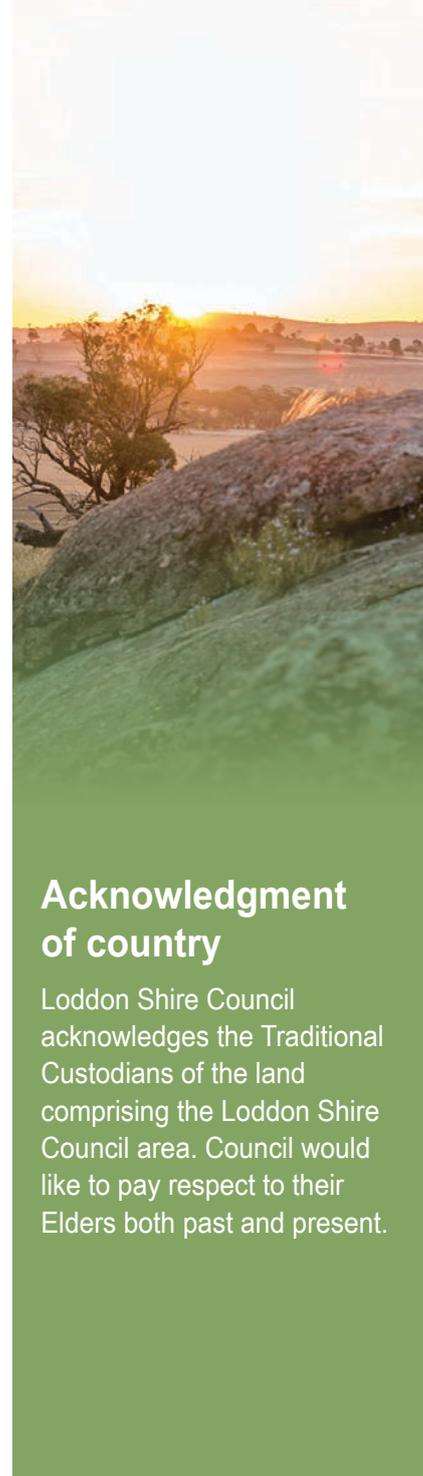




Annual Report 2018/19

Contents

Introduction	3
Welcome to report of operations 2018/19	4
Snapshot of Council	4
Facts and figures 2018/19	4
Grants 2018/19	5
Challenges and future outlook	6
The year in review	7
Message from the Mayor and CEO	8
Financial summary	9
Description of operations	10
Our Council	15
Who we are	16
Council contacts	17
Councillors	20
Representing the community	22
Our people	23
Organisation	24
Organisational chart	25
Management team	26
Council staff	28
Staff recruitment and retention	33
Other staff matters	35
Our performance	39
Our Performance	40
Council Plan	41
Performance against the Council Plan 2017-2021	41
Performance against major initiatives in the 2018/19 budget	51
Performance against the Local Government Performance Reporting Framework	52
Community Satisfaction Survey	62
Governance management	63
Governance	64
Management	69
Governance and management checklist	71
Statutory information	73



Acknowledgment of country

Loddon Shire Council acknowledges the Traditional Custodians of the land comprising the Loddon Shire Council area. Council would like to pay respect to their Elders both past and present.

Front cover:
Tarnagulla Soldiers Memorial Park.
Image: Loddon Shire Council.



Introduction

Wedderburn Soldiers Memorial Park. Image courtesy Anthony Butt.

Welcome to report of operations 2018/19

Welcome to Loddon Shire Council's report of operations for the year 1 July 2018 to 30 June 2019.

This is the final report in the planning and accountability framework for local government, and along with the Financial Statements and Performance Statement, forms 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 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 2017-2021

In 2017, Council engaged a facilitator to work with Councillors, senior officers and members of the community to assist in preparing the Council Plan 2017-2021.

The ideas and philosophies contributed by those involved led to a restatement of Council's vision, mission and strategic objectives, 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 it still reflects the Council's strategic intent.

At the Ordinary Meeting of Council held 27 November 2018, Council confirmed that a full review of the Council Plan 2017-2021 was not required.

Our vision and mission

The Loddon community vision is:

To be a prosperous, vibrant and engaged community.

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

Enhance the sustainability and liveability of Loddon Shire.

Facts and figures 2018/19

Incoming calls
17,422



Land information certificates
514

Planning permit applications received
98



Rates notices issued
8,452



Dog registrations
2,049

Cat registrations
394



Library visits
11,333

Kilometres of sealed local roads
945



Burn permits issued
31



Local law permits issued
16

Visits to swimming pools
22,003



Tonnes of garbage, recycling and organics from kerbside bins
2,350

Births
53



Community groups supported with Council grants
59



Meals on wheels
5,561

Grants 2018/19

Community Grants Scheme

Council's Community Grants Scheme assists not-for-profit clubs and organisations based in the Loddon Shire, to deliver projects that directly benefits residents.

Organisation 2018/19

About Boort

Arnold Cricket Club

Boort Memorial Hall

Boort Resource and Information Centre

Bridgewater on Loddon Development Committee of Management

Bridgewater on Loddon Golf Club

Campbells Forest and District Community Action Planning Group Inc.

Campbells Forest Hall

Dunolly and District Field and Game Club

East Loddon Community News

Inglewood Cars and Bikes

Inglewood Community Neighbourhood House

Inglewood Community Sports Centre Committee of Management

Inglewood Football Netball Club

Inglewood Golf Club



Above: Bridgewater Triathlon. Top right: Loddon Valley Food and Wine Expo. Right: Wedderburn Community Salon.

Organisation 2018/19

Mitiamo Golf Club

Pyramid Hill Memorial Hall

Pyramid Hill Preschool

Rheola Recreation Reserve

Serpentine Recreation Reserve Committee of Management

Wedderburn Bowling Club

Wedderburn Community House

Wedderburn Golf Club

Wedderburn Mechanics and Literary Institute Hall

Wedderburn Men's Shed



Events Sponsorship Scheme

Council's Events Sponsorship Scheme exists to provide assistance to community groups organising these events.

Organisation 2018/19

Boort Agricultural and Pastoral Society	Inglewood Golf Club
Boort Bowls Club	Inglewood Lions Club
Boort Golf Club	Korong Vale District Bowling Club
Boort Indoor Bias Bowls Club	Korong Vale Golf Club
Boort Lakeside Croquet Club	Laanecoorie Gold Bash
Boort Tennis Club	Mitiamo Golf Club
Boort Tourism Development	Northern Victorian Quarter Horse Association
Boort Trotting Club	Pyramid Hill Bowling Club
Bridgewater Bowling Club	Pyramid Hill Golf Club
Bridgewater Football Netball Club Inc	Pyramid Hill Kindergarten
Bridgewater on Loddon Water Ski Club	Pyramid Hill Progress Association
Calivil Bowling Club	Rheola Charity Carnival
Country Women's Association Wedderburn	Serpentine Bowls
Dingee Bowls Club	St Johns Bears Lagoon
Dunolly and District Field and Game Club	United Filipino Organisation
Friends of Kooyoora	Wedderburn and District Harness Racing Club
Inglewood Alive Festival	Wedderburn Bowling Club
Inglewood Bowling Club	Wedderburn Community House
	Wedderburn Golf Club
	Wedderburn Historical Engines and Machinery Society
	Wedderburn Lions Club
	Wedderburn Tourism Committee of Management

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

- The growing agribusiness sector
- South West Loddon Pipeline Project
- Mitiamo Pipeline Project
- Streetscape improvements
- Caravan park upgrades (Pyramid Hill, Boort and Wedderburn)
- Adoption of Loddon Shire Settlement Strategy
- Responding to service delivery expectations in a financially sustainable way



The year in review

War memorial Korong Vale. Image Loddon Shire Council.

Message from the Mayor and CEO

Welcome to the Loddon Shire Council Annual Report 2018/19.

We are very pleased to present this 25th Annual Report, which outlines our achievements as a Council for the past 12 months, including delivering on Loddon Shire's strategic objectives contained within the Council Plan 2017-2021.

The 2018/19 year saw the completion of significant projects in our Shire. This includes the library extension for the Boort Resource and Information Centre (BRIC) (opened in August 2018) and the Wedderburn Streetscape Improvement Project (officially opened in November 2018).

Additionally, Council's Flood Restoration Program concluded on 30 June 2019. The program, which was funded via the Natural Disaster Financial Assistance, began following a flood event in October 2016, which saw 2,237 instances of damage recorded across the Shire.

The completion of flood restoration works was a cohesive effort between Council's works crew and external contractors. Council would also like to thank the community for its continued support and cooperation.

Council received generous funding announcements this year, not least the Our Region Our Rivers joint infrastructure project, which was successful in gaining \$16.8M in funding through the Federal Regional Growth Fund.

Loddon's share of the funding is more than \$760,000, which will help deliver more than \$1.5M worth of works. This funding will enable Council to undertake significant upgrades of its caravan parks in Pyramid Hill, Boort and Wedderburn, and implement Stage 2 of the Bridgewater Foreshore Project.

The funding was the result of a combined funding application by Swan Hill, Gannawarra, Buloke and Loddon councils from Victoria and Balranald, Murray River and Edward River councils in NSW. We would like to thank Swan Hill Rural City Council who coordinated the significant amount of work that went into the joint funding application.

The Mitiamo community also celebrated the announcement from Deputy Prime Minister Michael McCormack of \$14.5M in funding towards the Mitiamo pipeline. This is a great outcome for the community and



Mayor Cheryl McKinnon and CEO Phil Pinyon.

is recognition of the resilience and dedication of the Mitiamo Pipeline Committee which has been working hard for a long time to achieve this successful outcome.

In May 2019, the Member for Mallee Anne Webster announced \$2.5M in funding for the upgrade of Wedderburn's Donaldson Park. The upgrade will see a new purpose-built sporting and community complex, replacing the facility's three ageing pavilions.

In late August 2018 our Shire's many volunteers, who continue to provide an invaluable contribution to our region, were acknowledged through a funding announcement of \$75,000 by the Member for Bendigo East Jacinta Allan MP. The funding will help with the implementation of the Loddon Shire Volunteer Strategy, which was adopted in November 2018, including funding for volunteer development and training.

Council was pleased to deliver approximately \$155,416 in grants through the 2018/19 Community Grants program, with 25 groups receiving full or partial funding of the grant applied for. It is expected successful projects will deliver just over \$255,000 in development and community initiatives across the municipality.

Council continued advocacy efforts through a number of channels, including via memberships with the Murray River Group of Councils, Municipal Association of Victoria, Rural Councils Victoria and Loddon Campaspe Councils. This advocacy included issues around water security, such as a balanced approach to the implementation of the Murray-Darling Basin Plan.

Additionally, Council provided liaison and support for the South West Loddon Pipeline Project, with construction and commissioning of the project anticipated to be completed in October 2019. The entire project will deliver much-needed water to communities, households and farmers from Wychitella to Laanecoorie and Kinypanial to Carapooee. When complete, the project will service 500 rural properties over an area of 2,900km² with a reticulated water supply.

Major events were another highlight for our Shire, including the Loddon Valley Food and Wine Expo held on 16 March 2019 on the banks of the Loddon River at Newbridge. The Expo, which was a great success,

showcased the region's gourmet food and wine, supported by live music and entertainment.

This event complemented the Loddon Valley region's regular calendar of events, including the annual Naturally Loddon Spring Festival held from September to early November, focusing on the region's history, art, communities and natural wonders.

In reflecting on the past year, we take this opportunity to thank our community, Councillors and Council staff for their continued hard work and contribution to our Shire. It is through these combined efforts we can achieve our Council Plan vision of a prosperous, vibrant and engaged community.



Cr Cheryl McKinnon
Mayor



Phil Pinyon
Chief Executive Officer

Financial summary

Council's financial position continues to remain sound. A summary of our performance is outlined below. Detailed information relating to Council's financial performance is included within the financial statements and performance statement section of this report.

Operating position

Council finished the year with a surplus of \$1.05M in 2018/19. This surplus contrasts with the prior year deficit of \$0.8M. The Comprehensive Income Statement in the Financial Statement indicates that the variance is due mainly to expenditure on flood recovery work. The adjusted underlying surplus of Council, after removing non-recurrent capital grants, cash capital contributions and non-monetary capital contributions, is a deficit of \$1.24M or -2.87 per cent when compared to adjusted underlying revenue. An adjusted underlying surplus is a critical financial strategy that provides capacity to renew the \$354M of community assets under Council's control.

Liquidity

Cash has remained steady with another early payment of Victorian Grants Commission allocation which is equivalent to 50 per cent of the expected funding. This will enable Council to complete some of the scheduled works for 2019/20 earlier than expected due to this advance payment. The working capital ratio which assesses Council's ability to meet current commitments is calculated by measuring Council's current assets as a percentage of current liabilities. Council's result of almost 504 per cent is an indicator of its satisfactory cash position. Council operates a number of reserves to fund future expenditure. The balance of these reserves at the end of 2018/19 was \$21.7M. This amount was held by Council in cash and term deposits at the end of the financial year.

Obligations

Council aims to ensure that it is able to maintain its infrastructure assets at the expected levels, while at the same time continuing to deliver the services needed by the community. To bridge the infrastructure gap, Council invested \$1.9M in renewal works during the 2018/19 year. This was funded from grants, rate income and cash reserves with no borrowings. At the end of the 2018/19 year Council's debt ratio, which is measured by comparing interest bearing loans and borrowings to rate revenue, was zero per cent. Council's asset renewal ratio, which is measured by comparing asset renewal expenditure to depreciation, was almost 20 per cent.

Stability and efficiency

Council has a range of revenue sources including rates, user fees, fines, grants and contributions. Council's rates concentration, which compares rate revenue to adjusted underlying revenue, was 25 per cent for the 2018/19 financial year. Council was restricted to increasing its revenue base for the 2018/19 year by a 2.25 per cent rate cap. This resulted in an average residential rate per residential assessment of \$1,007.51 which compares favourably to similar councils in rural Victoria.



Boort levee.

Sources of funding

During 2018/19, Council received a total of \$45.52M from various income sources. The most significant are rates and charges of \$10.75M (23.6 per cent). Other significant sources were Federal flood recovery funding of \$14.0M (30.8 per cent), Victorian Grants Commission funding of \$9.24M (20.3 per cent) and Federal Roads to Recovery funding of \$2.7M (six per cent). Without this funding it would not be possible to deliver the current level of services or maintain assets at existing levels within Loddon.

