

HUME CITY COUNCIL PLAN 2021-2025

Progress Report
(2021/2022 Actions)

INCORPORATING THE:

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



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PROGRESS DESCRIPTIONS

Progress is measured on the actions of the Council Plan as follows:

- 100% complete for the financial year and/or a report adopted by Council – **Completed**.
- 75% complete and/or a draft report has been presented to the Executive Management Team (EMT) for consideration - **Significant Progress**.
- 50% complete – **Good Progress**.
- 25% complete – **Some Progress**.
- 0% complete – **Not yet started**.
- The action has been delayed due to unforeseen circumstances. – **Deferred**.

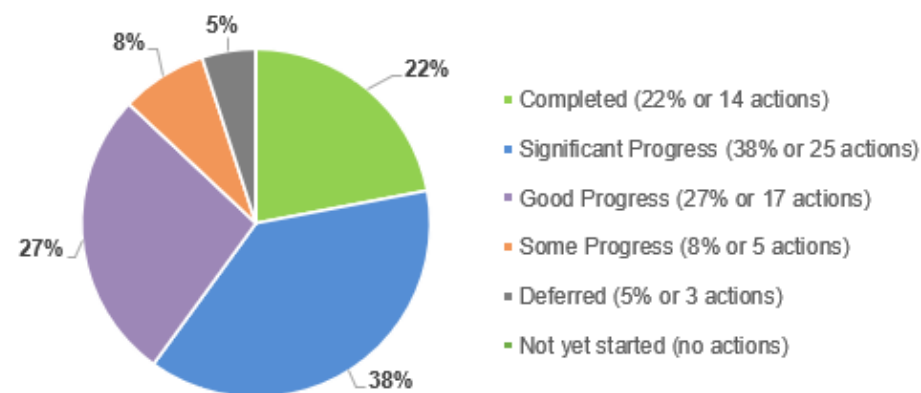
The progress indicators displayed are based on the status as follows:

- **On Track** – Action is proceeding to plan and will be completed by 30 June 2022.
- **Monitor** – Action requires attention to ensure it is completed by 30 June 2022.
- **At Risk** – Action is at risk of not being completed by 30 June 2022.
- **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 2021– 31 MARCH 2022

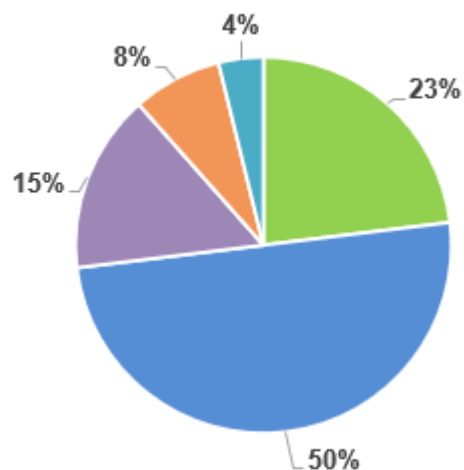


COUNCILS ROLE

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 2021– 31 MARCH 2022



- Completed (23% or 6 actions)
- Significant Progress (50% or 13 actions)
- Good Progress (15% or 4 actions)
- Some Progress (8% or 2 actions)
- Deferred (4% or 1 actions)

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

■ On Track ■ Monitor ■ At Risk □ Deferred

STRATEGIC INDICATORS TO 31 MARCH 2022

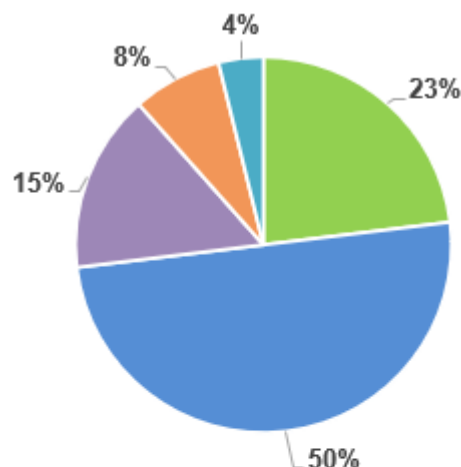
Strategic Objective 1.1: Create learning opportunities for everyone to reach their potential through all stages of their lives

Indicator	Target	2021/22 Result
Active library borrowers per head of municipal population	Target by 2025 = 10%	Active borrowers for 2021/22 is 11,431 (Result = 4.69%). The result for 2020/21 is 7.89%. (Source: Local Government Performance Reporting Framework)
Preschool participation rates (includes non-Council services).	Target by 2025=93%	90% is the most recent preschool participation rate (2020), the previous result in 2019 was 89%. Results for 2021 to be released in 2022. (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	2021/22 Result
Number of student placements supported by Council	Target by 2025 = 100	There were 16 student work experience placements for 2021/22. In 2020/21, there were no placements due to COVID-19 restrictions. (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 3.9% between Hume City (9.5%) and Greater Melbourne (5.6%). A decrease on the 6.8% gap in June 2021. (Source: Department of Employment Small Area Labour Markets)

SUMMARY OF PROGRESS FOR THEME 1 1 JULY 2021– 31 MARCH 2022



- Completed (23% or 6 actions)
- Significant Progress (50% or 13 actions)
- Good Progress (15% or 4 actions)
- Some Progress (8% or 2 actions)
- Deferred (4% or 1 actions)

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

Indicator	Target	2021/22 Result
Participation rates in Maternal Child Health	Target by 2025 = 75%	The year-to-date participation rate is 69.76%. This is an increase of 0.85% compared to the same period in 2020/21 which was 68.91%. (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. This indicator is collected every two years. (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. (Source: Hume City Council, Community Indicators)


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

Indicator	Target	2021/22 Result
Average overall community satisfaction rating for Council led events and festivals	Target by 2025 = 80%	Average overall community satisfaction rating for Council led events and festivals was 76.2%. Data includes the Craigieburn Festival in March 2022 and Christmas in Hume, which was held throughout December 2021. Christmas in Hume data was not collected until January 2022. (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	Progress this Quarter	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>Progress Indicator</p> <div> <div style="width: 75%;"></div> <div>75%</div> </div> <p>Significant Progress</p>	Community Services	<p>Actions undertaken during the quarter included:</p> <ul style="list-style-type: none"> 'Volunteering for All' interactive forum: 'What's changed? now and into the future' was held on 24 February 2022. Five guest speakers shared perspectives on how volunteering continues to strengthen our community and how we can work together to create new strategies for the future of volunteering in Hume. Approximately 50 people participated in the session. Volunteer mini-Expo - Sunbury, was held on 29 March 2022 at the HGLC Sunbury. This was an opportunity for community members to meet and find out more about volunteering in the local area having conversations with 16 various stall holders. Two online virtual Talking about Volunteering sessions were held in March, topics covered were Resilient Communities and Diversity and Inclusion. More than 30 individual, community organisations/groups joined together for community engagement conversations talking about volunteering. A video was developed for the Hume website with three community volunteers sharing their experiences to help inspire others to consider volunteering. 	<p>Actions to strengthen volunteering to enhance vocational and social learning opportunities and community connections include:</p> <ul style="list-style-type: none"> The Hume Volunteer Awards Strategy and Policy was presented to Council in August 2021 recommending consideration of Volunteer Awards to inform the Australia Day Awards review. An online information session was held for the Hume Volunteer Gateway program on 19 October 2021. The Tax Help program supported more than 150 residents. Volunteering Victoria facilitated a workshop on volunteer performance management on 30 November 2021. Hume Volunteer Gateway 'Volunteering for All' project in 2022 was held on 24 February. Volunteer mini-Expo was held on 29 March 2022 at the HGLC Sunbury. Two online virtual 'Talking about Volunteering' session series were held in March. A video developed for Hume website with three community volunteers sharing their experiences to help inspire others to consider volunteering.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.

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


Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>1.1.2 Finalise service planning, and introduce funded Three-Year-Old Kindergarten across existing and future early year services</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div style="width: 100%;"></div> 100% </div> <p>Completed</p>	Community Services	This action was completed in quarter two of 2021/22.	<p>Council endorsed the establishment of funded Three-year-old kindergarten in 2022 on 9 August 2021. An additional eight locations for three-year-old groups have been added to the existing footprint.</p> <p>Three-year-old kindergarten commenced in Term 1, 2022.</p>
<p>1.1.3 Undertake an assessment of the current Children Services model and explore its ongoing feasibility in light of continued growth and changing government policy direction.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Community Services	Financial modelling tool has been completed and Council has received indicative enrolments of kindergarten children. Australian Early Development Census (AECD) data and birth projections will now allow for recommendations to be put forward together with proposals that will outline the child services delivery model.	A consultant was engaged late in 2020 and Stage one and two, and the financial modelling tool has been completed. Stage three is in progress with work being undertaken to look at various operating scenarios under a hybrid arrangement.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.



