

HUME CITY COUNCIL PLAN 2021-2025

Progress Report
(2022/23 Actions)

INCORPORATING THE:

- DISABILITY ACTION PLAN
- COMMUNITY SAFETY ACTION PLAN
- PATHWAYS TO SUSTAINABILITY



CONTENTS

A community that is resilient, inclusive, and thriving	1.1 Create learning opportunities for everyone to reach their potential through all stages of their lives	p.6
	1.2 Provide opportunities, and support business growth and visitor economy to create accessible local jobs for our diverse community.	p.7
	1.3 Promote a healthy, inclusive, and respectful community that fosters community pride and safety.	p.11
	1.4 Strengthen community connections through local events, festivals, and the arts.	p.16
A city that cares about our planet, is appealing and connected	2.1 Facilitate appropriate urban development and enhancing natural environment, heritage, landscapes, and rural places.	p.20
	2.2 Demonstrate environmentally sustainable leadership and adapt to climate change.	p.23
	2.3 Design and maintain our City with accessible spaces and a strong sense of place.	p.27
	2.4 Connect our City through efficient and effective walking, cycling and public transport and road networks.	p.30
A council that inspires leadership, is accountable and puts the community first	3.1 Engage and empower our community through advocacy and community engagement.	p.34
	3.2 Deliver responsible and transparent governance, services and assets that respond to community needs.	p.37
	3.3 Advance organisational high-performance through innovation and partnerships.	p.41

PROGRESS DESCRIPTIONS

Year to date progress is indicated with the percentage completion for each action.

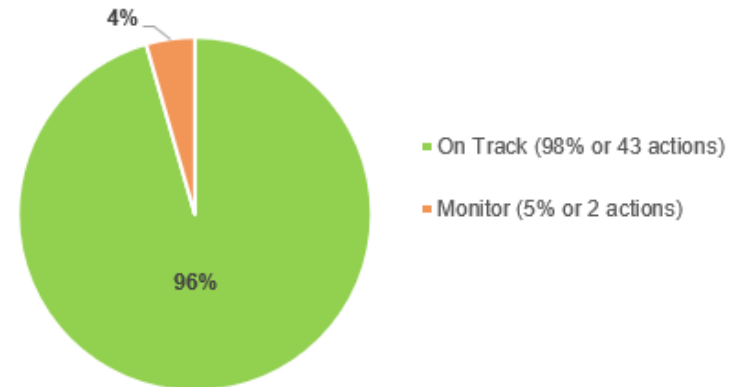
The progress indicators displayed are based on the status as follows:

- **On Track** – Action is proceeding to plan and will be completed by 30 June 2023.
- **Monitor** – Action requires attention to ensure it is completed by 30 June 2023.
- **At Risk** – Action is at risk of not being completed by 30 June 2023.
- **Deferred** – Action is not being completed this financial year.

The Council Plan incorporates the Disability Action Plan, the Community Safety Action Plan and the Pathways to Sustainability. The following symbols are used to specify the corresponding plans:

- ♿ Disability Action Plan
- 🛡️ Community Safety Action Plan
- 🌱 Pathways to Sustainability

SUMMARY OF PROGRESS - 1 JULY 2022– 30 SEPTEMBER 2022

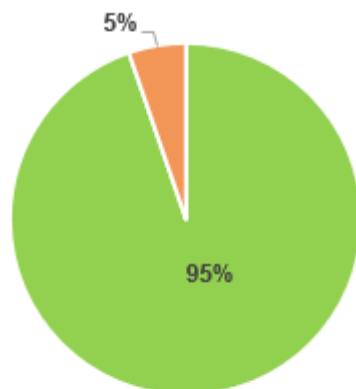


COUNCILS ROLE

The role Council has in contributing to the community expectations (strategies) can be defined as one or more of the following:

- **Statutory Authority** – Council has a legislated responsibility under Victorian law to ensure compliance and delivery of services related to these community expectations.
- **Service Provider** – Council is a leading provider of services which support these community expectations. Responsibility for providing these services is often shared between Council and other government agencies, non-for-profit organisations and commercial businesses.
- **Facilitator** – Council facilitates, partners and plans with other service providers to achieve these community expectations.
- **Advocate** – Council’s primary role is to advocate on behalf of (and represent) the community to other levels of government, service providers and business organisations around these community expectations.

**SUMMARY OF PROGRESS FOR THEME 1
1 JULY 2022– 30 SEPTEMBER 2022**



- On Track (95% or 18 actions)
- Monitor (5% or 1 action)

STRATEGIC INDICATORS TO 30 SEPTEMBER 2022

Strategic Objective 1.1: Create learning opportunities for everyone to reach their potential through all stages of their lives

Indicator	Target	2022/23 Result
Active library borrowers per head of municipal population	Target by 2025 = 10%	Active borrowers for Quarter One 2022/23 is 13,464 (Result = 5.45%). The result for 2021/22 was 7.10%. (Source: Local Government Performance Reporting Framework)
Preschool participation rates (includes non-Council services).	Target by 2025=93%	94% is the most recent preschool participation rate (2020), the previous result in 2019 was 89%. (Source: Department of Education and Training)

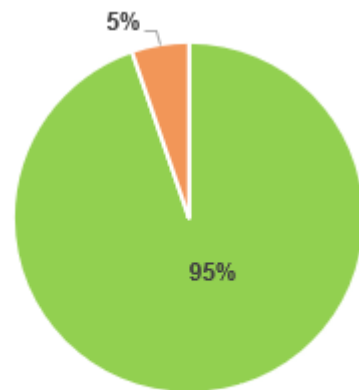
Strategic Objective 1.2: Provide opportunities, and support business growth and visitor economy to create accessible local jobs for our diverse community.

