

# Annual Plan

2022/23



*Hepburn*  
SHIRE COUNCIL

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## ACKNOWLEDGEMENT OF COUNTRY

Hepburn Shire Council acknowledges the Dja Dja Wurrung as the Traditional Owners of the lands and waters on which we live and work. On these lands, Djaara have performed age-old ceremonies of celebration, initiation and renewal. We recognise their resilience through dispossession and it is a testament to their continuing culture and tradition, which is strong and thriving.

We also acknowledge the neighbouring Traditional Owners, the Wurundjeri to our South East and the Wadawurrung to our South West and pay our respect to all Aboriginal peoples, their culture, and lore. We acknowledge their living culture and the unique role they play in the life of this region.



# Introduction

The 2022-2023 Annual Plan outlines how we will monitor our progress and report on actions for the year ahead.

The Annual Plan links the achievement of the Council priorities with our overall planning and reporting framework. It sets out our priorities and major actions for the financial year for Council. The Plan compliments the Annual Budget that provides greater detail of all projects, services, and initiatives to be funding during the financial year.

During 2021 Council undertook a significant community engagement process to develop the Community Vision 2021-2031 and the Council Plan 2021-2025 including the Municipal Health and Wellbeing Plan. The Plan was adopted by Council in October 2021 and contains five focus areas that reflect our communities' goals and aspirations for the next 10 years.



This Annual Plan has been developed under the five focus areas:



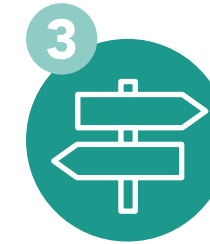
**A resilient, sustainable and protected environment**

A responsive, adaptive, and resilient community that addresses changes to our climate and biodiversity.



**A healthy, supported, and empowered community**

A community that values connection, supports diversity, health, and wellbeing, and is inclusive of all people and their needs.



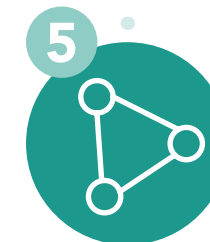
**Embracing our past and planning for the future**

We acknowledge and empower the Traditional Owners and other cultures of our area to protect our historical roots while planning for future generations.



**Diverse economy and opportunities**

Our community is enhanced by a diverse and resilient economy that supports local aspirations through opportunity.



**A dynamic and responsive Council**

Council and the community partner to achieve their aspirations through excellent communication and engagement, the delivery of effective services, strong financial management, and governance.

The Annual Plan does not include all Council projects and excludes the majority of carry-forward projects and initiatives that have been funded in previous financial years. If these projects and initiatives are yet to be delivered, the funding is still available and will be carried forward pending Council approval to be delivered in 2022-2023.

Council's Annual Budget has two primary components: the Operating Budget and the Capital Budget. The Capital Budget funds major improvements to community facilities and infrastructure, and is based on the four-year Council Plan and Long-term Financial Plan. The Operating Budget includes employee costs and annual facility operating costs, and services to the community like waste collection, local road and footpath maintenance. Both budgets are supported through multiple funding sources, including predominately rates and charges, and government grant funding.

The actions in the Annual Plan will be monitored throughout the year and a quarterly progress report will be provided to Council and our Community throughout the year.

FOCUS AREA 1

# A resilient sustainable and protected environment



## Vision

A responsive, adaptive, and resilient community that addresses changes to our climate and biodiversity.

## Priority Statements

- 1.1 Adapt to and mitigate climate change to reach net-zero community emissions by 2030.
- 1.2 Prioritise environmental management, protection, and regeneration.
- 1.3 Transition to ecologically sustainable and accountable tourism.
- 1.4 Development meaningful policies and strategic partnerships that link sustainability and public health.
- 1.5 Protect and regenerate the natural resources of the Shire including soils, water, and ecological systems, from both current and future threats.



Priority	Project Name	Action	Budget 2022-23	Target Completion Date	Business Unit
1.1	<b>Vehicle Charging Stations</b>	Partner with Hepburn Energy and Chargefox to install three electric charging stations in Creswick, Hepburn Springs and Trentham.	\$89,500	Jan-23	Waste, Facilities and Community Safety
1.2	<b>Sustainable Hepburn</b>	Develop and implement the 'Sustainable Hepburn Strategy' to align waste, sustainability and biodiversity strategies. This includes \$150,000 for Waste initiatives and \$75,000 for Sustainability initiatives.	\$225,000	Jun-23	Waste, Facilities and Community Safety
1.3	<b>Destination Management Plan</b>	Partner with DMT to develop a regional destination management plan which will include local tourism action plans to ensure community needs are understood and addressed.	Operations	Jun-23	Community and Economic Development
1.4	<b>Linking sustainability and public health</b>	Develop a MOU with Central Highland Rural Health to ensure a collaborative approach to resource management and community messaging regarding the link between sustainability and public health.	Operations	Jun-23	Community Life
1.5	<b>Flora and Fauna Assessment</b>	Conduct a biodiversity assessment as part of the Creswick Structure Plan.	\$45,000	Sep-22	Strategic Planning

FOCUS AREA 2

# A healthy, supported and empowered community

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### Vision

A community that values connection, supports diversity, health, and wellbeing, and is inclusive of all people and their needs.