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	Progress this Quarter	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> <div style="width: 75%;"></div> <div>75%</div> </div> <p>Significant Progress</p>	Communication, Engagement and Advocacy	<p>Work continued during the quarter to identify up to 15, 12-week placement opportunities across Council and placement participants.</p> <ul style="list-style-type: none"> One placement concluded, and the participant secured additional work with the Assets Department. Five placements have commenced - Human Resources, Family, Youth & Children Services, Economic Development, Strategic Communications and Customer Service. Two further placements are being finalised for the Events team and Information Technology team. 	<p>Implementation of a new employment pathways program providing 12-week paid placements is underway, sourcing Hume residents from a range of demographics. An Employment Pathways Project Officer has been recruited to manage the program.</p> <p>Two work placements concluded during the year and further placements are well advanced in 2022.</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	Progress this Quarter	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> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Planning & Development	<p>Urban Context Analysis completed and shared with Kangan Institute and Homes Victoria to inform their renewal investigations. Vicinity will be consulted in Quarter Four.</p> <p>Executive Leadership Team (ELT) considered a detailed workplan for Hume Central renewal in February 2022 and supported the release of consultancy briefs on Services Planning and HGLC-B expansion options. Both consultancies will commence post Easter and inform the next steps investigations for Hume Central.</p>	<p>Context analysis has been prepared by Council identifying opportunities to improve access and movement, built form interfaces and pedestrian experience within the Town Centre areas west of Pearcedale Parade and leverage complementary future development by Kangan Institute and Homes Victoria.</p> <p>Grant funded investigations for Hume Central development have been reported to ELT for confirmation of next steps. Proposed Market Analysis/Investment Proposition investigations have been held over until the completion of Services Planning and HGLC-B expansion options investigations.</p> <p>Proposal to establish Urban Renewal PCG held over until the establishment of proposed Major Projects Unit.</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	Progress this Quarter	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> <div></div> 75% </div> <p>Significant Progress</p>	Planning & Development	<ul style="list-style-type: none"> All ten current Multiversity partners Memorandums of Understanding (MoUs) have been extended to 30 December 2024 demonstrating the continued commitment by Multiversity partners to offer tertiary education opportunities to Hume residents. A MoU with Brite Institute has been finalised and planning is underway for the delivery of a Hume specific program pathway into the Certificate III in Individual Support. This program will be commenced in June 2022 offering training and placement for Hume residents in the Home and Aged Care sectors. The second intake of the Hume specific Bachelor of Early Childhood commenced in February 2022 with 22 Hume residents participating. 	<p>Strengthening tertiary education opportunities in Hume City has included:</p> <ul style="list-style-type: none"> Ten Multiversity partners (seven of which are tertiary education providers) have continued their commitment to the Hume Multiversity and are delivering programs in accordance with MOUs across Hume to improve Tertiary Education opportunities for residents. A MoU with Brite Institute has been finalised and planning is underway for the delivery of programs. An accelerated pathway from the Diploma to the Bachelor qualification at Victoria University has continued. The program enables the Diploma qualified residents, existing Hume Early Childhood Centre employees, and Kangan graduates to undertake an accelerated pathway from the Diploma to the Bachelor qualification.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.

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	Progress this Quarter	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, with the aim of facilitating local employment outcomes.</p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> 75% </div> <p>Significant Progress</p>	Planning & Development	<p>Activities undertaken during the quarter included:</p> <ul style="list-style-type: none"> Ten Hume businesses are signatories to the social procurement, Employment and Economic Development (SEED) project with a signing event taking place at Brite Industries in February. Maturity assessments and individual action planning is underway with all 10 signatories to identify and implement individual actions regarding inclusive employment and social procurement. A Hume Regional Roadmap is in development. This roadmap provides a framework and sets recommendations for inclusive employment and social procurement. 	<p>Actions to strengthen Hume City's economy have included:</p> <ul style="list-style-type: none"> In collaboration with the Northern Councils Alliance and NORTHLink, Phase 2 of a 'Northern' tourism digital marketing campaign has been delivered. The program is now being evaluated. Representatives from key tourism stakeholders participated as panellists, mentors and judges in this year's Illuminate-Next Gen Challenge which focused on solutions for the current labour force issues in the Visitor Economy in Hume. Continued to facilitate new tourism investment enquiries/planning applications, as well as the growth of existing businesses. StartNorth has supported eight new jobs. The @discoverhume Instagram page continues to be the main call to action for all Visitor Economy related communications. Facilitated the delivery of a youth PaTH program across Hume's Visitor Economy. Ten local businesses continued to develop social procurement, inclusion and employment programs while undertaking the SEED program.

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	Progress this Quarter	Description of Progress (Year to date)
<p>Continue the implementation of the Infrastructure Development Plan (IDP) including but not limited to the development of the Harris Scarfe multi-deck parking in Sunbury in conjunction with the Department of Transport (DoT).*</p> <p><i>Council's Role: Facilitator</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> <div>75%</div> </div> <p>Significant Progress</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Corporate Services	Construction procurement has progressed through the preparation of the tender documentation. Overall progress of the construction procurement has been delayed by the Victorian Civil and Administration Tribunal (VCAT) appeal, which has resulted in additional planning activity being undertaken.	<p>Implementation of the Infrastructure Development Plan (IDP) has included:</p> <ul style="list-style-type: none"> Harris Scarfe multi-deck carpark, Sunbury - Finalised and executed the development agreement between Council and the Department of Transport to progress the project's delivery phase. Construction procurement has progressed through the preparation of the tender documentation. 65 Kirkham Drive, Greenvale -. Some service connections have been finalised (Yarra Valley). Others remain to be installed in readiness for subdivision and land sale. Seabrook Reserve, Broadmeadows – Coordination of surrounding road construction and open space upgrade works to support future use of the site continued. HGLC-Broadmeadows – Tenant fit-out works have complete and Family Safety Victoria have commenced service delivery from the site.

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	Progress this Quarter	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> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Sustainable Infrastructure & Services	<p>In partnership Victoria Police, new potential sites for anti-hoon road surface treatments have been identified and listed for future capital works.</p> <p>Council wrote to the Minister for Police to seek additional speed limit enforcement on Donnybrook Road.</p>	<p>Actions to identify and deliver initiatives to improve driver/road safety have included:</p> <ul style="list-style-type: none"> Developed the "Reporting Incidents Community Safety" flyer/fridge magnet to address antisocial behaviour in partnership with Victoria Police. Convened a Road/Driver Safety Internal Working Group to address Transport Safety. Identified potential sites for anti-hoon road surface treatments for future capital works. Wrote to the Minister for Police to seek additional speed limit enforcement on Donnybrook Road.

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	Progress this Quarter	Description of Progress (Year to date)
<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>Progress Indicator</p> <div> <div></div> <div>75%</div> </div> <p>Significant Progress</p>	Community Services	<p>Activities undertaken during the quarter included:</p> <ul style="list-style-type: none"> • Women's circle program and dinner conducted at Homestead on 23 March with a guest speaker from Northern Community Legal Centre discussing family violence – 16 women in attendance. • Held a 'Coffee with a cop' event on International Women's Day at Olsen Place shopping centre - 40 people attended the event. • Dallas Neighbourhood House and Northern Community Legal Centre launched an education video about family violence called 'Take the First Steps' on 8 March 2022. • Recommitment to Women's Health in the North (WHIN) Building a Respectful Community (BCR) Strategy 2022–2026 and taking action on relevant goal in partnership with the BRC Partnership. 	<p>Activities undertaken to facilitate initiatives and partnerships to raise awareness around the impact of family violence, and support prevention of violence against women campaigns included:</p> <ul style="list-style-type: none"> • A variety of events delivered as part of the 16 Days of Activism between 25 November and 10 December 2021. • Council and Family Safety Victoria (FSV) have entered into a long-term agreement for Family Services Victoria to provide services in the northwest region from the Broadmeadows Global Learning Centre. • Small grants (\$1,000) provided to two neighbourhood houses: <ul style="list-style-type: none"> • Dallas Neighbourhood House - to cover costs of a film maker to produce a video with key messages in English and other community languages. The video launch at the Family Violence peer education project conducted on 8 March 2022. • Sunbury Neighbourhood House - to promote the prevention of violence against women through a social marketing campaign that will highlight the increase of family violence during the pandemic.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.




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

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>1.3.3 In partnership with the Victorian Government and other stakeholders, deliver a range of initiatives and support to respond to and recover from the COVID-19 pandemic.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <div> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Community Services	<p>During the Quarter, Council delivered the following initiatives:</p> <ul style="list-style-type: none"> Continued support towards the Vaccination Hubs. Facilitated three information sessions. Supply of Rapid Antigen Tests, to local diverse community groups. Organisation, implementation and support at pop-up vaccination clinics across Hume. Ongoing newsletter informing organisations of current and planned activities in Hume surrounding health and wellbeing. Provided fact sheets and a directory to the community surrounding diagnostics and screenings. Partnership with Drummond Street, our team and the Health Champions to upskill the workforce to have meaningful conversations about Mental Health. Partnered with the Essendon Football Club to deliver mental health seminars. Provided six community grants to local food relief and mental health awareness organisations as part of the Project funding. Targeted promotion to the 5 - 11 year old age group to increase current vaccination rates. 	<p>Initiatives delivered to respond to and recover from the COVID-19 pandemic have included:</p> <ul style="list-style-type: none"> Payments totalling \$160,000 were distributed to 14 organisations in July 2021. \$9,500 allocated to 10 school Hubs and activities delivered in Term Four 2021. 60 Information Sessions held to date in Turkish, Assyrian/Chaldean and Arabic. Over 50 vaccination pop-ups held across the municipality. Support of the permanent Vaccination Sites and permanent PCR Testing Site. Rapid Antigen Tests and food relief services have been provided to diverse community organisations. Facilitated monthly sessions for other local governments and organisations. Ongoing updates and offer of assistance through the Supporting Diverse Communities Project. Incentivised campaigns offered to those who get vaccinated. Supporting a 'Youth Expo' that aimed to engage with the younger demographic of Hume surrounding COVID-19, mental health and getting active. Provided six community grants.