Indicator	Target	2022/23 Result
Number of student placements supported by Council	Target by 2025 = 100	There were 27 student work experience placements for Quarter One 2022/23. In 2021/22, there were 94 placements. (Source: Hume City Council, CHRIS21)
Percentage gap between the Greater Melbourne and Hume LGA unemployment rates.	Target by 2025 = 3.5%	Latest data on the unemployment rates show a gap of 3.6% between Hume City (8.6%) and Greater Melbourne (5.0%). A decrease on the 6.8% gap in June 2021. (Source: Department of Employment Small Area Labour Markets)

The progress indicator displayed above is based on the status as follows:

- On Track
- Monitor
- At Risk
- Deferred

**SUMMARY OF PROGRESS FOR THEME 1
1 JULY 2022– 30 SEPTEMBER 2022**



- On Track (95% or 18 actions)
- Monitor (5% or 1 action)

Strategic Objective 1.3: Promote a healthy, inclusive and respectful community that fosters community pride and safety

Indicator	Target	2022/23 Result
Participation rates in Maternal Child Health	Target by 2025 = 75%	The 2022/23 participation rate is 46%. This is a decrease of 1% compared with the same period in Quarter one 2021/22 which was 47%. (Source: Local Government Performance Reporting Framework)
Percentage of community who are satisfied with their health	Target by 2025 = 85%	88.8% is the 2020/21 result which is an increase from the previous result of 78.2% in 2018/19. <i>This indicator is collected every two years. 2022/23 result will be available in November 2022.</i> (Source: Hume City Council, Community Indicators)
Percentage of community who believe it's a good thing for a society to be made up of people from different cultures	Target by 2025 = 85%	85.0% is the 2020/21 result which is a moderate increase on the previous result of 79.1% in 2018/19. <i>2022/23 result will be available in November 2022.</i> (Source: Hume City Council, Community Indicators)



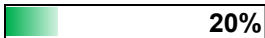

Strategic Objective 1.4: Strengthen community connections through local events, festivals and the arts.

Indicator	Target	2022/23 Result
Average overall community satisfaction rating for Council led events and festivals	Target by 2025 = 80%	The average overall community satisfaction score for Council led events and festivals in 2021/22 was 79%. The result for 2020/21 was 92%. (Source: Hume City Council, Event Evaluations)





The progress indicator displayed above is based on the status as follows:

- On Track
- Monitor
- At Risk
- Deferred



Strategic Objective 1.1: Create learning opportunities for everyone to reach their potential through all stages of their lives.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.1.1 Strengthen volunteering to enhance vocational and social learning opportunities and community connections.</p> <p> </p> <p><i>Council's Role: Service Provider, Facilitator</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="141 687 405 724">  </div>	<p>City Services and Living</p>	<p>Actions to strengthen volunteering to enhance vocational and social learning opportunities and community connections include:</p> <ul style="list-style-type: none"> • Twenty-eight people attended Pop up Volunteer information sessions at Newbury Community Centre on 23 August and Homestead Community and Learning Centre on 24 August. These sessions provided information about volunteer opportunities. • The annual Tax Help Program is offered from 1 July to 30 October and supported by three volunteers. For Quarter one, the Tax Help program has received 175 enquiries, completed 91 client appointments for tax assistance.
<p>1.1.2 Continue to review Council's early years services and explore future infrastructure requirements for the short, medium and long term needs to support continued service growth and changing government policy direction.</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="141 1086 405 1123">  </div>	<p>City Services and Living</p>	<p>Consultant engaged to support the work to determine Council's practical model for Early Years delivery into the future, and to develop and recommend an Early Years structure that will sustain Council's identified role, focus and function. An initiation meeting was undertaken in September 2022.</p> <p>In addition, monthly project reference group meetings continue to be held.</p>





The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred


Strategic Objective 1.2: Provide opportunities, and support business growth and visitor economy to create accessible local jobs for our diverse community.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.2.1 Provide a range of Council-led initiatives and work experiences to strengthen employment pathways and vocational education opportunities, particularly for those of diverse or disadvantaged backgrounds.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="143 786 405 823">  10% </div>	<p>Chief People Officer</p>	<p>Initiatives and work experiences to strengthen employment pathways and vocational education opportunities included:</p> <ul style="list-style-type: none"> • Work experience placements continued with 27 placements for Quarter One 2022/23. • Two Industry Practical Placements supported by Kangan Institute continued providing work experience for Hume residents with a mild intellectual disability. • 46% of new hires to Hume City Council during Quarter One 2022/23 are Hume residents. Most of the Hume residents hired during this quarter are working in Early Childhood Education, and on a casual basis. • Exploring advocacy and support for the Northern Councils Alliance Inclusive Employment project. • Commenced capturing and consolidation of employment pathways activities coordinated centrally and at the local level. Also exploring enhanced collaboration between People and Culture and Economic Development on employment pathways activities.

The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred


Strategic Objective 1.2: Provide opportunities, and support business growth and visitor economy to create accessible local jobs for our diverse community.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.2.2 In partnership with the Victorian Government and business, progress the revitalisation of Broadmeadows and Hume Central to facilitate a vibrant town centre, places for people to work, learn, live and enjoy and advocacy for renewal of the Broadmeadows Train Station.</p> <p></p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p>Progress Indicator</p> <div style="border: 1px solid black; padding: 2px; display: flex; align-items: center;"> <div style="width: 15%; height: 10px; background-color: green; margin-right: 5px;"></div> 15% </div>	<p>City Planning and Places</p>	<p>Research phase completed and Executive Leadership Team (ELT) updated on Hume Global Learning Centre – Broadmeadows (HGLC-B) renewal investigations and Hume Central business case. Options will be provided to a Council Briefing in November 2022 for confirmation on the next steps of the project.</p> <p>Advocacy campaign has commenced with initial Broadmeadows Central session gathering local feedback on Broadmeadows Train Station and Banksia Gardens Renewal priorities.</p> <p>Council Officers have also been supporting Bendigo Kangan Institute (BKI) as they progress renewal works at their Broadmeadows campus.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred


Strategic Objective 1.2: Provide opportunities, and support business growth and visitor economy to create accessible local jobs for our diverse community.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.2.3 Strengthen tertiary education opportunities in Hume City through the Multiversity Program and advocacy for a university or TAFE to be established in Hume's growth areas.</p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="143 751 405 788">  25% </div>	<p>City Planning and Places</p>	<p>Strengthening tertiary education opportunities in Hume City has included:</p> <ul style="list-style-type: none"> • Promotion and enrolments opened in August for the Victoria University Small Business Program which will be delivered during October 2023. This is being delivered in partnership with the Sunbury Business Association and Victoria University. • Planning is underway for the 2022/23 Tertiary Scholarship program. • Victoria University, Deakin University and La Trobe University have been engaged for the delivery of the 2022/23 Hume Multiversity Tertiary Education Scholarship. It is intended that a total of 32 Tertiary Education scholarships will be offered in the 2022/23 financial year with 16 scholarships on offer by Victoria University and eight each for Latrobe and Deakin Universities.