### Priority Statements

- 2.1 Support appropriate land use and accommodate more affordable long-term housing within townships that conforms with the character of the area.
- 2.2 Increase the availability and accessibility of services in the Hepburn Shire to support liveability, health and wellbeing.
- 2.3 Optimise the use of public spaces to increase participation and community connection.
- 2.4 Assist our community to increase access to healthy food to improve nutrition, reduce chronic disease, improve mental wellbeing and strengthen the local food production system.
- 2.5 Improved mental wellbeing within the community.



Priority	Project Name	Action	Budget 2022-23	Target Completion Date	Business Unit
2.1	<b>Affordable long-term housing</b>	Advocate for involvement in the Victorian State Government's Big Housing Build Program.	Operations	Jun-23	Planning and Development
2.2	<b>Trentham Community Hub</b>	Continue constructing the new multi-purpose community facility, featuring the new library and Council Customer Services.	\$4.4M	Jun-23	Major Projects
2.2	<b>Disability Access Inclusion Plan</b>	Develop and adopt a new plan.	Operations	Dec-22	Community Life
2.3	<b>Aquatics Strategy Implementation</b>	Undertake further detailed investigation and development of a feasibility Study and Business Case for Indoor Aquatics Provision.	\$160,000	Jun-23	Sport and Active Recreation
2.3	<b>Walking and Cycling Strategy</b>	Develop and adopt a Walking and Cycling Strategy.	\$90,000	Jun-23	Sport and Active Recreation
2.4	<b>Creating a circular food economy in the Hepburn Shire</b>	Partner with local organisations to increase access to healthy and affordable food.	Operations	Jun-23	Community Life
2.5	<b>Improved mental wellbeing within the community</b>	Establish a mental health support network for organisations that have a focus on mental health support and referral processes throughout the Hepburn region.	Operations	Dec-22	Community Life



FOCUS AREA 3

# Embracing our past and planning for our future

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### Vision

We acknowledge and empower the Traditional Owners and other cultures of our area to protect our historical roots while planning for future generations.

### Priority Statements

- 3.1 Partner with and empower our Traditional Owners and broader community to acknowledge, understand, celebrate, and preserve our area’s culture, traditions, and environs.
- 3.2 Protect and enhance the existing character of our towns and rural settings through community-inclusive strategic planning to strengthen planning controls on growth and development.
- 3.3 Build and maintain quality infrastructure that supports and promotes liveability and active living in the community.



Priority	Project Name	Action	Budget 2022-23	Target Completion Date	Business Unit
3.1	<b>COVID Stimulus Infrastructure Projects</b>	Continue to deliver key stimulus funded projects including: - Bullarto Station Tourist Precinct - \$277,000 - Creswick Town Hall - \$680,674 - Wombat Hill Botanical Gardens - \$188,000	\$1.145M	Jun-23	Major Projects
3.1	<b>Reconciliation Action Plan</b>	Develop and adopt a Reconciliation Action Plan.	\$34,000	Dec-23	Community Life
3.1	<b>UNESCO Goldfields World Heritage</b>	Partner with other Council’s to advocate for UNESCO World Heritage Listing of the Central Victorian Goldfields.	Operations	Jun-23	Community and Economic Development
3.2	<b>Strategic Planning Work Program</b>	Implement year 2 of council program of strategic planning work to be delivered in accordance with financial budget allocations, including continued work on Creswick Structure Plan and commencement of Trentham Structure Plan.	Operations	Jun-23	Development Services
3.3	<b>Hammon Park Trailhead, Creswick – construct</b>	Complete construction of the Trailhead at Hammon Park in Creswick.	\$1.413M	Mar-23	Major Projects
3.3	<b>Trentham Sportsground Pavilion – Construct</b>	Complete construction of the pavilion and change facilities.	\$1.692M	Dec-22	Major Projects

FOCUS AREA 4

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# Diverse economy and opportunities

## Vision

Our community is enhanced by a diverse and resilient economy that supports local aspirations through opportunity.