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	Progress this Quarter	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><u>Progress Indicator</u></p> <div> <div style="width: 75%;"></div> <div>75%</div> </div> <p>Significant Progress</p>	Community Services	<ul style="list-style-type: none"> Over 70 women with disabilities attended an International Women's Day lunch at Brite Industries where they talked about Council services available to them and the significance of International Women's Day. Council is working with community partners to hold an event in Sunbury that recognises and celebrates the LGBTIQA+ community in Hume on International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) on 17 May. Hume City Council is part of the Local Government Mayoral Taskforce Supporting People Seeking Asylum and is supporting the Back Your Neighbour Campaign to raise awareness in the community about the Status Resolution Support Services (SRSS) program cuts. 	<p>The Social Justice Charter was adopted on 15 November 2021 after an extensive community engagement process. The consultation process provided the opportunity for people from diverse backgrounds who would not usually participate in consultations. The public launch of the Social Justice Charter was held on 10th December, International Human Rights Day.</p> <p>Initiatives to address barriers to access and participation included:</p> <ul style="list-style-type: none"> Talking Social Justice Charter Seminar series delivered seminars to address barriers to access and participation. Topics covered in this series included: <ul style="list-style-type: none"> Community safety. Engaging Multicultural Communities. Community advocacy for better health services. Over 70 women with disabilities attended an International Women's Day lunch and learnt about Council services available to them and the significance of International Women's Day. Hume City Council is part of the Local Government Mayoral Taskforce Supporting People Seeking Asylum and is supporting the Back Your Neighbour Campaign.

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	Progress this Quarter	Description of Progress (Year to date)
<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> <div> <div style="width: 100%;"></div> <div>100%</div> </div> <p>Completed</p>	Community Services	This action was completed in quarter one of 2021/22.	<p>To establish an ongoing compliance model to ensure our operational, reporting and investigation obligations:</p> <ul style="list-style-type: none"> • Work has been undertaken to develop an action plan based on the Victorian Standards. • The Child Safe working group continued to meet monthly and developed robust processes and procedures for responding to child safe related matters. • This work has resulted in the development of a Child Safe Tool Kit to complement the Policy which is available for all staff to ensure Council's compliance with its obligations. • A review has been completed to evaluate progress against the role of the fixed term 12-month Child Safe Officer and report will be presented to ELT in April.

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	Progress this Quarter	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> <div> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Corporate Services	Project planning and initiation is well underway with internal stakeholder engagement taking place in May 2022. A Councillor Workshop is also planned for May 2022. Further revision of the document will take place following this initial consultation with legal advice, external consultation and adoption is now scheduled to be completed by December 2022.	The updated Local Law is anticipated to be presented to Council for adoption in December 2022.
<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> <div> <div style="width: 25%;"></div> 25% </div> <p>Some Progress</p>	Corporate Services	The Domestic Animal Management Plan (DAMP) will be updated to ensure that it is fit for purpose and presented to Council in May 2022 to commence the community engagement process.	The final DAMP is anticipated to be presented to Council for adoption in June 2022.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.


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

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>1.3.8 Increase Maternal and Child Health (MCH) participation rates, including for vulnerable clients, through expansion of service delivery, with a focus on exploring responsive service models such as outreach programs and flexible service hours.</p> <p>⦿</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Community Services	<p>MCH participation rates remain on track despite the significant impact on service continuity that the State wide Code Brown and concurrent MCH Surge Response has had on metropolitan Melbourne MCH services from January to March 2022.</p> <p>Universal MCH year-to-date participation rates is 69.76%. This is an increase of 0.85% compared with the same period in 2020/21 which was 68.91%</p> <p>Aboriginal and Torres Strait Islander peoples MCH year-to-date participation rates is 72.65%. This is an increase of 11.14% compared with the same period in 2020/21 which was 61.51%.</p> <p>This can be attributed to the recruitment of a second part time Aboriginal Outreach and Engagement nurse, prioritising our most vulnerable clients, and adapting flexible service models via telehealth which assisted in addressing service delivery challenges and has kept families engaged during the MCH surge response.</p>	<p>Participation rates and engagement in Maternal and Child Health (MCH) KAS visits for vulnerable clients has remained a key focus.</p> <p>Flexible service models have been established (such as telehealth) to ensure ongoing participation/access for families during the pandemic.</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	Progress this Quarter	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> <div style="width: 100%;"></div> <div>100%</div> </div> <p>Completed</p>	Community Services	The annual gambling report for Hume City was endorsed by Council on 15th March 2022. The report included information on gaming expenditure, community benefits from clubs as per the Ministerial Order, and actions undertaken by Council under its Gambling Harm Minimisation Policy.	<p>Initiatives and advocacy to reduce gambling related harm and gambling reform included:</p> <ul style="list-style-type: none"> In July 2021, Council undertook follow-up actions from its face-to-face meeting held in late June that explored the formation of a gambling harm minimisation network in Hume City. In September 2021, Council representatives participated in gambling networks hosted by the Victorian Local Government Association (VLGA) and Municipal Association of Victoria (MAV). Council hosted a Gambling Harm Awareness Week in Hume City on 18 October 2021. Council partnered with Banyule Community Health and the Alliance for Gambling Reform to host the event. The event formed part of Council's ongoing collaborative efforts to raise community awareness of gambling harms. The annual gambling report for Hume City was endorsed by Council on 15th March 2022.

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	Progress this Quarter	Description of Progress (Year to date)
<p>1.3.10 Finalise and commence implementation of 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> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Community Services	Council adopted the Hume Health and Wellbeing Plan 2021-2025 and the Year One Action Plan (April 2022-June 2023) on 15 March 2022.	<p>Council adopted the Hume Health and Wellbeing Plan 2021-2025 and the Year One Action Plan (April 2022-June 2023) on 15 March 2022.</p> <p>Key focus areas for the 2021-2025 Plan include:</p> <ul style="list-style-type: none"> • Domestic and family violence • Climate action • Diet and fitness • Tobacco use • Mental health • Housing • Gambling harm • Children's Health and Wellbeing. <p>Year 1 Action Plan (April 2022 - June 2023) includes a total of 39 actions which have been developed in response to community and stakeholder feedback and strategic objectives included within the plan.</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	Progress this Quarter	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> <div style="width: 75%;"></div> <div>75%</div> </div> <p>Significant Progress</p>	Community Services	On 15th March 2022 Council noted the achievements of the Homelessness Pathway Officer and agreed to give consideration, as part of its 2022/23 budget deliberations, to extend the rough sleeping pilot project for an additional 12-month period.	<p>A pilot project to provide assistance and support to people who are sleeping rough in Hume City has commenced. This pilot has included several actions:</p> <ul style="list-style-type: none"> ▪ The Rough Sleeping Protocol is currently being finalised following and will be presented to Council in April 2022. ▪ Ongoing support has been rendered to rough sleepers and persons experiencing homelessness. ▪ In August 2021, the Homelessness Pathway Officer worked as a Census Field Officer with the Australian Bureau of Statistics (ABS) to complete the Rough Sleeper Enumeration for the ABS Census 2021. ▪ A Hume Shower Access Program is being explored to enable persons sleeping rough and/or homeless to access Council's leisure centres for shower amenities.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.

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

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<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><u>Progress Indicator</u></p> <div> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Community Services	The Disability Action Plan (DAP) is tracking towards completion by June 2022. Projects have included accessibility works at Sunbury Aquatic Centre.	<p>Wi-Fi access has been installed at the Lynda Blundell Seniors Centre. Wi-Fi installations at Gladstone Park and Sunbury Seniors Centre have been completed.</p> <p>The Disability Action Plan (DAP) is tracking towards completion by June 2022. Projects have included accessibility works at Sunbury Aquatic Centre.</p>

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.

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

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>Partner with local service providers to deliver a range of parenting programs to build the capacity of parents to support children from 0-24 years. *</p> <p><i>Council's Role: Advocate, Facilitator</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> <div>100%</div> </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Community Services	This action was completed in quarter one of 2021/22.	<p>A range of parenting programs to build the capacity of parents to support children from 0-24 years has included:</p> <ul style="list-style-type: none"> Regular monthly meetings of the Parenting Working Group with staff from Family Youth and Children's Services and MCH and external parent education and support providers. Update of resources for parents on the Hume City Council website. Held two forms with Settlement Services International (SSI) on foster caring for Pacifica and Tamil families. Twenty families attended. Parent Information Session as part of Children's Week was held from 23 to 31 October 2021.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

A COMMUNITY THAT IS RESILIENT, INCLUSIVE AND THRIVING.

