lifestyle properties, without compromising premium agricultural land or our environment.
3	Champion our agrifood enterprises	Be an advocate for our agrifood sector and support it to remain the backbone of our Shire's economy.
4	Make our towns liveable and memorable	Improve the liveability of our towns by making them attractive to existing residents, prospective residents and tourists.
5	Grow and diversify our economy	Attract investment that introduces new industries, presents opportunity to existing businesses and grows our working population.
6	Support our transitioning townships	Support small town communities to retain the best possible quality of life in the face of a declining population with increasing needs.
7	Connect with the next generation	Engage our youth to equip them for a positive future and keep our communities young, vibrant and energised.



Mitiamo Soldiers Memorial Park.

PERFORMANCE

Council's performance for the 2016/17 year has been reported against each strategic platform to demonstrate how Council is performing in achieving the Council Plan 2013-2017. Performance has been measured as follows:

- progress against key projects
- 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.

Strategic Platform 1

Build a network of strong communities

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

2013-2017 priorities		Key projects	Progress
1.1	Build unique brand identities for each of our communities based on their geography, history and personality	Define each of our town brand identities and communicate these	Ongoing The establishment of town brand identities has been incorporated into the streetscape work being completed for four of our five major towns. Development of township tourism marketing plans is under way, which involves identifying points of difference for our major towns. This information will also be used to develop tourism promotion material. This work is ongoing.
1.2	Use community planning to allow our communities to create their own futures	Restructure community planning to focus on the longer term Promote succession planning within communities	In progress An update on a proposed model will be provided to Council at the September 2017 forum.
1.3	Build a spirit of connectivity and mutual support amongst the communities of Loddon Shire	Conduct an annual event to bring community planning groups together to share	In progress Following a presentation to the Council Forum in October 2013 to hold a leadership event in place of business awards, community planning groups have been brought together through the community planning review, with workshops held over three consultations. Wedderburn Development Association initiated a gathering of community planning groups, and Council will support this initiative.
1.4	Leverage social media to better communicate with our residents	Develop a social media strategy and implement actions	Complete Council's Social Media Strategy has been approved and implemented with Council's Facebook page now live.

2013-2017 priorities		Key projects	Progress
1.5	Promote a calendar of events across the region and support them	Promote and support events on new website	Complete With the redesign of Council's website, much greater promotion and support of events occurs. This action is ongoing.
1.6	Drive improvement in life services including lobbying for assistance with childcare shortfall	Identify service needs and develop links with providers to source options for provision of childcare	Complete Council has undertaken significant work in identifying the need for the provision of childcare in our community and has worked with a consultant to develop a cost-effective model for small rural communities. Implementation is to proceed following provision of funding for occasional care on a 12-month trial commencing 1 July 2016.
1.7	Support volunteer organisations to remain active within the community	Promote the benefits of membership of a volunteer organisation List volunteer groups on website and provide contact details	Complete Council has completed this action by undertaking a review of volunteer groups and ensuring that their contact details are up-to-date and listed on the website.

Major initiatives:

There were no major initiatives identified in the 2016/17 budget for this strategic platform.

Service performance indicators:

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations:

Aquatic facilities				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Service standard				
<i>Health inspections of aquatic facilities</i> [Number of authorised officer inspections of Council aquatic facilities/Number of Council aquatic facilities]	1	1	1	Council has five outdoor aquatic facilities which are each inspected annually.
<i>Reportable safety incidents at aquatic facilities</i> [Number of WorkSafe reportable aquatic facility safety incidents]	0	0	0	There were no reportable safety incidents at aquatic facilities.
Service cost				
<i>Cost of indoor aquatic facilities</i> [Direct cost of indoor aquatic facilities less income received/Number of visits to indoor aquatic facilities]	\$0	\$0	\$0	Council does not own or operate any indoor aquatic facilities.

Aquatic facilities				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
<i>Cost of outdoor aquatic facilities</i> [Direct cost of outdoor aquatic facilities less income received/Number of visits to outdoor aquatic facilities]	\$19	\$16	\$19	Due to a decrease in utilisation and the increased costs associated with staffing, utilities and maintenance the cost per visit has increased in the past 12 months.
Utilisation				
<i>Utilisation of aquatic facilities</i> [Number of visits to aquatic facilities/ Municipal population]	3	4	3	

Services:

The following statement provides information in relation to the services funded in the 2016/17 budget:

- **Recreation services**, including financial and administrative support to sporting clubs, management of Council's swimming pools, applications for government grants and assistance with long-term strategies for recreation facilities.
- **Loddon Healthy Minds Network**, including meetings and activities designed to boost mental health awareness and personal support for residents of Loddon Shire.
- **Recovery**, including working with Council's emergency management team to deliver initial relief measures, then aid in ongoing recovery work; also includes response to single incidents of personal trauma.
- **Council committees**, including administrative support for Section 86 committees in managing compliance with the Local Government Act 1989.
- **Community planning**, including building Loddon communities through facilitation, logistical and financial means to improve the aesthetic of communities and develop key community assets, supporting communities to identify their strengths and opportunities, and facilitating novel approaches and solutions to local issues.
- **Community grants scheme**, including the administration of various community grants.

Strategic Platform 2

Grow our population through appropriate development

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

2013-2017 priorities		Key projects	Progress
2.1	Implement planning strategies that accelerate growth in appropriate areas	Implement Rural Zones Review	Complete
		Develop and commence implementation of Settlement Strategy	In progress The development of a Settlement Strategy has commenced. There has been a significant amount of research work completed. A draft strategy is due in 2017.

2013-2017 priorities		Key projects	Progress
2.2	Adopt a pro-development attitude to planning and stimulate investment needed to service the community's changing housing requirements	Bridgewater residential subdivision	Complete The Bridgewater residential subdivision has now been rezoned and the land is available for development. As the land is privately owned, further progress on this matter rests with the landowner. Council has set the environment to allow this development to occur.
		Implement online planning application process for commercial development (SPEAR system)	Complete
		Develop Loddon Shire Settlement Strategy	In progress
2.3	Improve our turnaround time on planning approvals for housing projects	Implement a planning application progress tracking system	Complete A tracking system, which consists of a combination of the standardised Planning Permit Activity Reporting System (PPARS) reporting to the State Government and the development of an in-house planning application tracking and reporting database, is being used by Council officers to track planning applications.
		Drive improvement in turnaround time by enforcing targets	In progress There has been significant work done to improve the turnaround time for planning permits. Work continues on the improvement of processes and documentation.
2.4	Attract investors to develop infrastructure and services	Develop and commence implementation of new Economic Development Strategy which incorporates investment attraction for essential infrastructure and services	Complete and ongoing Council adopted an Economic Development Strategy in 2015. Implementation of the strategy is ongoing.
		Identify surplus Council properties and market them	Complete A number of surplus properties have been identified and approved for disposal by Council. Currently Council are ensuring that all legislative requirements are met prior to placing the properties on the market. This final stage is expected to be complete by late August 2017.

Major initiatives:

There were no major initiatives identified in the 2016/17 budget for this strategic platform.

Service performance indicators:

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations:

Statutory planning				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Timeliness				
<i>Time taken to decide planning applications</i> [The median number of days between receipt of a planning application and a decision on the application]	60 days	44 days	51 days	Delays have been associated with staff vacancies which have now been filled.
Service standard				
<i>Planning applications decided within 60 days</i> [Number of planning application decisions made within 60 days/Number of planning application decisions made]	50%	55%	60%	From 1 July 2016 this indicator was updated to include VicSmart planning applications which should be assessed within 10 days. Council did not receive any VicSmart planning applications this year.
Service cost				
<i>Cost of statutory planning service</i> [Direct cost of statutory planning service/ Number of planning applications received]	\$456	\$257	\$522	Increased costs were as a result of use of external consultants due to vacant positions.
Decision making				
<i>Council planning decisions upheld at VCAT</i> [Number of VCAT decisions that did not set aside Council's decision in relation to a planning application/Number of VCAT decisions in relation to planning applications] x100	0	0	100%	Council had one decision upheld at VCAT. VCAT did require an amendment to the conditions prior to issue.



Dingee Progress Park.

Food safety				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Timeliness				
<p><i>Time taken to action food complaints</i></p> <p>[Number of days between receipt and first response action for all food complaints/ Number of food complaints]</p>	n/a	6.5 days	1.5 days	This is a good result. From 1 July 2016, 'Time taken to action food complaints' is reported by calendar year. Previously this indicator was reported by financial year. This has been implemented to better align reporting with the Department of Health and Human Services. This may have contributed to the variance this year from an average of 6.5 days taken to action food complaints to 1.5 days as the reporting period is 2016 rather than 2016/17.
Service standard				
<p><i>Food safety assessments</i></p> <p>[Number of registered class 1 food premises and class 2 food premises that receive an annual food safety assessment in accordance with the Food Act 1984/Number of registered class 1 food premises and class 2 food premises that require an annual food safety assessment in accordance with the Food Act 1984] x100</p>	109%	100%	98%	The number of food safety assessments is marginally down and is impacted upon by insufficient staff time to address this enforcement service.
Service cost				
<p><i>Cost of food safety service</i></p> <p>[Direct cost of the food safety service/ Number of food premises registered or notified in accordance with the Food Act 1984]</p>	\$138	\$164	\$165	The cost of food safety is consistent with previous years and well below the expected range.
Health and safety				
<p><i>Critical and major non-compliance outcome notifications</i></p> <p>[Number of critical non-compliance outcome notifications and major non-compliance notifications about a food premises followed up/Number of critical non-compliance outcome notifications and major non-compliance notifications about food premises] x100</p>	0%	83%	100%	From 1 July 2016, 'Critical and major non-compliance outcome notifications' is reported by calendar year. Previously this indicator was reported by financial year. This has been implemented to better align reporting with the Department of Health and Human Services. This result demonstrates Council's commitment to following up critical and major non-compliance notifications.