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred





Strategic Objective 1.2: Provide opportunities, and support business growth and visitor economy to create accessible local jobs for our diverse community.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.2.4 In partnership with stakeholders, advocate for, and strengthen Hume City's economy by building business capability, promoting the visitor economy and attracting innovative business, support and facilitate business growth and local employment outcomes.</p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="143 810 405 847">  25% </div>	<p>City Planning and Places</p>	<p>Council continued to strengthen Hume City's economy during the quarter.</p> <p>Facilitating business growth, capabilities and innovation</p> <ul style="list-style-type: none"> The StartNorth Start & Grow 16-week program which focused on supporting Hume residents who wanted to start a business completed on 31 August 2022. This program was supported by the Broadmeadows Revitalisation Board and funded by the Victorian Government. As of October 2022, StartNorth has 79 members which is a 14% increase from June 2022. With offices being built in the next few months, memberships are anticipated to grow substantially. Continued to facilitate business growth through new investment enquiries and planning applications, facilitating quarterly meetings as well as commenced discussions with two potential recipients of the Hume City Business Establishment Financial Incentive. <p>Promoting the Visitor Economy</p> <ul style="list-style-type: none"> Planning underway to deliver media partnership with TimeOut promoting Hume as a destination and driving visitation and followers to @discoverhume. <p>Facilitating local employment outcomes</p> <ul style="list-style-type: none"> A total of 10 Hume Businesses are engaged with the Employment and Economic Development (SEED) project. Further 10 potential businesses have been identified and meetings are underway to recruit these businesses onto the SEED project. A total of 20 unemployed Hume residents were directly supported by the Local Employment Partnerships into employment with Hume businesses during this quarter. Three employer led information sessions were delivered with a total of 133 Hume residents participating for construction and warehousing roles. The Melbourne Airport Jobs Expo was delivered in partnership with Hume City Council and Melbourne Airport Corporation. Thirteen Melbourne Airport businesses participated in the event. Over 300 Hume residents attended, and 102 likely employment placements were offered.





The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

Strategic Objective 1.3 Promote a healthy, inclusive, and respectful community that fosters community pride and safety.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.3.1 In partnership with Victoria Police, continue to identify and deliver initiatives to improve driver/road safety, including reducing hoon driving and illegal dirt bikes.</p> <p></p> <p><i>Council's Role: Facilitator, Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="138 786 405 823">  25% </div>	<p>City Services and Living</p>	<p>Council Officers continue to actively engage in the Victorian Government's 'Hooning Community Reference Group'. A series of clauses relating to hoon driving and dirtbikes are currently being considered for inclusion in the General Local Laws.</p> <p>Council's L2P program is currently supporting 50 learner drivers to achieve their probationary license. Six learner drivers were successful in obtaining their probationary license this quarter.</p> <p>The Fit 2 Drive Program was delivered to 932 secondary students from six secondary schools during this quarter.</p>
<p>1.3.2 Facilitate initiatives and partnerships to raise awareness around the impact of family violence, and support prevention of violence against women campaigns.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="138 1220 405 1257">  25% </div>	<p>City Services and Living</p>	<p>The Family Violence Prevention Project Officer has been recruited and commenced with Council in September 2022. The organisational audit of existing family violence prevention initiatives and responses offered by Hume City Council is underway.</p>

The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred




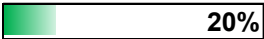
Strategic Objective 1.3 Promote a healthy, inclusive, and respectful community that fosters community pride and safety.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.3.4 Advance Social Justice outcomes through delivering targeted initiatives to address barriers to access and participation.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <p> 20%</p>	<p>City Services and Living</p>	<p>Initiatives to address barriers to access and participation included:</p> <ul style="list-style-type: none"> The NAIDOC event at Town Hall Broadmeadows was attended by over 200 people. Reconciliation Action Plan Working Group (RAPWG) members contributed to and attended a Video Exhibition: Stories of Connection, Stories of Us by James Henry as part of NAIDOC 2022. Community Change Makers program has been evaluated and a model developed for the 2023 program. An end of year celebration with graduates of all Change Maker programs will be delivered in November 2022. Fifty-five schools have nominated students for the 2023 Education Scholarships program.
<p>1.3.5 Establish an ongoing compliance model across Council that ensures our operational, reporting and investigation obligations, required under the Child Safe Standards and the Commission for Children and Young People (CCYP) are met.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <p> 20%</p>	<p>City Services and Living</p>	<p>A new Safe Guarding Children and Young People Policy adopted in July 2022, replacing the previous Child Safe Policy 2020. This revised policy provides clear links to Child Safe Tool kit, and processes and procedures in line with new 11 Child Safe Standards.</p> <p>Areas of focus and key preliminary outcomes of Famsafe Report were presented to the Audit and Risk Committee in August and an ELT report is being prepared to consider recommendations in line with 2023/24 budget process.</p>

The progress indicator displayed above is based on the status as follows:

On Track Monitor At Risk Deferred





Strategic Objective 1.3 Promote a healthy, inclusive, and respectful community that fosters community pride and safety.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.3.6 Finalise a review of General Local Law No. 1, including community and stakeholder engagement.</p>  <p><i>Council's Role: Statutory Authority</i></p> <p>Progress Indicator</p> 	<p>Chief Financial Officer</p>	<p>Community consultation to inform the General Local Law 2023 is underway. Community members have been invited to contribute their ideas to the new local law by participating in a short, online survey, or attending a range of in-language workshops that will occur throughout October.</p>
<p>1.3.7 Finalise and commence implementation of a new Domestic Animal Management Plan to support responsible animal management and safety.</p>  <p><i>Council's Role: Statutory Authority</i></p> <p>Progress Indicator</p> 	<p>City Services and Living</p>	<p>A project plan to guide the delivery of the Domestic Animal Management Plan has been developed.</p>





The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred





Strategic Objective 1.3 Promote a healthy, inclusive, and respectful community that fosters community pride and safety.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.3.9 Continue to undertake initiatives and advocacy to reduce gambling related harm and gambling reform.</p> <p></p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p>Progress Indicator:</p> <div data-bbox="143 724 405 762">  20% </div>	<p>City Services and Living</p>	<p>In partnership with Banyule Community Health Services, Council has planned an online event for Gambling Harm Awareness Week in October 2022. Council Officers have secured four keynote speakers from Banyule Community Health Services; ReSpin Gambling Awareness Speakers Bureau and La Trobe University.</p> <p>Council Officers are continuing to attend and support gambling networks and working groups, as convened by the Municipal Association of Victoria (MAV) and the Victorian Local Governance Association (VLGA). In late August, Council officers attended and supported contributions to a research project hosted by Deakin University about the normalisation of gambling amongst various vulnerable demographic groups.</p>
<p>1.3.10 Implement actions from the Hume Health and Wellbeing Plan 2021-2025.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="143 1098 405 1136">  25% </div>	<p>City Services and Living</p>	<p>The Health and Wellbeing Action Plan is currently being implemented. Progress updates for key actions related to the following health and wellbeing priorities are included in this report:</p> <ul style="list-style-type: none"> • Healthy and respectful relationships (Action 1.3.2) • Gambling harm minimisation (Action 1.3.9) • Housing (Actions 1.3.11; 2.1.2; and 2.1.3), and • A healthy environment, climate action and community resilience (Actions 2.2.1 and 2.2.3). <p>Preliminary work has also commenced to explore opportunities to further support the implementation of the Health and Wellbeing Plan at Hume (e.g., opportunities to support collaboration, share learning, promote good practice and facilitate iterative improvement). Selected opportunities to support implementation will be confirmed in the next quarter.</p>