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

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>Explore the feasibility to make the Youth Summit a bi-annual event.*</p> <p><i>Council's Role: Advocate, Facilitator</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> 100% </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Community Services	This action was completed in quarter two of 2021/22.	<p>Evaluation of the Hume Youth Mental Health Summit held on 17 June 2021 was undertaken during the first quarter. The Youth Mental Health Summit Evaluation Report was finalised in October 2022. Recommendations from the report were used to inform the successful Engage! funding application to develop an annual Young Leaders Award Program from 2022-2024.</p> <p>A Youth Summit will be delivered annually, driven by the needs and interests of young people.</p>
<p>Promote the local social marketing campaign to change behaviours and improve physical activity.</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> 100% </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Corporate Services	This action was completed in quarter one of 2021/22.	<p>App promoted to encourage online fitness activities during COVID-19 times when the Leisure Centres were closed.</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	Progress this Quarter	Description of Progress (Year to date)
<p>1.4.1 Undertake initiatives to strengthen local arts, including the development of an Arts and Culture Infrastructure Plan to identify future locations for arts and culture services and facilities across the City.</p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div> <div></div> 50% </div> <p>Good Progress</p>	Community Services	<p>The draft Arts Infrastructure Plan is in development. Engagement has included 149 survey responses, five stakeholder workshops (48 registrations, 20 attendees), engagement with Councillors, internal working group and representatives of major arts organisations. The draft Plan will be presented to Council for consideration in May 2022.</p> <ul style="list-style-type: none"> The inaugural Arts Grants program received 19 applications across three categories. Recommended projects will be presented to Council in May 2022. Two major exhibitions were presented in the quarter. Barefoot in the Grass 50 Years of Sunbury Music Festival at HGLC-Sunbury attracted 198 attendees at activation events. Hot Spot at Gee Lee-Wik Doleen Gallery Craigieburn presented the work of 17 locals artists attracting an audience of 50 to the launch. Work with George Evans Museum volunteers has led to improved collection practices and the presentation of objects in cases across the HGLC-Craigieburn. The first of five murals planned for the Hume Mural program has been completed at Gladstone Park. 	<p>Initiatives to strengthen local arts, including the development of an Arts and Culture Infrastructure Plan included:</p> <ul style="list-style-type: none"> The Arts and Culture Service and Infrastructure Plan and Feasibility Study has progressed. The Draft plan will be presented to Council for consideration in May 2022. Youth Arts Program content development completed mentoring local young people to produce reflections on place in Hume. Grasslands Symposium delivered with 150 attendees at HGLC-Sunbury 21 November 2021. Four major exhibitions were presented during the year. Work with George Evans Museum volunteers has led to improved collection practices and the presentation of objects in cases across the HGLC-Craigieburn. The first of five murals planned for the Hume Mural program has been completed at Gladstone Park.

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	Progress this Quarter	Description of Progress (Year to date)
<p>1.4.2 Undertake a strategic review and commence development of an Events and Festivals Strategy/Service Plan to strengthen access to and support of local community events and festivals.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <p>Deferred</p>	Communication s, Engagement & Advocacy	Strategic Review for the Events and Festivals Strategy/ Service Plan has commenced. Public consultation is planned to commence in July 2022. Project deferred in line with Council re-alignment.	Strategic Review has commenced. Public consultation will begin in July 2022.
<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 style="display: flex; align-items: center;"> <div style="width: 25%; height: 15px; background: linear-gradient(to right, red, white);"></div> <div style="margin-left: 10px;">25%</div> </div> <p>Some Progress</p>	Planning and Development	Council has established a draft project management plan (PMP) to support the implementation of this project. The PMP outlines the objectives, scope and budget of the Sunbury Community, Arts and Cultural precinct including the roles and responsibilities of key project participants.	<p>Hume City Council continues to await the transfer of land from Victorian Government to commence the formal planning and delivery of Stage 1 works for the Sunbury Community Arts and Cultural Precinct. Investigations continued with Victorian Government and Council's solicitors to explore the opportunity to establish a suitable early access agreement which would allow Council to commence works ahead of the formal land transfer.</p> <p>Council has established a draft project management plan (PMP) to support the implementation of this project.</p>

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

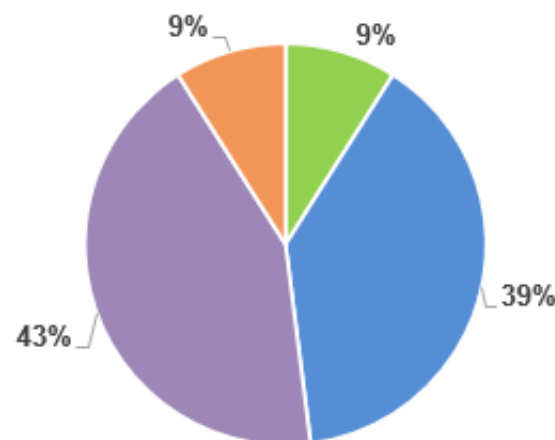
■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

THEME 2

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

Summary of progress and Strategic Indicators

SUMMARY OF PROGRESS FOR THEME 2 1 JULY 2021– 31 MARCH 2022



- Completed (9% or 2 actions)
- Significant Progress (39% or 9 actions)
- Good Progress (43% or 10 actions)
- Some Progress (9% or 2 actions)

STRATEGIC INDICATORS TO 31 MARCH 2022

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

Indicator	Target	2021/22 Result
Percentage of Council planning decisions upheld at VCAT	Target by 2025 = 60%	50% of decisions have been upheld at VCAT to date in 2021/22. At the same time in 2020/21 the result was 0.0%. (Source: Local Government Performance Reporting Framework)
Percentage of planning applications decided within required timeframes	Target by 2025 = 60%	46.5% of planning applications were decided within required timeframes. The 2020/21 result was 50.0%. (Source: Local Government Performance Reporting Framework)

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

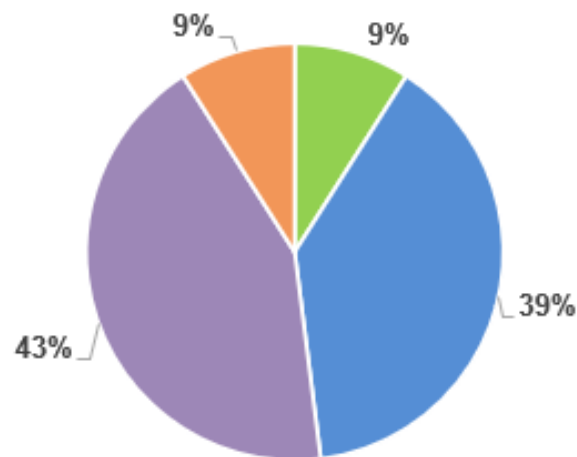
Indicator	Target	2021/22 Result
Percentage of kerbside waste collection diverted from landfill	Target by 2025 = 45%	Third Quarter diversion rate in 2021/22 is 35.4%. The waste diversion rate for 2020/21 was 34.9%. (Source: Local Government Performance Reporting Framework)

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 2021– 31 MARCH 2022



- Completed (9% or 2 actions)
- Significant Progress (39% or 9 actions)
- Good Progress (43% or 10 actions)
- Some Progress (9% or 2 actions)

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

Indicator	Target	2021/22 Result
Net increase in street and park trees per year	Target by 2025 = 5,000	Financial Year to end of Quarter 3, there has been a net loss of 1,920 trees, with 3,300 trees having been removed, and 1,380 trees planted. The tree planting season commences in April. (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	2021/22 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	Progress this Quarter	Description of Progress (Year to date)
<p>2.1.1 Review and implement improvements to further enhance the delivery of Statutory Planning and Building Control services.</p> <p><i>Council's Role: Statutory Authority</i></p> <p>Progress Indicator</p> <div> <div></div> <div>75%</div> </div> <p>Significant Progress</p>	Planning & Development	<p>Substantial work towards the completion of improvement projects within the Statutory Planning section has occurred this quarter including the Customer Journey Mapping project nearing completion with draft recommendations being received. It is expected that the outcomes of this project will be implemented in the next quarter. Some delays to the Internal Referrals project have occurred however this is now back on track to be delivered before the end of financial year. Work will continue next quarter to implement the recommendations of these improvement projects into the day-to-day work of the Statutory Planning team.</p> <p>A Service Review of the Building Control Services section has undertaken this quarter, with draft findings and recommendations now under review. This will be finalised in the next quarter and will inform future processes and service delivery for this team.</p>	<p>Improvements to further enhance the delivery of Statutory Planning and Building Control services included:</p> <ul style="list-style-type: none"> Several improvement projects progressed including the Customer Journey Mapping project nearing completion with draft recommendations being received. Some delays to the Internal Referrals project have occurred however this will be delivered before the end of financial year. A Service Review of the Building Control Services section was undertaken this quarter, with draft findings and recommendations now under review. This will be finalised in the next quarter and will inform future processes and service delivery for this team. Structure changes within the Statutory Planning and Streamlining sections of the department were implemented to provide a more efficient service delivery model as well as additional resourcing to cater for the increased workload managed by the team.