Services:

The following statement provides information in relation to the services funded in the 2016/17 budget:

- **Town planning services**, including planning permit and subdivision approvals, planning scheme compliance and enforcement, changes to the planning scheme and protection of significant heritage, cultural and environmental assets within the Shire.
- **Environmental health services**, including septic tank and waste water management approvals, food safety inspections and certification, monitoring of tobacco and alcohol sales, compliance with the Public Health and Wellbeing Act and Environment Protection Act and their enforcement.
- **Building surveyor services**, including building permit and occupancy approvals and administering the Building Act.
- **Environmental management services**, including weed management on Council property and development and implementation of Loddon's response to climate change.

Strategic Platform 3

Champion our agrifood enterprises

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

2013-2017 priorities		Key projects	Progress
3.1	Remove the road blocks for new agrifood enterprises or expansion of existing ones	Lobby State Government to remove barriers to agricultural value-adding	<p>Ongoing</p> <p>Council is having ongoing discussions with the State Government. A current project involves a collaborative project with adjacent councils to attract intensive agriculture to the region.</p> <p>Council is partnering with Grampians Wimmera Mallee Water (GMMWater) to deliver the South West Loddon Pipeline. The project is now fully funded. Implementation will ensure secure stock and domestic water supply to the region.</p> <p>Following the mid-term review of the Goulburn Murray Water (GMW) Connections project, Council has advocated for completion of the project.</p>
		Support the Innovative Farming Project to help existing farmers understand expansion opportunities	<p>Complete and ongoing</p> <p>Council provided strong advocacy support for the Innovative Farming Project, developed as a response to the Murray Darling Basin Plan.</p>
		Support the Northern Victorian Regional Transport Strategy	<p>Complete</p> <p>The Northern Victorian Regional Transport Strategy was adopted by Council at the May 2016 Council meeting.</p>
3.2	Maintain planning protocols that protect prime agricultural land	Consider at next planning scheme review	<p>Complete</p> <p>Council endorsed the review in January 2017. Next steps will be implementation of the amendments falling out from the recommendations of the review.</p>

2013-2017 priorities		Key projects	Progress
3.3	Engage with the agribusiness sector in a regular more formal way	Engage Agribusiness Development Officer	Complete Council has engaged an Agribusiness Development Officer in 2015.
		Implement agribusiness actions from new Economic Development Strategy	Ongoing The Economic Development Strategy includes 'discuss and develop investment opportunities in Loddon and promote the Loddon brand and its competitive advantages, particularly in affordable agricultural land for intensive farming.' This is a key responsibility of the Agribusiness Development Officer.
		Strengthen relationships with existing 'hero' agrifood businesses	Complete and ongoing With the Agribusiness Development Officer now on staff, Council has made approaches to a number of large-scale agrifood businesses within the municipality and is developing better relationships with each of these organisations.
3.4	Continue to seek out agrifood value-adding opportunities	Engage Agribusiness Development Officer	See 3.3

Major initiatives:

The following statement reviews the progress of Council in relation to major initiatives identified in the 2016/17 budget for the year:

Major initiative	Progress
Lobby State Government to remove barriers to agricultural value-adding	<p>Ongoing</p> <p>Council is having ongoing discussions with the State Government. A current project involves a collaboration with adjacent councils to attract intensive agriculture to the region.</p> <p>Council is partnering with Grampians Wimmera Mallee Water (GMMWater) to deliver the South West Loddon Pipeline. The project is now fully funded. Implementation will ensure secure stock and domestic water supply to the region.</p> <p>Following the mid-term review of the Goulburn Murray Water (GMW) Connections project, Council has advocated for completion of the project.</p>

Strategic Platform 4

Make our towns liveable and memorable

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

2013-2017 priorities		Key projects	Progress
4.1	Renew the streetscape in our major towns	Wedderburn streetscape project	In progress The detailed Wedderburn streetscape construction plans have been completed and are in the process of being implemented.
		Develop plans for Boort, Pyramid Hill, Bridgewater streetscape redevelopment	Complete Concept plans have been developed.
4.2	Enhance our overall amenities by offering improved, but rationalised facilities in line with financial resources	Inglewood Town Hall hub project	Complete Inglewood Town Hall hub project is complete. The community hub is in operation.
		Wedderburn Community Centre redevelopment	Complete Extension and redevelopment works have been completed. Ancillary damp proofing works have been identified and completed.
4.3	Work with our business community to foster a customer service culture	Develop a self-diagnostic customer service template for businesses	Complete Template is available on Council's website as a business tool, and has been marketed through local media.
		Facilitate annual customer service training for businesses	Complete and ongoing Council's Executive and Commercial Services Department continues to deliver customer service training for our businesses.
4.4	Lift local hospitality capability	Deliver local accommodation guide and promote through website	Complete Council's website has an accommodation brochure which can be downloaded and printed.
4.5	Enforce a clean-up of our towns	Conduct audit, identification and prioritisation of all unsightly properties in all major towns	Complete A methodology to identify, prioritise and respond to unsightly properties was prepared and presented to Council in 2015. Staff have now applied this tool to prioritise identified properties across the Shire following a detailed audit.

2013-2017 priorities		Key projects	Progress
		Systematically apply process for enforcement according to priority	In progress and ongoing Enforcement action against top 10 prioritised unsightly or hazardous properties has commenced.
4.6	Improve stormwater and wastewater management	Implement high priority works identified in township drainage strategies	Ongoing
		Develop Stormwater Asset Management Plan	In progress Data capture and drainage strategy for Pyramid Hill has been identified as a priority. Urban Drainage Asset Management Plan to be developed after data capture and drainage strategy completion.
		Partner in Sewer Connections Project with Coliban Water and Department of Health to increase the number of properties connected to township sewer schemes	In progress The relationship with Coliban Water has been strengthened and there is an agreed approach to increasing the amount of connections to sewerage in sewered towns.
		Investigate opportunities to implement sewer extension schemes	In progress Discussions are continuing with Coliban Water regarding potential sewer extension or establishment schemes. This includes a sewer scheme for Newbridge.
4.7	Improve the appearance and functionality of recreation and public spaces	Implement a capital works program for parks and gardens facilities	Complete and ongoing An ongoing capital works program for parks and gardens (P&G) facilities has been developed and has been funded for a second year in 2016/17. Expansion of the P&G rolling program is continuing with a number of additional public space renewal or upgrades identified.
		Develop master plans for all high use recreational facilities	Complete Master plans for all recreational facilities have now been completed, and will be reviewed in 12 months as many infrastructure items are now completed.
		Develop and implement a new recreation strategy	Complete and ongoing Council adopted a revised recreation strategy in July 2015.
4.8	Take leadership in building infrastructure, amenities and services appropriate to town needs	Develop and implement a Stormwater Asset Management Plan	See 4.6

2013-2017 priorities		Key projects	Progress
		Review Council's Building Asset Management Plan (BAMP) and Road Asset Management Plan	In progress Review of the existing BAMP is complete and a number of issues have been identified that require amendment. The recommendation of the review is a complete revision of plan. The first draft to be expected in October 2017.
		Develop assessment and prioritisation guidelines for each infrastructure category comprising Council's annual infrastructure program	In progress Prioritisation and assessment guidelines have been developed for both the Amenity and Safety sub programs within Council's local road construction program. Remaining elements of the Annual Infrastructure Program require guidelines to be developed.
		Develop long term Parks and Gardens and Buildings capital works programs	In progress Parks and Gardens and Buildings Capital Works program was adopted by Council during a Council meeting held in May 2017. Buildings program to be strengthened with the revised asset management plan.
4.9	Set the benchmark for recreational vehicle (RV) friendly towns	Install dump points at three strategic locations across Loddon Shire	Complete Council has installed dump points at Bridgewater, Wedderburn, Boort and Pyramid Hill.
		Implement action from the Loddon Shire Council Tourism Strategy 2011-2016 to establish Loddon as an RV Friendly Shire	Complete Council has met all the criteria necessary to be established as an RV Friendly Shire.

Major initiatives:

The following statement reviews the progress of Council in relation to major initiatives identified in the 2016/17 budget for the year:

Major initiative	Progress
Review Council's Building Asset Management Plan (BAMP)	In progress Review of the existing BAMP is complete and a number of issues have been identified that require amendment. The recommendation of the review is a complete revision of plan. The first draft to be expected in October 2017.
Review Council's Road Asset Management Plan	Complete Review and revision complete; adopted by Council in March 2017
Wedderburn streetscape project	In progress The detailed Wedderburn streetscape construction plans have been completed and are in the process of being implemented.
Inglewood Town Hall hub project	Complete Inglewood Town Hall hub project is complete. The community hub is in operation.