The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred




Strategic Objective 1.3 Promote a healthy, inclusive, and respectful community that fosters community pride and safety.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.3.11 In partnership with local agencies, provide assistance and support to people sleeping rough within Hume City, including adopting a rough sleeping response protocol.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <div data-bbox="143 786 405 823">  30% </div>	<p>City Services and Living</p>	<ul style="list-style-type: none"> • The Rough Sleeping Protocol has progressed through stakeholder feedback into a more concise Rough Sleeping Response Guideline. Officers will now prepare supporting Standard Operating Procedures. • The Connect Respect training program has been modified for Hume City Council and will now be rolled out for a trial with Council Officers. • In collaboration with multiple agencies, an event was held to raise community awareness and provide take home information for Homelessness Week 2022. • The Hume Homelessness Pathway Officer (HPO) is collaborating with other teams across the Council to raise community awareness through several direct community contact events, including two mobile health checks for vulnerable community members. The HPO continues to provide advocacy and support through outreach and connection to persons rough sleeping in Hume and supporting agencies. There has been an increase of community concerns raised during September 2022.
<p>1.3.12 Continue undertaking accessibility works at Council facilities, and other public-realm improvements to support people with disabilities.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="143 1225 405 1262">  25% </div>	<p>City Services and Living</p>	<p>Sunbury Aquatic Leisure Centre (SALC) Disability Discrimination Act 1992 (DDA) works have been completed. Including access, pathways doorway and signage.</p> <p>Planning and design are underway for the following areas to DDA compliance</p> <ul style="list-style-type: none"> • Jack Ginifer Reserve Pavilion • Bulla Rose Garden • Mitford Pre School • Progress Hall Reserve Pavilion.

The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred

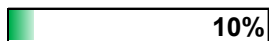
Strategic Objective 1.4 Strengthen community connections through local events, festivals and the arts.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.4.1 Undertake initiatives to strengthen local arts, including the adoption and implementation of the Creative Places Arts Infrastructure Plan.</p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> 	City Services and Living	<p>The draft Creative Places and Spaces Plan was endorsed by Council for community engagement and was open for public comment on the Participate Hume website from 29 June to 29 July 2022. The final version of the plan will be presented to Council for adoption on 10 October.</p> <p>Arts activation program planning has commenced.</p> <p>The review of the 2022 Arts Grants program commenced.</p>
<p>1.4.2 Develop an Events and Festivals Strategy/Service Plan to strengthen access to and support of local community events and festivals.</p>  <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> 	City Services and Living	<p>Community engagement to inform the development of an Events and Festivals Strategy and review of the existing Events and Sponsorship Policy has commenced with a survey distributed to key stakeholders and community members. The survey is open between 26 September and 23 October 2022.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

Strategic Objective 1.4 Strengthen community connections through local events, festivals and the arts.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>1.4.3 Subject to the land exchange agreement for the Jacksons Hill site, commence design and delivery of improvements to develop a Sunbury Community Arts and Cultural Precinct at Jacksons Hill.</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="138 746 405 786">  10% </div>	<p>City Planning and Places</p>	<p>Council resolved to write to Minister for Planning to progress land transfers to facilitate improved community infrastructure outcomes for the Sunbury arts community and local residents on 26 September 2022. This letter was sent on 27 September and is awaiting a response from the Victorian Government.</p>

The progress indicator displayed above is based on the status as follows:

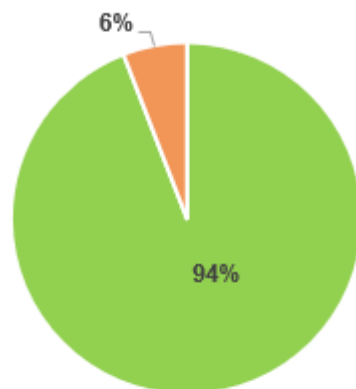
■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

THEME 2

A CITY THAT CARES ABOUT OUR PLANET, IS APPEALING AND CONNECTED.

Summary of progress and Strategic Indicators

SUMMARY OF PROGRESS FOR THEME 2 1 JULY 2022– 30 SEPTEMBER 2022



- On Track (94% or 16 actions)
- Monitor (6% or 1 action)

STRATEGIC INDICATORS TO 30 SEPTEMBER 2022

Strategic Objective 2.1: Facilitate appropriate urban development and enhancing natural environment, heritage, landscapes and rural places.

Indicator	Target	2022/23 Result
Percentage of Council planning decisions upheld at VCAT	Target by 2025 = 60%	0% of decisions have been upheld at VCAT to date in 2022/23. The 2021/22 result was 67%. (Source: Local Government Performance Reporting Framework)
Percentage of planning applications decided within required timeframes	Target by 2025 = 60%	39% of planning applications were decided within required timeframes. The 2021/22 result was 41.7%. (Source: Local Government Performance Reporting Framework)

Strategic Objective 2.2: Demonstrate environmentally sustainable leadership and adapt to climate change.

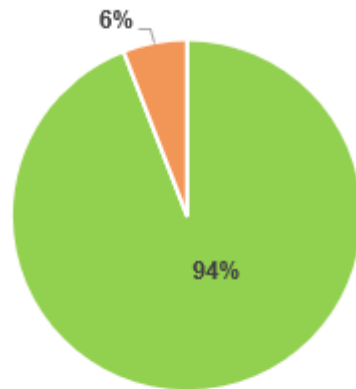
Indicator	Target	2022/23 Result
Percentage of kerbside waste collection diverted from landfill	Target by 2025 = 45%	The first quarter 2022/23 waste diversion rate is 33.5%. The diversion rate for 2021/22 is 35.1%. (Source: Local Government Performance Reporting Framework)

THEME 2

A CITY THAT CARES ABOUT OUR PLANET, IS APPEALING AND CONNECTED.

Summary of progress and Strategic Indicators

SUMMARY OF PROGRESS FOR THEME 2 1 JULY 2022– 30 SEPTEMBER 2022



- On Track (94% or 16 actions)
- Monitor (6% or 1 action)



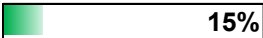
Strategic Objective 2.3: Design and maintain our City with accessible spaces and a strong sense of place.