Description of operations

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 helps Loddon Shire to be a prosperous, vibrant and engaged community. Council's vision, strategic objectives and strategies to further improve services and facilities are described in our Council Plan 2017-2021 and budget.

The delivery of services, facilities, support and advocacy to achieve the strategic objectives is measured by a set of strategic indicators, service performance indicators and measures. Council also has a wide range of responsibilities under Victorian and Federal legislation.

Economic factors

During 2018/19 Council continued to operate within both a rate capped and labour capped environment. The budget was developed based on 2.25 per cent rate cap and 3 per cent cap on labour.

Major capital works

- Boort levee project
- Boort Resource and Information Centre Library extension
- Bridgewater Foreshore upgrade Stage 1
- Construction and installation of culverts and crossings on Mologa Durham Ox Road, Pigeonhole Road and Hudson Lane
- Drainage works at Sugargum Drive, Bridgewater
- Footpath construction in Wedderburn, Boort, Newbridge, Bridgewater and Mitiamo
- Inglewood pool multi-use facilities
- Kingower Brenanah Bridge rehabilitation works
- Newbridge Town Hall and public toilets waste treatment facility
- Rehabilitation and widening of Echuca Serpentine Road
- Rehabilitation works to Janevale Bridge in Laanecoorie
- Replacement of Connors Road Bridge at Leichardt
- Safety works on Gowar Logan Road
- Stormwater drainage upgrade at Verdon Street in Inglewood
- Wedderburn Streetscape Improvement Project

Major changes

- Boort Landfill and Recycle and Inglewood Transfer Station received funding under the e-waste Infrastructure for upgrades in preparation for the Victorian Government's e-waste ban to be introduced on 1 July 2019. Boort Landfill was allocated \$91,900 and Inglewood \$57,760.
- Fee Free Waste disposal program adoption which will allow residents to access Council waste facilities four times a year
- Loddon Bulletin fresh new look design launched for March 2019 edition
- Procurement Coordinator recruitment



Sebastian Bridge before restoration.



Left: Loddon Shire Council generator. Middle: Inglewood pool changeroom start of construction. Right: Janevale Bridge.



East Loddon Remembers World War One Memorial site.

Other major achievements

Events

- Boort Resource and Information Centre (BRIC) library extension project officially opened, funding for the project was from Living Libraries Infrastructure Program, BRIC and Council
- Centenary of ANZAC program finalised
- Children's Book Week
- FReeZA Pool Parties
- Healthy Heart of Victoria Active Living Census launch, of which Loddon Shire was a member council of the project
- Kool Skools Project
- Loddon Healthy Minds Network annual art competition
- Loddon Healthy Minds Network featured at the 10th Australian Rural and Remote Mental Health Symposium in Hobart
- Loddon Valley Food and Wine Expo
- Loddon Victorian Seniors Festival
- Mental Health Awareness Week
- Naturally Loddon Spring Festival
- Street Art Tours
- Strong Families Strong Children featured at the Statewide Area Partnership Conference in Ballarat
- Suicide prevention, it's everyone's business. Rural Strategies that Work Conference held Thursday 30 August 2018 with 90 people in attendance. Organised through the Loddon Healthy Minds Network, the forum focused on suicide prevention and mental health in rural areas, including strategies and programs that work in these areas. A range of presenters were selected to address particular high risk cohorts in the region, including farmers, LBGTIQ and youth
- Walk to School Program 2018
- Wedderburn Streetscape Improvement Project opening

Funding

- \$14.5M announced in funding from Deputy Prime Minister Michael McCormack towards the Mitiamo pipeline, enabling the project to go ahead
- \$2.5M announced from Federal Member for Mallee Anne Webster towards the upgrade of Wedderburn's Donaldson Park
- \$1.5M received for the upgrade of Echuca Serpentine Road under the State Government's Fixing Country Roads Program
- \$940,000 safety upgrade to old Inglewood dam
- \$611,809 Federal Regional Growth Fund for caravan park improvements
- \$410,000 Newbridge Road rehabilitation, funding from Regional Roads Victoria, Fixing Country Roads Program
- \$300,000 Murphy's Creek Bridge replacement funded by Local Roads to Market Program Department of Jobs, Precincts and Regions
- \$260,000 Bridgewater Raywood Road funded by Department of Infrastructure Regional Development and Cities for Heavy Vehicle Safety and Productivity Grants round 6
- \$255,908 Community planning projects endorsed by Council
- \$150,000 funding for Bridgewater Foreshore Stage 2 development from Federal Regional Growth Fund
- \$141,476 allocated from the 2018/19 Community Grants program. It is expected successful projects will deliver just over \$255,000 in development and community initiatives across the municipality
- \$75,000 announced by Jacinta Allan MP towards the implementation of Council's Volunteer Strategy, including for volunteer development and training
- \$66,000 funding for gender equity initiatives
- \$50,000 Stronger Regional Communities funding obtained for Loddon Valley Food and Wine Expo, held on 16 March 2019 at Newbridge
- \$20,000 Hard to Staff Grant for Maternal and Child Health Services

The provision of funding for these projects has assisted Council to meet strategic needs of the community.

Top to bottom: Councillors attending the Wedderburn Streetscape opening 2018; Kingower Brenanah Bridge; Inglewood pool changerooms November 2018; Upgraded floodway pavement at Pigeonhole Road.



Service delivery improvements

- Activating Open Space Strategy draft released for comment
- Agribusiness Service Delivery Review adoption
- Berrimal and Gowar East areas, restoration works completed to significantly damaged sections of roads following a storm event in December 2017
- Bridgewater foreshore area, Council approved the recommendation that Council become the land manager
- Community Engagement Policy adopted by Council
- Council's Enterprise Agreement was approved by the Fair Work Commission on 11 April 2019 and became effective from this date
- E-tender portal set up and operating
- Flood Restoration Program completion of on-ground works
- Generator installed at Wedderburn Office, ensuring continuation of service during power outages
- Heat Health sub-plan adopted by Council
- Inglewood pool completion of multi-use facilities
- Kindergarten funding from the Federal Government post December 2019, Council endorsed a range of activities to raise awareness of the lack of commitment for ongoing support
- Murphy Creek Bridge on Woodstock Road, works commenced on replacement with Council receiving \$650,000 in Commonwealth and State Government grants towards the project
- NBN fibre implemented to upgrade telecommunications into the Wedderburn Office
- Newbridge water and sewerage – ongoing advocacy
- North Central Goldfields Regional Library Agreement 2019-2023 endorsed by Council
- Participated in the Rural Councils Transformation Program business case
- Procurement – comprehensive staff training
- Records Management Strategy developed
- Rural roadsides in Loddon Shire – Council released a pocket guide providing an overview of what permits might be needed for activities on a roadside, Council contacts and Victorian and Federal legislation applied to each activity
- Single Touch Payroll compliant
- South West Loddon Pipeline Project liaison
- Spillway Reserve, Laanecoorie, Council endorsed the recommendation that Council become the land manager to allow this space to be re-opened to the public
- Stop Mental Illness Stigma Charter adoption
- Swimming Pool Improvement Plan 2018-2022 adopted by Council
- Victorian Local Government Women's Charter, Council became signatory
- Volunteer Strategy adopted by Council
- Wedderburn Kindergarten Assessment and Rating results – Meeting National Quality Standards. Correspondence from the Department Education and Training advised the Wedderburn Kindergarten received a rating of Meeting National Quality Standard on each of the seven quality areas, resulting in an overall service rating of Meeting National Quality Standard



Mitchell Park lights.



Our Council

MAJOR T. MITCHELL.
EXPLODER.
PARTISIPAN 27 JULY 1852.
ERECTED BY
MAYOR OF MELBOURNE
1852.

Major Mitchell monument. Image Loddon Shire Council.

Who we are

Our Shire

Geography

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, Kooyoora State Park, Lake Boort, Major Mitchell Trail, Mount Korong, Melville Caves, Laanecoorie Reservoir and various wineries.

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



Population

The Australia Bureau of Statistics (ABS) 2018 data showed an estimated residential population of 7,513 in Loddon Shire with an overall median age of people in the Shire of 51 years.

During the year, Council recorded 53 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 2016 Census data shows a little over 20 per cent of our residents were born overseas. The percentage of people born overseas has progressively increased from seven per cent in 2001. Other than Australia the top five countries of birth included England, Philippines, New Zealand, Netherlands and Germany. The Philippines joined the top five most common countries of birth for the first time in 2016.

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 \$1,116, 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 is 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

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

Serpentine

37 Peppercorn Way, Serpentine, 3517

Phone: (03) 5494 1201

Fax: (03) 5437 8407

Office hours: 8.30am-5.00pm
Monday to Friday
(except public holidays)

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

Website: www.loddon.vic.gov.au

Email: loddon@loddon.vic.gov.au



Major Mitchell monument sign, Wedderburn.

Library services

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: helpdesk@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, Wednesday, Thursday, Friday 10.00am-3.30pm
Dingee	
Dingee Railway Station Progress Park, Mack Street, Dingee	Tuesday 9.00am-11.00am Thursday 3.30pm-5.30pm
Inglewood	
Inglewood Community Neighbourhood House, Inglewood Town Hall Hub, 20 Verdon Street, Inglewood	Monday, Tuesday, Wednesday, Thursday 9.00am-4.30pm
Pyramid Hill	
Pyramid Hill Neighbourhood House, 5-8/43-45 Kelly Street, Pyramid Hill	Monday 3.00pm-6.00pm Tuesday 10.00am-6.00pm Wednesday 10.00am-6.00pm 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	Monday, Tuesday, Wednesday, Thursday, Friday 9.00am-5.00pm



Kindergarten, Dingee Pre-school.

Maternal and child health centres

Council operates five maternal and child health centres.

Phone: (03) 5494 1201

Email: bookings@loddon.vic.gov.au

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

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

Kindergartens

Council supports the operations of five kindergartens.

Location/contact	Hours
Boort Pre-school	
123-127 Godfrey Street, Boort, 3537 P: (03) 5455 2292	4 year olds Tuesday, Wednesday and Thursday 8.45am-1.45pm 3 year olds Friday 8.45am-1.45pm
Dingee Pre-school	
785 Dingee-Serpentine Road, Dingee, 3571 P: (03) 5436 8401	4 year olds Monday, Wednesday and Thursday 8.45am-1.45pm 3 year olds Tuesday 9.00am-1.00pm
Inglewood Kindergarten	
75A Grant Street, Inglewood, 3517 P: (03) 5438 3533	4 year olds Tuesday, Thursday and Friday 8.45am-1.45pm 3 year olds Thursday 8.45am-1.45pm
Pyramid Hill Pre-school	
67 Kelly Street, Pyramid Hill, 3575 P: (03) 5455 7230	4 year olds Tuesday, Wednesday and Thursday 8.45am-1.45pm 3 year olds Tuesday 8.45am-1.45pm
Wedderburn Kindergarten	
77 Ridge Street, Wedderburn, 3518 P: (03) 5494 3183 M: 0458 943 183	4 year olds Wednesday, Thursday and Friday 8.45am-1.45pm 3 year olds Wednesday 8.45am-1.45pm

Landfill and transfer stations

Council supports the operation of three landfills and three transfer stations.

Landfills are the most widely utilised solid waste management option. The waste is typically compacted in order to increase its density and stability, and covered to prevent any attraction of pests.

A transfer station is a building or processing site for the temporary disposal of waste.

All transfer stations and landfill facilities are closed on public holidays.

Location	Hours
Boort landfill	
Off Boort-Quambatook Road	Tuesday 8.00am - 12 noon Sunday 1.00pm - 5.00pm
Dingee transfer station	
Lawry's Road	1 April – 30 September Third Sunday of month 10.00am - 2.00pm 1 October – 31 March First Wednesday of month 8.00am - 12 noon Third Sunday of month 10.00am - 2.00pm

Location	Hours
Inglewood transfer station	
Inglewood-Salisbury Road	Wednesday 8.00am - 12 noon Saturday 8.00am - 12 noon
Newbridge landfill	
Ryan Street	Wednesday 1.00pm - 5.00pm Sunday 1.00pm - 5.00pm
Pyramid Hill landfill	
Ballast Road	Tuesday 1.00pm - 5.00pm Sunday 8.00am - 12 noon
Wedderburn transfer station	
Godfrey Street	Thursday 8.00am - 12 noon Sunday 8.00am - 12 noon



New e-waste collection infrastructure at Boort landfill.

Councillors

Council elections were held in October 2016.

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



Cr Cheryl McKinnon

Terrick Ward
First elected: 2012

Cheryl McKinnon spent her early years on the family farm at Dingee, then moved to Bendigo before marrying Pyramid Hill farmer, Glenn McKinnon, in 1976.

The couple run an irrigated property producing prime lambs and vealers alongside dryland cropping.

Cr McKinnon worked at Pyramid Hill College for many years, assisting students with disabilities, before starting up Pyramid Hill's first coffee shop, The Coffee Bank.

Cr McKinnon was first elected to Council in 2012, and was elected Mayor in 2017, and juggles her Council duties with her role as a farmer, mother, and grandmother, and her personal interests of music, art and woodwork.



Cr Colleen Condliffe

Inglewood Ward First elected: 2000

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





Cr Gavan Holt

Wedderburn Ward First elected: 2003

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.

Cr Holt has been appointed a Mayor Emeritus by the Municipal Association of Victoria. He is also an alumnus of the Australian Centre of Excellence for Local Government.

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



Cr Geoff Curnow

Tarnagulla Ward First elected: 2008

Geoff Curnow has a family history to be proud of – his Cornish forebears settled in the Laanecoorie district 150 years ago and he is the third generation of his own family to farm the home property since it was taken up in 1914. Educated at Laanecoorie and Maryborough, Cr Curnow returned to the farm while still in his teens and has amassed a wealth of knowledge.

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



Cr Neil Beattie

Boort Ward First elected: 2005

Neil Beattie, now retired from farming, lives on the edge of Lake Boort, enjoying the scenery.

Cr Beattie is chair of Boort Park, Little Lake Boort Committees of Management and Boort Cereal Growers Co-op, in addition to representing Council on several other committees.



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

Representing the community

Councillor representation on committees

Councillors provided representation on the following committees. Representation helps to ensure the community has access to Council and their voices are heard.