Service performance indicators:

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations:

Roads				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Satisfaction of use				
<i>Sealed local road requests</i> [Number of sealed local road requests/ Kilometres of sealed local roads] x100	12	9	19	Council's customer request system does not easily distinguish between requests and complaints. The figure shows the total number of requests and complaints combined. Due to natural disaster (flood) of September/October 2016 Council received a number of maintenance requests and complaints regarding the condition of the roads. This led to an increase in the total number of requests and complaints received.
Condition				
<i>Sealed local roads below the intervention level</i> [Number of kilometres of sealed local roads below the renewal intervention level set by Council/Kilometres of sealed local roads] x100	99%	99%	100%	Excellent outcome for year to obtain 100% of maintenance service level.
Service cost				
<i>Cost of sealed local road reconstruction</i> [Direct cost of sealed local road reconstruction/Square metres of sealed local roads reconstructed]	\$45	\$47	\$35	The cost of road construction varies according to the complexity and scope of individual projects and cost of materials and consumables. The CPI for road and bridges construction in Victoria is negative between July 2016 and June 2017, but the main factor for the reduction in the cost is the simplistic nature of projects and increased length of projects which reduced associated administrative costs.
<i>Cost of sealed local road resealing</i> [Direct cost of sealed local road re-sealing/Square metres of sealed local roads re-sealed]	\$4	\$3	\$3	Costs are well below the expected range with the actual costs dependent upon public tender.
Satisfaction				
<i>Satisfaction with sealed local roads</i> [Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads]	55	55	50	This is at the bottom of the expected range and can be attributed to Council experiencing a significant flood event in 2016/17 which contributed to the reduction in level of satisfaction with sealed local roads.

Libraries				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Utilisation				
<i>Library collection usage</i> [Number of library collection item loans/ Number of library collection items]	1	2	3	Positive growth likely to be attributed to new delivery model.
Resource standard				
<i>Standard of library collection</i> [Number of library collection items purchased in the last 5 years/Number of library collection items] x100	70%	62%	71%	Improvement due to prioritised purchasing for new library deliveries.
Service cost				
<i>Cost of library service</i> [Direct cost of the library service/Number of visits]	\$21	\$25	\$0	The cost of the library service was \$185,135 however the number of visits to libraries was not available due to a change in the service delivery model. This results in an inability to calculate the cost per visit.
Participation				
<i>Active library members</i> [Number of active library members/ Municipal population] x100	14%	8%	8%	This data only records those borrowing the physical collection and not other library assets.

Waste				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Satisfaction				
<i>Kerbside bin collection requests</i> [Number of kerbside garbage and recycling bin collection requests/Number of kerbside bin collection households] x1,000	57	39	44	There were additional requests for bin collections this year which shows a marginal increase in the provision of service across Shire.
Service standard				
<i>Kerbside collection bins missed</i> [Number of kerbside garbage and recycling collection bins missed/Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	2	1	1	This is a good result showing fewer bins were missed by collection contractor.
Service cost				
<i>Cost of kerbside garbage collection service</i> [Direct cost of the kerbside garbage bin collection service/Number of kerbside garbage collection bins]	\$108	\$106	\$127	The kerbside garbage bin collection service costs have risen due to an increase in the cost of disposal at landfills.

Waste				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
<i>Cost of kerbside recyclables collection service</i> [Direct cost of the kerbside recyclables bin collection service/Number of kerbside recyclables collection bins]	\$65	\$61	\$60	The cost of recyclables collection has remained stable.
Waste diversion				
<i>Kerbside collection waste diverted from landfill</i> [Weight of recyclables and green organics collected from kerbside bins/Weight of garbage, recyclables and green organics collected from kerbside bins] x100	23%	20%	23%	There has been a greater use of recycling bins by the community over the past 12 months. The weight of the recyclables increased by 10%.

Animal management				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Timeliness				
<i>Time taken to action animal requests</i> [Number of days between receipt and first response action for all animal management requests/Number of animal management requests]	n/a	2.20 days	2.43 days	In the last 18 months there has been a high level of turnover in staff which has impacted upon the time taken to action animal management requests.
Service standard				
<i>Animals reclaimed</i> [Number of animals reclaimed/Number of animals collected]	66%	71%	20%	There has been a drop in the percentage of animals euthanised due to a lower number of dogs collected and an increase in the number of dogs re-housed to Pet Haven for adoption.
Service cost				
<i>Cost of animal management service</i> [Direct cost of the animal management service/Number of registered animals]	\$62	\$46	\$62	The increased cost can be attributed to a high level of staff turnover and the associated cost of contractors engaged to carry out the service.
Health and safety				
<i>Animal management prosecutions</i> [Number of successful animal management prosecutions]	7	1	0	There were no animal management prosecutions in 2016/17. This may be due to increased awareness that Council will take against breaches of the legislation.

Home and community care				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Timeliness				
<i>Time taken to commence the HACC service</i> [Number of days between the referral of a new client and the commencement of HACC service/Number of new clients who have received a HACC service]	n/a	5 days		Reporting ceased 1 July 2016
Service standard				
<i>Compliance with Community Care Common Standards</i> [Number of Community Care Common Standards expected outcomes met/ Number of expected outcomes under the Community Care Common Standards] x100	78%	78%		Reporting ceased 1 July 2016
Service cost				
<i>Cost of domestic care service</i> [Cost of the domestic care service/Hours of domestic care service delivered]	n/a	\$40		Reporting ceased 1 July 2016
<i>Cost of personal care service</i> [Cost of the personal care service/Hours of personal care service delivered]	n/a	\$43		Reporting ceased 1 July 2016
<i>Cost of respite care service</i> [Cost of the respite care service/Hours of respite care service delivered]	n/a	\$46		Reporting ceased 1 July 2016
Participation				
<i>Participation in HACC service</i> [Number of people that received a HACC service/Municipal target population for HACC services] x100	58%	56%		Reporting ceased 1 July 2016
<i>Participation in HACC service by CALD people</i> [Number of CALD people who receive a HACC service/Municipal target population in relation to CALD people for HACC services] x100	28%	30%		Reporting ceased 1 July 2016

Maternal and Child Health (MCH)				
Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Satisfaction				
<i>Participation in first MCH home visit</i> [Number of first MCH home visits/Number of birth notifications received] x100	109%	108%	94%	Three parents were enrolled in the service from birth notices received however upon booking them in for a home visit they declined and were transferred out of the service.
Service standard				
<i>Infant enrolments in the MCH service</i> [Number of infants enrolled in the MCH service (from birth notifications received)/ Number of birth notifications received] x100	102%	100%	100%	
Service cost				
<i>Cost of the MCH service</i> [Cost of the MCH service/Hours worked by MCH nurses]	n/a	\$72	\$66	Decrease in costs have occurred as a result of better service, planning and delivery including lack of use of casuals.
Participation				
<i>Participation in the MCH service</i> [Number of children who attend the MCH service at least once (in the year)/Number of children enrolled in the MCH service] x100.	66%	73%	70%	
<i>Participation in the MCH service by Aboriginal children</i> [Number of aboriginal children who attend the MCH service at least once (in the year)/ Number of Aboriginal children enrolled in the MCH service] x100	60%	25%	56%	There was an increase of two aboriginal children and a higher level of participation in the service during 2016/17.

Services:

The following statement provides information in relation to the services funded in the 2016/17 budget:

- Access programs, including disability access to improve accessibility in and around the Shire.
- Infrastructure management, including long-term asset management planning for roads, buildings, recreational facilities, pools, parks, waste facilities and bridges, development and delivery of annual infrastructure projects and programs, contract administration, survey and design and digital mapping.
- Mobile library service provided throughout the Shire.
- Aged services, including home, personal and respite care, property maintenance, senior citizens' centres, elderly persons' units and planned activity groups.
- Early years services, including Maternal and Child Health, immunisations and cluster management of kindergartens.
- Infrastructure management, including long-term asset management planning for roads, buildings, recreational facilities, pools, parks, waste facilities and bridges, development and delivery of annual infrastructure projects and programs, contract administration, survey and design and digital mapping.

- Local Laws services, including stock and domestic animal management permits, management of unsightly premises, roadside bushfire management works and local laws enforcement and compliance.
- Works delivery, including maintenance and construction of roads, bridges, road reserves, footpaths, parks, gardens, rest areas, toilet facilities, playgrounds, buildings and pools; depot, plant and fleet maintenance and management; response to infrastructure-related customer requests; and waste management.
- Tourism development services, including facilitation of strategic projects, assistance to small business, development of marketing and promotional material, assistance with advertising, direct financial support of key projects, provision and maintenance of tourism promotional signage, advice to new and existing tourism businesses, developing tourism linkages between regional communities and key tourism bodies such as Tourism Victoria, Tourism Alliance, Goldfields Committee and Bendigo Tourism, and administrative support to the Loddon Visitor Information Centre.
- Loddon Discovery Tours, including assistance to the Loddon tourism industry, public speaking, marketing, promotion and booking of group tours, program delivery to improve customer service and business development, and financial support for promotion.

Strategic Platform 5

Grow and diversify our economy

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

2013-2017 priorities		Key projects	Progress
5.1	Exploit our existing strengths and areas of competitive advantage to grow and diversify the economy	Develop a new Economic Development Strategy	Complete Council adopted an Economic Development Strategy in 2015. Implementation of the strategy is ongoing.
5.2	Build our tourism sector product, capability and promotion appropriate to the different range of products in the north and south of the shire	Complete foreshore redevelopment plans for the Boort Lakes and the Loddon River at Bridgewater	In progress A consultant has been engaged to complete concept plans for the development of the foreshore of Little Lake Boort. These plans are in draft and it is anticipated that the plan will be finalised by 30 September 2017. The Bridgewater foreshore stage 1 concept plans are complete and waiting final detailed design drawings. On receipt of drawings, approval will be required from DEWLP. Concept plans have been developed for stage 2 of the Bridgewater foreshore upgrade and a funding submission has been submitted. The outcome of this submission should be known by mid August 2017.
		Complete construction of the Bridgewater Public Caravan Park	Complete The caravan park was officially opened by Minister Peter Walsh on Saturday 25 October 2014.