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	Progress this Quarter	Description of Progress (Year to date)
<p>2.1.2 Undertake planning to improve housing diversity (including housing design guidelines), and advocate for improvements to social housing.</p> <p></p> <p><i>Council's Role: Facilitator, Advocate</i></p> <p>Progress Indicator</p> <div> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Planning & Development	<p>Council has continued discussions with Homes Victoria on renewal opportunities including Banksia Gardens. Timing for submission of 2021 Big Build Bid is yet to be confirmed.</p> <p>Master planning for renewal at Banksia Gardens will be informed by a stakeholder reference group (which Hume has been invited to join), and a timeline that comprises the following phases:</p> <ul style="list-style-type: none"> Context Analysis – July 2022 Draft Masterplan – September 2022 Final Masterplan – February 2023. <p>A new initiative for renewal investigations has been included in the 2022/23 proposed budget. Subject to budget approvals, this will enable Hume to:</p> <ul style="list-style-type: none"> Engage with Homes Victoria and selected Affordable Housing Associations on partnership opportunities. Engage consultants to undertake a feasibility analysis of development opportunities to identify funding requirements. Prepare an implementation Action Plan. 	<p>Following briefing by Homes Victoria CEO, Council continued to work with Homes Victoria to support Big Housing Build Bid for Stage 1 housing renewal at Banksia Gardens.</p> <p>A new budget initiative for renewal investigations has been included in the 2022/23 proposed budget.</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	Progress this Quarter	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> <div> <div></div> <div>50%</div> </div> <p>Good Progress</p>	Community Services	<p>A tender specification has been finalised to support the engagement of a suitably qualified and experienced consultancy service to explore, develop and formulate recommendations for a proposed model of response for a youth crisis facility. The tender process is expected to occur between April – May 2022.</p>	<p>Exploration of the need for a youth crisis facility in Hume City (Stage One) has been completed. Stage Two continues with the aim of identifying a suitable consultancy service and available delivery options to respond to youth homelessness.</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> <div> <div></div> <div>75%</div> </div> <p>Significant Progress</p>	Planning & Development	<p>Background work has further progressed on Merrifield North Precinct Structure Plan (PSP) and Greenvale North PSP and is on track to enable formal commencement of the PSP preparation stage in the coming months.</p> <p>A formal Partnership Agreement has been signed committing the organisation to work collaboratively with Whittlesea and Mitchell Councils on the planning for the Cloverton Town Centre, including new sporting and community infrastructure.</p>	<p>The Victorian Planning Authority (VPA) finalised the Craigieburn West Precinct Structure Plan (PSP). The PSP is consistent with the vision and objectives within Council's integrated planning for the Hume Corridor.</p> <p>Background work has progressed on Merrifield North Precinct Structure Plan (PSP) and Greenvale North PSP to enable formal commencement of the PSP preparation stage in 2022.</p> <p>A formal Partnership Agreement has been signed with Whittlesea and Mitchell Councils.</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	Progress this Quarter	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 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> <p> 75%</p> <p>Significant Progress</p>	Sustainable Infrastructure & Services	Applications for this financial year have slowed across all programs. In February 2022, the new application process for the CoRE grant opened for 2022-23. Staff are busy undertaking property visits to discuss projects with each landowner.	<p>The CoRE Grant was awarded in August 2021 to 42 properties, totalling \$312,000.</p> <p>The new Primary Producer Rate rebate has been received by close to 100 rural landowners, and the new Rural Land Management Grant has attracted around 200 applicants to date. Both programs remain open all year. Some online forums have been held with rural landowners in the absence of face-to-face engagement.</p> <p>ReSource, Rural Environment Newsletter continues to be published quarterly.</p> <p>2022-23 application process for the CoRE grant opened in February 2022.</p>
<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> <p> 50%</p> <p>Good Progress</p>	Sustainable Infrastructure & Services	Contract documents have been signed by the preferred supplier. A meeting was held with the consultant to discuss project timelines. CMP templates will be developed prior to 30 June 2022. Plans will start to be developed from 1 July 2022.	Contract documents have been signed by the preferred supplier to deliver the project.

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

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>Finalise <i>Rural HIGAP</i> and commence preparation of an amendment to the Planning Scheme to update the <i>Hume Planning Scheme</i> in accordance with <i>Rural HIGAP</i>.*</p> <p><i>Council's Role: Service Provider, Facilitator, Advocate</i></p> <p>Progress Indicator</p> <div> <div></div> 75% </div> <p>Significant Progress</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Planning and Development	Final Rural HIGAP strategy will be considered at Council meeting on 11 April 2022.	Revisions have been made to the draft Rural HIGAP Strategy in response to community and stakeholder feedback. Final strategy will be considered at Council meeting on 11 April 2022.

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	Progress this Quarter	Description of Progress (Year to date)
<p>Complete review of <i>Live Green Plan</i> and implement 2021/22 actions from <i>Live Green Plan</i>. *</p> <p><i>Council's Role: Service Provider, Facilitator, Advocate</i></p> <p>Progress Indicator</p> <div> <div></div> 75% </div> <p>Significant Progress</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Sustainable Infrastructure and Services	<p>Actions from the Live Green Plan continue to be implemented, including:</p> <ul style="list-style-type: none"> • Enviro Champions program 2022 and Nature Stewards program 2022 are underway. • North West Communities for Climate Action schools summit took place on 30 March 2022, with two Hume schools and two Hume Councillors participating. Six Councils from Melbourne's north west also participated the event. • Gardens for Wildlife program now meeting face to face, with five garden assessments now complete. • Online and print based Live Green publications continue to be produced. • Hume Solar Roll Out continues to have uptake across Hume municipality. • A new schools energy saving program titled Flick the Switch is being implemented in five Hume schools. • In collaboration with Whittlesea Council, Teachers Environment Network session was held on 17 March on the topic of grants for teachers. 	<p>The Live Green Plan 2021-2026 was adopted by Council on the 13 December 2021.</p> <p>Implementation of the 2020-2021 actions from Live Green Plan have included:</p> <ul style="list-style-type: none"> • Live Green workshops and newsletters are ongoing. • A Live Green News survey showed very high satisfaction levels of 88 per cent overall from respondents. • Enviro Champions program 2022 and Nature Stewards program 2022 are underway. • Continued the Let's Grow Hume edible gardening workshops. • Continued Live Green quarterly newsletters and monthly e-News. • Held a North West Communities for Climate Action schools summit in March 2022. • Continued the Solar Roll Out across Hume municipality. • A new schools energy saving program is being implemented in five Hume schools. • Held a Teachers Environment Network session on 17 March.

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	Progress this Quarter	Description of Progress (Year to date)
<p>Develop a Placemaking Program to determine future approaches, areas and a schedule of placemaking activities and continue implementation of existing Place Frameworks for key activity centres, including: Jacana; Gladstone Park; Craigieburn Plaza.*</p> <p><i>Council's Role: Statutory Authority, Service Provider, Advocate</i></p> <p>Progress Indicator</p> <div> <div style="width: 25%;"></div> 25% </div> <p>Some Progress</p>	Planning and Development	<p>Investigations into Council's placemaking initiatives including the Hume's Places program have been undertaken and a briefing will be presented to ELT in Quarter Four.</p> <p>Placemaking initiatives will be impacted by organisational review and new focus on place-based planning.</p>	<p>A review of the Hume's Places program has been undertaken. There is an opportunity to integrate the program with the proposed living local plans. This will be further investigated.</p> <p>Site investigations have commenced for those sites identified as priorities in the current program.</p>
<p>Finalise an <i>Affordable Housing Policy</i> to guide and facilitate the provision of affordable housing through public and private development.*</p> <p> <i>Council's Role: Facilitator, Advocate</i></p> <p>Progress Indicator</p> <div> <div style="width: 100%;"></div> 100% </div> <p>Completed</p>	Planning and Development	This action was completed in quarter one of 2021/22.	The Affordable Housing Policy was adopted by Council on 27 September 2021.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

*Rollover from Council Plan 2017-2021 (2020/21 Actions)


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

Major Strategy or Action	Division	Progress this Quarter	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> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Sustainable Infrastructure & Services	<p>Actions undertaken during the quarter included:</p> <ul style="list-style-type: none"> Eleven Hume Enviro Champions commenced the training phase and are working towards planning their environmental community project. An Enviro Champions video featuring a number of past participants of the program talking about the benefits of participation was developed to assist with recruitment and promotion of the program. The video is available on the Hume website. Five Environmental Scholarships have been awarded to eligible community members this quarter. 	<p>Programs to support environmental sustainable leadership included:</p> <ul style="list-style-type: none"> The Great Green Get Together to celebrate the graduation of 2021 Champions was held on 1 September with around 50 people attending online. Six Environmental Scholarships at a total of just under \$6,000 have been awarded to eligible community members over the year. Hume's Gardens for Wildlife (G4W) program was officially launched in November. Twenty-two people applied for Round 1. Volunteers have been trained and garden visits have commenced. Three participating households have received their final report. Twenty-two schools applied for Round 8 of Seedlings for Schools. They were notified about their seedling orders for 2022 plantings Eleven Hume Enviro Champions are about half way through the training phase of the program and are developing their environmental community projects