Cr Neil Beattie

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

Section 86 Committees of Management

- Boort Aerodrome Committee of Management
- Boort Tourism 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 Victorian Greenhouse Alliance
- Central Victoria Rural Women's Network
- Loddon Healthy Minds Network

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 Community Elderly Persons Units Committee of Management
- Inglewood Town Hall Hub 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
- South West Loddon Pipeline Project Community Consultative Committee
- South West Loddon Pipeline Project Steering Committee

Section 86 Committees of Management

- Donaldson Park Committee of Management
- Wedderburn Community Centre Committee of Management
- Wedderburn Engine Park and Market Square Reserve 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

Section 86 Committees of Management

- East Loddon Community Centre 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



Our people

Inglewood monument. Image courtesy Suzi Birthisel.



Management Executive Group: Steven Phillips, Wendy Gladman, Sharon Morrison and Phil Pinyon.

Organisation

Council is the governing body that appoints a Chief Executive Officer (CEO). The CEO has responsibility for the day-to-day management of operations in accordance with applicable legislation and the strategic directions of the Council Plan.

The CEO and three directors form the Management Executive Group (MEG) and lead the organisation.

Chief Executive Officer

Phil Pinyon

Phil Pinyon has had an extensive local government career, holding varied positions in councils across Australia in five states/territories. These prior 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.

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

The role also leads information and business transformation to support efficient service and project delivery, and provides governance support to Section 86 committees of management.

Director Operations

Steven Phillips

Steven Phillips was appointed as Director Operations in November 2017 after holding the position of Manager Works at Loddon Shire Council since 2011.

Steven commenced with Council in 2009 as the Assistant Manager Works. Steven has a Diploma In Forestry from Melbourne University’s School of Forestry, and has worked in the forestry and fire management sector, providing supervision and management of commercial timber harvesting operations, forest road infrastructure and fire management for several years before making the move to local government.

The Director Operations role is responsible for the management and ongoing delivery of a wide range of Council services including 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.

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 Council 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, a Diploma of Business (Governance) 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

The MEG is supported by the following management team.

Executive Directorate



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 Manager Executive and Commercial Services encompasses high-level executive support to the Chief Executive Officer and Councillors as well as managing the tourism and economic development functions 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, procurement 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 previous Enterprise Bargaining Agreement.



Manager Information and Business Transformation, Peter Williams

Peter Williams commenced with Council in December 2017 after a career spanning more than 30 years in private

enterprise working in leadership positions across a mix of information technology, customer service and business transformation. He has a Graduate Diploma in Applied Science (IT) and has previously been involved in continuous improvement and business process transformation.

His role is responsible for implementing key strategies relating to information technology, information management and customer service.

Operations Directorate



Manager Assets and Infrastructure, David Southcombe

David commenced with Council in 2018 in the Assets and Buildings Coordinator position and was appointed Manager Assets and Infrastructure in 2019.

David's previous experience includes holding positions in asset management, energy efficiency and operations.

His role is responsible for the management of contract and project management, capital works program development and implementation, civil engineering design, and asset management.



Manager Works, Daniel Lloyd

Daniel Lloyd commenced with Council in July 2002 in an administration and GIS capacity for the Technical Services Department. In September 2011 Daniel was appointed as the Assistant Manager Works before being

appointed as the Manager Works in December 2017.

The Manager Works role includes the management of Council's day labour workforce and all subcontractors involved in the delivery of maintenance and construction activities on Council's road and township street network as well as Council's Parks and Gardens network, building maintenance and waste services.

This position is also responsible for Council's maintenance contract with VicRoads, all fleet management activities and Municipal Emergency Response.



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.

In 2016 Glenn was appointed as the Manager Development and Compliance which resulted in the expansion of his responsibilities to encompass the management and oversight of Council's town planning, public health, local laws, animal management and building control. 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 Council's Manager Community and Recreation in September 2001 following five years in a similar role at Bruce Rock Shire in Western Australia.

The Manager Community Support is responsible for the management of Council's grant schemes and swimming pools, strategic planning for community facilities, community planning, project management of capital works projects, youth development, emergency management and rural access.



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 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, and early years.



Loddon Shire Council all staff photo 2019.

Council staff

Staff farewells

Over 15 years

Inge Gottschling (19 years) Jennifer Martin (18 years)

Over 10 years

Helen Tonkin (14 years) Kerry Hanrahan (11 years)

Over 5 years

Shane Maxwell (9 years)	Tanya Leach Harrison (8 years)	Dianne Wayman (7 years)	Lesley Delahunty (6 years)
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Under 5 years

Bivish Ghimire	Carmel Pethick	Christine Walters	Donna McKenzie
Indivar Dhakal	Jessica Higgins	Jodie Bishop	Kabita Gyawali
Kane Francis	Kelly Kong	Leanne Osgood	Mary-Ann Scull
Maryanne Borg	Peter Ford	Pradip Bhujel	Ranjani Jha
Shane Ride	Sreejana Tiwari	Teagan Conley	Teague Bottriell
Thanuja Delpitiya	Vanessa Baldovino		

Welcome to new staff

Aaron Day	Amber King	Arvish Sharda	Belinda McKnight
Bradley Haw	Carly Walker	Christopher O'Flaherty	David Southcombe
Elizabeth Gloster	Kabita Gyawali	Kane Francis	Kia Hooke
Lacey Gunn	Michael King	Nicholas Hobbs	Patrick Merrin
Rachel Rowett	Rosemary Last	Russell Windridge	Sarah Perry
Shayanne Stuart	Shelby Hutchinson	Sujan Bastakoti	Suraj Lamichhane
Suzi Kirkham			

Staff analysis

Number

As of 30 June 2019 Council had 183 staff in total, with an effective full-time equivalent staff of 134.6.

Most of Council's staff work from depots, in the offices or as Community Care Workers.

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 declined from 196 as at 30 June 2018. This is due to the termination of casual staff who have not actively worked for 12 months and the timing of the recruitment process for new staff who will fill vacancies early in the 2019/20 year.

Status

Council has 94 full-time, 68 part-time and 21 casual employees.

Gender

Of total staff numbers, 48 per cent are male and 52 per cent female.

There is a larger percentage of female staff in positions such as community care, pre-school and administration areas.

Council has five operation depots, consisting of 98 per cent male staff. Pre-schools are all-female staff. Other worksites have a mix of female and male staff.

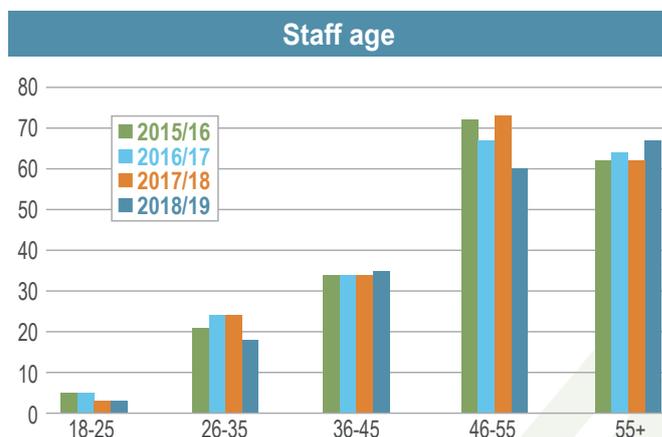
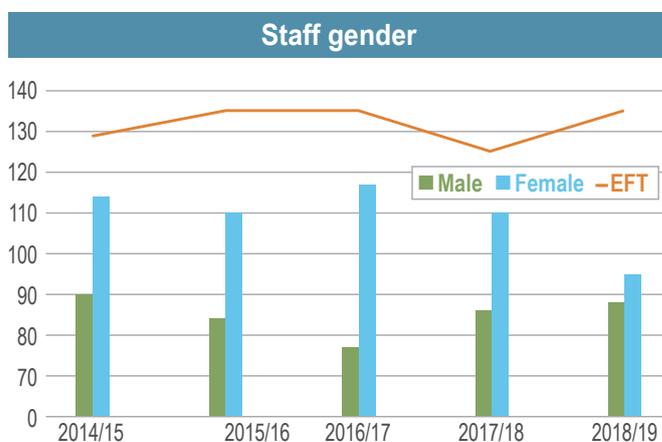
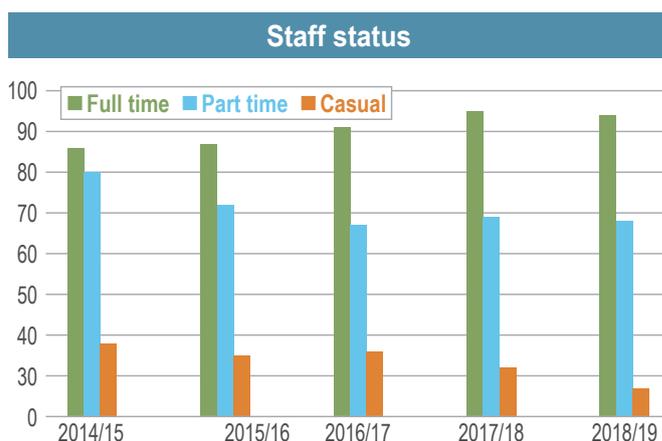
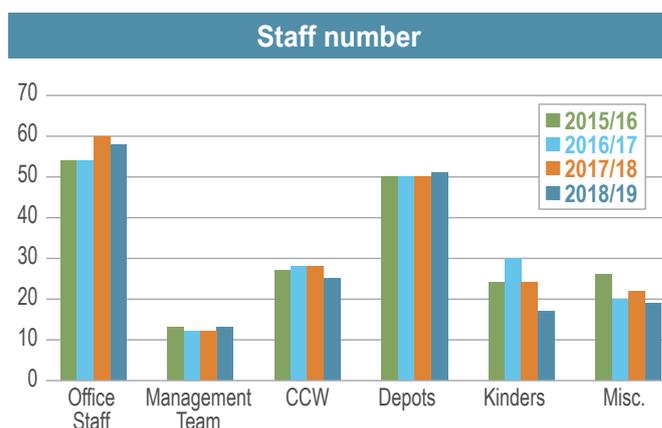
Community care and office staff has a greater proportion of females. The management team also has a slightly greater proportion of males (seven compared with six females).

Age

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

The number of staff in the 46 to 55 age bracket has decreased and the number in the 55+ age bracket has slightly increased. The number in the 36 to 45 age bracket has remained steady over the last four years, however there has been a decrease in the 26 to 35 age bracket.

This will provide challenges for workforce planning in the future, particularly due to the high proportion of staff in the over 45 age bracket, and the declining numbers in the younger bracket.



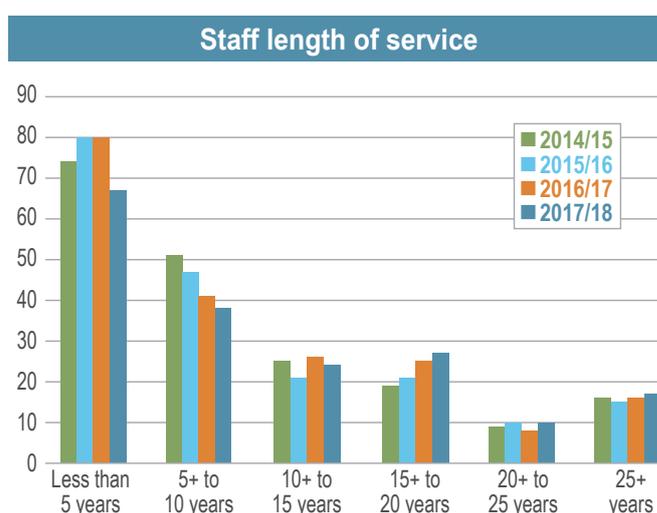
Length of service

Some 37 per cent of staff have been employed for less than five years while 34 per cent of staff have been employed for five to 15 years. The remaining 29 per cent of staff have been employed for over 15 years.

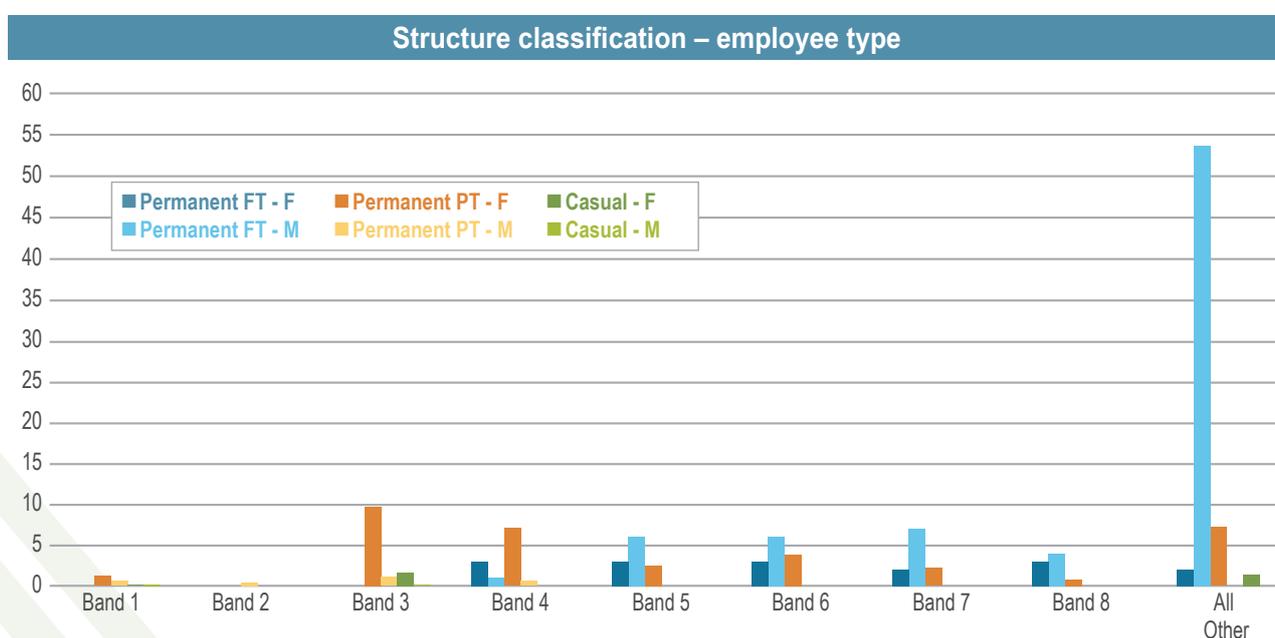
Council staff classification

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’ includes the CEO, Directors, pre-school staff and nurses. The category ‘all other’ also includes staff who come under the ‘outdoor staff’ classification structure.