2013-2017 priorities		Key projects	Progress
5.3	Promote development of tourist accommodation	List suitable accommodation venues on website	<p>Complete</p> <p>Council’s website was launched in April 2014. It has an accommodation section which lists venues in the Shire under headings of various accommodation types.</p> <p>It also has an accommodation brochure which can be downloaded and printed.</p>
		Encourage investment in tourism accommodation	<p>Ongoing</p> <p>Activities in the past year included an accommodation forum, a Loddon Valley network meeting for accommodation operators, continuing to assist and encourage accommodation on farm or self-contained with vacant homes, and working with accommodation operators that live on the property to register with Airbnb (KurracaBurN Heights and Rostrata Country Farm Stay have both registered).</p>

Major initiatives:

There were no major initiatives identified in the 2016/17 budget for this strategic platform.

Services:

The following statement provides information in relation to the services funded in the 2016/17 budget:

- Economic development, including support to new and existing businesses through direct facilitation, development of networking opportunities, provision of information, leadership development, promotion and marketing of opportunities within the Shire, referral to internal and external agencies to encourage access to shire, state and federal development programs.
- Industrial development, including providing industry with access to infrastructure in developed and zoned industrial land which is appropriately located and priced to encourage the sustainable growth of industry.



Jacka Park, Wedderburn.

Strategic Platform 6

Support our transitioning townships

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

2013-2017 priorities		Key projects	Progress
6.1	Support initiatives that assist community members who may be isolated or at risk	Participate in the Red Cross Vulnerable People project and implement a Community Register of Vulnerable People	Complete and ongoing Council continues to be funded by the State Government to participate in the Red Cross Vulnerable Persons Project and maintain a register of vulnerable persons compiled in accordance with Council's obligations under the Emergency Management Framework.
		Identify and access funding for projects targeted at reducing isolation	Complete Funding was received in December 2016 for participation in the Strengthening Seniors Inclusion and Participation in Local Communities project.
6.2	Rationalise community facilities to provide less but better facilities and amenities	Implement Council's Building Asset Management Plan	Ongoing Council's current Building Asset Management Plan (BAMP) is being referred to when considering requests for building maintenance, renewal or upgrade. A number of projects have been delivered in accordance with the BAMP guidelines utilising the annual budget allocation for this strategic document. A number of requests have also been refused at this time based upon current policies contained within the strategy. A review of the BAMP is expected to occur within 2016. This action will be finalised with the revision of BAMP in 2017/18.
6.3	Ensure that residents of small towns have access to a set of basic services	Define the basic service offer to very small towns	In progress Service level statements for small towns are still to be prepared. Such statements may also be significantly influenced by Council's Service Delivery Review project.
		Find cost-effective ways of delivering services to very small communities	In progress Service Delivery Review project will inform this work.
		Advocate for improved transport to large towns	Ongoing

Major initiatives:

The following statement reviews the progress of Council in relation to major initiatives identified in the 2016/17 budget for the year:

Major initiative	Progress
Find cost-effective ways of delivering services to very small communities	In progress Service Delivery Review project will inform this work.

Strategic Platform 7**Connect with the next generation**

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

2013-2017 priorities		Key projects	Progress
7.1	Identify the needs of young people and develop future leaders	Renew Council's Youth Strategy	In progress The review of the Youth Strategy was postponed awaiting the adoption of the new Council Plan. The review of the plan will be undertaken prior to 30 June 2018.
		Explore the interest in a youth council	Complete A Youth Advisory Council has been established and will continue to be supported by Council staff and youth department.
		Build a young professional leadership incubator	Complete There is insufficient mass to sustain a young professionals leadership network within Loddon Shire, so partnership arrangements have been made to promote the Bendigo Young Professionals Network, which has been welcoming and available for young professionals within Loddon Shire.
7.2	Create an arts and culture youth engagement program	Maintain Kool Skools Program	Complete and ongoing Council continues to maintain a Kool Skools program.
		Continue to facilitate and expand the range of FReeZA events	Complete and ongoing Council continues to renew the FReeZA program with a new series of events (Street Art implemented) proposed each year.
7.3	Support youth mentoring	Partner with businesses and Local Learning Employment Network to build part time job and work experience opportunities as well as more formal career pathways	Complete and ongoing Council staff and Councillors continue to meet regularly with the LLEN.

2013-2017 priorities		Key projects	Progress
		Encourage our youth to participate in volunteering	Complete and ongoing Youth volunteerism is being actively promoted by Council staff during various FReeZA or youth support events.
		Continue Council's support for youth mentoring programs in partnership with secondary schools and the North Central Local Learning and Employment Network	Complete and ongoing Council has maintained its support for the youth mentoring program in partnership with secondary schools and the Local Learning and Employment Network.

Major initiatives:

There were no major initiatives identified in the 2016/17 budget for this strategic platform.

Services:

The following statement provides information in relation to the services funded in the 2016/17 budget:

- **Youth support services**, including facilitating youth events, financial support for youth-related initiatives and long-term planning for youth development and retention.

Enablers

In order to deliver the strategies outlined in the Council Plan, it is acknowledged that Council requires a number of enablers to be in place. These are:

- talented, motivated professionals who gain job satisfaction from being part of our team
- effective and efficient operating systems and procedures
- the ability to innovate and think laterally
- sound financial management protocols
- delivery of service excellence
- a sustainability focus to asset management
- transparent communication
- skills in lobbying and advocacy.

Major initiatives:

There were no major initiatives identified in the 2016/17 budget for enablers.

Governance

The following statement provides the results of the prescribed service performance indicators and measures including explanation of material variations:

Service/indicator/measure	Result 2014/15	Result 2015/16	Result 2016/17	Material variations
Transparency <i>Council resolutions at meetings closed to the public</i> [Number of Council resolutions made at Ordinary or Special Meetings of Council, or at meetings of a Special Committee consisting only of Councillors, closed to the public/Number of Council resolutions made at Ordinary or Special Meetings of Council or at meetings of a Special Committee consisting only of Councillors] x 100	13.0%	12.4%	11.8%	The results for 2016/17 show a positive trend toward increased transparency.
Consultation and engagement <i>Satisfaction with community consultation and engagement</i> [Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement]	60	57	55	
Attendance <i>Council attendance at Council meetings</i> [The sum of the number of Councillors who attended each Ordinary and Special Council meeting/(Number of Ordinary and Special Council meetings) x (Number of Councillors elected at the last Council general election)] x 100	96%	96%	100%	
Service cost <i>Cost of governance</i> [Direct cost of the governance service/Number of Councillors elected at the last council general election]	\$43,564.40	\$52,789.20	\$44,874.20	The reduction in the cost of governance is due to the reduction in CEO recruitment costs in 2016/17.
Satisfaction <i>Satisfaction with Council decisions</i> [Community satisfaction rating out of 100 with how Council has performed in making decisions in the interest of the community]	58	56	55	

Services:

The following statement provides information in relation to the services funded in the 2016/17 budget:

- **Council administration**, including customer service and administrative support, records management, municipal building and equipment provision.
- **Financial management**, including preparation and management of the Council budget, preparation of financial statements and government statistical returns, collection of various revenue sources and payment of employees and suppliers.
- **Rating and valuations**, including management of valuations of properties in the Shire, contract management relating to the revaluation process and raising annual rates and charges.
- **Staff management**, including recruitment, development, wellbeing program and occupational health and safety.

Community Satisfaction Survey

Council has been involved in the annual Community Satisfaction Survey undertaken for the industry since 1998.

This survey provides Council with important information about how the community judges Council's performance in the current year, as well as providing Council with the ability to assess the trends in results.

The survey questions refer to the broad areas of governance and service delivery.

Governance is covered by overall Council performance, advocacy, community engagement, customer contact, overall Council direction, and making community decisions.

Service delivery is captured by key service areas. Those collected for a number of years include local streets and footpaths, recreational facilities, appearance of public areas, waste management, enforcement of Local Laws, business and community development and tourism, family support services, elderly support services, planning and building permits, emergency and disaster management, maintenance of unsealed roads, condition of sealed roads, and informing the community.

The 2017 Local Government Community Satisfaction Survey results for the Loddon Shire show Council's overall performance is rated at a score of 62. This is unchanged from 2016.

Council's overall performance was above the average for councils across the state (score of 59) as well as the average for small rural councils (score of 58).

Council also performed above the state average and small rural council average on lobbying with a score of 59 compared to 55 and 54 respectively.

According to residents, the top three performing areas of Loddon Shire are waste management (74), recreational facilities (73) and the appearance of public areas (71).