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	Progress this Quarter	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>Progress Indicator</p> <div> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Sustainable Infrastructure & Services	<p>A draft Land and Biodiversity Plan is almost finalised and a second round of consultation has commenced with key stakeholders. The plan will be refined following this targeted consultation and presented to Council in July 2022.</p> <p>Following feedback from the Council, the plan will be placed on public exhibition.</p>	<p>The review of the Land and Biodiversity Plan is almost complete. Key milestones of the Land and Biodiversity Plan 2015-2019 included:</p> <ul style="list-style-type: none"> • Undertaking the Northwest Ecological Connectivity Investigation. • Undertaking significant works to remediate soil erosion within conservation reserves. • Rolling out natural heritage interpretation media, including approximately 40 interpretive signs, and the development of discover nature trail guides. • Introducing improvements to Council's processes around assessing the impact of development on cultural heritage. <p>The plan will be presented to Council for endorsement in June 2022 for community consultation.</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	Progress this Quarter	Description of Progress (Year to date)
<p>2.2.3 Investigate options to enhance Council's response to climate change including ways to support the Hume community and businesses adapt to climate change.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <div> <div></div> <div>50%</div> </div> <p>Good Progress</p>	Sustainable Infrastructure & Services	<p>The draft Pathways to Carbon Neutrality report has been completed and briefing note and presentation to Councillors prepared. The report findings have been presented to Sustainable Infrastructure and Services Divisional Management Team with follow up meetings with relevant managers and coordinators.</p> <p>A staff working group has been established. Scope of works for consultants to assess priority Hume City Climate Actions has been prepared and preferred consultants identified.</p>	<p>Work to inform Council's Climate Emergency Plan is in progress. The Pathways to Carbon Neutrality report is a key document that will inform actions for Council's own climate change leadership. Consultants are being engaged to undertake a second background consultancy to prioritise Hume City Climate Action that Council is well placed to lead or support. This will include further staff and stakeholder engagement.</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	Progress this Quarter	Description of Progress (Year to date)
<p>2.2.4 Undertake initiatives to improve stormwater harvesting, including at Cloverton, and subject to funding, Jack Roper reserve Broadmeadows or John Ilhan memorial reserve Broadmeadows.</p> <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Sustainable Infrastructure & Services	<p>A consultant has been engaged to undertake an economic and financial analysis of supplying stormwater from O'Brien Street retarding basin to Sunbury Cemetery. This analysis will form the basis of supply agreement negotiations with the Cemetery Trust. The Cemetery's irrigation demands have been confirmed and the scheme's model is being updated accordingly.</p> <p>The Cloverton Stormwater Harvesting project is on hold until 2024 due to delays in construction of the Cloverton Boulevard bridge, adjacent to the stormwater harvesting site. The design of the bridge overlaps with the stormwater tank location and discussions have started with Melbourne Water on alternative tank locations.</p> <p>The Jack Roper stormwater harvesting scheme will be brought forward since Cloverton Stormwater Harvesting project is on hold. Detailed design tendering is expected to commence this financial year.</p>	<p>Functional designs for stormwater harvesting schemes at Jack Roper, John Ilhan and O'Brien Street retarding basin have been completed.</p> <p>A consultant has been engaged to undertake an economic and financial analysis of supplying stormwater from O'Brien Street retarding basin to Sunbury Cemetery.</p> <p>The Cloverton Stormwater Harvesting project is on hold until 2024 due to delays in construction of the Cloverton Boulevard bridge, adjacent to the stormwater harvesting site.</p> <p>The Jack Roper stormwater harvesting scheme will be brought forward and detailed design tendering is expected to commence this financial year.</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	Progress this Quarter	Description of Progress (Year to date)
<p>2.2.5 Subject to the approval of a business case, implement actions to 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> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Planning and Development	<p>Planning is underway for delivery of the third Circular Advantage Circular Economy (CE) training program for Hume businesses. Expected to commence in May 22 and be delivered over 16 weeks. The target is up to 20 Subject Matter Experts. Each will develop a bespoke circularity road map for their business.</p> <p>Planning has commenced for establishment of the Hume CE Task Force. Structured under similar lines to the Hume Jobs and Skills Task Force, with a view to establishment and first meeting in early 2022/23. This will further the development of the CE coalition and networks, and activate engagement across industry, education and community.</p>	<p>Actions to support the transition of the Hume economy to a Circular Economy have included:</p> <ul style="list-style-type: none"> • Business case for the Towards Hume as a Circular City completed by KPMG in August 2021. • A half day Circular Economy Business and Community Forum was delivered on 28th October 2021. • The Circular Advantage 2021 Program commenced in August 2021 with seven Hume businesses participating. • The Collaborate to Thrive program, to be delivered for Hume by Circular Economy Victoria, was fully funded by Sustainability Victoria in August 2021. The program which focusses on the Hume Community commenced in October 2021 with a view to complete in August 2022. • Planning is underway for delivery of the third Circular Advantage Circular Economy (CE) training program for Hume businesses. • Commenced planning for establishment of the Hume CE Task Force.

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	Progress this Quarter	Description of Progress (Year to date)
<p>2.3.1 Recommence and finalise the suburb boundary review.</p> <p><i>Council's Role: Facilitator</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> <div>50%</div> </div> <p>Good Progress</p>	Corporate Services	A Briefing Note is intended to be presented to ELT in this current financial year which will include officer feedback on whether the project should proceed, and if proceeding, recommend how the project should proceed. If proceeding, the operational stages of the project would be scheduled for the 2022/23 financial year.	This project recommenced in March 2022.

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	Progress this Quarter	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> <div style="width: 50%;"></div> <div>50%</div> </div> <p>Good Progress</p>	Planning & Development	<p>The playspace and landscape upgrade rolling program continues to progress, with works being completed at Greenvale Recreation Reserve, Santa Cruz Reserve, and Lockwood Drive Reserve in the past quarter. Works are ongoing at various other sites.</p> <p>Key stages of the implementation of open space masterplans at Progress Reserve in Coolaroo and Derby Street Reserve in Tullamarine have been tendered, with preferred tenderers selected and shortly to be appointed.</p> <p>A contractor for the delivery and installation of seven standalone public toilets at key sporting and recreational facilities has been appointed. Permits, investigations and site preparations are underway, with DS Aitken and Progress Reserve to be the first sites to have facilities installed. The delivery of these first two units will commence in April.</p> <p>The Participate Hume survey entitled 'Parks Close to Home' undertaken from January to end of March 2022 and attracted over 1,300 responses. These responses are now being analysed to feed into the development of the Open Space Strategy.</p>	<p>Development of the Open Space Strategy (OSS) is underway. A Participate Hume webpage was launched. A municipal-wide community survey undertaken, alongside a targeted engagement with key stakeholders.</p> <p>Activities undertaken to implement improvements to active and passive open spaces and playspaces included:</p> <ul style="list-style-type: none"> Continued progress on the playspace and landscape upgrade rolling program. Progressed the key stages of the implementation of open space masterplans at Progress Reserve in Coolaroo and Derby Street Reserve in Tullamarine. Key stages of the implementation of open space masterplans at Progress Reserve in Coolaroo and Derby Street Reserve in Tullamarine have been progressed with physical works now beginning, and a series of further staged works aligned for 2022/23. The delivery of seven standalone public toilets at key sporting and recreational facilities across Hume will commence from April 2022.

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	Progress this Quarter	Description of Progress (Year to date)
<p>2.3.3 In partnership with Department of Environment, Land, Water and Planning (DELWP) and other stakeholders, progress the development the Jacksons Creek Regional Parkland Plan and Merri Creek Regional Parkland.</p> <p></p> <p><i>Council's Role: Facilitator</i></p> <p>Progress Indicator</p> <div> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	<p>Sustainable Infrastructure & Services, Planning & Development</p>	<p>The parklands are now known as the Jacksons Creek biik wurrdha Regional Parklands. An implementation plan is being prepared. Videos which will be used as part of the community engagement program have been developed - featuring Wurundjeri elders and community talking about the cultural importance of the Jacksons Creek.</p> <p>Council staff was part of the DELWP-led tender evaluation panels for the appointment of designer to lead the development of a signage suite for Upper Merri Creek (marran baba); and the appointment of a lead consultant to develop the Parklands Plan (to be known as a Future Directions Plan). Council led site visits of Merri Creek with the Partnership in March and provided mapping and relevant documentation to DELWP to facilitate the appointment of consultants.</p>	<p>Progress of the developments has included:</p> <ul style="list-style-type: none"> Jacksons Creek - Council is participating in the Project Working Group and Partnership Group on a regular basis, working with the project partners to engage stakeholders and ensure that the views of the Wurundjeri Woi Wurrung are heard and included in decision making. Several key documents have been completed including study of Aboriginal Cultural Heritage, and an Ecological Assessment. An Engage Victoria page went live in November. Feedback on the engagement will be provided to participants in early 2022. Merri Creek - After a delayed start due to DELWP staffing changes, the Merri Creek Regional Parklands Partnership has appointed a consultant to lead on the development of a Future Directions Plan for Upper Merri Creek (which is to be known as marran baba). The Future Directions Plan will commence the development in April 2022 and will take approximately one year to complete. This includes a number of hold points for Council review and community engagement.

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	Progress this Quarter	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> <div style="width: 25%;"></div> <div>25%</div> </div> <p>Some Progress</p>	Planning & Development	<p>Investigations of cultural heritage on the Merlynston Creek have progressed, a June meeting with Wurundjeri has been arranged.</p> <p>A brief for a feature survey has been prepared on the Aitken Creek to engage a suitable consultant for the full Masterplan area. Conceptual designs and detailed site investigations for the initial shared path proposal east of Hothlyn Drive are underway.</p>	<p>Merlynston Creek Masterplan: The development of the Masterplan has been informed by the finalisation of an Integrated Water Management (IWM) Opportunities Plan and Cost Schedule completed at the end of 2021, which has defined several key projects for the Masterplan to take forward. Stakeholder engagement is currently being undertaken to determine other open space, urban forestry, recreational and sporting opportunities within the area that the Masterplan should consider.</p> <p>The requirement for a Cultural Heritage Management Plan (CHMP) is presently being scoped by heritage consultants. Investigations, including the CHMP, are likely to continue through 2022, and inform concept designs for initial community engagement in early-mid 2023. Completion and formal adoption of the Masterplan and the initiating implementation of the actions within it are programmed for 2023/24 at this time.</p> <p>Aitken Creek Masterplan: The scope of the Masterplan is principally focused on the Creek section between Merri Creek and Craigieburn Road, due to the large adjoining residential population. An initial project to extend the shared path from Hothlyn Drive to the Craigieburn Railway Station is underway and is currently at the detailed investigation stage. Broader site investigations including feature surveys, CHMP, and ecological assessments are being scoped at present.</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	Progress this Quarter	Description of Progress (Year to date)
<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> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Sustainable Infrastructure & Services	<p>This quarter saw the development of the first draft of Council's Waste Strategy. Informed by the recent community consultation, the draft strategy aims to provide the blueprint for Hume's response to the state governments overarching waste policy, Recycling Victoria – a new economy. The draft Waste Strategy will be presented to Council in the next quarter in preparation for the next stage of community consultation.</p>	<p>The first quarter saw the continuation of the illegal dumping pilot program in Craigieburn, focusing on providing residents with information regarding their free service entitlements. This program has proven to be successful with a significant increase in the number of residents accessing hard waste services.</p> <p>First round of community consultation for the new waste strategy conducted in Quarter Two. This included a household survey sent to over 20,000 properties across Hume to gather views on a number of topics including the kerbside service, household waste entitlements, free waste services, contamination in bins and the cost of the service. This survey was supported by three waste conversations focussing on Food organics / Green Organics (FOGO), hard waste and waste minimisation.</p> <p>The first draft of the Water Strategy has been developed and will be presented to Council in Quarter Four in preparation for 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 2.3 Design and maintain our City with accessible spaces and a strong sense of place.