Structure classification	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	All other	Total
Permanent FT - F	0	0	0	3	3	3	2	3	2	16
Permanent FT - M	0	0	0	1	6	6	7	4	54	78
Permanent FT - X	0	0	0	0	0	0	0	0	0	0
Permanent PT - F	1.2	0	9.7	7.1	2.5	3.8	2.2	0.8	7.2	34.5
Permanent PT - M	0.6	0.4	1.1	0.6	0	0	0	0	0	2.7
Permanent PT - X	0	0	0	0	0	0	0	0	0	0
Casual - F	0.1	0	1.6	0	0	0	0	0	1.4	3.1
Casual - M	0.2	0	0.1	0	0	0	0	0	0	0.3
Casual - X	0	0	0	0	0	0	0	0	0	0
Total	2.1	0.4	12.5	11.7	11.5	12.8	11.2	7.8	64.6	134.6



Outdoor staff – classification structure

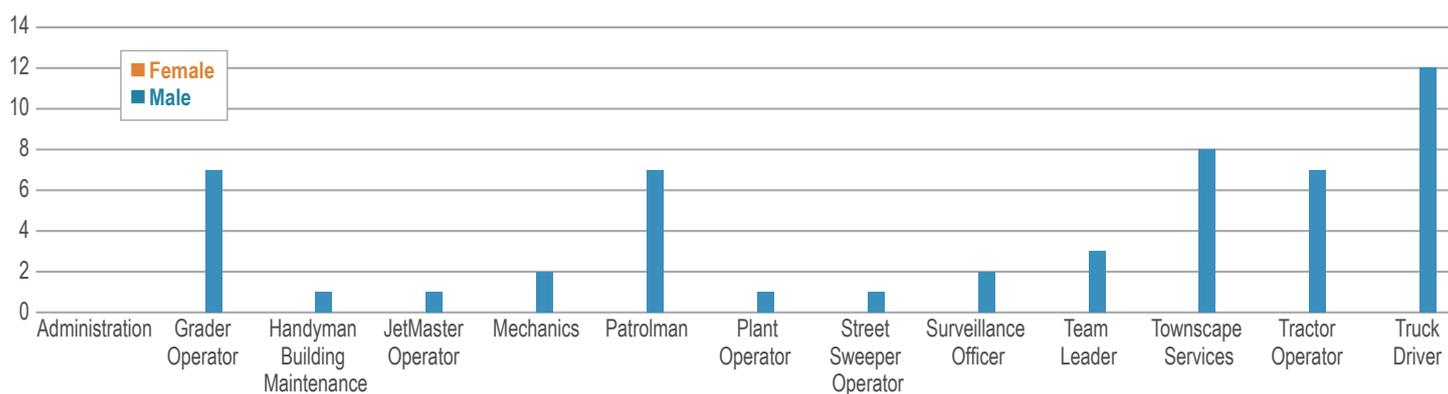
A summary of the number of full time equivalent (FTE) staff categorised by the Loddon Shire outdoor staff employment classification structure and gender is set out in this table.

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



Darren Hunt with Council's new patrol ute.

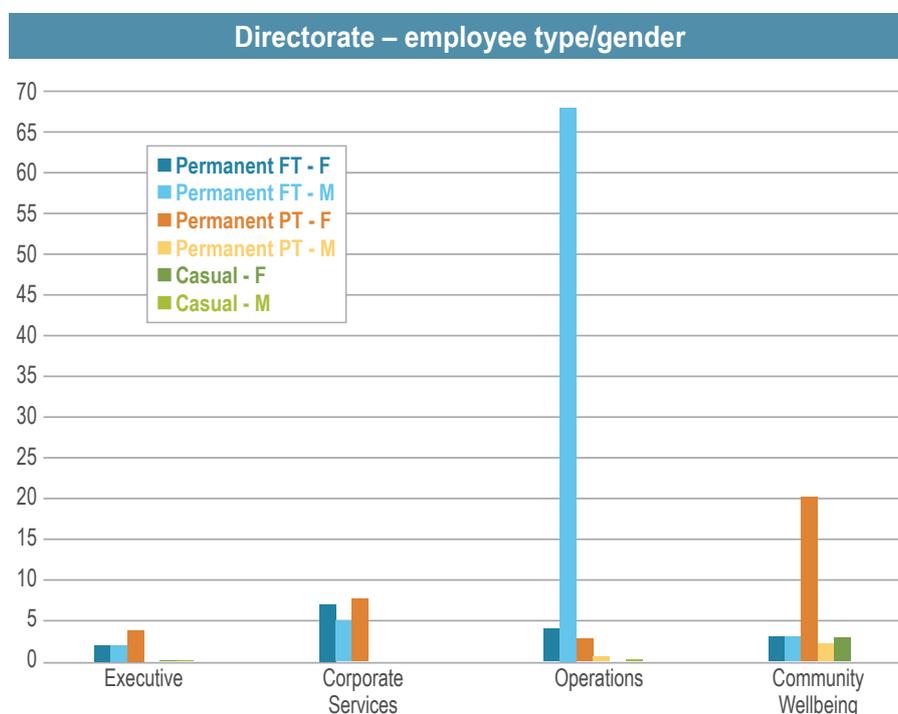
Outdoor staff – classification structure



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	7	4	3	16
Permanent FT - M	2	5	68	3	78
Permanent PT - F	3.8	7.7	2.8	20.2	34.5
Permanent PT - M	0	0	0.6	2.2	2.8
Casual - F	0.1	0	0	2.9	3
Casual - M	0.1	0	0.2	0	0.3
Total	8.0	19.7	75.6	31.3	134.6



Flood Recovery Team 2019.

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 a 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 a smoke-free environment to improve or maintain staff members' personal wellbeing
- providing targeted health and wellbeing programs

Programs offered to all staff in 2018/19 included:

- Flu vaccinations – 75 employees
- Active April – 15 employees
- Steptember – 24 employees
- Stadium Stomp – two employees completing the full course of 7600 steps in the MCG
- Lunch time walking group – 10 employees walk 30 minutes during lunch a couple of times per week

Achievement Program

The Achievement Program is a Victorian Government initiative that aims to encourage healthier lifestyles and prevent lifestyle related diseases. The program provides a framework for promoting health in the workplace.

Employee Assistance Program

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



Lorraine Fawcett, our Assessment officer at the Serpentine office, and Marg Ross, one of our Community Care Workers, doing lifting hoist training.

Car pooling

Council has a car pooling program for staff travelling to the Wedderburn and Serpentine offices from Bendigo.

Senior staff 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.

Enterprise Agreements

Council staff are employed under two Enterprise Agreements being:

- Loddon Shire Enterprise Agreement
- Early Education Employees Enterprise Agreement

Loddon Shire Enterprise Agreement

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

After a lengthy bargaining process, staff voted in favour of the proposed agreement in September 2018. The new agreement was approved by the Fair Work Commission on 11 April 2019. This new agreement 'Loddon Shire Council No 8, 2018' will expire on 30 December 2020.

Early Education Employees Enterprise

Council's early years staff are employed under the Early Education Employees Enterprise Agreement. This agreement is a multi-employer enterprise agreement; the current agreement expires on 31 July 2019.

The agreement is negotiated with the Australian Education by the Municipal Association on behalf of the 22 councils involved, formal negotiations commenced for a new agreement on 10 May 2019.

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.



Leigh Poyner 40 years service.

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 end of year meeting. The meeting 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 December 2018 end of year meeting was held at the Inglewood Town Hall.

Staff years of service recognition

The Staff Recognition of Service Policy provides for staff to receive a Certificate of Service for each five years of service, with a Certificate of Service and badge at each 10 year increment.

At the all-staff meeting at Inglewood in December, 2018 staff who had reached service periods of 10, 20, 30 and 40 years were presented with Certificates of Recognition and a Service Badge and staff who had reached service periods of 5, 15, 25, 35 years were presented with Certificates of Recognition.

They were:

40 years of service – certificate and badge

Leigh Poyner

30 years of service – certificate and badge

Anthony Webb

Dale Stephenson

20 years of service – certificate and badge

Lorraine Fawcett

Lyn Jenzen

15 years of service – certificate

Andrew Dean

Brett Jackson

Ian Hargreaves

Jean McNish

Peter Norman

10 years of service – badge and certificate

Annette James

Heather Christie

Teresa Arnup

Trudi Van de Wetering

5 years of service – certificate

Mark Simmonds

Rachel Cain

Rodney Wilson

William Moody

At the May 2019 all-staff meeting the following staff received recognition of their service:

25 years of service – certificate	
Dale Jackson	
20 years of service – badge and certificate	
Jodie Lock	Sue Pickles
15 years of service – certificate	
Janine Jackson	
10 years of service – badge and certificate	
Anne Hassell	Glenn Wright
Steven Phillips	Tony Benaim
5 years of service – certificate	
Anthea Ryan	Dede Williams
Shane Gamble	Shannon Brown
Tina Watts	

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.

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

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

Managing risk
Chemical Awareness Training (pool)
Construction Induction Card Training
Defensive Driver Training Level 1
Fire Warden Training
First Aid and Cardiopulmonary Resuscitation (CPR) Training
Food Hygiene Course
Food Safety Supervisors Course
Health and Safety Representative (HSR) Refresher Training
Mental Health First Aid
Snake and Spider Awareness Training
Traffic Management Training



Staff snake training.

Loddon essentials

Using Compliant Supplier Database

Using InfoVision for records management

Using Merit for customer requests

Using Mxie to manage calls

Using RelianSys to manage compliance

Loddon leadership and personal effectiveness

Certificate IV in Training and Assessment

Diploma in Leadership and Management

Governance and Integrity Workshop

Ignite Program (outdoor workers)

Managing Change and Building Resilience Workshop

So You've Made It To Manager – How to Survive and Thrive

Taxation and Payroll Seminar

Local Government essentials

Cultural Awareness

eLearning Compliance Modules:

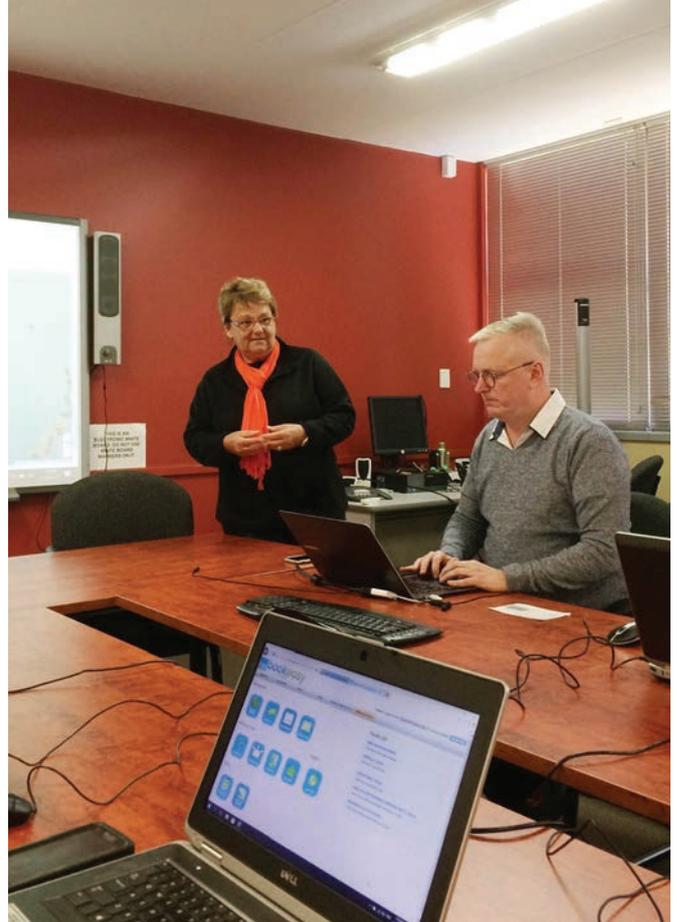
- Equal Employment Opportunity
- Fraud and Corruption Awareness
- Induction to Local Government
- Information Privacy
- Know Your Award
- Loddon Child Safe Standards
- Loddon Induction
- Occupational Health and Safety
- Procurement
- Victorian Charter of Human Rights and Responsibilities
- Workplace Bullying and Harassment

Working productively

Microsoft Excel

Microsoft Word

Effective Procurement, Contract Management and Fraud Awareness



Tourism Book Easy training.

Study support

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

During the year, one employee accessed study support while undertaking further study:

- Trudi Van De Wetering – Bachelor Early Childhood Education

ELearning

Council has partnered with Horsham Rural City Council, Gannawarra Shire Council and Central Goldfields Shire Council to purchase eLearning Compliance Modules through LGPro. All staff are required to complete the following compliance modules:

- Equal Employment Opportunity
- Fraud and Corruption Awareness
- Information Privacy
- Loddon Child Safe Standards
- Occupational Health and Safety
- Workplace Bullying and Harassment
- Victorian Human Rights and Responsibilities
- Loddon Induction

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:

- Lorraine Jackson – Bachelor of Business
- Wendy Gladman – Diploma Business (Governance)
- Chris O’Flaherty – Certificate IV Occupational Health and Safety
- Darrell Jennings – LGPro Ignite for Outdoor Workers Program 2018
- Craig Williams – LGPro Ignite for Outdoor Workers Program 2018
- Craig Bellenger – LGPro Ignite for Outdoor Workers Program 2018
- Simon Dobie – LGPro Ignite for Outdoor Workers Program 2018

Council’s support is provided in the form of time to attend required classes and in financial assistance for some of 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.

Lorraine Jackson graduated under this program with a Bachelor of Business at La Trobe University Bendigo on 1 May 2019.

Work experience program

Secondary school students

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

During the year, Council hosted the following students:

- Haley Brown – Preschool
- Jesse Matthews – Mechanic/Workshop and 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 2018/19 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.



Loddon Shire promotes gender equity to address violence against women.

Local Government Free from Violence Program

Council submitted a project proposal to the Local Government Free from Violence Program and was successful in obtaining one-off funding of \$61,940 to allocate to the project.

Council's project is called 'Leading Gender Equity in Our Workplace and Community'. This project is the first stepping stone in changing the structures, social norms and practices which contribute towards gender inequity in the workplace and the greater community. It builds on the knowledge and strategies identified through the Local Government Victoria Listen Learn and Lead Gender Equity Program.

The project has four primary objectives:

- To build primary prevention capacity within the organisation that can be expanded into the community
- To ensure Council maintains a gender equity-based approach to all organisational operational activities
- To promote Council as an organisation in which women and men are equally represented, valued and rewarded
- To develop an internally focused Gender Equity Strategy setting out the key focus areas and actions Council will take to address gender inequity, family violence and violence against women in the broader community for the following five years

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 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.

During the year Council appointed a dedicated OH&S and Risk Management Officer to assist with OH&S and Risk Management compliance.