Indicator	Target	2022/23 Result
Net increase in street and park trees per year	Target by 2025 = 5,000	During the quarter, there has been a net increase of 1,433 trees, with 323 trees having been removed, and 1,756 trees planted. (Source: Hume City Council)

Strategic Objective 2.4 Connect our City through efficient and effective walking, cycling and public transport and road networks.

Indicator	Target	2022/23 Result
Community satisfaction rating with sealed local roads	Target by 2025 = 62	2021/22 Result: 61/100. Previous result was 64/100 in 2020/21. (Source: Hume City Council, Community Indicators Survey 2020/21, Community Survey 2021/22)


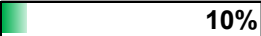

Strategic Objective 2.1 Facilitate appropriate urban development and enhancing natural environment, heritage, landscapes and rural places.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.1.1 Review and implement improvements to further enhance the delivery of services within the Planning and Development Department.</p> <p><i>Council's Role: Statutory Authority</i></p> <p>Progress Indicator</p> 	<p>City Planning and Places</p>	<p>A consultant has been appointed to undertake Phase Two of the Building Services Review project and work on this project will commence in the next quarter.</p> <p>Customer Journey Mapping, Internal Referrals and Town Planning Conditions improvement projects in the Statutory Planning area are being finalised. These projects are on track to be completed by the end of 2022.</p> <p>A consultant has been appointed and has commenced work on the Post-Permit Approvals project which incorporates process improvement work across the Statutory Planning, Engineering, Landscaping and Environmental Planning teams. This is currently on track and will continue into the next quarter and 2023.</p>
<p>2.1.2 Undertake planning to improve housing diversity (including housing design guidelines), and advocate for improvements to social housing.</p>  <p><i>Council's Role: Facilitator, Advocate</i></p> 	<p>City Planning and Places</p>	<p>Council continue to advocate for housing mix as part of Homes Victoria's current Banksia Gardens masterplan and Big Housing Bid investigations and seek confirmation of project delivery timeframes.</p>





The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred




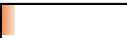
Strategic Objective 2.1 Facilitate appropriate urban development and enhancing natural environment, heritage, landscapes and rural places.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.1.3 Deliver Stage Two of the youth crisis facility needs assessment, including determining and pursuing feasible options for facilitating its delivery.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <p> 10%</p>	<p>City Services and Living</p>	<p>Established members for project procurement evaluation and project control group.</p> <p>Request for Tender specification are being finalised for activation by mid-October. Report to Council will be presented on 10 October 2022 to seek the progression of the feasibility study to Stage Two.</p>
<p>2.1.4 In partnership with the Victorian Planning Authority (VPA) and adjoining councils, continue to advance planning for the City consistent with the vision and directions of Council's integrated growth area plans, including the planning for new town centres in Cloverton and Merrifield.</p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <p> 30%</p>	<p>City Planning and Places</p>	<p>Council officers are involved in collaborative working relationships with the Victorian Planning Authority on Precinct Structure Plans for the Greenvale North R1 Investigation Area Part 1 and Merrifield North area which are both at pre-planning stage. Officers coordinate advice from internal departments and meet regularly with the VPA, other government agencies and property owners, and have provided input on key issues, reviewing background work and presenting a holistic Council position.</p>





The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred



Strategic Objective 2.1 Facilitate appropriate urban development and enhancing natural environment, heritage, landscapes and rural places.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.1.5 Support rural landowners to manage land sustainably and protect environmental assets by implementing the new Rural Engagement Program, including the Conserving our Rural Environment (CoRE) Grant, Primary Producer Rate Rebate, Rural Land Management Grant, and capacity building activities.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="145 831 405 868">  50% </div>	<p>City Services and Living</p>	<ul style="list-style-type: none"> • CoRE Grants - Council awarded 45 grants to rural landowners on 12 September 2022, and all funding agreements have been signed by applicants. Projects will commence from 1 October. • 109 applications have been received for the 2022-23 Rural Land Management Grant. Staff have commenced property visits to audit compliance with the program and provide support/guidance to landowners. • A spring calendar of events for rural landowners has been developed, and these events will commence in October. Events will include local area drop-in sessions to discuss management of the noxious weed Serrated Tussock, and a rabbit management field day.
<p>2.1.6 Implement the Conservation Management Plan (CMP) Framework by progressively developing individual plans for each of the conservation reserves</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="145 1214 405 1251">  5% </div>	<p>Infrastructure and Assets</p>	<p>Officers and the consultant are currently developing one Conservation Management Plan, to work through the new template. Other plans scheduled to be completed this financial year will be developed at a faster pace, after resolving any issues arising from the first plan.</p>





The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred

Strategic Objective 2.2 Demonstrate environmentally sustainable leadership and adapt to climate change.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.2.1 Implement programs to support environmental sustainable leadership including Enviro Champions, Gardens for Wildlife, and Environmental Scholarship programs.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="145 788 405 826">  25% </div>	<p>City Services and Living</p>	<p>Programs to support environmental sustainable leadership included:</p> <ul style="list-style-type: none"> • Let's Grow Hume program continued this quarter, with several edible garden workshops held in Craigieburn and Kalkallo. Gardening kits donated to program participants. • The 2022 cohort of Enviro Champions graduated in August at the Great Green Get Together event. This event celebrated the achievements of the Champions and other residents implementing community sustainability projects in their local communities. Two particularly active projects so far include: <ul style="list-style-type: none"> ○ 2022 See it, Bin it! Local Litter campaign and partnership with Aitken Hill Community Centre to provide waste education classes run by Kangan TAFE. ○ 2022 Sirius College East Campus – School Enviro Club. <p>A comprehensive evaluation of the program has commenced and will conclude in Quarter Two.</p> <ul style="list-style-type: none"> • During the quarter, a further 20 applications to participate in the Gardens for Wildlife program were received from residents seeking to enhance their connection to nature and create more wildlife-friendly gardens. Volunteer Garden Guides commenced garden visits with some of these applicants. A recruitment campaign for Guides also commenced this quarter to attract additional community volunteers interested in supporting their local community and nature in the urban environment. • As part of the Citizen Science program, local residents participated in the first of the 2022-23 Latham's Snipe bird surveys across Craigieburn/Mickleham in late September. This threatened wetland bird migrates between Japan and Australia each year and one population has made Hume its Spring/Summer home in recent years. • One application was received for the Environmental Scholarship program and approved for \$1,500 for a resident to participate in a Permaculture Design Course.