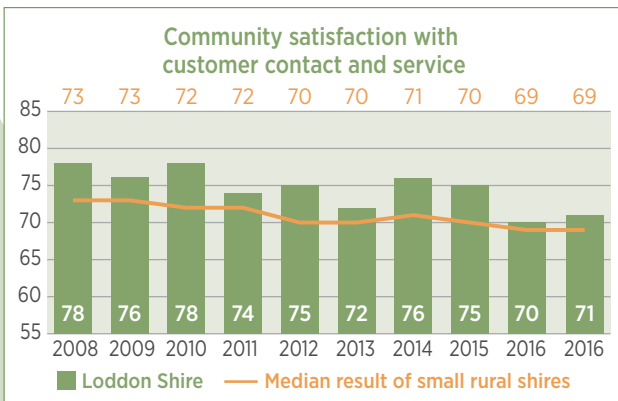
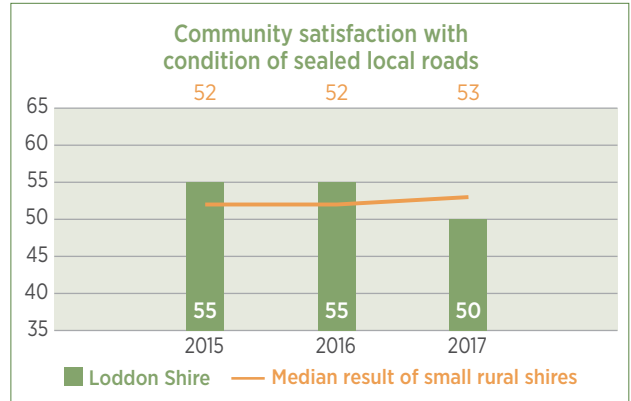
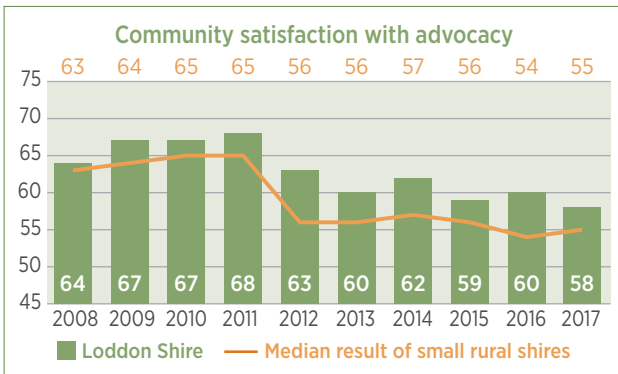
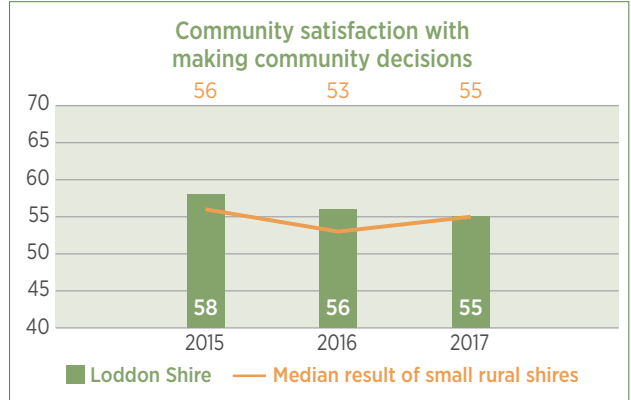
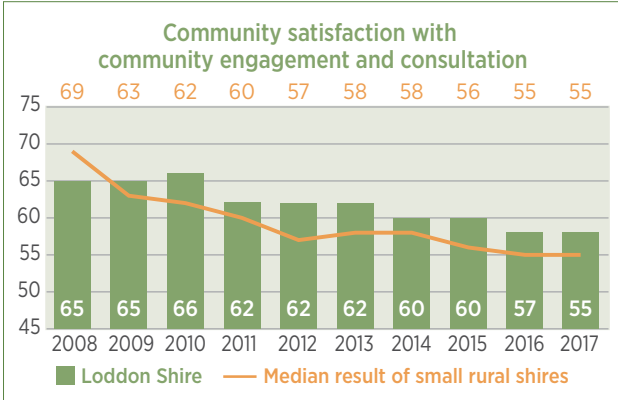
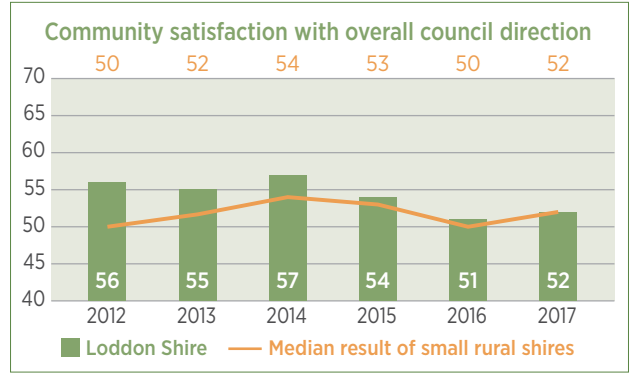
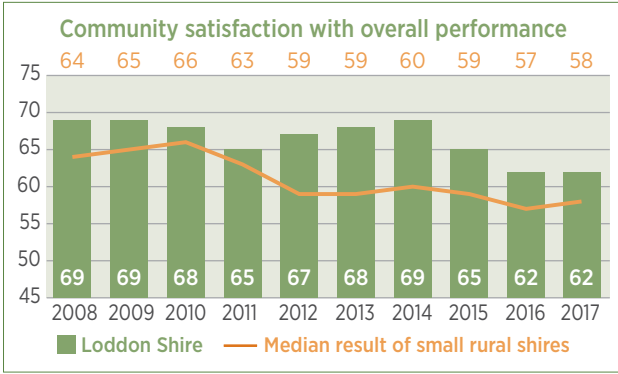
Council's customer service continued to improve, with two-thirds of residents rating Loddon Shire's customer service as very good or good. Overall, customer service moved from a score of 70 in 2016 to a score of 71 in 2017.

Improvement areas for Council include its unsealed roads network (a decrease from 49 to 43), local streets and footpaths (a decrease from 56 to 51), and consultation and engagement (a decrease from 57 to 55).



Serpentine Bowling Club.

Community Satisfaction Survey





GOVERNANCE MANAGEMENT

GOVERNANCE

Introduction

Loddon Shire Council is constituted under section 3D of the Local Government Act 1989 to provide leadership for the good governance of the municipal district and the local community. The role of a Council includes:

- (a) acting as a representative government by taking into account the diverse needs of the local community in decision making;
- (b) providing leadership by establishing strategic objectives and monitoring their achievement;
- (c) maintaining the viability of the Council by ensuring that resources are managed in a responsible and accountable manner;
- (d) advocating the interests of the local community to other communities and governments;
- (e) acting as a responsible partner in government by taking into account the needs of other communities;
- (f) fostering community cohesion and encouraging active participation in civic life.

Council is committed to effective and sustainable forms of democratic and corporate governance as the key to ensuring that Council and its administration meet the community's priorities.

The community has many opportunities to provide input into Council's decision-making processes including community consultation, the ability to

address Council on specific topics at monthly Council Forums, involvement in Council's Special Committees and feedback on draft publications.

Council's formal decision-making processes are conducted through Council meetings and Special Committees of Council.

Council delegates the majority of its decision-making to Council staff. These delegations are exercised in accordance with adopted Council policies.

Attendances at Council functions

During the year, the Mayor and Councillors attended various functions on behalf of Loddon Shire.

Some of the functions are related to Councillors' representation on the committees listed while others arose from invitations from community groups, local government bodies, politicians and other stakeholders.

In total, the Mayor attended 107 functions while the other Councillors attended 601.

Special committees

Committees appointed by Council

Under Section 86 of the Local Government Act 1989, Council may establish special committees comprising Councillors, Council staff and other persons.

The purpose of establishing a committee is to delegate some of Council's functions and responsibilities to a local level.

Council's committees are made up of dedicated community members who give their time and energy to the committees they represent.

Some committees manage facilities, while others exist to promote tourism and economic development within the Shire.

By instrument of delegation, Council may delegate any of its functions, duties or powers to a special committee, although there are certain functions that cannot be delegated and these are listed under the Act.

Council respects and appreciates the contribution made by our volunteers which enriches our community, and provides a much broader range of services and activities than Council could provide on its own.

Council's current list of Section 86 committees of management include:

- Boort Aerodrome Committee of Management
- Boort Business and Tourism Council Committee of Management
- Boort Development Committee of Management
- Boort Memorial Hall Committee of Management
- Boort Park Committee of Management
- Bridgewater on Loddon Development Committee of Management
- Campbell's Forest Hall Committee of Management
- Dingee Progress Association Committee of Management
- Donaldson Park Committee of Management
- East Loddon Community Centre Committee of Management
- Inglewood Community Sports Centre Committee of Management
 - Inglewood Lions Community Elderly Persons Units Committee of Management
 - Inglewood Riding Club Committee of Management
 - Inglewood Town Hall Committee of Management
 - Jones Eucalyptus Distillery Site Committee of Management
 - Kingower Development and Tourism Committee of Management
 - Korong Vale Mechanics Hall Committee of Management
- Korong Vale Sports Centre Committee of Management
- Little Lake Boort Committee of Management
- Loddon Southern Tourism and Development Committee of Management
- Mitiamo Municipal Recreation Reserve Committee of Management
- Pyramid Hill Memorial Hall Committee of Management
- Pyramid Hill Swimming Pool Committee of Management
- Serpentine Bowls and Tennis Pavilion and Reserve Committee of Management
- Wedderburn Community Centre Committee of Management
- Wedderburn Engine Park Committee of Management
- Wedderburn Mechanics and Literary Institute Committee of Management
- Wedderburn Tourism Committee of Management
- Yando Public Hall Committee of Management

Council is in the process of reviewing all delegations for Section 86 committees of management as a requirement after a Council election.

Code of conduct

The Act requires councils to develop and approve a Councillor Code of Conduct within 12 months after each general election.

On 14 February 2017, Council adopted a revised Councillor Code of Conduct which is designed to:

- assist Councillors to maintain the highest standard of conduct and behaviour as well as provide a means to deal with problems they may encounter
- attract the highest level of confidence from Council's stakeholders
- assist the Mayor and Councillors to discharge the responsibilities of their public office appropriately.

In addition to setting out the Councillor Conduct Principles, the Code also outlines:

- other conduct definitions under the Act, such as those relating to misuse of position, improper direction, breach of confidentiality and conflict of interest
- roles and relationships
- dispute resolution procedures.

Conflict of interest

Councillors are elected by the residents and ratepayers to act in the best interests of the community. This is a position of trust that requires Councillors to act in the public interest. When a Council delegates its powers to a Council officer or a committee, the committee or officer also needs to act in the public interest.

A conflict of interest occurs when a personal or private interest might compromise the ability to act in the public interest. A conflict of interest exists even if no improper act results from it. Council has a comprehensive procedure in place to accommodate the disclosure of a conflict of interest.

Declaration of a conflict of interest is a standard agenda item for all Council and Committee meetings.