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



High visibility on a cloudy day of JetMaster work.

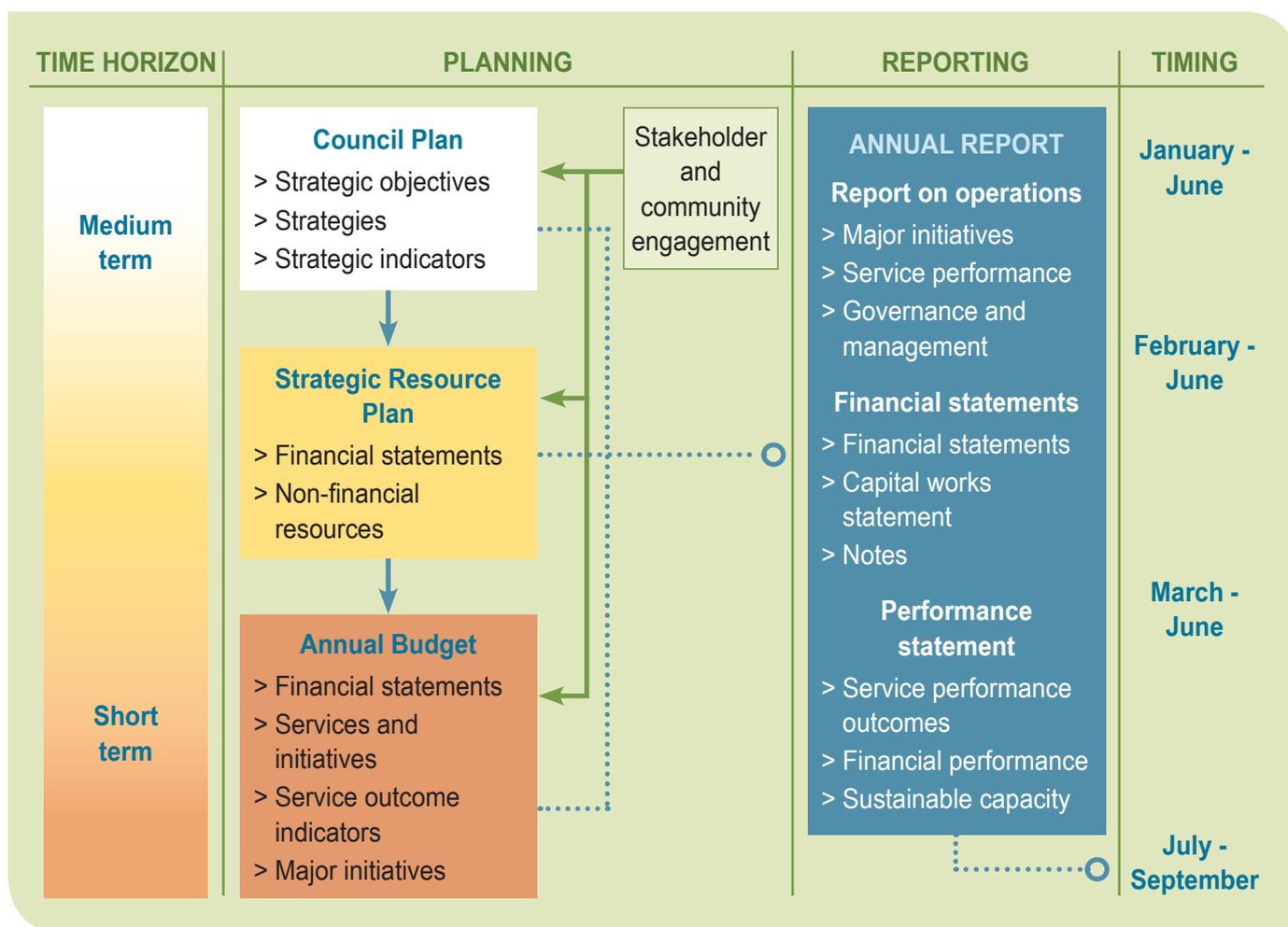
Our Performance

Planning and Accountability Framework

The Planning and Accountability Framework is found in Part 6 of the Local Government Act 1989. 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 2017-2021 includes strategic objectives, strategies for achieving these objectives for the four-year period, strategic indicators for monitoring achievement of the strategic objectives and a Strategic Resource Plan.

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

Strategic Platforms 2017-2021

Strategic theme	Strategic objective
 Population	Grow and invigorate Loddon's population
 Economic Prosperity	Support development of a prosperous and diverse economy
 Liveability	Develop attractive, vibrant and well-serviced communities
 Sustainability	Provide leadership which contributes to the sustainability of our region
 High Performance Organisation	Implement frameworks which enable sound decision making and support a high performing and customer-focused organisation

Performance against the Council Plan 2017-2021

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

- progress against key actions
- 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.

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. As 2018/19 is the second year of the four year plan it is expected that a number of the indicators will be works in progress.





Strategic Theme 1: Population

Objective: Grow and invigorate Loddon's population

Strategic indicator	Status	Comment
Implement the Donaldson Park Master Plan	In progress	A funding commitment has been provided by the National Party's new member for Mallee, Anne Webster for \$2.5M. This amount, combined with the funds from other sources, will enable the implementation of the Donaldson Park Master Plan. A letter has been sent to Anne Webster asking how the promised funds can be accessed. The letter also advises that the Donaldson Park Redevelopment Group has been reconvened to progress the project and that Council has factored the funding into its recently adopted 2019/20 budget in anticipation of the work proceeding.
Complete feasibility study for childcare services	In progress	A tender has been issued for the development of a feasibility study.
Complete business case for childcare services	In progress	As part of the feasibility study, a business case will be prepared.
95% or more of road defects completed within timeframe allocated	In progress	During the 2018/19 financial year Council Works department completed 7,223 date imposed defects. A total of 7,190 defects were completed before their due date, with 33 completed after their due date resulting in 99.5% of all date imposed defects completed before their due date. This is 4.5% above the target of 95% set in the Council Plan.
Complete reviews of Asset Management Plans	In progress	It is anticipated that the Building Asset Management Plan will be presented to Council for adoption at the Council meeting in August 2019. Bridges, Urban Drainage and Footpath Asset Management Plans will follow upon completion of the Building Asset Management Plan.
Provision of vacant land zoned for residential development in and around towns	In progress	The draft Settlement Strategy was presented to Council Forum in February 2018. Community consultation was carried out in April 2018. Revisions have been made to the draft since April 2018. It is anticipated that the Settlement Strategy will be presented to Council for advertising prior to the end of 2019.
New residential development in and around towns	In progress	Upon completion of the Settlement Strategy it is anticipated that new residential development in and around towns will be facilitated.
Complete feasibility study on increase to public transport	In progress	A desktop review of previous studies and current opportunities has been conducted with a view to recommending next steps to Council. A report to Council will be submitted seeking a resolution to not pursue this action in the Council Plan.
Work in collaboration with Loddon Campaspe Regional Partnership to examine opportunities for transport for smaller communities	Complete	At the March 2019 Councillor Forum, there was an item presented regarding a preliminary project proposal for a Public Transport Feasibility Study. In discussion with Councillors on the study, the view was expressed that it is disingenuous to continue to promote this through Regional Partnerships as it seemed to be an unresolvable issue. A report to Council will be submitted seeking a resolution to not pursue this action in the Council Plan.

Services:

The following statement provides information in relation to the services funded in the 2018/19 budget which help to grow and invigorate Loddon’s population:

Service	Description
Infrastructure management	Provision of the following to the municipal community as a whole: 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.
Recreation services	Provision of the following to the municipal community as a whole: 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.
Community planning	Provision of the following to the municipal community as a whole: support in building Loddon communities through facilitation, logistical and financial means to improve the aesthetics of communities and develop key community assets, supporting communities to identify their strengths and opportunities, and facilitating novel approaches and solutions to local issues.
Town planning services	Provision of the following to the municipal community as a whole: 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.
Building surveyor services	Provision of the following to the municipal community as a whole: building permit and occupancy approvals and administering the Building Act.



Donaldson Park Wedderburn.



Strategic Theme 2: Economic Prosperity

Objective: Support development of a prosperous and diverse economy

Strategic indicator	Status	Comment
Complete a review of the Tourism Strategy	In progress	Street Ryan consultants were engaged and commenced work on a review and preparation of a new Economic Development and Tourism Strategy. It is anticipated that a draft strategy will be presented to Council for advertising by December 2019.
Maintain and enhance resources to ensure timely processing of planning and building applications	Complete	Council is provided with quarterly reports on the statistical data for planning and building applications.
Continue to provide forums for business networks that provide training and support	In progress	In addition to network dinners, Loddon Shire producers and businesses are emailed with funding or support opportunities as Council becomes aware of them. The weekly Mayoral Column is also used to alert businesses to opportunities such as drought assistance or available grants.
Pursue advocacy opportunities for water security initiatives which support economic development as they arise	In progress	<p>The costing study for Newbridge water and sewerage has been prepared by Coliban Water with a range of options and projected capital and operational costs. These are to be discussed with the Newbridge community.</p> <p>The South West Loddon Pipeline project is proceeding well and current estimates are that it will be finished in September 2019.</p> <p>A new Loddon Shire Economic Development and Tourism Strategy is being prepared and is expected to identify opportunities for intensive agriculture that arise due to the provision of a reliable water supply provided by the new pipeline.</p> <p>Advocacy at a Federal level resulted in funding for the Mitiamo Pipeline.</p> <p>The Campbells Forest Community Action Planning Group addressed Council at the December 2018 Council Briefing on a range of matters including water supply security. Councillors discussed the options for water security in the district and noted that ministerial support will be critical to progressing this matter. Council was successful in obtaining government funding towards a feasibility study.</p>
Review Road Asset Management Plan	Complete	The Road Asset Management Plan was adopted by Council in March 2017 and is due for review by June 2021.
Pursue advocacy opportunities for essential infrastructure and services	In progress	Council had some success in achieving positive outcomes using the 'priorities' document in the recent State and Federal elections. Loddon Shire also actively participated in the development of the 'Loddon Campaspe Investment Prospectus' that includes a number of Loddon's priorities. This Prospectus was used as an advocacy tool in the Federal election.

Strategic indicator	Status	Comment
Provide communication and training opportunities about available grants and tender processes	In progress	<p>Council signed up to eProcure (TenderSearch) in October 2018.</p> <p>All suppliers on Council's compliant supplier database were informed of the platform and are encouraged to sign up to eProcure to be advised of future quotations and tenders.</p> <p>Council has completed three tenders/quotations to date with a further four being advertised currently. eProcure is Australia wide, but Council still places advertisements in the Bendigo Advertiser and Loddon Times where appropriate.</p> <p>eProcure is getting more interest/downloads of the tenders to date.</p>
Develop and implement a policy to provide a framework to access Council's heritage loans scheme	In progress	<p>Council is working with other councils to develop policies and frameworks for a heritage loans scheme.</p>

Services:

The following statement provides information in relation to the services funded in the 2018/19 budget which help to support development of a prosperous and diverse economy:

Service	Description
Tourism development	Provision of the following to the municipal community as a whole: 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	Provision of the following to the municipal community as a whole: 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.
Economic development	Provision of the following to the municipal community as a whole: 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	Provision of the following to the municipal community as a whole: support to industry with access to infrastructure in developed and zoned industrial land which is appropriately located and priced to encourage the sustainable growth of industry.



Strategic Theme 3: Liveability

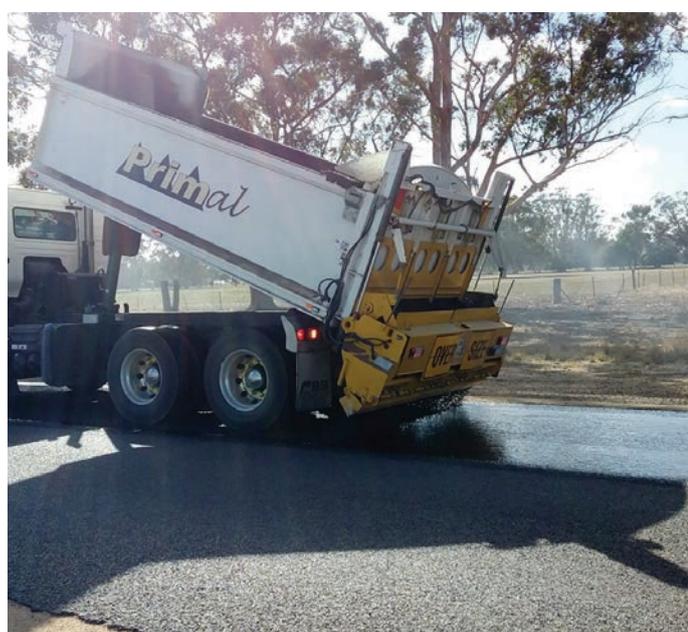
Objective: Develop attractive, vibrant and well-serviced communities

Strategic indicator	Status	Comment
Implement streetscape improvements in key townships	Complete	The Wedderburn Streetscape Improvement Project was officially opened in November 2018. Work has commenced on preparing for the improvement of the Pyramid Hill Streetscape.
Identify and manage rectification of unsightly premises	In progress	Council has been actively working with property owners to improve the presentation of their properties.
Develop a volunteer strategy	Complete	The Volunteer Strategy 2018-2022 was adopted by Council on 27 November 2018. A Volunteer Support Officer has been appointed to assist with the implementations of the strategy.
Explore opportunities to rejuvenate a Youth Council in partnership with 'Youth Building Places and Spaces' project	Complete	A range of activities to support the rejuvenation of the Loddon Youth Council were adopted at the June 2018 Council meeting.
Continue the provision of library services	Complete	The Boort Library Agency was officially opened on 9 August 2018. The Mayor and CEO continue in their roles on the Library Board.
Provide opportunities for the community to develop community gardens	Complete	Communities are provided with opportunities through Council's Community Grants and Community Planning Programs.
Develop a plan for rationalisation of unnecessary assets with a direction towards future use of multi-purpose facilities	In progress	The Building Asset Management Plan was discussed at the March 2019 Council Forum. Other asset management plans will have their own asset rationalisation plan.
Pursue advocacy opportunities for water security initiatives which support lifestyle needs and recreation choices as they arise	Complete	Water for the reservoirs at Skinners Flat, Wedderburn and Inglewood is being negotiated with Grampians Wimmera Mallee Water so as to secure water at recreational lake water prices to maintain a level suitable for ongoing recreational use.