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>Continue development and improvement works to Craigieburn ANZAC Park.*</p> <p><i>Council's Role: Service Provider, Advocate</i></p> <p><u>Progress Indicator</u></p> <div> <div style="width: 100%;"></div> 100% </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Sustainable Infrastructure and Services	There were main drainage works completed last year and balance being applied to a major mulch replacement of the site ready for the Easter and Anzac long weekends.	<p>Works are 100% completed for this year. There were main drainage works completed last year and balance being applied to a major mulch replacement of the site ready for the Easter and Anzac long weekends. The final herringbone drainage works that tap into the new drainage system, is planned for next financial year in the main events lawn.</p> <p>Drainage works to improve the growing condition for the avenue of trees has been completed.</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	Progress this Quarter	Description of Progress (Year to date)
<p>2.4.1 Progress the construction of Yirragan Road connection to Buckland Way, Sunbury.</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> 50% </div> <p>Good Progress</p>	Sustainable Infrastructure & Services	Following the identification of significant and unexpected Cultural Heritage issues, Council has been considering a range of options for the project. Further investigation and evaluation is continuing, before the future of the project can be confirmed.	Significant and unexpected Cultural Heritage issues have been identified at a late stage of the investigation. Council has been considering a range of options. Further investigation and evaluation is continuing, before the future of the project can be confirmed.

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

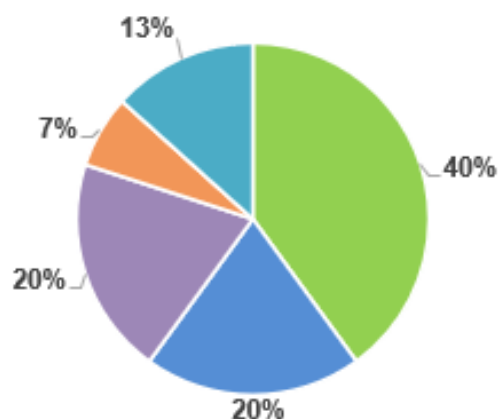
Strategic Objective 2.4 Connect our City through efficient and effective walking, cycling and public transport and road networks.

Major Strategy or Action	Division	Progress this Quarter	Description of Progress (Year to date)
<p>2.4.2 Undertake initiatives to expand on, and improve connections with Hume's walking and cycling network, including a review of the Northern Regional Trails Strategy (NRTS).</p> <p></p> <p><i>Council's Role: Service Provider, Facilitator</i></p> <p>Progress Indicator</p> <div> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Planning & Development	<p>Staff have guided the development of the refreshed NRTS, to ensure priorities align with Council objectives.</p> <p>Approval has been sought and received from Melbourne Water for the development of the Greenvale-Attwood pipetrack. Concept designs are now being converted into detailed documentation to inform a tender process for future construction.</p>	<p>Initiatives to expand on, and improve connections with Hume's walking and cycling network included:</p> <ul style="list-style-type: none"> • Council is supporting the updating of the Northern Regional Trails Strategy (NRTS). • Community consultation on the update of the NRTS closed in September. Analysis of consultation findings, alongside trail audits and document reviews have been undertaken to inform project prioritisation. These projects have been scoped and costed, and advice sent to the State Government led NRTS Working Group in December. An updated NRTS is scheduled for mid-2022. • A study has commenced along Merri Creek reviewing current signage provision. • Approval received from Melbourne Water for the development of the Greenvale-Attwood pipetrack.

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 2021– 31 MARCH 2022



- Completed (40% or 6 actions)
- Significant Progress (20% or 3 actions)
- Good Progress (20% or 3 actions)
- Some Progress (7% or 1 actions)
- Deferred (13% or 2 actions)

STRATEGIC INDICATORS TO 31 MARCH 2022

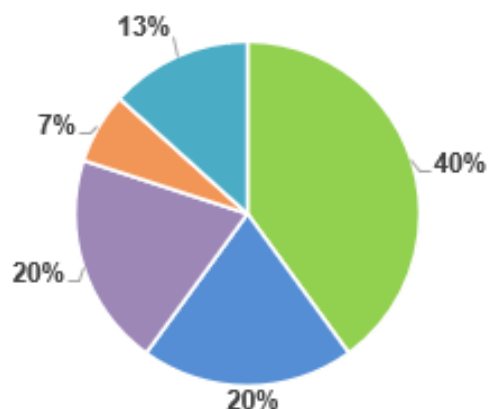
Strategic Objective 3.1: Engage and empower our community through advocacy and community engagement.

Indicator	Target	2021/22 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%	12.79% is the result to date in 2021/22. This result was 26.1% at the same time in 2020/21. (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 2021– 31 MARCH 2022



- Completed (40% or 6 actions)
- Significant Progress (20% or 3 actions)
- Good Progress (20% or 3 actions)
- Some Progress (7% or 1 actions)
- Deferred (13% or 2 actions)


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

Indicator	Target	2021/22 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 year-to-date is 2.4%. The result at the same time in 2020/21 was 9.2%. (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 is 54% for the year-to-date. The result for 2020/21 was 75%. (Source: Local Government Performance Reporting Framework)
Percentage of Council Plan Actions completed	Target by 2025 = 80%	Fourteen actions have been completed to date in 2021/22 (22%). At the same time in 2020/21 there were 10 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	2021/22 Result
Employee Retention Rate	Target by 2025 = 92%	Employee retention rate is 90.0% for year-to-date 2021/22. The result for 2020/21 financial year was 92.6%. (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	Progress this Quarter	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. Youth Advisory Group Hume Clean Taskforce Advisory Committee <p></p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div> <div style="width: 75%;"></div> 75% </div> <p>Significant Progress</p>	Community Services, Planning & Development, Sustainable Infrastructure & Services	<p>During the quarter, support for programs and advisory committees / reference groups has included:</p> <ul style="list-style-type: none"> RAPWG continues to meet regularly to guide the delivery of RAP actions and has also had input into development of several Council strategies and initiatives including Climate Emergency Plan, Arts and Culture Infrastructure Plan and Gathering Place consultation workshop. Council Officers supported the HIN to host a Harmony Day event on 22 March and continue to provide secretariat support for HIN meetings. The Hume Jobs and Skills Task met online on 16 February 2022. The Hume Clean Taskforce Advisory Committee met in February this quarter to commence developing its roadmap for the next two years. The roadmap will outline the key deliverables for the committee and will be completed in early April 2022. Hume Community Change Makers program is currently recruiting new participants for the scheduled to start on 10 May. The program encourages 	<p>Support for programs and advisory committees / reference groups has included:</p> <ul style="list-style-type: none"> RAPWG continues to meet regularly to guide the delivery of RAP actions provides input into development of strategies and initiatives. HIN meets regularly and a HIN member led a prayer at the December Council meeting. Council Officers supported the HIN to host a Harmony Day event on 22 March 2022. Hume Jobs and Skills Taskforce met on 25 November 2021 and on 16 February 2022. Hume Clean Taskforce Advisory Committee was formally adopted by Council with its terms of reference and membership endorsed. The committee met in February this quarter to commence development of its roadmap for the next two years. Community Change Makers online graduation celebration held in September 2021. Of the 13 participants commenced, 11 successfully completed the program and graduated. Community Change

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



■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred

		<p>community leadership, knowledge, skills, and confidence to become more involved in community-led activities, encouraging and enabling civic participation through a variety of platforms.</p> <ul style="list-style-type: none"> • The first Hume Sustainability Taskforce meeting for 2022 was held on 8 March with new members welcomed to the group. The Taskforce considered a presentation on the Open Space Strategy development and provided input. • The outcomes of the Youth Advisory Group consultation in January 2022 were used to update Council's Health and Wellbeing Plan and inform the delivery of the Get Active Expo (May 2022) and This Girl Can campaign which will be delivered in November 2022. • The Multicultural Advisory Group provides strategic advice to Council Officers on issues affecting the culturally diverse community in Hume. A review of the terms of reference and role of the group commenced this quarter. 	<p>Makers Advisory Group is currently recruiting new participants.</p> <ul style="list-style-type: none"> • Two workshops/forums held with the Hume Safety Advisory Committee. • Hume Sustainability Taskforce continues to meet, provides input into draft plans and programs and make recommendations to Council. • The outcomes of the Youth Advisory Group consultation in January 2022 were used to update Council's Health and Wellbeing Plan.
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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	Progress this Quarter	Description of Progress (Year to date)
<p>3.1.2 Finalise the development of a new Community Vision, Council Plan and Long-term Financial Plan through deliberative engagement with Hume's community, in line with the requirements under the <i>Local Government Act 2020</i>.</p> <p><i>Council's Role: Statutory Authority</i></p> <p>Progress Indicator</p> <div> <div></div> 100% </div> <p>Completed</p>	Communication, Engagement & Advocacy	This action was completed in quarter one of 2021/22.	The Community Vision, Council Plan and Long-term Financial Plan were adopted by Council on 25 October 2021. These documents were informed by a deliberative engagement panel of 46 community members, and the voices of over 8,500 residents, and stakeholders.
<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>Progress Indicator</p> <div> <div></div> 100% </div> <p>Completed</p>	Communication, Engagement & Advocacy	<p>A review of the Community Engagement Policy was completed, and a revised policy was adopted by Council on the 15 March 2022.</p> <p>The Hume Engagement Community of Practice continues to meet on a regular basis to improve our capacity to engage with our community through a range of methods.</p>	<p>A review of the Community Engagement Policy was completed, and a revised policy was adopted by Council on the 15 March 2022.</p> <p>The Hume Engagement Community of Practice continues to meet on a regular basis to improve our capacity to engage with our community through a range of methods.</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	Progress this Quarter	Description of Progress (Year to date)
<p>3.1.4 Develop an Advocacy Strategy to inform the community, business and key stakeholders on Council's position on issues of local importance in the lead up to the 2022 State and Federal Elections, and provide opportunities to enhance participation in decision-making processes.</p> <p></p> <p><i>Council's Role: Advocate</i></p> <p><u>Progress Indicator</u></p> <div> <div style="width: 50%;"></div> 50% </div> <p>Good Progress</p>	Communication, Engagement & Advocacy	During the quarter, an external agency was engaged to commence the development of the 2022 State advocacy plan. Ongoing engagement with key State and Federal Government stakeholders are currently being undertaken in the lead up to the Federal election.	Hume's Advocacy Strategy in the lead up to federal and state elections has been finalised with a new look and feel. Ongoing proactive engagement with key State and Federal Government stakeholders are currently taking place with a range of key communication activities to roll-out from mid-April 2022.