While the procedures vary depending on the particular role and circumstances, in general they involve disclosing the relevant interests in a specific way and then stepping aside from the relevant decision-making process or from the exercise of the public duty.

For example, Council's template for Council reports includes a declaration of conflict of interest by the authors and Council's template for Council Meeting agendas contains a declaration of conflict of interest agenda item.

Councillor allowances

In accordance with Section 74 of the Act, Councillors are entitled to receive an allowance for performing their duties as a Councillor. The Mayor is entitled to receive a higher allowance.

The State Government sets the upper and lower limits for all allowances paid to Councillors and Mayors. Councils are divided into three categories based on the income and population of each council. In this instance, Loddon Shire Council is recognised as a Category 1 Council.

For the period 1 July 2016 to 31 November 2016, the Councillor annual allowance for a Category 1 Council (as defined by the Local Government Act 1989) was fixed at \$19,350 per annum. The allowance for the Mayor was \$57,812 per annum.

The Minister for Local Government approved an annual adjustment of 2.5 per cent to take effect as from 1 December 2016. The annual allowances were adjusted for the period 1 December 2016 to 30 June 2017 at \$19,834 per annum for the

Councillor allowance and \$59,257 per annum for the Mayoral allowance. An additional 9.5 per cent of the allowance amount is also payable as an allowance equivalent to the value of the Superannuation Guarantee.

Councillor expenses

In accordance with Section 75 of the Local Government Act 1989, Council is required to reimburse a Councillor for expenses incurred while performing his or her duties as a Councillor. Council is also required to adopt and maintain a policy in relation to the reimbursement of expenses for Councillors. The policy provides guidance for the payment of reimbursement of expenses and the provision of resources, facilities and other support to the Mayor and Councillors to enable them to discharge their duties. Council also publishes in its Annual Report the details of the expenses, including reimbursement of expenses for each Councillor and members of a Council committee.

The following table contains a summary of the allowances and expenses relating to each Councillor during the year.

Name of Councillor	Councillor allowance	Expense incurred	Total payments
Cr N Beattie (Mayor)	\$64,227	\$20,176	\$84,403
Cr C Condliffe	\$21,517	\$7,374	\$28,891
Cr G Curnow	\$21,517	\$5,688	\$27,205
Cr G Holt	\$21,517	\$5,766	\$26,283
Cr C McKinnon	\$21,517	\$11,613	\$33,160
Telephone and general expenses relating to all Councillors		\$4,820	\$4,820

MANAGEMENT

General introduction

Council has implemented a number of statutory and better practice items to strengthen its management framework. Having strong governance and management frameworks leads to better decision making by Council.

The Act requires Council to undertake an assessment against the prescribed governance and management checklist and include this in its report of operations. Council's Governance and Management Checklist results are set out in the section on page 75.

The following items have been highlighted as important components of the management framework.

Audit Committee

The Audit Committee's role is to oversee and monitor the effectiveness of Council in carrying out its responsibilities for accountable financial management, good corporate governance, maintaining an effective system of internal control and risk management, and fostering an ethical environment.

Membership

Council's Audit Committee is an advisory committee comprising five members – one Councillor and four external independent persons. The current membership consists of:

Councillor:

- Cr Gavan Holt

Independent external persons:

- Mr Ken Belfrage (Chair)
- Mr Rodney Baker
- Mr Alan Darbyshire
- Mr Rod Poxon

Cr Holt was reappointed to the committee at the Statutory Meeting of Council held on 11 November 2016.

Mr David Peterson's term ended on 30 April 2017. Alan Darbyshire was appointed to the committee until 30 April 2021.

At the Audit Committee meeting held 18 May 2017, Mr Ken Belfrage was recommended by the committee to continue as Chair for the next twelve months. Council endorsed that recommendation at the Ordinary Meeting held on 23 May 2017.



Kelly Street Park Pyramid Hill.

Meetings

Meetings were held in August, November, February and May.

Council's Chief Executive Officer and Director Corporate Services attended the meetings in an advisory capacity.

Other staff were invited to each meeting to provide the committee with an opportunity to hear about their roles and current projects, which gave committee members further insight into the operations of Council.

Internal audit program

Council has a risk-based audit program that is assessed annually for relevance and identification of new and emerging risks, and provided to the committee for endorsement.

Internal audit reviews

Audit reviews were undertaken in the following areas:

- Purchases and Issues from Depot Stores – August 2016
- Accounts Payable/Purchasing (including data interrogation) – October 2016
- Management of Privacy Responsibilities – February 2017
- Salary Oncost Rate, Project Costing, and Budgeting Process – March 2017
- Follow Up of Agreed Actions from Prior Year Internal Audit Reports – May 2017

During the year, the committee also reviewed outstanding audit recommendations from audit reports.

Along with the audits, during the year the committee addressed the following items:

- a review of the 2015/16 Financial and Performance Statements
- a review of monthly Finance Reports
- a survey by committee members to assess the performance and effectiveness of the committee
- quarterly updates in relation to fraud and any major law suits
- quarterly reports in relation to risk management
- a review of the Audit Committee Charter
- a review of the Internal Audit Program 2015-19
- a review of the draft budget for 2017/18
- a review of the Performance Report framework version 2

- a review of the Performance Reporting Framework six monthly results to 31 December 2016.

Internal audit provider

Council's internal audit provider is HLB Mann Judd Pty Ltd.

External audit

Council is externally audited by the Victorian Auditor-General. For the 2016/17 financial year the annual external audit of Council's Financial Statements and Performance Statement was conducted by the Victorian Auditor-General's representative.

The external auditors attended the August 2016 Audit Committee Meeting to provide results from the external audit, and the May 2016 Audit Committee meeting to provide the Audit Strategy.

Actions arising from the external audit are included on the Audit Committee's outstanding action list to be dealt with in due course.

Risk management

In May 2015, Council adopted the Risk Management Framework and Policy in line with the International Risk Management Guidelines and Principles (ISO 31000) which outlines the principles and processes for achieving best practice in risk management.

It articulates how Council will identify and record risks, and the roles and responsibilities associated with risk management throughout the Council.

It also documents the reporting structure to ensure that the Council, as the authority with ultimate responsibility for risk at Council, is provided with information at all levels of the risk management process.

Risk Management Policy

As the Risk Management Framework has been developed, the Risk Management Policy has been amended to delete references to ISO 31000 which are now documented in the framework. The policy will be reviewed in 2017/18.

Council is committed to proactive risk management and ensures it continues to prevent or minimise risks occurring that will have an adverse impact on the achievement of Council's objectives.

Local laws

Council has five Local Laws in operation:

Local Law	Description	Function
Number 1	Municipal Government	Facilitates the good government of the Council, regulates and controls meetings and the use of the Council seal adopted 2017.
Number 2	Streets and Roads	Provides for the management, control and regulation of roads and surrounding properties for the safety and convenience of road users adopted 2010.
Number 3	Municipal Places	To allow people to enjoy the use of municipal places, control and prevent nuisance behaviour, protect community assets and promote the safe use of recreational facilities adopted 2006.
Number 4	Environment	Provide a safe and healthy environment by regulating activities that may be dangerous or unsafe and provide services that enhance the quality of life in the municipal district adopted 2015.
Number 5	Livestock	Provide for the control and welfare of livestock, minimise the spread of disease, weeds and damage to road reserves in the interests of road safety adopted 2015.

Copies of the Local Laws are available for inspection on Council's website www.loddon.vic.gov.au or at Council's office in Wedderburn.

Strategic documents

During the year, Council endorsed the following policies, guidelines, strategies and plans:

Strategic documents	Meeting
Rates Policy	August
Surrender of Land Policy	August
Loddon Shire Tourism Strategy 2016-2019	August
Council Advocacy Policy	August
Election of Mayor Policy	August
Financial Hardship Policy	August
Neighbourhood Safer Places Plan 2016	September
Reserves Policy	January
Investment Policy	January
Rating Strategy	January
Councillor Code of Conduct	February
Road Asset Management Plan 2017-2021	March
Fees and Charges	March
Northern Victorian Integrated Municipal Emergency Management Plan - Loddon Shire.	April

Strategic documents	Meeting
Local Law No. 1 Process of Municipal Government (Meetings and Common Seal).	April
Kerbside Waste and Recycling Policy	April
2017/18 Annual Infrastructure Program	May
Reserves Policy	May
Rateable Properties with Environmental Covenants Policy	May
Response to Community Use of Legal and Illegal Drugs policy	May
2017/18 Budget	June
Revenue and Debt Collection Policy	June
Council Plan 2017-2021	June
Audit Committee Charter	June

GOVERNANCE AND MANAGEMENT CHECKLIST

The following are the results in the prescribed form of Council's assessment against the prescribed governance and management checklist.