Services:

The following statement provides information in relation to the services funded in the 2018/19 budget which help to develop attractive, vibrant and well-serviced communities:

Service	Description
Community grants scheme	Provision of the following to the municipal community as a whole: administration of various community grants.
Access programs	Provision of the following to the municipal community as a whole: disability access to improve accessibility in and around the Shire.
Library service	Provision of the following to the municipal community as a whole: in collaboration with Goldfields Library Corporation, providing a wide range of relevant, contemporary library collections and services in library agencies and online, providing community spaces for individual and group study, reflection, activity and discovery, providing family, children and adult library programs and activities.
Aged services	Provision of the following to the municipal community as a whole: home, personal and respite care, property maintenance, senior citizens' centres, elderly persons' units and planned activity groups.
Early years services	Provision of the following to the municipal community as a whole: Maternal and Child Health, immunisations and cluster management of kindergartens.
Youth support services	Provision of the following to the municipal community as a whole: facilitating youth events, financial support for youth-related initiatives and long-term planning for youth development and retention.
Loddon Healthy Minds Network	Provision of the following to the municipal community as a whole: involvement in meetings and activities designed to boost mental health awareness and personal support for residents of Loddon Shire.
Works delivery	Provision of the following to the municipal community as a whole: 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.



Pyramid Yarraberb Road works.



Rothackers Road sealing.



Strategic Theme 4: Sustainability

Objective: Provide leadership which contributes to the sustainability of our region

Strategic indicator	Status	Comment
Complete a minimum of three service delivery reviews per year	In progress	<p>The Agribusiness Development service delivery review report was adopted by Council in February 2019.</p> <p>A review on Maternal and Child Health is being finalised.</p> <p>A review of the service delivery review framework was conducted and a new approach discussed with Councillors in September 2018.</p> <p>A review of community support has commenced with Councillors at the January 2019 Forum.</p> <p>A service planning approach has now been commenced with the support of an external consultant and will generate a list of priority service reviews.</p>
Complete Urban Drainage Asset Management Plan	In progress	<p>Consultants are working on the Pyramid Hill Drainage Strategy and a tender has been issued for capturing data for input into the Urban Drainage Asset Management Plan which will be developed over the next few years.</p>
Complete Roadside Management Plan	Complete	<p>The Roadside Management Plan was adopted in June 2018 and is due for review in June 2022.</p>
Review the Small Towns Policy	In progress	<p>Council is considering engaging a consultant to undertake this review and a budget has been allocated for this purpose.</p>
Complete a long-term community plan for Loddon Shire	In progress	<p>Community plan options are currently being worked through with Council. This will form the basis for the development of a long-term community plan.</p>
Review the Community Support Policy	In progress	<p>Significant progress was made reviewing various aspects of community support. It is anticipated that a revised community support policy will be presented to Council in late 2019.</p>
Input into the Loddon and Buloke Education and Training Needs Analysis Project	Complete	<p>Council provided input into the Loddon and Buloke Education and Training Needs Analysis Project to help inform the strategic direction of the Local Learning and Employment Network.</p>
Acceptance of the Reconciliation Action Plan by Reconciliation Australia	In progress	<p>Following discussion with Councillors, it was agreed to develop an Aboriginal Partnership Plan, which does not require acceptance by Reconciliation Australia, to allow Council to develop a more achievable set of actions. A draft plan has been presented to Council. It is anticipated that the plan will be presented to Council for advertising in August 2019.</p>
Adopt the Municipal Public Health and Wellbeing Plan	Complete	<p>Municipal Public Health and Wellbeing Plan was adopted by Council at its September 2017 meeting.</p>

Services:

The following statement provides information in relation to the services funded in the 2018/19 budget which contribute to the sustainability of our region:

Service	Description
Recovery	Provision of the following to the municipal community as a whole: 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.
Environmental health services	Provision of the following to the municipal community as a whole: 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.
Local Laws services	Provision of the following to the municipal community as a whole: stock and domestic animal management permits, management of unsightly premises, roadside bushfire management works and local laws enforcement and compliance.
Environmental management services	Provision of the following to the municipal community as a whole: weed management on Council property and development and implementation of Loddon's response to climate change.



Strategic Theme 5: High Performance Organisation

Objective: Implement frameworks which enable sound decision making and support a high performing and customer-focused organisation

Strategic indicator	Status	Comment
Prepare an annual budget with a budgeted cash surplus	Complete for 2018/19	The adopted budget for year ending 30 June 2019 included a cash surplus of \$149K.
Review the Customer Service Charter and develop a Customer Service Strategy	Complete	The Customer Service Charter and Strategy was adopted by Council on 27 March 2018. Council is now implementing the Strategy and delivering on the Charter.
Review the Communication and Community Engagement Policy	Complete	The Community Engagement Policy was adopted by Council at the May 2019 meeting.
Upgrade finance, human resource, document management and payroll software	In progress	The evaluation of tender submissions for document management software commenced in June 2019. Council worked with a number of other councils to seek funding for a new corporate system. The application was successful and resulted in six councils receiving a total of \$5M for the project.
Replace phone system	Complete	The new phone system was implemented in June 2018.
80% of Strategic Indicators met by 30 June 2021	In progress	Of the 45 strategic indicators for the 2017-2021 Council Plan, 19 (42%) have been completed (target 40%) with the remaining strategic indicators in progress. This is well on track to completing 80% by 30 June 2021.
Complete a Workforce Strategy	In progress	In June 2019 Councillors were briefed on the key findings and recommendations in the Workforce Strategy. Recommendations will be progressed during 2019/20.

Strategic indicator	Status	Comment
Adopt a Child Safe Standards Framework and associated policies	Complete	The Child Safe Standards Framework and associated policies were adopted by Council on 23 April 2019.
Undertake staff climate survey and address outcomes	Complete	Council has implemented a process for conducting quarterly staff surveys. Outcomes of each survey are communicated to staff.
Implement corporate planning and reporting software	Complete	Software has been implemented and is used for quarterly audit committee reporting, monthly performance reporting and six monthly reporting against the Council Plan.
Maintain an ongoing focus on the principle of continuous improvement	In progress	Council is involved in a collaborative project with five other councils to establish shared corporate systems. The outcome of this project will be increased efficiency in the delivery of corporate services. Council is constantly striving to enhance Council operations for the benefit of the community.

Services:

The following statement provides information in relation to the services funded in the 2018/19 budget which help to enable sound decision making and support a high performing and customer-focused organisation:

Service	Description
Council committees	Provision of the following to support Council's direct service delivery areas: administrative support for Section 86 committees in managing compliance with the Local Government Act 1989.
Council administration	Provision of the following to support Council's direct service delivery areas: customer service and administrative support, records management, municipal building and equipment provision.
Financial management	Provision of the following to support Council's direct service delivery areas: 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	Provision of the following to support Council's direct service delivery areas: management of valuations of properties in the Shire, contract management relating to the revaluation process and raising annual rates and charges.
Staff management	Provision of the following to support Council's direct service delivery areas: recruitment, development, wellbeing program and occupational health and safety.
Governance	Provision of the following to support Council's direct service delivery areas: Council, Councillors, the Chief Executive Officer and the Management Executive Group and administrative support, administering the conduct of Council meetings and elections, managing Freedom of Information, Information Privacy, protected disclosures and internal ombudsman functions, maintaining statutory registers, authorisations and delegations, co-ordinating civic events and citizenship ceremonies, administering the risk management framework.
Communication	Provision of the following to support Council's direct service delivery areas: enhancing and protecting the Council's reputation, developing communication plans for key initiatives linked to the Council Plan, delivering advocacy campaigns in collaboration with the responsible officer/Councillor.

Performance against major initiatives in the 2018/19 budget

Major initiatives

For 2018/19 Council identified the following as major initiatives:

Strategic theme	Major Initiative	Progress
 Population	Complete feasibility study for childcare services	A tender has been issued for the development of a feasibility study.
	Complete business case for childcare services	As part of the feasibility study, a business case will be prepared.
 Economic Prosperity	Develop and implement a policy to provide a framework to access Council's heritage loans scheme.	Council is working with other councils to develop policies and frameworks for a heritage loans scheme.
 Liveability	Develop a volunteer strategy	The Volunteer Strategy 2018-2022 was adopted by Council on 27 November 2018.
 Sustainability	Review the Community Support Policy	Significant progress was made reviewing various aspects of community support. It is anticipated that a revised community support policy will be presented to Council in late 2019.
 High performance organisation	Adopt a Child Safe Standards framework and associated policies	The Child Safe Standards Framework and associated policies were adopted by Council on 23 April 2019.



Sheep at Bridgewater. Image courtesy Justin Stenning.

Performance against the Local Government Performance Reporting Framework

Service performance indicators

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

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Aquatic Facilities						
Satisfaction						
AF1	User satisfaction with aquatic facilities (optional) [User satisfaction with how council has performed on provision of aquatic facilities]	0.00	0.00	0.00	0.00	Council does not formally capture user satisfaction with aquatic facilities.
Service standard						
AF2	Health inspections of aquatic facilities [Number of authorised officer inspections of Council aquatic facilities / Number of Council aquatic facilities]	1.00	1.00	1.00	1.60	Due to extensive upgrade works, a number of pools were inspected twice during the year.
Health and Safety						
AF3	Reportable safety incidents at aquatic facilities [Number of WorkSafe reportable aquatic facility safety incidents]	0.00	0.00	0.00	0.00	There were no reportable safety incidents during the reporting period. This continues the trend of previous years.
Service cost						
AF4	Cost of indoor aquatic facilities [Direct cost of indoor aquatic facilities less income received / Number of visits to indoor aquatic facilities]	\$0.00	\$0.00	\$0.00	\$0.00	Council has no indoor aquatic facilities.
Service cost						
AF5	Cost of outdoor aquatic facilities [Direct cost of outdoor aquatic facilities less income received / Number of visits to outdoor aquatic facilities]	\$15.60	\$19.01	\$22.63	\$25.95	The cost outdoor aquatic facilities increased in line with the contract terms and conditions. Additional maintenance was also undertaken at the Inglewood pool during the year which has impacted on this result. Due to Council's large geographic area, five pools are needed to ensure accessibility of services across the Shire. This adds to the cost of the service.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Utilisations						
AF6	Utilisation of aquatic facilities [Number of visits to aquatic facilities / Municipal population]	3.52	3.23	3.06	2.93	A decrease in pool utilisation is partially attributable to redevelopment works being undertaken at the Inglewood Swimming Pool. The completion of these works and the installation of solar heating at all pools is expected to increase usage at all pools in coming years. Accurately capturing visitations is a challenge.
Animal Management						
Timeliness						
AM1	Time taken to action animal management requests [Number of days between receipt and first response action for all animal management requests / Number of animal management requests]	2.20	2.43	1.00	1.00	Animal management requests are actioned the same day they are received.
Service standard						
AM2	Animals reclaimed [Number of animals reclaimed / Number of animals collected] x100	71.43%	20.22%	71.43%	40.58%	Council collected 69 animals (up from 35 last year) and had 28 reclaimed (a slight increase from 25 last year). Council assisted with the rehousing of a number of dogs which were surrendered from a property as part of an agreed reduction/ rehousing program. Rehousing efforts are not included in measure and therefore result in an apparent decline in the standard of the service.
Service cost						
AM3	Cost of animal management service [Direct cost of the animal management service / Number of registered animals]	\$45.60	\$62.45	\$52.84	\$34.46	A staff vacancy existed at the start of the year which resulted in unplanned savings, this vacancy was filled in the later part of the year.
Health and Safety						
AM4	Animal management prosecutions [Number of successful animal management prosecutions]	1.00	0.00	0.00	0.00	No prosecutions or court action was necessary during the financial year. Council considers prosecutions a last resort and focusses on working with the community to resolve issues.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Food Safety						
Timeliness						
FS1	Time taken to action food complaints [Number of days between receipt and first response action for all food complaints / Number of food complaints]	6.50	1.50	1.00	1.00	Council continues to action food complaints within one day.
Service standard						
FS2	Food safety assessments [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	100.00%	97.98%	73.53%	90.63%	Resources increased in this area during the second part of the year allowing staff to complete more assessments.
Service cost						
FS3	Cost of food safety service [Direct cost of the food safety service / Number of food premises registered or notified in accordance with the Food Act 1984]	\$163.78	\$165.08	\$148.59	\$112.34	A staff vacancy existed at the start of the year which resulted in unplanned savings, this vacancy was filled in the later part of the year.
Health and Safety						
FS4	Critical and major non-compliance outcome notifications [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 a food premises] x100	83.33%	100.00%	100.00%	100.00%	Council continues to follow up critical and major non-compliance outcomes in a timely manner.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Governance						
Transparency						
G1	<p>Council decisions made at meetings closed to the public</p> <p>[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] x100</p>	12.41%	11.76%	15.21%	9.29%	This year Council devoted greater time towards scrutinising reports. Wherever possible, reports are considered in meetings which are open to the public.
Consultation and engagement						
G2	<p>Satisfaction with community consultation and engagement</p> <p>Community satisfaction rating out of 100 with how Council has performed on community consultation and engagement</p>	57.00	55.00	51.00	52.00	In May 2019 Council adopted a Community Engagement Policy which is supported by guidelines (Community Engagement Procedure). Training for staff will occur in 2019/20. The adoption of the policy will help to increase focus on community engagement. Read more about Council's community satisfaction survey results at http://www.loddon.vic.gov.au/About-us/Community-Satisfaction-Surveys .



Mayor Cheryl McKinnon, Statutory Meeting November. Pictured are Councillors Geoff Curnow and Cheryl McKinnon.