## Priority Statements

- 4.1 Work in partnership to attract and retain young people in our area through the provision of improved digital connectivity, education opportunities, employment pathways, affordable housing, improved public and active transport options, and leadership opportunities.
- 4.2 Advocate for improved digital connectivity including enhanced internet infrastructure to support business, residents who work from home, students, and other citizens of the Hepburn Shire area.
- 4.3 Support and facilitate a diverse and innovative local economy that encourages an increase of local businesses with diverse offerings to achieve positive social, economic and environmental impacts.
- 4.4 Develop and promote the circular economy to diversify our local economy and support our sustainable goals.

Priority	Project Name	Action	Budget 2022-23	Target Completion Date	Business Unit
4.1	<b>Youth "ACE" Strategy 2021-2025 Implementation</b>	Implement Youth Strategy to support the delivery and opportunities to young people in the Shire.	\$120,000	Jun-23	Community Life
4.2	<b>Key Projects Advocacy</b>	Continued advocacy for State and Federal Government funding of Councils key projects identified in the HSC Advocacy Statement.	Operations	Jun-23	Organisational Services
4.3	<b>Hepburn Shire Traineeships Program</b>	Creation of new traineeship opportunities within Council.	Operations \$120,000	Jun-23	Culture and Performance
4.3	<b>Artisan Agriculture</b>	Finalise the pilot project of the Artisan Agriculture Project to support producers more broadly.	Carry-forward \$345,000	Feb-23	Community and Economic Development
4.3	<b>Attraction of significant events</b>	Advocacy and attraction of significant events that align with Council's Event Strategy.	Operations	Oct-22	Community and Economic Development
4.4	<b>Circular Economy Officer</b>	Employment of a Circular Economy officer to investigate and drive investment in circular economy initiatives relevant to the Shire.	\$110,000	Sep-22	Waste, Facilities and Community Safety



FOCUS AREA 5

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# A dynamic and responsive Council

## Vision

Council and the community partner to achieve their aspirations through excellent communication and engagement, the delivery of effective services, strong financial management and governance.

## Priority Statements

- 5.1 Harness community expertise.
- 5.2 Actively communicate, inform and engage with our community about events and decision-making.
- 5.3 A sustainable and agile organisation with strong corporate governance.
- 5.4 Improve staff resourcing, support, and capacity building.
- 5.5 Strong Asset management and renewal.
- 5.6 Be a leader in gender equality and promote respect and safety in our community.

Priority	Project Name	Action	Budget 2022-23	Target Completion Date	Business Unit
5.1	<b>Western Victoria Transmission Network Project</b>	Continue to work in partnership with the community in support of their opposition to AusNet's 24ha terminal station location and the above ground transmission lines.	Operations \$50,000	Jun-23	Strategic Planning
5.2	<b>Customer Service Strategy Development</b>	Develop and adopt a whole of Council Customer Service Strategy and Charter.	Operations \$20,000	Oct-22	Customer Experience
5.2	<b>Governance Rules Review</b>	Undertake review of Governance rules to ensure compliance with the Local Government Act 2020.	Operations	Oct-22	Governance
5.2	<b>Community Engagement Staff Training Program</b>	Deliver a Community Engagement training program for staff.	Operations \$7,500	Jun-23	Organisational Services
5.3	<b>ICT Transformation Project</b>	Implementation of the ICT Strategy.	\$767,000	Jun-23	ICT
5.3	<b>Review of Council Services and Programs</b>	Providing options to Councillors for undertaking service reviews of programs, and services offered by Council.	Operations	Apr-23	Organisational Services
5.4	<b>Employer Value Proposition</b>	Develop Employer Value Proposition and tools to market HSC more effectively as an employer.	Operations	Mar-23	Culture and Performance
5.5	<b>Daylesford Community Facilities and Staff Accommodation</b>	Planning and scoping of Daylesford Community facilities and staff accommodation options.	\$150,000	Jun-23	Waste, Facilities and Community Safety
5.5	<b>Asset Condition Assessments</b>	Undertake building condition assessment on Council owned facilities.	Operations	Jun-23	Waste, Facilities and Community Safety
5.6	<b>Gender Equity Action Plan</b>	Implement 2022-23 actions detailed in the Gender Equity Action Plan.	Operations	Jun-23	Culture and Performance





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DAYLESFORD

Cnr. Duke & Albert Streets,  
Daylesford  
8:30am – 5pm

CRESWICK

Creswick Hub  
68 Albert Street  
Mon to Sat 8:30am – 5pm

TRENTHAM

13 Albert Street, Trentham  
Mon, Wed, Fri 10am – 5pm  
Sat 10am – 1pm

CLUNES

The Warehouse – Clunes  
36 Fraser Street, Clunes  
Mon & Thurs 10am – 6pm  
Wed & Fri 10am – 4pm