The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred

THEME 2

A CITY THAT CARES ABOUT OUR PLANET, IS APPEALING AND CONNECTED.




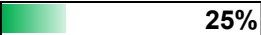
Strategic Objective 2.2 Demonstrate environmentally sustainable leadership and adapt to climate change.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.2.2 Finalise the review of the Land and Biodiversity Plan and commence implementation.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="145 726 405 761">  50% </div>	<p>City Services and Living</p>	<p>The Draft Land and Biodiversity Plan is being finalised and will undergo a second round of targeted stakeholder consultation between September and November 2022.</p>





The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred

Strategic Objective 2.2 Demonstrate environmentally sustainable leadership and adapt to climate change.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.2.3 Enhance Council's response to climate change including the development of a climate action plan to cover actions within Council operations and to support the Hume community and businesses adapt to climate change.</p> <p> <i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <div data-bbox="145 799 405 834">  25% </div>	<p>Infrastructure and Assets</p>	<p>Community Engagement on the development of the Climate Action Plan has continued with engagements with the rural community, volume builders, Wurundjeri Corporation and Hume's Youth Action Committee in addition to the Participate Hume website.</p> <p>Consultants Hip V Hype have prepared a draft report on priority actions for Council to support emission reduction opportunities across Hume City.</p>
<p>2.2.4 Undertake investigations and progress initiatives to improve stormwater harvesting, including at Cloverton, and subject to funding, Jack Roper Reserve Broadmeadows and/or John Ilhan Memorial Reserve Broadmeadows. and/or O'Brien Street retarding basin Sunbury.</p> <p> <i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="145 1262 405 1297">  25% </div>	<p>Infrastructure and Assets</p>	<p>Functional Design for the Cloverton Stormwater Harvesting tank site has been completed.</p> <p>A consultant has been engaged to undertake the detailed design of the Jack Roper Stormwater Harvesting Scheme.</p> <p>A draft stormwater supply agreement has been prepared for the supply of stormwater to Sunbury Cemetery from the O'Brien Street retarding basin stormwater harvesting project.</p>



The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred

THEME
2

A CITY THAT CARES ABOUT OUR PLANET, IS APPEALING AND CONNECTED.

Strategic Objective 2.2 Demonstrate environmentally sustainable leadership and adapt to climate change.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.2.5 Support the transition of the Hume economy to a Circular Economy.</p> <p></p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p>Progress Indicator</p> <div data-bbox="145 762 405 798">  25% </div>	<p>City Planning and Places</p>	<p>The Circular Advantage 2022 Program commenced in September 2022.</p> <p>Planning is advanced for the delivery of the Hard Waste Design Sprint in late November 2022.</p>


The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred

THEME 2

A CITY THAT CARES ABOUT OUR PLANET, IS APPEALING AND CONNECTED.



Strategic Objective 2.3 Design and maintain our City with accessible spaces and a strong sense of place.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.3.1 Finalise the suburb boundary review and implement approved changes.</p> <p><i>Council's Role: Facilitator</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="141 691 405 730">  </div>	<p>Chief Financial Officer</p>	<p>Report presented to Executive Leadership Team on 29 August 2022 about the recommended next steps in relation to the suburb boundary realignment project. A Council Report is currently being prepared which will propose options and considerations for this project. This will be presented to Council in second quarter of 2022/23.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred








Strategic Objective 2.3 Design and maintain our City with accessible spaces and a strong sense of place.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.3.2 Finalise a new Open Space Strategy and continue to implement improvements to active and passive open spaces and playspaces.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="145 758 405 794">  30% </div>	<p>City Planning and Places</p>	<p>Background paper has been completed for the development of the Open Space Strategy and a report on key directions will be presented to Council in Quarter Two.</p> <p>Improvements to active and passive open spaces included:</p> <ul style="list-style-type: none"> • Aitken Hill District Active Open Space play space - construction tender advertised • Progress Reserve redevelopment (Stage One) - construction continuing • Churchill Ave Reserve, Tullamarine - detailed design completed • Rudstone Bend Reserve, Greenvale - construction commenced, maintenance period commenced • Forrest Street Reserve, Sunbury - construction completed, maintenance period commenced • Village Green (Rolling Meadows), Sunbury - construction completed, maintenance period commenced • Logan Court Reserve, Sunbury - construction commenced





The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred

Strategic Objective 2.3 Design and maintain our City with accessible spaces and a strong sense of place.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.3.4 Develop open space masterplans for Merlynston Creek and Aitken Creek</p> <p>  </p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="143 695 405 730">  15% </div>	<p>City Planning and Places</p>	<p>Currently in investigation stage to inform project management brief by end of Quarter Three for preparation of master plans.</p>
<p>2.3.5 Finalise a 10-year waste strategy and implement initiatives to reduce the incident of illegal dumped waste in Hume City.</p> <p> </p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="143 1078 405 1114">  30% </div>	<p>Infrastructure and Assets</p>	<p>The Draft Waste and Resource Recovery Strategy has been developed following an engagement process which involved speaking to over 21,000 households, and incorporating feedback from more than 3,700 people. The Draft Strategy will be presented to Council on 10 October 2022 for the second round of community consultation.</p>


The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred

THEME 2

A CITY THAT CARES ABOUT OUR PLANET, IS APPEALING AND CONNECTED.


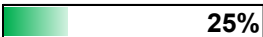
Strategic Objective 2.4 Connect our City through efficient and effective walking, cycling and public transport and road networks.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.4.1 Progress preliminary works for the construction of Yirragan Road connection to Buckland Way, Sunbury.</p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;">  20% </div>	Infrastructure and Assets	Following Council's decision in June 2022 to proceed with the project, an update was provided to the community including a mail-out to all Jacksons Hill residents in July. The Cultural Heritage Management Plan (CHMP) application has been prepared and requires approval from the Wurundjeri, the Registered Aboriginal Party.





The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred

Strategic Objective 2.4 Connect our City through efficient and effective walking, cycling and public transport and road networks.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>2.4.2 Develop and commence implementation of a Transport Strategy to improve transport networks, and continue to undertake initiatives to enhance walking and cycling.</p> <p></p> <p><i>Council's Role: Service Provider, Facilitator</i></p> <p>Progress Indicator</p> <div data-bbox="143 821 405 858">  25% </div>	<p>City Planning and Places</p>	<p>Hume's existing transport strategy, the Hume Integrated Transport and Land Use (HILATS) Strategy, has been reviewed to provide guidance on developing a new Transport Strategy. Initial work has commenced on collating background information to create baseline data that will inform the next stages of the Transport Strategy project.</p> <p>Initiatives to enhance walking and cycling included:</p> <ul style="list-style-type: none"> • Aitken Creek trail - initial feature surveys, ecological and Cultural Heritage assessments complete. • Roxburgh Park to Craigieburn railway corridor - initial feature surveys, ecological and Cultural Heritage assessments complete. • Spavin Drive Reserve/Kismet Creek Corridor - initial feature surveys, ecological and Cultural Heritage assessments complete.