Loddon Healthy Minds Network conference.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Attendance						
G3	Councillor attendance at council meetings [The sum of the number of Councillors who attended each ordinary and special Council meeting / (Number of ordinary and special Council meetings) × (Number of Councillors elected at the last Council general election)] x100	96.00%	100.00%	100.00%	98.92%	A number of councillors had leave during 2018/19.
Service cost						
G4	Cost of governance [Direct cost of the governance service / Number of Councillors elected at the last Council general election]	\$52,789.20	\$44,874.20	\$46,641.20	\$44,406.40	The cost of governance has stabilised on the four-year period between \$44,000 and \$47,000. The exception was 2015/16 when CEO recruitment costs were included.
Satisfaction						
G5	Satisfaction with council decisions [Community satisfaction rating out of 100 with how council has performed in making decisions in the interest of the community]	56.00	55.00	48.00	50.00	In May 2019 Council adopted a Community Engagement Policy. The adoption of this policy will help to ensure Council decisions are based on community input. This will help to improve satisfaction with Council decisions. Council also conducted quarterly paper-based surveys with the community rather than phone survey during a single month in the year. This may have contributed to a decrease in the result for satisfaction with council decisions. Read more about Council's community satisfaction survey results at http://www.loddon.vic.gov.au/About-us/Community-Satisfaction-Surveys .
Libraries						
Utilisation						
LB1	Library collection usage [Number of library collection item loans / Number of library collection items]	2.05	2.81	2.78	2.83	There were 10,549 printed items, audio-visual and digital materials in library agencies in the Council area, and 29,864 loans made. This is a slight increase on the number of loans per item since last year.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Resource standard						
LB2	Standard of library collection [Number of library collection items purchased in the last 5 years / Number of library collection items] x100	61.54%	70.59%	75.01%	72.00%	All members have access to a collection of 254,000 items. There has been a slight drop in the standard of the collection over the past 12 months as the library shifts from physical library books to other forms of library collection.
Service cost						
LB3	Cost of library service [Direct cost of the library service / Number of visits]	\$24.54	\$0.00	\$16.25	\$18.31	Council's library services are provided by Goldfields Library Corporation at six locations across the Shire - Boort, Dingee, Inglewood, Pyramid Hill, Tarnagulla and Wedderburn. A shift from a mobile library service to an agency model has resulted in a decreased ability to drive membership, a decreased ability to capture visits and an increased use of library services by non-members.
Participation						
LB4	Active library members [Number of active library members / Municipal population] x100	8.24%	8.19%	7.21%	7.01%	Membership is not a strong indicator of the outcomes achieved by the library due to varying services and programs delivered by the library and used by both members and non-members. Library services are delivered through agencies which can result in participation data being less accurate. Read more about Council's library services at http://www.loddon.vic.gov.au/Live/Community-facilities/Library-services .
Maternal and Child Health (MCH)						
Satisfaction						
MC1	Participation in first MCH home visit [Number of first MCH home visits / Number of birth notifications received] x100	108.33%	94.44%	93.33%	98.11%	Participation in first MCH home visit has increased due to more parents willing to be involved in the MCH program. The timing of birth notifications and first visits around the end of the financial year can result in fluctuations in the data.
Service standard						
MC2	Infant enrolments in the MCH service [Number of infants enrolled in the MCH service (from birth notifications received) / Number of birth notifications received] x100	100.00%	100.00%	100.00%	100.00%	Council's results have stayed at 100% and remain constant compared to other years. Development and growth assessments, along with health education are some of the key features of the service.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Service cost						
MC3	Cost of the MCH service [Cost of the MCH service / Hours worked by MCH nurses]	\$71.53	\$65.94	\$80.48	\$73.25	There has been a slight decrease and a return to previous cost levels due to increased stability in staffing numbers and hours this financial year.
Participation						
MC4	Participation in the MCH service [Number of children who attend the MCH service at least once (in the year) / Number of children enrolled in the MCH service] x100	72.86%	69.75%	65.14%	65.54%	Council achieved an average of 65.54% compliance with the Key Ages and Stages framework visits between birth and 8 weeks of age. Overall participation rates have increased slightly on 2017/18.
Participation						
MC5	Participation in the MCH service by Aboriginal children [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	25.00%	56.25%	83.33%	56.67%	The MCH service is co-located and works closely with Aboriginal Health Services to meet the health and developmental needs of Aboriginal children and supports families. Many factors influence participation in the MCH service and there is a known issue around children in Out of Home Care not accessing the service. In addition to an SMS reminder system, Council also works closely with Department of Education and Training and Child Protection to streamline the response of new placements of children in Kinship Care or Out Of Home care arrangements.



Maternal and Child Health staff.



Maternal and Child Health equipment.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Roads						
Satisfaction of use						
R1	Sealed local road requests [Number of sealed local road requests / Kilometres of sealed local roads] x100	8.72	18.62	35.63	9.32	There has been a significant variation from previous years however upon investigation previous years have incorrectly included unsealed road requests.
Condition						
R2	Sealed local roads maintained to condition standards [Number of kilometres of sealed local roads below the renewal intervention level set by Council / Kilometres of sealed local roads] x100	99.89%	100.00%	98.83%	100.00%	Council undertook significant flood recovery works during 2018/19 which is likely to have contributed to an improved amount of local roads being maintained to condition standards. Read more about Council's local road network at http://www.loddon.vic.gov.au/Live/Foothpaths-roads-and-drains/Roads .
Service cost						
R3	Cost of sealed local road reconstruction [Direct cost of sealed local road reconstruction / Square metres of sealed local roads reconstructed]	\$47.02	\$34.55	\$35.92	\$40.24	The cost of sealed local road reconstruction increased due to higher cost of contractors.
Service cost						
R4	Cost of sealed local road resealing [Direct cost of sealed local road resealing / Square metres of sealed local roads resealed]	\$2.62	\$3.46	\$3.93	\$4.01	The cost of sealed local road resealing increases in line with material costs.
Satisfaction						
R5	Satisfaction with sealed local roads [Community satisfaction rating out of 100 with how council has performed on the condition of sealed local roads]	55.00	50.00	50.00	52.00	Council undertook significant flood recovery works during 2018/19 which is likely to have contributed to an improved level of satisfaction with the community. Council also conducted quarterly paper-based surveys to establish satisfaction levels compared with an annual survey in previous years. Read more about Council's local road network at http://www.loddon.vic.gov.au/Live/Foothpaths-roads-and-drains/Roads .

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Statutory Planning						
Timeliness						
SP1	Time taken to decide planning applications [The median number of days between receipt of a planning application and a decision on the application]	44.00	51.00	56.00	40.50	The time taken to decide planning applications has reduced due to a backlog of applications being finalised and increased consistency in new applications being decided within timeframes.
Service standard						
SP2	Planning applications decided within required time frames [(Number of regular planning application decisions made within 60 days) + (Number of VicSmart planning application decisions made within 10 days) / Number of planning application decisions made] x100	54.55%	60.00%	62.96%	72.45%	Of the 98 applications received, Council decided 71 (72%) within 60 days. This is a significant increase from the 81 applications received the previous year where 51 (62%) were decided within 60 days.
Service cost						
SP3	Cost of statutory planning service [Direct cost of the statutory planning service / Number of planning applications received]	\$257.23	\$522.47	\$532.05	\$1,922.90	Council engaged a contractor to ensure service continuity while maternity leave was taken by Council's statutory planner. The cost of the contractor was considerably higher than using in-house resources.
Decision making						
SP4	Council planning decisions upheld at VCAT [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	0.00%	100.00%	0.00%	100.00%	There was only one application to VCAT during the year and Council's decision was upheld.
Waste Collection						
Satisfaction						
WC1	Kerbside bin collection requests [Number of kerbside garbage and recycling bin collection requests / Number of kerbside bin collection households] x1000	39.38	43.52	12.95	100.15	A change in contractor and improved reporting have contributed to a significant increase in kerbside bin collection requests.

	Service performance indicators [Service / indicator / measure]	Results 2016	Results 2017	Results 2018	Results 2019	Material variations and comments
Service standard						
WC2	Kerbside collection bins missed [Number of kerbside garbage and recycling collection bins missed / Number of scheduled kerbside garbage and recycling collection bin lifts] x10,000	0.83	0.54	2.17	5.70	Transition between contractors and an increased focus on data collection has resulted in an increase in the number of bins missed being recorded.
Service cost						
WC3	Cost of kerbside garbage bin collection service [Direct cost of the kerbside garbage bin collection service / Number of kerbside garbage collection bins]	\$105.62	\$127.31	\$116.13	\$121.68	A change in contractor and the related timing of payments for services has resulted in a fluctuation in costs over the past few years.
Service cost						
WC4	Cost of kerbside recyclables collection service [Direct cost of the kerbside recyclables bin collection service / Number of kerbside recyclables collection bins]	\$61.16	\$59.76	\$60.81	\$90.43	The cost of recyclables collection service has increased across the sector due to China refusing to take recyclables.
Waste diversion						
WC5	Kerbside collection waste diverted from landfill [Weight of recyclables and green organics collected from kerbside bins / Weight of garbage, recyclables and green organics collected from kerbside bins] x100	20.46%	22.95%	21.89%	26.38%	Increased resident participation in kerbside recycling.



Boort levee.



Coonooer Gowar Road flood resheet.

Community Satisfaction Survey

Council has been involved in the annual Community Satisfaction Survey undertaken by the sector since 1998.

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

In 2017/18, Council changed its provider for the survey to enable a better survey frequency in 2019/20.

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

Governance is covered by overall Council performance, advocacy/lobbying, community consultation/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 (parks and reserves), waste management, family and children services, aged and disability support services, regulatory services, value for money and overall services.

The 2019 Local Government Community Satisfaction Survey results for the Loddon Shire show Council's overall performance is rated at a score of 58. This is an increase from 54 in 2018.

Council's overall performance was below the average for councils across the state (score of 60) but was equal to the average for small rural councils (score of 58).

Council performed below the state average and the small rural council average on lobbying with a score of 53 compared to 54 and 55 respectively.

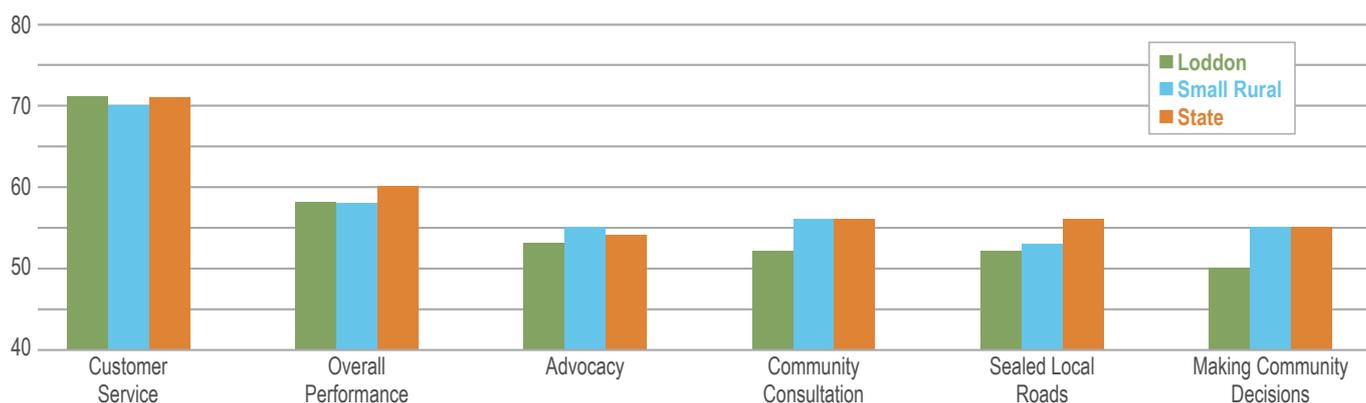
According to residents, the top five performing areas of Loddon Shire are weekly rubbish collection (81), fortnightly recycling (79), playgrounds (60), public swimming pools (60) and parks and reserves (59).

Improvement areas for Council include its regulatory services, promotion of financial management and communication about fair and reasonable rates.

The full survey report is available online:

www.loddon.vic.gov.au/About-us/Community-Satisfaction-Surveys/Links-to-surveys

2019 Performance Comparison – State and Small Rural





Governance management



Mysia War Memorial School. Image Loddon Shire Council.

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.

Meetings of Council

Council conducts open public meetings on the fourth Tuesday of each month. Members of the community are welcome to attend these meetings and observe from the gallery. Council meetings also provide the opportunity for community members to submit a question to the Council, make a submission or speak to an item. For the 2018/19 financial year Council held 12 ordinary Council meetings and one special Council meeting.

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 committees while others arose from invitations from community groups, local government bodies, politicians and other stakeholders.

In total, the Mayor attended 177 functions while the other Councillors attended 496.

Special committees

Committees appointed by Council

Under Section 86 of the Local Government Act 1989 (the Act), 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:

Special Committee of Management	Purpose
Boort Aerodrome Committee of Management	To administer, manage and control the facility known as the Boort Aerodrome.
Boort Memorial Hall Committee of Management	To administer, manage and control the facility known as the Boort Memorial Hall.
Boort Park Committee of Management	To administer, manage and control the facility known as Boort Park.
Boort Tourism Development Committee of Management	To promote economic development and tourism in the region. To facilitate events that support economic development and tourism in the region.
Bridgewater on Loddon Development Committee of Management	To administer, manage and control the facility known as the Bridgewater on Loddon Memorial Hall.
Campbells Forest Hall Committee of Management	To administer, manage and control the facility known as the Campbells Forest Hall.
Donaldson Park Committee of Management	To administer, manage and control the facility known as Donaldson Park.
East Loddon Community Centre Committee of Management	To administer, manage and control the facility known as the East Loddon Community Centre.
Inglewood Community Elderly Persons Units Committee of Management	To administer, manage and control the facility known as the Inglewood Community Elderly Persons Units.
Inglewood Community Sports Centre Committee of Management	To administer, manage and control the facility known as the Inglewood Community Sports Centre.
Inglewood Town Hall Hub Committee of Management	To administer, manage and control the facility known as the Inglewood Town Hall Hub.
Jones Eucalyptus Distillery Site Committee of Management	To administer, manage and control the facility known as the Jones Eucalyptus Distillery Site.
Kingower Development and Tourism Committee of Management	To promote economic development and tourism in the region. To facilitate events that support economic development and tourism in the region. To administer, manage, maintain and control the area known as the Village Green Church Kingower.
Korong Vale Mechanics Hall Committee of Management	To administer, manage and control the facility known as the Korong Vale Mechanics Hall.
Korong Vale Sports Centre Committee of Management	To administer, manage and control the facility known as the Korong Vale Sports Centre.
Little Lake Boort Committee of Management	To administer, manage and control the facility known as Little Lake Boort.
Loddon Southern Tourism and Development Committee of Management	To promote economic development and tourism in the region. To facilitate events that support economic development and tourism in the region.

Special Committee of Management	Purpose
Pyramid Hill Memorial Hall Committee of Management	To administer, manage and control the facility known as the Pyramid Hill Memorial Hall.
Pyramid Hill Swimming Pool Committee of Management	To administer, manage and control the facility known as the Pyramid Hill Swimming Pool.
Serpentine Bowls and Tennis Pavilion and Reserve Committee of Management	To administer, manage and control the facility known as the Serpentine Bowls and Tennis Pavilion and Reserve.
Wedderburn Community Centre Committee of Management	To administer, manage and control the facility known as the Wedderburn Community Centre.
Wedderburn Engine Park and Market Square Reserve Committee of Management	To administer, manage and control the facility known as the Wedderburn Engine Park and Market Square Reserve.
Wedderburn Mechanics and Literary Institute Hall Committee of Management	To administer, manage and control the facility known as the Wedderburn Mechanics and Literary Institute Hall.
Wedderburn Tourism Committee of Management	To promote economic development and tourism in the region. To facilitate events that support economic development and tourism in the region. To administer, manage, maintain and control the Government Battery, Hard Hill Wedderburn. To administer, manage, maintain and control Hard Hill Tourist Reserve, a Crown land reserve with a community committee of management. The Hard Hill Tourist Reserve has provided permission for the committee to utilise the site.
Yando Public Hall Committee of Management	To administer, manage and control the facility known as the Yando Public Hall.



Boort Memorial Hall.

Code of conduct

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

On 27 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.



Peace Medal 1919 Australia.

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 One council.

Under 573B(4) of the Act, the Minister for Local Government approved an adjustment factor increase of 2 per cent effective from 1 December 2018.

At the Council Meeting on 28 February 2018 it was resolved that the Councillors and Mayor allowance be set at the maximum for Category One councils. An additional 9.5 per cent of the allowance amount is also payable as an allowance equivalent to the value of the Superannuation Guarantee.

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

Name of Councillor	Councillor allowance paid 2018/19
Cr N Beattie (Mayor - part)	\$22,411
Cr C Condliffe	\$22,411
Cr G Curnow	\$22,411
Cr G Holt	\$22,411
Cr C McKinnon (Mayor)	\$66,956
Total	\$156,600

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 Councillors Support and Reimbursement of Expenses Policy provides guidance for the 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 details of the expenses including reimbursement of expenses for each Councillor for the 2018/19 year are set out in the following table:

Name of Councillor	Travel	Car mileage	Child care	Information and communication expenses	Conferences and training expenses	Expense incurred	Total expenses
Cr N Beattie (Mayor - part)	0	\$6,930	\$0	\$540	\$1,675	\$1,099	\$10,244
Cr C Condcliffe	0	\$6,012	\$0	\$1,098	\$250	\$420	\$7,780
Cr G Curnow	0	\$4,164	\$0	\$1,732	\$926	\$1,035	\$7,857
Cr G Holt	0	\$0	\$0	\$385	\$3,539	\$460	\$4,384
Cr C McKinnon (Mayor)	0	\$18,000	\$0	\$1,753	\$6,722	\$508	\$26,983
Total	0	\$35,106	\$0	\$5,508	\$13,112	\$3,522	\$57,248

Please note: all travel (other than mileage) relates to conferences and training and is included therein.



Pyramid Hill Memorial Hall.

Management

About the framework

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 67.

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 an alternate Councillor) and four external independent persons. The current membership consists of:

Councillor:

- Cr Gavan Holt (Cr Neil Beattie as alternate)

Independent external persons:

- Mr Rodney Baker (Chair)
- Mr Alan Darbyshire
- Mr Rod Poxon
- Mr Jarrah O'Shea

Cr Holt was reappointed to the committee at the Statutory Meeting of Council held 16 November 2018.

Mr Baker was recommended as Chair of the committee for 2019 at the meeting held 23 May 2019 and Council endorsed that recommendation at the Ordinary Meeting held 28 May 2019.

Meetings

Meetings are held generally on the second Thursday in August, November, February and May. Council's Chief Executive Officer and Director Corporate Services attend the meetings in an advisory capacity.

Audit program

The audit program was originally developed following a risk profiling exercise for Council facilitated by HLB Mann Judd, Council's internal audit firm, and involved a number of key staff from Council's various business units. The program is reviewed annually to ensure it is still relevant and efforts are being invested into areas that will receive the most benefit from review.

Internal audit reviews

During 2018/19 the following internal audits were conducted:

- Waste management (October 2018)
- Service planning (January 2019)
- Human resources and payroll (May 2019)
- Follow up of prior year internal audit recommendations (May 2019)

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 2018/19 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 2018 Audit Committee Meeting to provide results from the external audit, and the May 2019 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 February 2019, Council adopted an updated 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

The Risk Management Policy was adopted in February 2019.

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.

Strategic documents

Council's core plans are:		
Activating Open Space Strategy 2019-2024	Environmental Sustainability Strategy and Action Plan	Parks Asset Management Plan
Asset Management Strategy	Event Management – A Guide for Organisers of Events	Performance Reporting Framework
Audit Committee Charter	Fees and Charges 2019/20	Project Management Framework
Bridges Asset Management Plan	Footpath Asset Management Plan	Rating Strategy
Building Asset Management Plan	Gender Equity Action Plan	Records Management Strategy 2018-2022
Business Continuity Framework	Information Technology Strategy 2017-2022	Recreation Strategy 2015-2020
Business Continuity Plan – internal	Knowledge Management Strategy (internal strategy)	Risk Management Framework
Child Safe Standards Framework	Local Law No.4 - Environment	Road Asset Management Plan 2017-2021
Climate Proofing Sport and Recreation Facilities Strategy	Loddon Healthy Minds Network Strategic Plan 2017-2022	Road Management Plan 2017
Community Care Strategy	Loddon Shire Youth Strategy 2008-2013	Roadside Management Plan
Complaint Handling Framework	Municipal Heatwave Plan	Rural Zones Review
Council Plan	Municipal Early Years Plan 2014-2017	Staff, Volunteers and Contractors Code of Conduct
Councillor Code of Conduct	Municipal Emergency Management Plan	Strategic Document, Policy and Procedure Framework
Customer Service Strategy 2018-2022	Municipal Fire Management Plan	Swimming Pool Improvement Plan 2018-2022
Disability Access and Inclusion Plan 2018-2021	Municipal Public Health and Wellbeing Plan 2017-2022	Tourism Marketing Plan
Disability Access Inclusion Plan 2018-2021 Year 1 Action Plan	Neighbourhood Safer Places Plan September 2018	Tourism Strategy 2016-2019
Domestic Animal Management Plan		Volunteer Strategy 2018-2022
Domestic Waste Water Management Plan		Waste Management Strategy 2011-2016
Economic Development Strategy		

Governance and management checklist

Governance and management item	Yes Or No	Date if Yes (single item/ date)	Date if Yes (multiple items/ dates)	Reason(s) if answer is No, commentary or link to document if Yes
Community engagement policy	Yes	28/05/2019		http://www.loddon.vic.gov.au/files/7c581550-bfec-4860-ae88-aa5d00e60f4d/POL-Community-Engagement-Policy-v1.pdf
Community engagement guidelines	Yes	3/04/2019		Community engagement guidelines (procedure) was approved in April 2019 with training to be delivered in 2019-20.
Strategic Resource Plan	Yes	25/06/2019		http://www.loddon.vic.gov.au/Our-documents/Agendas-and-minutes/Agendas-and-minutes-2019
Annual budget	Yes	25/06/2019		http://www.loddon.vic.gov.au/files/556fa4ee-30c4-4e95-9383-aa7a00cc74dc/FIN-Adopted-Budget-2019-20-v1.pdf
Asset management plans	Yes		Bridges: 26/7/2010 Buildings: 23/11/2009 Footpaths: 24/8/2009 Parks: 22/3/2010 Roads: 28/03/2017	http://www.loddon.vic.gov.au/Our-documents/Plans-and-strategies
Rating strategy	Yes	24/04/2019		http://www.loddon.vic.gov.au/Our-documents/Plans-and-strategies
Risk policy	Yes	26/02/2019		http://www.loddon.vic.gov.au/files/25e930c3-b00f-4299-8de8-aa080100bdad/POL-Risk-Management-Policy-v5.pdf
Fraud policy	Yes	25/06/2019		http://www.loddon.vic.gov.au/files/85a97648-ed29-41a9-a658-aa79010df246/POL-Anti-fraud-and-corruption-policy-v4.pdf
Municipal emergency management plan	Yes	26/04/2017		http://www.loddon.vic.gov.au/files/41f4b384-3bea-4586-bd27-a3c600e6280c/Municipal-Emergency-Management-Plan.pdf
Procurement policy	Yes	22/08/2018		http://www.loddon.vic.gov.au/files/c0519f48-1be7-48ab-934a-a95300ea3803/POL-Procurement-Policy-v8.pdf
Business continuity plan	Yes	28/06/2016		The Business Continuity Plan is currently being reviewed.
Disaster recovery plan	Yes	15/06/2016		The Disaster Recovery Plan is currently being reviewed.
Risk management framework	Yes	26/02/2019		http://www.loddon.vic.gov.au/files/81c5a688-b0cf-4577-9384-aa0801018bfb/STR-Risk-Management-Framework-v2.pdf
Audit Committee	Yes	08/11/2000		The Audit Committee Charter is updated annually and is currently in its seventh version. http://www.loddon.vic.gov.au/files/642e4786-66d6-4f47-8f7b-aa7901108419/STR-Audit-Committee-Charter-v7.pdf

Governance and management item	Yes Or No	Date if Yes (single item/ date)	Date if Yes (multiple items/ dates)	Reason(s) if answer is No, commentary or link to document if Yes
Internal audit	Yes	22/01/2019		The internal audit contract expired early 2019 and a tender was undertaken for a new contract.
Performance reporting framework	Yes	25/06/2019		http://www.loddon.vic.gov.au/files/e42caacc-a324-42b2-bb7b-aa790110b572/STR-Performance-Reporting-Framework-V4.pdf
Council Plan reporting	Yes		25/09/2018 26/02/2019	http://www.loddon.vic.gov.au/Our-documents/Agendas-and-minutes
Financial reporting	Yes		28/08/2018 25/09/2018 23/10/2018 27/11/2018 22/01/2019 - November and December 26/02/2019 23/04/2019 28/05/2019 25/06/2019	A report is presented to Council monthly, which exceeds the legislative requirement for quarterly reports.
Risk reporting	Yes		To Audit: 9/8/2018 and 14/2/2019 To Council: 28/08/2018 and 26/2/2019	
Performance reporting	Yes		To Audit: 9/8/2018 and 14/2/2019 To Council: 28/08/2018 and 26/2/2019	
Annual report	Yes	25/09/2018		http://www.loddon.vic.gov.au/files/02dd63e4-d996-44e4-8940-a96800baf007/LS-Annual-Report-2018-Quality-Report.pdf
Councillor Code of Conduct	Yes	14/02/2017		http://www.loddon.vic.gov.au/files/04f33d49-9787-4847-800b-a71b00f1ca74/STR-Councillor-code-of-conduct-v4.pdf
Delegations	Yes	26/02/2019		
Meeting procedures	Yes	26/04/2017		The meeting procedure expires 10 years from the date of adoption.

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



Phil Pinyon,
Chief Executive Officer

Dated: 30/6/2019



Cr Cheryl McKinnon,
Mayor

Dated: 30/6/2019

Statutory information

Documents available for inspection

Under various sections of the Local Government Act 1989, 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
 - c) 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) 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;
 - e) 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;
 - f) 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;
 - g) a register maintained under section 224(1A) of the Act of authorised officers appointed under that section;
 - h) 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.



Tarnagulla.

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



Tarnagulla Soldiers Memorial Park.

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. This program of work continued in 2018/19.

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

The DAIP was developed through extensive community and staff consultation which indicated that the community was generally satisfied with the services provided by Council. The community also thought that Council was making some good improvements to the accessibility of the Loddon Shire. However Council understands that to achieve a community that is liveable for everyone, it must continue to increase the accessibility and inclusion of people with a disability in the Loddon Shire.

The DAIP has six guiding outcomes that Council, in partnership with all its citizens, State and Federal governments and other organisations, will work towards to build a truly inclusive community:

1. People with a disability have the same opportunities to participate in services, programs and events in the Loddon Shire as everyone else.
2. The Loddon Shire's built and natural environments are accessible, and people with a disability are able to move around and get to the places they want to go.
3. People with a disability are engaged in flexible and sustainable employment within the Loddon Shire and have opportunities to develop and succeed.
4. People with a disability can access the information they need to make informed decisions and choices and contribute to leading, shaping and influencing the Loddon Shire.
5. People with a disability, their families and carers are able to connect and participate in activities that are aligned to their interests and identities, and experience a high level of wellbeing in all aspects of their life.
6. People with a disability feel welcome and safe, and are as recognised and respected as any other resident in the Loddon Shire.

Council has identified 15 strategies that state how Council will work to achieve each outcome and a Year 1 Action Plan has been developed to guide Council on what needs to be done to achieve each strategy in the DAIP.

Achievements in the first three months of the DAIP included:

- Delivery of an annual training program to increase awareness and understanding of universal design principles for all relevant staff.
- Partnering with the City of Greater Bendigo to continue to implement the Inclusive Towns project

to encourage and support local businesses to make changes to increase their accessibility.

- Delivery of training to staff on how to write in Plain English.

Domestic Animal Management Plan

Council adopted its Domestic Animal Management Plan in July 2018.

An initiative from the plan was to actively promote the benefits of dog and cat registration. Local media and Facebook opportunities have promoted a 'register your dog/cat, get it back for free' initiative. The program has resulted in an increased number of registered dogs/cats within the Shire and has delivered several efficient and successful pet returns to their owners which has ultimately reduced instances of impounded animals.

Other actions have included:

- inspection of domestic animal businesses
- conduct joint inspections with RSPCA officers regarding various dog breeding activities
- investigate and resolve potential dangerous or menacing dog complaints, including dog attacks
- undertake a door knock program to identify unregistered dogs and cats
- attend applicable animal welfare forums and workshops
- implement appropriate staff training and development programs



Loddon Shire promotes the benefits of dog and cat registration.

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:

<http://www.loddon.vic.gov.au/Our-documents/Current-fees-and-charges>

Requests for access to information under the Freedom of Information (FOI) 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).

During the year Council received two requests under the Act.

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

In accordance with section 69 of the Protected Disclosure Act 2012, a council must include in their annual report information about how to access the procedures established by the council under Part 9 of that Act. It is also required to provide certain information about the number and types of protected disclosures complainants investigated during the financial year.

Council has a Protected Disclosure Policy available to the public on Council's website:

www.loddon.vic.gov.au/About-us/Our-Council/Governance/Protected-disclosure

During 2018/19 there were no disclosures notified to Council officers appointed to receive disclosures.

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 no infrastructure and development contributions disclosed for the 2018/19 period.



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Website www.loddon.vic.gov.au

Municipal office 37-41 High Street Wedderburn Vic 3518

Office hours Monday to Friday 8.15am-4.45pm