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	Progress this Quarter	Description of Progress (Year to date)
<p>3.2.1 Develop the long-term Asset Management Plan in accordance with the Local Government Act 2020.</p> <p>  </p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div> <div></div> 75% </div> <p>Significant Progress</p>	Sustainable Infrastructure & Services	The Local Government Victoria Asset Plan Guidance was released on 21 February 2022 and the Plan is now being developed in line with this.	Asset Plan is under development.
<p>3.2.2 Implement integrated corporate reporting solution/s to enhance transparency and performance accountability.</p> <p><i>Council's Role: Service Provider</i></p> <p>Progress Indicator</p> <div> <div></div> 25% </div> <p>Some Progress</p>	Communication, Engagement & Advocacy	Tender submissions are currently being evaluated with further information being sought from submitters.	A tender has been issued for a preferred suppliers for integrated corporate reporting software, with applications currently being assessed.

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	Progress this Quarter	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><u>Progress Indicator</u></p> <div> <div style="width: 50%;"></div> 50% </div> <p>Some Progress</p>	<p>Planning & Development, Communication, Engagement & Advocacy</p>	<p>The completion of the Community Infrastructure Plan is pending input from ELT and progress on the Facilities Review.</p> <p>Recommendations from the facilities review are being undertaken, a working group will be finalised with the Council wide realignment, when the facilities teams merge. In the meantime, updated facility photos are being taken to update website and advertising material.</p> <p>Final Youth Facilities Report completed and distributed to Director for feedback. Ethos Urban Consultants engaged in December 2021 to undertake fit for purpose assessment of 4 youth centres. Project Steering Group established to provide input into the project and work is underway.</p>	<p>The completion of the Community Infrastructure Plan is pending input from ELT and progress on the Facilities Review. The plan will guide the planning and delivery of new community facilities and enhancements to new facilities in the next 10 years and beyond.</p> <p>External consultant has undertaken preliminary work and provided recommendations on the implementation for a facilities review. An internal working group is being created to action recommendations.</p> <p>Draft Youth Facilities Report finalised in November 2021 and a Fit for Purpose Assessment Report of four youth centres has been completed.</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	Progress this Quarter	Description of Progress (Year to date)
<p>3.2.4 Establish processes and procedures for Gender Impact Assessments that considers the effects that new (or changes to existing) Council policies, programs or services may have on different genders of Hume City's community. This should include how gender inequality can be compounded by disadvantage or discrimination that a person may experience on the basis of other factors such as age, disability or ethnicity.</p> <p> </p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> <div>50%</div> </div> <p>Good Progress</p>	Communication, Engagement & Advocacy, Corporate Services	GIA guidance material and information will be presented to ELT in Quarter Four. These include a decision-making matrix to determine whether it is required to conduct GIAs, and tools and templates to assist with conducting GIAs.	Training to key staff including the Senior Leadership Team has been undertaken by The Equality Institute. Following completion of this training, work has commenced to develop processes and procedures for Gender Impact Assessments (GIAs).

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	Progress this Quarter	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="143 818 416 858" style="border: 1px solid black; height: 25px; width: 122px;"></div> <p>Deferred</p>	Communication, Engagement & Advocacy	Project has been deferred until completion of organisational realignment.	Project has been deferred until completion of organisational realignment.

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	Progress this Quarter	Description of Progress (Year to date)
<p>Develop a concept plan and cost estimate to inform the future planning and development of a community facility as part of the Valley Park development. *</p> <p><i>Council's Role: Service Provider, Facilitator</i></p> <p><u>Progress Indicator</u></p> <div> <div style="width: 100%;"></div> 100% </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	Planning and Development	This action was completed in Quarter Two 2021/22.	Council has finalised a service plan for the Valley Park Community Centre. The plan confirms the range of services, programs and functions to be accommodated in the new community centre. The plan also includes the development of a concept plan and cost estimate. This work will be used to inform the design and documentation process which will commence in 2022 and has been used to support the preparation of a Growing Suburbs Funding Application which was submitted in mid-October 2021.

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	Progress this Quarter	Description of Progress (Year to date)
<p>Review and continue development of Council's intranet to enhance knowledge management and service efficiency and introduce further improvements as necessary.*</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> </div> <p>Deferred</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	<p>Communications, Engagement and Advocacy</p>	<p>The redevelopment of Council's Intranet is currently on hold while the Internal Communications team focuses on supporting the Single Client View project.</p>	<p>While work to review and continue development of Council's Intranet progressed in 2021, the introduction of Microsoft Teams to assist with remote working meant this project is required further analysis and consultation across Council to determine the future purpose of Council's Intranet. The project is currently on hold while the Internal Communications team focuses on supporting the Single Client View project.</p>
<p>Evaluate the Leadership Development Program (LDP) and continue program delivery.*</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div>100%</div> </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions)</i></p>	<p>Communications, Engagement and Advocacy</p>	<p>The findings of the Learn2Lead evaluation were provided to ELT in March 2022. ELT noted the findings of the L2L program evaluations and supported the completion and closure of the associated organisational capability audit item.</p> <p>With regards to future leadership development, ELT supported the redefining of needs from 2022/23 to ensure alignment to Council's Strategic Road Map.</p>	<p>An online survey to evaluate the Learn2Lead program was undertaken between February 2018 - November 2021. The findings of the evaluation were provided to ELT in March 2022.</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	Progress this Quarter	Description of Progress (Year to date)
<p>Continue to implement electronic timesheets and rostering systems to improve efficiencies with staff management and payroll.*</p> <p><i>Council's Role: Service Provider</i></p> <p><u>Progress Indicator</u></p> <div> <div></div> <div>100%</div> </div> <p>Completed</p> <p><i>*Rollover from Council Plan 2017-2021 (2020/21 Actions</i></p>	<p>Communications, Engagement and Advocacy</p>	<p>System is fully implemented and operational in the Leisure Centres team. No further teams will be moving onto this system.</p> <p>Ongoing review and refinements will be undertaken for other teams with rostering and timesheet requirements.</p>	<p>System is fully implemented and operational in the Leisure Centres team. No further teams will be moving onto this system.</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	Progress this Quarter	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>Progress Indicator</p> <div> <div style="width: 100%;"></div> 100% </div> <p>Completed</p>	Communications, Engagement & Advocacy	<p>The Gender Equality Commission have reviewed our Workplace Gender Audit (which was submitted in December 2021) and confirmed it meets the compliance requirements under the Gender Equality Act.</p> <p>The Gender Equality Action Plan (GEAP) was finalised and submitted to the Gender Equality Commission by the deadline of 31 March 2022. The Commission will now undertake a review of the GEAP to ensure compliance to their requirements. Once we receive approval from the Commission, the GEAP will be published and available to our community, staff and Councillors.</p> <p>Work will commence to operationalise and implement the Workforce Plan and the GEAP from Quarter Three and into the next financial year.</p> <p>The development of the Future Workforce Strategy and the Workplace Diversity and Inclusion Strategy are scheduled for future years, and actions for 2021/23 have now been completed.</p>	<p>The initiatives and programs to enhance the skills and capabilities of Council's workforce is underway. The Workforce Plan and the GEAP have been completed and work will commence to operationalise and implement these plans from Quarter Three.</p> <p>The development of the Future Workforce Strategy and the Workplace Diversity and Inclusion Strategy have been deferred to 2022/23.</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	Progress this Quarter	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><u>Progress Indicator</u></p> <div> <div></div> <div>75%</div> </div> <p>Significant Progress</p>	Communication, Engagement & Advocacy	<p>A service review of community facilities continued during Quarter Three, and final Youth Facilities Report is completed and distributed to Director for feedback. A service review of the Building Control Services section continued with draft findings and recommendations now under review. A review has been completed to evaluate progress against the role of the fixed term 12-month Child Safe Officer and report will be presented to ELT in April. Work on Council's Single Client View project continued, with 210 staff across the organisation attending over 21 training sessions both online and in-person.</p>	<p>The Libraries and Learning Programs Service Plan was adopted by Council on the 25 October, and the Connect & Thrive: A Plan for Young People being endorsed for community consultation was adopted on the 13 December 2021.</p> <p>A service review of the Building Control Services section continued and a review has been completed to evaluate progress against the role of the fixed term 12-month Child Safe Officer.</p> <p>Work continued to be progressed on a service review of community facilities, which has been reported separately under 3.2.3.</p>

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

■ On Track
 ■ Monitor
 ■ At Risk
 ■ Deferred