The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred

SUMMARY OF PROGRESS FOR THEME 3 1 JULY 2022– 30 SEPTEMBER 2022



■ On Track (100% or 8 actions)

STRATEGIC INDICATORS TO 30 SEPTEMBER 2022

Strategic Objective 3.1: Engage and empower our community through advocacy and community engagement.

Indicator	Target	2022/23 Result
Community satisfaction with Council decisions	Target by 2025 = 60%	2021/22 result is 57/100. Previous year result was 59/100 in 2020/21. (Source: Hume City Council, Community Indicators Survey 2020/21, Community Survey 2021/22)
Percentage of Council decisions made at meetings closed to the public	Target by 2025 = 15%	16.1% is the result to date in 2022/23. This result in 2021/22 was 13.7%. (Source: Local Government Performance Reporting Framework)
Satisfaction with community consultation and engagement	Target by 2025 = 55%	2021/22 result is 57/100. Previous year result was 56/100 in 2020/21. (Source: Hume City Council, Community Indicators Survey 2020/21, Community Survey 2021/22)

THEME 3 A COUNCIL THAT INSPIRES LEADERSHIP, IS ACCOUNTABLE AND PUTS THE COMMUNITY FIRST
 Summary of progress and Strategic Indicators

**SUMMARY OF PROGRESS FOR THEME 3
 1 JULY 2022– 30 SEPTEMBER 2022**



■ On Track (100% or 8 actions)



Strategic Objective 3.2: Deliver responsible and transparent governance, services and assets that respond to community needs.

Indicator	Target	2022/23 Result
Adjusted underlying surplus as a percentage of underlying revenue	Target by 2025 = 5.33%	The underlying surplus as a percentage of underlying revenue for the quarter ended 30 September 2022 was 9.83%. In 2021/22, the result was 2.19%. (Source: Local Government Performance Reporting Framework)
Asset renewal and upgrade compared to depreciation	Target by 2025 =82.94%	Asset renewal and upgrade compared to depreciation for the quarter ended 30 September 2022 was 34.18%. In 2021/22, the result was 66.89%. (Source: Local Government Performance Reporting Framework)
Percentage of Council Plan Actions completed	Target by 2025 = 80%	There were no Council Plan actions completed in Quarter One 2022/23. At the same time in 2020/21 there were five actions (8%) completed. (Source: Hume City Council, Council Plan Quarterly Reports)





Strategic Objective 3.3: Advance organisational high-performance through innovation and partnerships.

Indicator	Target	2022/23 Result
Employee Retention Rate	Target by 2025 = 92%	Employee retention rate is for September quarter was 96.7%. The result for 2021/22 financial year was 87.2%. (Source: Local Government Performance Reporting Framework)
Satisfaction with Council's overall performance	Target by 2025 = 65	2021/22 result is 68/100. Previous year result was 68/100 in 2020/21. This indicator will be next updated in 2022/23. (Source: Hume City Council, Community Indicators Survey 2020/21, Community Survey 2021/22)



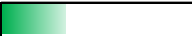
Strategic Objective 3.1 Engage and empower our community through advocacy and community engagement.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.1.1 Implement and support programs and advisory committees/reference groups to foster community leadership and increase community participation into Council decision making processes including:</p> <ul style="list-style-type: none"> • Reconciliation Action Plan Working Group (RAPWG) • Hume Interfaith Network (HIN) • Hume Community Safety Advisory Committee • Hume Jobs and Skills Taskforce • Hume Sustainability Taskforce (HST) • Youth Advisory Group • Hume Clean Taskforce Advisory Committee <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="143 1082 405 1120">  25% </div>	<p>City Services and Living, City Planning and Places, Infrastructure and Assets</p>	<p>Support for programs and advisory committees/reference groups during the quarter included:</p> <ul style="list-style-type: none"> • The RAPWG held one in person and one virtual meeting. Members were advised on Hume's NAIDOC celebration events held in July. The event at Town Hall Broadmeadows was attended by over 200 people. RAPWG members contributed to and attended a Video Exhibition: Stories of Connection, Stories of Us by James Henry as part of NAIDOC 2022. • The Hume Interfaith Network (HIN) held one hybrid meeting in August. A draft of the Hume Interfaith Network 2023 action plan was developed. • The HIN provided opening prayers at the July, August and September Council meetings. • A review of the Multicultural Advisory Group (MAG) is underway to ensure that the Advisory Group continues to play an effective role and that it's the vision and objectives are met. Initial interviews with MAG members completed in June, a workshop is planned for October. • The Hume Jobs and Skills Task Force Meeting was held on Wednesday 17 August 2022. • Hume Clean Taskforce meeting held on 1 August 2022. Community members to work on two projects (two groups) for implementation. Next Hume Clean Taskforce meeting is scheduled for 12 October 2022.





The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred



Strategic Objective 3.1 Engage and empower our community through advocacy and community engagement.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.1.3 Undertake initiatives to enhance Council consultation and engagement practices, in line with Council's Community Engagement Policy.</p> <p> </p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="145 751 405 786">  25% </div>	<p>Customer and Strategy</p>	<p>Fieldwork for the annual community survey (this year being the Community Indicators Survey) commenced in early September and is scheduled for completion in early October. It is anticipated that results from this survey will be available for consideration as part of the November Council Planning Weekend to help inform the development of the 2023/24 update of the Council Plan and Budget and ongoing service delivery.</p> <p>Council's internal Community Engagement Practitioners Network met twice in the first quarter of 2022/23 with a focus on providing support, staff development and guidance to officers who regularly undertaken community engagement and consultation activities. Additional staff resources and guidelines to support the implementation of Council's Engagement Policy continue to be developed, including finalisation of a Stakeholder Mapping Toolkit, and a library/catalogue of organisational resources to support engagement activities.</p>