Governance and management checklist	Assessment	
1. Community engagement policy Policy outlining Council's commitment to engaging with community on matters of public interest.	Policy Date of operation of current policy: 27 May 2014	✓
2. Community engagement guidelines Guidelines to assist staff to determine when and how to engage with the community.	No guidelines Reason for no guidelines: The guidelines have not yet been developed. It is expected that they will be completed in 2017/18	✘
3. Strategic resource plan Plan under section 126 of the Act outlining the financial and non-financial resources required for at least the next four financial years	Adopted in accordance with Section 126 of the Act Date of adoption: 27 June 2017	✓
4. Annual budget Plan under section 130 of the Act setting out the services to be provided and initiatives to be undertaken over the next 12 months and the funding and other resources required	Adopted in accordance with Section 130 of the Act Date of adoption: 27 June 2017	✓
5. Asset management plans Plans that set out the asset maintenance and renewal needs for key infrastructure asset classes for at least the next 10 years	Plans Date of operation of current plans: <ul style="list-style-type: none"> • footpaths 24 August 2009 • buildings 23 November 2009 • parks 22 March 2010 • bridges 26 July 2010 • roads 28 March 2017 • urban drainage Not yet developed 	✓
6. Rating strategy Strategy setting out the rating structure of council to levy rates and charges	Strategy Date of adoption: 24 January 2017	✓
7. Risk management policy Policy outlining Council's commitment and approach to minimising the risks to Council's operations	Policy Date of operation of current policy: 26 May 2015	✓
8. Anti-fraud and Corruption policy Policy outlining Council's commitment and approach to minimising the risk of fraud	Policy Date of operation of current policy: 15 December 2015	✓
9. Municipal emergency management plan Plan under section 20 of the Emergency Management Act 1986 for emergency prevention, response and recovery	Prepared and maintained in accordance with Section 20 of the Emergency Management Act 1986 Date of operation: 25 August 2015	✓
10. Procurement policy Policy under section 186A of the Act outlining the matters, practices and procedures that will apply to all purchases of goods, services and works	Prepared and approved in accordance with Section 186A of the Local Government Act 1989 Date of approval: 26 July 2016	✓

Governance and management checklist	Assessment										
<p>11. Business continuity framework Plan setting out the actions that will be taken to ensure that key services continue to operate in the event of a disaster</p>	<p>Plan ✓</p> <p>Date of operation of current plan: 28 June 2016</p>										
<p>12. Disaster recovery plan Plan setting out the actions that will be undertaken to recover and restore business capability in the event of a disaster</p>	<p>Plan ✓</p> <p>Date of operation of current plan: 15 June 2016</p>										
<p>13. Risk management framework Framework outlining Council's approach to managing risks to the Council's operations</p>	<p>Framework ✓</p> <p>Date of operation of current framework: 26 May 2015</p>										
<p>14. Audit committee Advisory committee of Council under section 139 of the Act whose role is to oversee the integrity of Council's financial reporting, processes to manage risks to the Council's operations and for compliance with applicable legal, ethical, and regulatory requirements</p>	<p>Established in accordance with Section 139 of the Act ✓</p> <p>Date of establishment: 8 November 2000</p>										
<p>15. Internal audit Independent accounting professionals engaged by the Council to provide analyses and recommendations aimed at improving Council's governance, risk and management controls</p>	<p>Engaged ✓</p> <p>Date of engagement of current provider: 28 April 2015</p>										
<p>16. Performance reporting framework A set of indicators measuring financial and non-financial performance including the performance indicators referred to in section 131 of the Act</p>	<p>Framework ✓</p> <p>Date of operation of current framework: 27 June 2017</p>										
<p>17. Council plan reporting Report reviewing the performance of the Council against the Council Plan including the results in relation to the strategic indicators for the first six months of the financial year</p>	<p>Report ✓</p> <p>Date of last report: 11 October 2016 28 March 2017</p>										
<p>18. Financial reporting Quarterly statements to Council under section 138(1) of the Act comparing budgeted revenue and expenditure with actual revenue and expenditure</p>	<p>Statements presented to Council in accordance with Section 138(1) of the Act ✓</p> <p>Date statements were presented to Council:</p> <table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: left;">For period ending</th> <th style="text-align: left;">Presented to Council</th> </tr> </thead> <tbody> <tr> <td>30 June 2016</td> <td>26 July 2016</td> </tr> <tr> <td>30 September 2016</td> <td>22 November 2016</td> </tr> <tr> <td>31 December 2016</td> <td>24 January 2017</td> </tr> <tr> <td>31 March 2017</td> <td>26 April 2017</td> </tr> </tbody> </table>	For period ending	Presented to Council	30 June 2016	26 July 2016	30 September 2016	22 November 2016	31 December 2016	24 January 2017	31 March 2017	26 April 2017
For period ending	Presented to Council										
30 June 2016	26 July 2016										
30 September 2016	22 November 2016										
31 December 2016	24 January 2017										
31 March 2017	26 April 2017										

Governance and management checklist	Assessment
19. Risk reporting A report on all risks – strategic, operational and project – is provided to the Audit Committee and Council quarterly.	Reports ✓ Date of report: • Council minutes 27 June 2017 The first six monthly report was deferred due to the development of the Council Plan to enable identification of strategic risks related to the new Council Plan vision and strategic objectives.
20. Performance reporting Six monthly reports of indicators measuring the results against financial and non-financial performance, including performance indicators referred to in Section 131 of the Act	Reports ✓ Date of reports: • 18 August 2016 • 16 February 2017
21. Annual Report Annual Report under sections 131, 132 and 133 of the Act to the community containing a report of operations and audited financial and performance statements Annual Report under sections 131, 132 and 133 of the Act to the community containing a report of operations and audited financial and performance statements	Considered at a meeting of Council in accordance with Section 134 of the Act ✓ Date statements presented: 11 October 2016
22. Councillor Code of Conduct Code under section 76C of the Act setting out the conduct principles and the dispute resolution processes to be followed by all Councillors	Reviewed in accordance with Section 76C of the Act ✓ Date reviewed: 14 February 2017
23. Delegations A document setting out the powers, duties and functions of Council and the Chief Executive Officer that have been delegated to members of staff	Reviewed in accordance with Section 98(6) of the Act ✓ Date of review: 27 June 2017
24. Meeting procedures A local law governing the conduct of meetings of Council and special committees	Meeting procedures Local Law made in accordance with Section 91(1) of the Act ✓ Date Local Law made: 26 April 2017

We certify that this information presents fairly the status of Council's governance and management arrangements.



Phil Pinyon, Chief Executive Officer

Dated: 30/6/2017



Cr Neil Beattie, Mayor

Dated: 30/6/2017

STATUTORY INFORMATION

Information to be made available to the public

Under various sections of the Local Government Act 2015, specific information is to be made available to the public.

For the purposes of section 222 of the Act, the following are prescribed matters if they are not published on the Internet website of the Council.

- a) a document containing details of overseas or interstate travel (other than interstate travel by land for less than 3 days) undertaken in an official capacity by any Councillor or member of Council staff in the previous 12 months, including—
 - (i) the name of the Councillor or member of Council staff; and
 - (ii) the dates on which the travel began and ended; and
 - (iii) the destination of the travel; and
 - (iv) the purpose of the travel; and
 - (v) the total cost to the Council of the travel, including accommodation costs;
- b) the agendas for, and minutes of, ordinary and special meetings held in the previous 12 months which are kept under section 93 of the Act, other than those agendas and minutes relating to a part of a meeting which was closed to members of the public under section 89 of the Act and are confidential information within the meaning of section 77(2) of the Act;
- c) the minutes of meetings of special committees established under section 86 of the Act and held in the previous 12 months, other than those minutes relating to a part of a meeting which was closed to members of the public under section 89 of the Act and are confidential information within the meaning of section 77(2) of the Act;
- d) a register of delegations kept under sections 87(1) and 98(4) of the Act, including the date on which the last review took place under sections 86(6) and 98(6), respectively, of the Act;
- e) a document containing details of all leases involving land which were entered into by the Council as lessor, including the lessee and the terms and the value of the lease;

- f) a register maintained under section 224(1A) of the Act of authorised officers appointed under that section;
- g) a list of donations and grants made by the Council in the previous 12 months, including the names of persons who, or bodies which, have received a donation or grant and the amount of each donation or grant.

The information listed is held at Council's office in Wedderburn.

Best Value

In December 1999, the Victorian Government passed the Local Government (Best Value Victoria) Act. This legislation identified six Best Value Principles that every Council in Victoria must comply with when providing services to the community. The Best Value Principles are set out in section 208B of the Local Government Act as follows:

- a) All services provided by a Council must meet quality and cost standards
- b) All services provided by a Council must be responsive to the needs of the community
- c) Each service provided by a Council must be accessible to those members of the community for whom the service is intended
- d) A Council must achieve continuous improvement in its provision of services for its community
- e) A Council must develop a program of regular consultation with its community in relation to the services it provides
- f) A Council must report regularly to its community on its achievements in relation to the Best Value Principles

In applying the Best Value Principles, a Council may take into account (in accordance with 208C), among other factors:

- a) The need to review services against the best on offer in both the public and private sectors
- b) An assessment of value for money in service delivery
- c) Community expectations and values
- d) The balance of affordability and accessibility of services to the community
- e) Opportunities for local employment growth or retention
- f) The value of potential partnerships with other councils and State and the Commonwealth governments
- g) Potential environmental advantages for the Council's municipal district

Best Value at the Loddon Shire Council

Council has continued to strengthen its approach to Best Value by focusing on continuous improvement in the delivery of quality services at an affordable cost in response to community needs. In 2016/17, Council employed staff to develop and implement Service Delivery Reviews to methodically review the services delivered by Council to ensure Best Value continues to be delivered.

Meeting Principle (a): Quality and cost standards

A Council must develop quality and cost standards for the provision of any service it provides for its community. However, a Council may develop different quality and cost standards for different classes of services. The standards must set out the performance outcomes determined by the Council in relation to each service; and take into account the factors listed in sections 208C(a), (b), (c), (d) and (e).

Council has a hierarchy of indicators that monitor performance outcomes. They are:

- Strategic Indicators in the Council Plan, reported in the Annual Report
- Budget Actuals and Variances
- Indicators set out in the Local Government Performance Reporting Framework

In addition, Council conducts a number of annual internal audits which consider the quality and cost of the services provided by various units.

Meeting Principle (b): Responsiveness

A hierarchy of plans including the Council Plan, department plans and individual plans ensures that services are responsive to community needs which have been identified through a variety of community engagement processes such as community forums, small township meetings, questionnaires, meetings, surveys and customer requests.

Meeting Principle (c): Accessibility

Accessibility of services is ensured by the preparation of business cases (in accordance with Council's budget principles) to justify financial support for new positions, projects or services. In addition, the Rating Strategy helps to ensure that services are accessible financially to members of our community. The Communications and Community Engagement Policy mentioned in Principle (d) assists the Council to respond to accessibility from a social perspective,

and the preparation of a number of strategies such as the Municipal Public Health and Wellbeing Plan and the Community Access and Inclusion Plan also help to ensure that Council services are accessible to those members of the community for whom the service is intended.

Meeting Principle (d): Consultation

Council has adopted a Communications and Community Engagement Policy that aims to establish effective and relevant community engagement to improve decision making processes through inclusive, accessible and responsive community participation.

Meeting Principle (e): Reporting

Council reports regularly to its community on its achievements in relation to the Best Value Principles through the Annual Report.

Continuous improvement

Section 208B(d) of the Act states that a Council must achieve continuous improvement in its provision of services for its community. This is done through both formal processes that can be assessed and measured, such as audits, and informal initiatives that improve the way we do things such as incorporating ideas from staff and residents into our practices. Local Government is continually being asked to do more with the same or less resources. In order to maintain services at a quality and cost that is responsive to the needs of the community and accessible financially and physically to those members of the community for whom the service is intended, organisational improvements are an essential part of "business as usual". Each department at Council strives to deliver services in the most efficient and effective way to ensure that revenue is expended in a fiscally responsible manner that leads to both the achievement of strategic objectives and the financial sustainability of Council. In 2016/17, Council employed staff to develop and implement Service Delivery Reviews to methodically review the services delivered by Council to ensure Best Value continues to be delivered.

Vic Health Records Act 2001

Council collects health data, particularly in the community service area, to be used solely for the primary purpose for which it is collected or directly related purposes.

Council may disclose this information to other allied health professionals for continuity of care. If a referral to an allied health professional is required, consent is obtained unless exempted by other legislation.

Carers Recognition Act 2012

The Carers Recognition Act 2012 defines every council in Victoria as a 'public service care agency' and therefore a 'care support organisation'. As a consequence, councils are required to comply with the Act and to report on this in their Annual Reports from 2012/13 and thereafter.

This reporting requirement impacts across a wide range of Council activities, including human resources, Home and Community Care, aged and disability services, leisure and recreation, community services and family and children's services.

Council has taken all practicable measures to comply with its responsibilities outlined in the Act. Council has promoted the principles of the Act to people in care relationships and to the wider community by distributing printed material through relevant Council services, displaying posters at Council community venues and providing information to organisations represented in Council and community networks.

Council has also taken all practicable measures to ensure that staff, Council agents and volunteers working for us are informed about the principles and obligations of the Act by including information on the care relationship in Council induction and training programs for staff working in Home and Community Care and disability services.

Council has made continuous efforts to review and modify policies, procedures and supports to include recognition of the carer relationship.

Child Safety Standards

The Loddon Shire Council is committed to promoting and protecting the interest and safety of children and has a zero tolerance for child abuse. As part of its commitment, an

organisational-wide approach is being developed to embed a child safe environment.

Contracts

During the year Council did not enter into any contracts valued at \$150,000 or more without first engaging in a competitive process.

Disability Act 2006

Council acknowledges that people living with disability are valuable members of the community who have the same fundamental rights and responsibilities as all citizens. It commits to act in accordance with the Disability Discrimination Act 1992 (DDA) to ensure there is no discrimination based on disability in any of its functions, services or corporate framework.

Section 38 of the Victorian Disability Act 2006 makes it mandatory for all public sector bodies to develop a Disability Action Plan (DAP) to achieve the following objectives:

- reduce barriers to persons with a disability accessing goods, services and facilities
- reduce barriers to persons with a disability obtaining and maintaining employment
- promote inclusion and participation in the community of persons with a disability
- achieve tangible changes in attitudes and practices which discriminate against persons with a disability.

Since 2003 Council has had a Disability Action Plan (referred to as a Community Access and Inclusion Plan). The Plan identifies action areas for Council to facilitate a truly inclusive community in relation to consultation, civic participation and community engagement, employment, the built environment, transport, and leisure and tourism activities.

Council is currently developing its next Community Access and Inclusion Plan to ensure people of all abilities feel comfortable and welcome in Loddon Shire, and can easily find their way around and access buildings and facilities.

Domestic Animal Management Plan

The Domestic Animals Act 1994 requires Council to prepare a Domestic Animal Management Plan (DAMP) at four-year intervals and to review the plan annually. The review of the DAMP has been undertaken using data from the 2015 calendar year.

The annual review of the DAMP recognises that the majority of the identified activities have been completed. Further work is required to develop procedures for the declaration of dangerous and menacing dogs, undertake awareness campaigns and to undertake an audit of the provision of excrement collection bags.

The DAMP has been successful in raising awareness of domestic animal issues with particular regard to domestic animal businesses and wandering animals. This is evidenced by the significant decrease in the reports of wandering animals and impoundments. Half of all dogs impounded have been reclaimed by their owner, up from a 10-year average of 33 percent. However, a decrease in registered dogs can be attributed to the increased compliance activity and a decline in the population. Reports of wandering cats and dogs between the 2013 and 2015 calendar years indicate that more can be done to raise awareness for residents to consider desexing their pets. Increased awareness can be driven by better use of existing avenues such as the Council website, mayoral column and media releases.

The review identifies the benefit of more up to date statistics and the need to improve processes for data collection.

Freedom of Information Act 1982

In accordance with section 7(4AA)(a) and 7(4AA) (b) of the Freedom of Information Act 1982, Council is required to publish certain statements in their Annual Report or separately such as on its website, concerning its functions and information available. Council has chosen to publish the statements separately, however provides the following summary of the application and operation of the Freedom of Information Act 1982.

Access to documents may be obtained through written request to the Freedom of Information Officer, as detailed in section 17 of the Freedom of Information Act 1982 and in summary as follows:

- it should be in writing
- It should identify as clearly as possible which document is being requested
- it should be accompanied by the appropriate application fee (the fee may be reduced or waived on hardship grounds)

The prescribed fee for applications under the Act is outlined in Council's Fees and Charges Schedule which can be found on Council's website www.loddon.vic.gov.au under Our documents/ Financial reports/Current fees and charges.

Requests for access to information under the Freedom of Information Act should be lodged on the FOI application form and sent to:

Mrs Sharon Morrison
Director Corporate Services and Freedom of Information Officer
PO Box 21
Wedderburn 3518
Telephone: (03) 5494 1207
Email: smorrison@loddon.vic.gov.au

Requests can also be lodged online or by email. Access charges may also apply once documents have been processed and a decision on access is made (e.g. photocopying and search and retrieval charges).

Requests

During the year Council received no requests under the Act. The following table outlines the summary of how they were processed:

Details	No.
Access granted in full	0
Access granted in part	0
Access denied	0
Request withdrawn	0
Request where no documents existed, applicant advised	0
Request transferred to another authority, applicant advised	0
Request outside the Act, applicant advised	0
Total applications	0

Food Act Ministerial Directions

In accordance with section 7E of the Food Act 1984, Council is required to publish a summary of any Ministerial Directions received during the financial year in its Annual Report.

No such Ministerial Directions were received by Council during the financial year.

Protected Disclosure Act 2012

The Protected Disclosure Act 2012 continues the objectives of the Whistleblowers Protection Act 2001 (which was repealed on 10 February 2013):

- to encourage and facilitate disclosures of:
 - improper conduct by public officers and public bodies and other persons; and
 - detrimental action taken in reprisal for a person making a disclosure under this Act; and
- to provide protection for:
 - persons who make those disclosures; and
 - persons who may suffer detrimental action in reprisal for those disclosures; and
- to provide for the confidentiality of the content of those disclosures and the identity of persons who make those disclosures
- establish a system for matters to be investigated.

Reporting the Act

Under Section 70 of the Protected Disclosure Act 2012, Council must provide information in the Annual Report each year about Protected Disclosures.

That information includes:

- how to access procedures established under Part 9 of the Act
- the number of disclosures notified to Independent Broad-based Anti-corruption Commission (IBAC) under Section 21(2) during the financial year.

In response to this requirement:

- the Protected Disclosure Procedure can be found on Council's website www.loddon.vic.gov.au under About Us/Our Council/Governance/Protected Disclosure
- no disclosures were notified to IBAC under section 21(2) of the Act from 1 July 2016 to 30 June 2017.

Council's Protected Disclosure Procedure references IBAC's guidelines for making and handling protected disclosures and protected disclosure welfare management.

Full copies of IBAC's Guidelines can be found at: www.ibac.vic.gov.au under Publications and Resources (select Guidelines).

Protected Disclosure Coordinator

The IBAC Guidelines require a public office to have a Protected Disclosure Coordinator, who will have a central role in managing protected disclosures.

The name and designation of Council's officer to whom Protected Disclosure Act matters were referred was:

Mrs Sharon Morrison
 Director Corporate Services and Protected Disclosure Coordinator
 Telephone: (03) 5494 1207
 Email: smorrison@loddon.vic.gov.au

In accordance with Council's Protected Disclosure Procedure, disclosures can also be made to Council's Chief Executive Officer.

Road Management Act Ministerial Directions

In accordance with section 22 of the Road Management Act 2004, Council must publish a copy or summary of any Ministerial direction in its Annual Report.

No such Ministerial Directions were received by Council during the financial year.

Planning and Environment Act 1987

In accordance with section 46GM and 46QD of the Planning and Environment Act 1987 there were nil infrastructure and development contributions for the 2016/17 period.



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