The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred


Strategic Objective 3.1 Engage and empower our community through advocacy and community engagement.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.1.4 Develop and implement Council's State Election Advocacy Strategy to inform and engage the community, business and key stakeholders on Council's position on issues of local importance in the lead up to the Election.</p> <p></p> <p><i>Council's Role: Advocate</i></p> <p>Progress Indicator</p> <div data-bbox="143 817 405 855">  75% </div>	<p>Customer and Strategy</p>	<p>Council's State Election advocacy campaign Build a better Hume was launched online on 26 August. This included an online Virtual Hub, which provides engaging information about our gold advocacy priorities and encourage people to support our campaign.</p> <ul style="list-style-type: none"> • Billboards were erected on Pascoe Vale/Dimboola Roads in early September 2022 highlighting our two advocacy projects within the area – the Banksia Gardens and Broadmeadows Train Station redevelopments. There is also signage at Broadmeadows Central for these projects. Further signage highlighting the four road projects have been placed on site, as well as at Greenvale Shopping Centre, Gladstone Park and at several gyms and petrol stations. • A range of social and digital promotions have been rolled out, including video interviews with community members and drone footage of all priority sites. • Over 41,690 accounts have seen the campaign on social media during this period through organic and paid content. There have been high engagement rates with many people commenting and sharing our content to Hume community groups. There were 502 page views on the advocacy webpage with the average amount of time spent on the page being 1.11 minutes, which is higher than the general average of 39 seconds. • Community activations and free coffee sessions have and will continue to run weekly from September to November at targeted shopping centres and Council facilities. This has allowed Council to provide information about each of the priorities and why the State Government needs to provide funding, create greater community awareness of Council's role as an advocator, provide details of how community members can get involved in the campaign and increase Councillor and community engagement. At the activations, community are encouraged to vote on the advocacy priorities that matter to them.

The progress indicator displayed above is based on the status as follows:

 On Track  Monitor  At Risk  Deferred


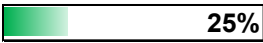
Strategic Objective 3.2 Deliver responsible and transparent governance, services and assets that respond to community needs.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.2.2 Enhance service efficiencies and improve transparency and performance accountability by undertaking initiatives to enhance Council's enabling information technology and corporate performance reporting.</p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> 	<p>Customer and Strategy</p>	<p>Preparation of a business case for a replacement Enterprise Resource Planning (ERP) solution is currently in progress, and a draft is expected to be finalised for internal review during Quarter Two of 2022/23. An independent external consultancy has been engaged to support the development of this business case and commence procurement probity.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred



Strategic Objective 3.2 Deliver responsible and transparent governance, services and assets that respond to community needs.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.2.3 Plan for, deliver, and undertake initiatives to improve utilisation of community infrastructure and facilities: including finalising the Community Infrastructure Plan, Community Facilities Strategic Review and Youth Facilities Review.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div data-bbox="143 810 405 852">  25% </div>	<p>City Planning and Places, City Services and Living</p>	<ul style="list-style-type: none"> • Tender specifications for a new booking system are completed and Request for Tender (RFT) will be issued in October 2022. • A project working group has been convened with an internal audit of existing fees and industry benchmarking exercise completed • A separate working group has been convened to identify customer experience improvements. • Consultation undertaken with schools and service providers in Sunbury area on 15 September 2022 to inform the development of an activation plan for Sunbury Youth Centre. Thirty-eight stakeholders attended the workshop. Consultation with local young people will be scheduled for October 2022. • Draft Community Infrastructure Plan (CIP) has been prepared and presented at Council Briefing. Draft CIP will be presented for Council endorsement on 24 October prior to public consultation.

The progress indicator displayed above is based on the status as follows:

■ On Track ■ Monitor ■ At Risk ■ Deferred



Strategic Objective 3.2 Deliver responsible and transparent governance, services and assets that respond to community needs.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.2.4 Establish processes and procedures for Gender Impact Assessments that consider the effects that new (or changes to existing) Council policies, programs or services may have on different genders of Hume City’s community.</p> <p></p> <p><i>Council’s Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="145 790 405 826">  </div>	<p>Customer and Strategy</p>	<p>Gender Impact Assessment (GIA) for the Draft Waste and Resource Recovery Strategy is being undertaken using the templates provided by the Gender Equality Commission.</p> <p>Simplified tools and templates to undertake GIAs will be presented to ELT in Quarter Two.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred



Strategic Objective 3.2 Deliver responsible and transparent governance, services and assets that respond to community needs.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.2.5 Develop 'Living Local'/'Neighbourhood' community plans to improve alignment of Council services, programs and activities to the needs of local communities and to better maintain and realise the qualities of local areas.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="150 788 412 826">  </div>	<p>Customer and Strategy</p>	<p>The concept and scope of Living Local/Neighbourhood Community Plans are currently being considered as part of Council's approach to the Integrated Planning and Reporting Framework, this includes potential resourcing requirements for consideration as part of the 2023/24 budget.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 Deferred


Strategic Objective: 3.3 Advance organisational high-performance through innovation and partnerships.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.3.1 Undertake a range of initiatives and programs to enhance the skills and capabilities of Council's workforce, including developing and implementing a Future Workforce Strategy, Workforce Plan, Gender Equality Action Plan and a Workplace Diversity and Inclusion Strategy.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div data-bbox="145 845 405 885">  10% </div>	<p>Chief People Officer</p>	<p>Diversity and Inclusion Governance Framework developed and endorsed by the ELT, along with Terms of Reference (TOR) for the Diversity and Inclusion Governance Group and for Working Groups. In the next quarter the focus will be on sharing the Framework and TORs with the Senior Leadership Team and the diversity and inclusion working groups, and implementing the framework for scheduling of meetings, templates and progress reporting.</p> <p>Scoping of the refresh of Values and Behaviours project has commenced and is on track for completion in November 2022. Currently selecting a consulting provider to commence the project.</p> <p>Workforce Planning reporting has commenced to improve the way in which the decision making around FTE changes is made. First trial report submitted in August.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

Strategic Objective: 3.3 Advance organisational high-performance through innovation and partnerships.

Major Strategy or Action	Division	Description of Progress (Year to date)
<p>3.3.2 Undertake service reviews, business process improvements and initiatives to improve the Customer Experience provided across Council services, programs and activities.</p> <p>⦿</p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;">  25% </div>	<p>Customer and Strategy</p>	<p>Work commenced on reviewing Council's service planning framework in mid-September, in line with OneHume.</p> <p>Consultant has been engaged to support the work to determine Councils practical model for Early Years delivery into the future (See 1.1.2)</p> <p>Stakeholder and community engagement has commenced to help inform the development of a new Events and Festivals Strategy/Service Plan, including the experiences of event organisers in working with Council to participate in, or run their own events (See 1.4.2).</p> <p>A consultant has been appointed to undertake Phase Two of the Building Services Review project and work on this project will commence in the next quarter (See 2.1.1).</p> <p>Customer Experience Maturity report submitted October 2022 to ELT for endorsement.</p>

The progress indicator displayed above is based on the status as follows:

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred