



**CHIEF EXECUTIVE OFFICER ATTACHMENTS
ORDINARY MEETING OF COUNCIL
WEDNESDAY 17 JUNE 2026**

| REPORT NUMBER | REPORT TITLE AND ATTACHMENT DESCRIPTION | PAGE NUMBER(S) |
|----------------------|---|-----------------------|
| CEO01 – 06/26 | Work Health and Safety Statistics Report – May 2026 Attachments 1. WHS Statistics Report – Monthly May 2026 | 01 |
| CEO02 – 06/26 | Shire of Chittering’s Integrated Planning and Reporting Framework Attachments 1. Council Plan 2026-2036 2. Corporate Business Plan (CBP) 2026-2030 3. Annual Implementation Plan (AIP) 2026/27 4. Integrated Governance, Planning and Reporting Calendar | 02 – 144 |

WORK HEALTH SAFETY REPORTING – MAY 2026

COUNCIL KPI'S – MONTHLY REPORT – WORK, HEALTH AND SAFETY

| Reporting month | Drug tests performed | Alcohol tests performed | Positive drug test and bac exceedance | Workers' compensation claims | Current workers compensation claims | Near misses and incident | Medically treated injuries | Restricted work injuries | Lost time injuries |
|-----------------|----------------------|-------------------------|---------------------------------------|------------------------------|-------------------------------------|--------------------------|----------------------------|--------------------------|--------------------|
| May | 5 | 16 | 0 | 1 | 1 | 2 | 1 | 0 | 1 |

NEAR MISS, INCIDENT AND DAMAGE REPORT

| Date | Number | Report | Type of Injury / Incident / Hazard / Near Miss | Location | Department |
|------------|--------|----------|---|----------|----------------------|
| 13/05/2026 | 338 | Accident | Scrapped parked car with bulbar while attending a meeting | Muchea | Technical Services |
| 06/05/2026 | 339 | Injury | Cat scratch and bite to finger | Bindoon | Development Services |

WHS TRAINING

| Training | Training Organisation |
|--|-----------------------|
| CPR Training | Time Critical |
| Chainsaw and Pole saw training and VOC | A Plus Training |

SITE INSPECTIONS

| Areas |
|------------------|
| Bindoon Landfill |

SAFETY OBSERVATIONS

| Areas |
|--|
| Sign needed for bench grinder - Full mask required |
| Animal handling gloves and poles required |

Chittering 2036 Our Place, Our Future

Council Plan 2026-2036



Acknowledgment of Country

The Shire of Chittering wishes to acknowledge the traditional custodians of the land within the Shire of Chittering, the Yued and Whadjuk peoples. We would like to pay respect to the Elders of the Nyoongar nation, past and present, who have walked and cared for the land. We acknowledge and respect their continuing culture, and the contributions made to this region.

ACCESSING OUR COUNCIL PLAN



Available online at:

www.chittering.wa.gov.au

Hard copies available at:

- Administration Office
- Bindoon Library

ALTERNATIVE FORMATS



Available on request, including:

- Other languages
- Accessible formats



(08) 9576 4600 or

chatter@chittering.wa.gov.au

FEEDBACK AND QUESTIONS



We welcome your feedback.

chatter@chittering.wa.gov.au

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Message from the President



The Council Plan 2026–2036 represents our community's vision for the future of the Shire of Chittering. It is a reflection of what our residents value, the opportunities they see for our district, and the legacy they want to leave for future generations.

The development of this Plan has been shaped by extensive engagement with our community. Through surveys, workshops, events and conversations, people shared what they love about Chittering and what they want to see protected and strengthened over the next decade.

A consistent message emerged throughout the engagement process. Our community values the Shire's rural character, strong sense of belonging and close-knit communities. They want to see local businesses and agriculture continue to thrive, our natural environment protected, and our towns and localities planned carefully to support future growth without losing the qualities that make Chittering unique.

Our district is entering an important period of change. The future Bindoon Bypass, population growth and changing community needs will create new opportunities and new challenges. This Plan recognises that growth must be managed responsibly, ensuring that investment in roads, community infrastructure, recreation, tourism and essential services keeps pace with the future.

The vision that sits at the heart of this Plan: **"A community that values its people, supports local growth and protects our rural character"**, reflects the aspirations of our community and will guide Council's decisions over the next ten years.

On behalf of Council, I sincerely thank everyone who contributed to the development of this Plan. Your ideas and aspirations have helped create a shared direction for the future, and together we will continue building a resilient, connected and prosperous Chittering.

David Dewar
Shire President

Message from the CEO

The Council Plan establishes the long-term direction for the Shire and provides the foundation for how the organisation will plan, invest and deliver services over the next decade.

At its core, this Plan is about preparing Chittering for the future. It recognises the opportunities associated with growth while acknowledging the importance of protecting the rural lifestyle, landscapes and community spirit that define our district.

The priorities identified through community engagement will guide future investment in infrastructure, recreation, local planning, environmental management, economic development and community wellbeing. They will also shape how the organisation plans for future service delivery, workforce capability and financial sustainability.

As our communities evolve, the Shire must continue to balance growth with affordability, advocacy with delivery, and long-term planning with the everyday services our community relies upon.

This Council Plan provides the strategic direction for that work. It establishes the framework for Council's four-year Corporate Business Plan and the Annual Implementation Plans that will progressively deliver these priorities.

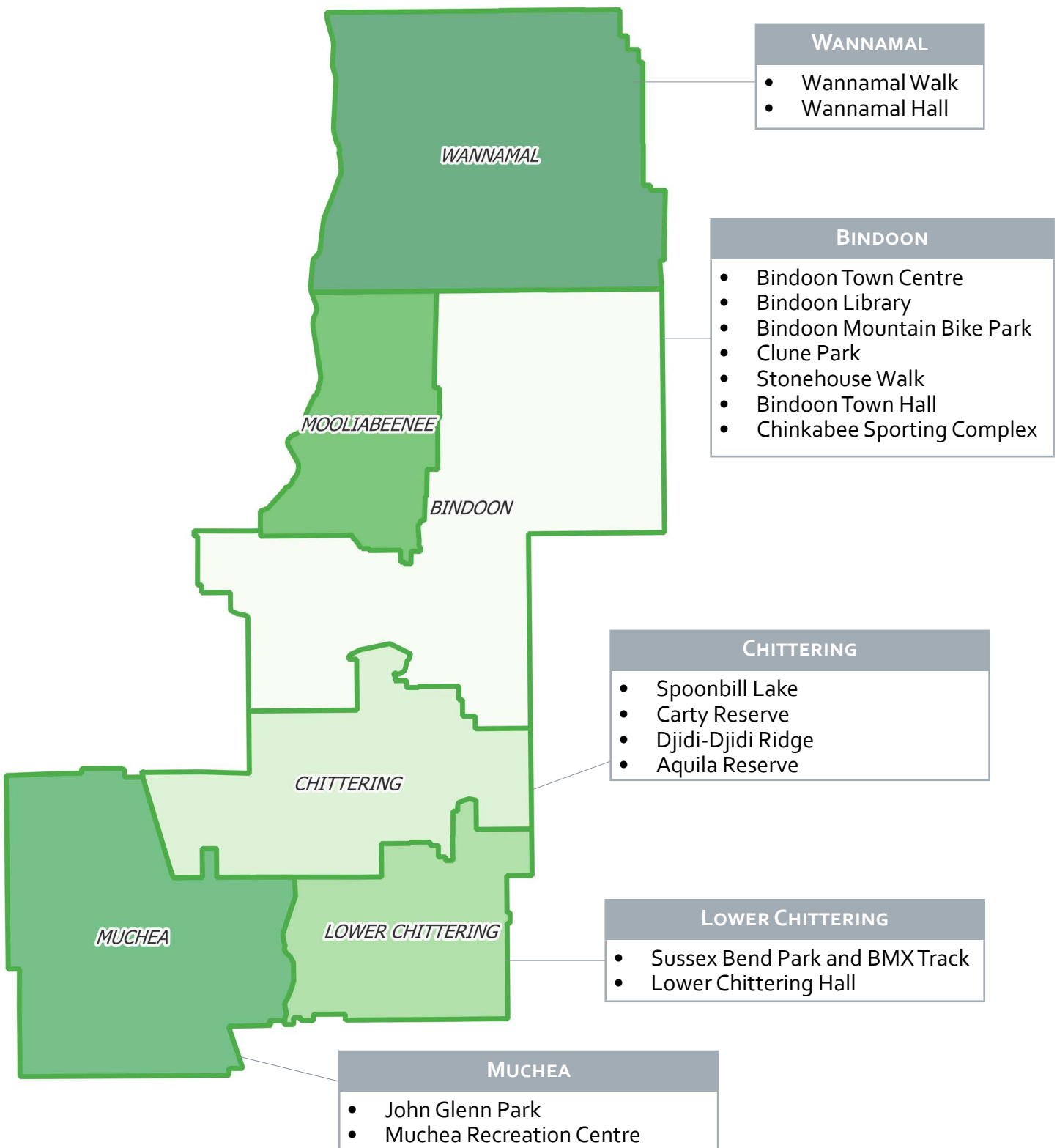
I would like to acknowledge the contribution of our community, Councillors and staff in developing this Plan. Together, we have established a clear direction that will help ensure Chittering remains a great place to live, work, invest and visit.



Melinda Prinsloo
Shire CEO

Shire Snapshot

A large rural district made up of distinct communities, connected landscape, lifestyle and local identity.





With a growing population, diverse local businesses and over 230 kilometres of sealed roads connecting communities, the Shire continues to evolve while maintaining its rural character and strong community connections.

OUR PLACE



1,222km²
of area within the shire



230km
of sealed roads



5.53
persons per km²

OUR COMMUNITY



7,039
residents



2,413
dwellings



35%
couples with children

OUR ECONOMY



714
active businesses



62%
employed full time



35%
employed part time

OUR FUTURE



12.2%
population forecast growth
by 2036

Growth is expected to continue as more seek a rural lifestyle.

Federal, State and Regional Context

HOW OTHER LEVELS OF GOVERNMENT INFLUENCE CHITTERING

The Shire of Chittering doesn't plan in isolation. Decisions made by State and Federal governments, along with regional partnerships, all play a role in shaping our future.

At a **Federal level**, the Australian Government helps shape big-picture issues like housing, infrastructure and climate resilience. National housing reforms aim to increase supply and improve affordability, while Federal funding supports roads, community infrastructure and regional development. National commitments to climate action and disaster resilience also support how we prepare for bushfires and protect our community.

At a **State level**, the Western Australian Government sets the rules and direction for local government. This includes laws about how councils operate, as well as strategies that guide housing, planning and infrastructure. Changes to the Local Government Act will affect how Council works with the community, while State housing and planning strategies are helping to shape how our towns grow. The State also leads long-term planning for infrastructure and climate action, which supports how we prepare for growth and environmental challenges.

At a **regional level**, Chittering is part of the northern Wheatbelt and sits close to Perth's growing outskirts. This means more people are looking to live in rural areas like ours. We work closely with neighbouring councils such as Gingin and Toodyay to manage shared challenges like roads, emergency services and regional development. Our economy is closely linked to agriculture, tourism and local businesses, and working together regionally helps us attract funding and investment.

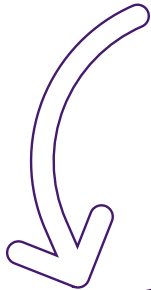
By working within these broader frameworks, the Shire can plan for the future, respond to change and continue making Chittering a better place to live.





FEDERAL LEVEL

- HOUSING
- CLIMATE
- INFRASTRUCTURE
- NATIONAL POLICY



STATE LEVEL

- LAW
- PLANNING
- HOUSING
- INFRASTRUCTURE
- CLIMATE



SHIRE OF CHITTERING

- LOCAL PLANNING
- COMMUNITY SERVICES
- SERVICE DELIVERY



REGIONAL LEVEL

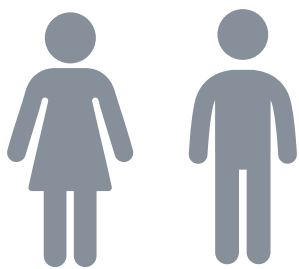
- NORTHERN WHEATBELT
- GROWTH
- LOCAL PARTNERSHIPS
- LOCAL ECONOMY

How our Community Shaped this Plan

We set out in 2025 to hear from as many of you as we could during our engagement process in 2025. This process reflects the biggest community engagement process the Shire has ever embarked on in its history.

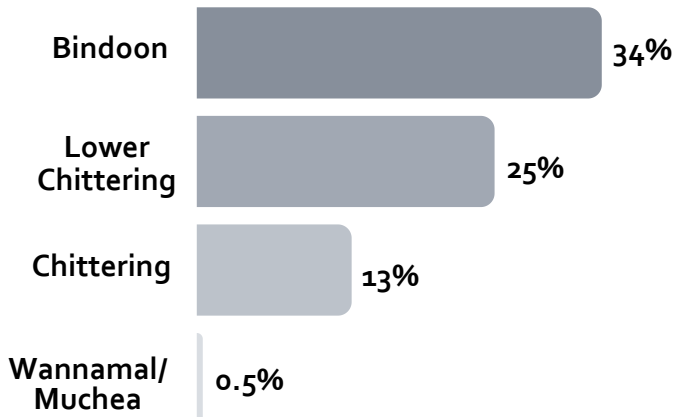
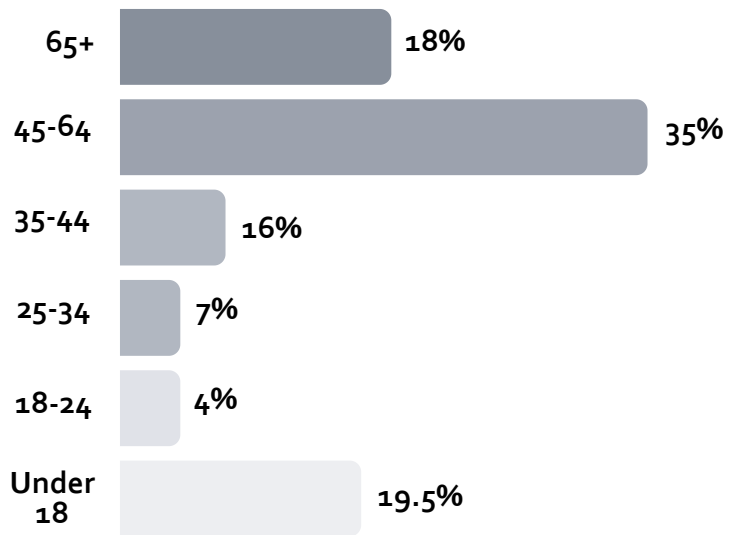


WHO WE HEARD FROM



60% female 40% male

Age group of respondents



What people value most



Vision, Mission and Outcomes

WHY IS A COMMUNITY PLAN IMPORTANT?

This is a legislative document and a requirement of all local governments in Western Australia. It is a key tool in helping us plan the Shires priorities for the next 10 years.

VISION

“A community that values its people, supports local growth, and protects our rural character”

MISSION

To plan, lead and deliver services and infrastructure that support livability, resilience and opportunity for the Chittering community.

OUTCOMES



COMMUNITIES CONNECTED

An enriched community life that reflects the diverse identities of the different areas that make up the Shire



RURAL WAY OF LIFE

A safe and well-cared-for rural environment that values its natural and built character and provides access to essential services and facilities.



THRIVING

A thoughtfully planned Shire where our community is supported to grow and thrive through future-ready development that respects rural character.



Communities Connected



An enriched community life that reflects the diverse identities of the different areas that make up the Shire.

WHY THIS OUTCOME MATTERS

Community feedback showed people value feeling informed, involved and supported, particularly during times of change.

As Chittering grows, there will be more pressure on volunteers, community facilities and emergency services. Council plays a key role in supporting connection, preparedness and clear communication so communities feel confident about the future.

STRATEGIC OBJECTIVES

1. Work with the community on matters that are important to them.
2. Support strong local clubs, groups and recreational opportunities for participation.
3. Advocate for and support communities to prepare for emergencies and local risks.
4. Engage, educate and collaborate with the community to support celebration, events and shared experiences.

LOOKING AHEAD

- Community concern regarding regional development and change
- Increasing demand on volunteers and emergency services
- Maintaining trust through clear communication and engagement
- Ensuring residents remain informed, prepared and supported



Rural Way of Life



A safe and well-cared-for rural environment that values its natural and built character and provides access to essential services and facilities.

WHY THIS OUTCOME MATTERS

Community feedback highlighted the importance of safe roads, reliable infrastructure and protecting Chittering’s rural lifestyle.

As regional activity and growth increase, Council’s role is to plan ahead, advocate for appropriate investment and work with other levels of government to manage impacts while protecting rural amenity and community safety.

STRATEGIC OBJECTIVES

1. Advocate for improved investment and maintenance in roads and paths.
2. Preserve and celebrate our natural places, trails, reserves and rural history.
3. Preserve the rural lifestyle by ensuring infrastructure meets current and future community needs.
4. Advocate for subdivision and infill development that respects and retains the Shire’s rural character.
5. Advocate for improved connectivity within the Shire, including public and community transport options.

LOOKING AHEAD

- Increased traffic and heavy vehicle movements on rural roads
- Infrastructure wear associated with regional freight corridors
- Protecting rural landscapes, water resources and environmental values
- Maintaining rural amenity as the region grows



Thriving



A thoughtfully planned Shire where our community is supported to grow and thrive through future-ready development that respects rural character.

WHY THIS OUTCOME MATTERS

Through community engagement, residents told us they value local jobs, careful growth and the protecting Chittering's rural character.

Over the next 10 years, the Shire will experience change driven by population growth, regional economic activity and increasing infrastructure demand. Council's role is to guide this change so it benefits the community while remaining financially sustainable and rural identity.

STRATEGIC OBJECTIVES

1. Plan for future-ready growth that reflects the unique character of Chittering's communities.
2. Advocate for, retain and attract local business and employment opportunities suited to a rural Shire.
3. Grow local tourism in a way that builds on Chittering's natural, cultural and community strengths.
4. Ensure responsible stewardship of Shire resources and long-term financial sustainability.

LOOKING AHEAD

- Managing growth in appropriate locations and at a pace aligned with infrastructure capacity
- Regional economic changes affecting local employment and housing
- Ensuring local businesses benefit from regional investment and supply opportunities
- Balancing growth, service delivery and asset renewal within long-term financial capacity

Planning, Measurement & Resourcing the Plan

PLANNING

Planning helps us make sure we are delivering the right services, at the right time, for our community.

Each year, we carefully plan our budget to balance community needs, maintain services and keep rates as affordable as possible.

We use a number of key plans to guide our work:

- The Corporate Business Plan outlines our priorities and what we will focus on over the next four years.
- The Annual Implementation Plan sets out what will be delivered each year through the annual budget.
- Supporting plans, such as our Long-Term Financial Plan and Asset Management Plans, explain how we will fund, maintain and improve services and infrastructure over time.

Together, these plans help us make informed, responsible decisions that reflect community priorities.

MEASUREMENT

We regularly review this plan to make sure it continues to reflect our community's needs.

A minor review is completed every two years, with a full review every four years, in line with the Local Government Act 1995.

We will keep our community informed and involved along the way through:

- Our website
- Newsletters and social media
- Local businesses and community groups

RESOURCING THE PLAN

Each year, Council adopts a budget that directs funding towards the priorities identified in this plan.

We carefully manage resources to ensure services are delivered efficiently and sustainably.

We also work with State and Federal Governments to secure additional funding, helping us deliver important infrastructure and projects for our growing community.





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Corporate Business Plan

2026/27 - 2029/30

Delivering Chittering 2036: Our Place, our Future



Acknowledgment of Country

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Accessing our Corporate Business Plan



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Feedback and Questions



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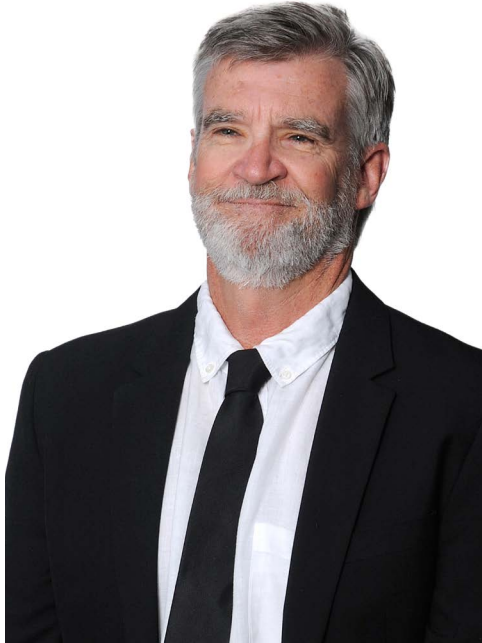
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President's Message



The Corporate Business Plan 2026–2030 is Council's commitment to delivering on the aspirations identified by our community through the Council Plan.

Over the next four years, Council will focus on investing in the infrastructure, services and strategic initiatives that will support a growing and changing community while protecting the rural character that defines our district.

A significant focus during this period will be planning for the opportunities created by the future Bindoon Bypass and the continued evolution of Bindoon as the Shire's primary town centre, service hub and tourism destination. The progression of the Bindoon Town and Tourism Precinct initiative will help establish a long-term vision for the town and support future economic growth.

Council will also continue investing in community infrastructure and recreation opportunities through projects such as the Lower Chittering Youth and Community Hub, Stage 2 works associated with the Bindoon Mountain Bike Park, and ongoing road upgrades that improve safety and connectivity across the district.

Strategic planning will remain a priority. Locality planning, public open space planning, cemetery planning and investigations into future community infrastructure will help ensure that future growth is supported by appropriate facilities and services.

This Plan also reflects Council's commitment to sound financial management, responsible governance and long-term sustainability. It provides a clear roadmap for the next four years and demonstrates how Council intends to deliver practical outcomes that benefit our community.

Together, these priorities will help strengthen our local economy, support our communities and ensure Chittering remains a vibrant and attractive place to live and invest.

A handwritten signature in black ink, appearing to read 'DD', with a long, sweeping underline.

David Dewar
SHIRE PRESIDENT



Message of CEO

The Corporate Business Plan translates the community's long-term aspirations into a coordinated program of projects, improvement activities and service priorities that will guide the organisation over the next four years.

The Plan balances the delivery of major infrastructure and strategic initiatives with the ongoing responsibility of maintaining community assets, delivering essential services and preparing the organisation for future growth.

Over the next four years, the Shire will continue investing in roads, recreation, community infrastructure, environmental management and strategic planning while progressing initiatives that support economic development, tourism and place activation.

A major focus will be ensuring that long-term planning informs future investment decisions. Work associated with the Bindoon Town and Tourism Precinct, locality planning, community infrastructure planning and asset management will help position the Shire to respond to future growth and changing community expectations.

The Plan also strengthens the integration between long-term financial planning, asset management, workforce planning and service delivery. This approach helps ensure Council's resources are aligned with strategic priorities and that services remain sustainable and affordable.

Delivering these commitments will require strong partnerships between Council, staff, government agencies, contractors, volunteers and our community. Through collaboration, innovation and continuous improvement, the organisation will continue working towards the vision established by our community.

Melinda Prinsloo
CHIEF EXECUTIVE OFFICER

Introduction

The Corporate Business Plan (CBP) 2026/27–2029/30 outlines how the Shire will deliver the priorities and outcomes identified in Chittering 2036: Our Place, Our Future.

As part of the Shire’s Integrated Planning and Reporting Framework, the CBP translates the community’s long-term aspirations into a coordinated four-year program of services, projects, improvement initiatives and organisational priorities. It provides the link between the Council Plan and the annual actions funded through the Budget.

The CBP ensures that resources, workforce capability, infrastructure investment and service delivery remain aligned with Council’s strategic direction while supporting long-term financial sustainability.

A service-based planning approach has been adopted to strengthen transparency, accountability and organisational alignment. The Plan is structured around twenty service areas that collectively deliver community services, infrastructure, environmental management, governance, economic development and organisational support.

The Corporate Business Plan identifies:

- four-year strategic priorities and major projects;
- service improvement initiatives and organisational priorities;
- infrastructure and capital investment considerations;
- workforce, asset and financial planning requirements;
- service delivery responsibilities and performance measures; and
- alignment with informing strategies, legislative obligations and community priorities.

The Shire’s Integrated Planning and Reporting Framework aligns strategic direction with service delivery and annual budgeting.

Council Plan 2026–2036

Sets the long-term community vision and strategic direction. Developed with the community, it identifies the outcomes Council aims to achieve over the next ten years.

Corporate Business Plan 2026/27–2029/30

Council’s four-year organisational roadmap, identifying the projects, service priorities, improvement activities and resources needed to deliver the Council Plan.

Annual Implementation Plan 2026/27

The operational delivery plan for year one of the CBP. It translates four-year priorities into annual projects, improvement activities, business-as-usual responsibilities and compliance obligations, identifying what will be delivered, who is responsible and how progress will be monitored.



About Chittering



Located just 55 kilometres north-east of Perth, the Shire is a unique rural district within the Wheatbelt region of Western Australia. Spanning more than 1,200 square kilometres, the Shire connects a number of distinct communities including Bindoon, Muchea, Wannamal, Chittering, Lower Chittering and Mooliabeenee.

Known for its rolling hills, orchards, bushland and open landscapes, Chittering offers a balance of country living, community connection and growing economic opportunity. Vineyards, trails, reserves and recreation areas contribute to the area's strong sense of place and lifestyle appeal.

Over recent years, Chittering has experienced steady growth as more people seek the space, lifestyle and connection offered by regional living within reach of metropolitan Perth. Improved accessibility through the Tonkin Highway extension and continued growth of the Muchea Industrial Park are creating new opportunities for employment, investment and economic diversification.

Despite ongoing growth and change, Chittering remains strongly connected to its agricultural heritage, natural environment and rural way of life.

Our Shire at a Glance

| | | |
|--|--|---|
| <p>7,039 Population</p> <p><i>A welcoming and diverse community</i></p> | <p>2,413 Dwellings</p> <p><i>Homes across our towns and communities</i></p> | <p>1,222 km² of area within the Shire</p> <p><i>Vast spaces, strong communities</i></p> |
| <p>230 km of sealed roads</p> <p><i>Connecting our communities</i></p> | <p>712 Active businesses</p> <p><i>Supporting local job and driving our economy</i></p> | <p>2,033 Local jobs</p> <p><i>Jobs that support our local community</i></p> |
| <p>3,626 Employed residents</p> <p><i>Our residents are our greatest strength</i></p> | <p>35% Couples with children</p> <p><i>Strong families. Stronger future.</i></p> | <p>44 Median age</p> <p><i>A balanced community across all life stages</i></p> |
| <p>2.7% Aboriginal and Torres Strait Islander</p> <p><i>Proud of our First Nations people and culture</i></p> | | |

Our Communities

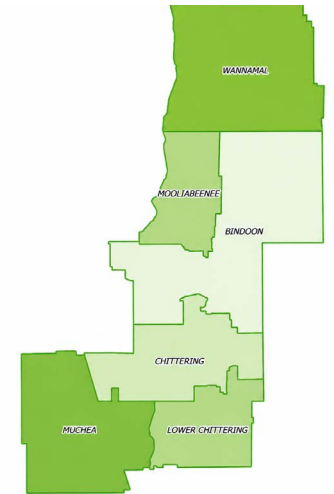
While connected through landscape, history and lifestyle, each locality within the Shire has its own identity, character and role within the broader community.

Community engagement undertaken during the development of Chittering 2036: Our Place, Our Future highlighted the importance residents place on protecting the unique character of each locality while planning for future growth, infrastructure and services.

The Shire continues to experience steady peri-urban growth, supported by its proximity to Perth, regional accessibility and strong rural lifestyle appeal. The community is characterised by family households, established rural residential living and an increasing number of older residents who contribute to the district’s strong sense of connection and stability.

Over the coming decade, population growth is expected to increase demand for community infrastructure, recreation facilities, transport connectivity and local services. This reinforces the importance of careful planning that balances growth with protection of the rural character and lifestyle valued by the community.

Together, these localities create a connected rural district that values its people, supports local growth and protects its rural way of life.



Bindoon



Civic, recreation and tourism hub of the Shire

Bindoon is the Shire’s primary town centre and civic hub, supporting community services, local businesses, recreation and tourism while maintaining its country town character.

- Bindoon Town Centre
- Bindoon Town Hall
- Bindoon Mountain Bike Park
- Bindoon Library
- Brockman Centre Precinct
- Stonehouse Walk Trail
- Chinkabee Sporting Complex
- Clune Park

Muchea



Regional transport, industry and logistics gateway

Muchea continues to grow as a key transport, logistics and industrial locality due to its strategic position within major freight corridors and proximity to the Muchea Industrial Park.

- Muchea Industrial Park
- Freight & Transport Corridor
- John Glenn Park
- Muchea Recreation Centre
- Equestrian areas

Chittering



Rural landscapes, trails and nature-based lifestyle living

Chittering is known for its natural landscapes, trails, waterways and rural residential living, reflecting the community’s strong connection to nature and outdoor recreation.

- Chittering Valley landscapes, orchards & vineyards
- Brockman River
- Nature reserves & bushland areas
- Spoonbill Lake
- Djidi-Djidi Ridge
- Carty Reserve
- Aquila Reserve

Lower Chittering



Growing rural residential community with strong family and lifestyle connections

Lower Chittering is a growing rural residential locality offering family living, lifestyle properties and convenient access to metropolitan Perth, while continuing to attract new residents seeking a balance between rural living and urban accessibility.

- Lower Chittering Hall
- Lower Chittering Youth & Community Hub
- Sussex Bend Park and BMX Track
- Scenic Rural Landscapes
- Rural Residential Communities
- Smaller Rural Lifestyle Lots

Wannamal



Historic rural locality with strong agricultural and community identity

Wannamal is a historic rural locality valued for its farming heritage, peaceful setting and strong sense of community.

- Wannamal Walk Trail
- Wannamal Community Centre
- Historic Farming Landscapes
- Bushland & Wildflower Areas
- Wannamal Recreation Area
- Scenic Rural Landscapes

Mooliabeenee



Agricultural rural locality with strong farming identity

Mooliabeenee remains strongly connected to the Shire’s agricultural identity through broad-acre farming, open landscapes and established rural industries.

- Broad-acre Farming Areas
- Rural Industry & Transport Routes
- Open Rural Landscapes
- Scenic Wheatbelt Landscapes

A Growing Rural Economy

Employment (total) by industry 2024/25



Chittering has a diverse and evolving rural economy supported by agriculture, mining, construction, transport, tourism and small business activity. Its strategic location within the northern growth corridor, combined with improved freight connectivity and regional investment, continues to support employment growth and economic diversification.

Agriculture remains central to the Shire’s identity and economy, supported by broad-acre farming, orchards, viticulture and rural enterprises. Growth in transport, logistics and industrial activity is also being driven by improved access to the Perth–Darwin National Highway and ongoing expansion of the Muchea Industrial Park.

Tourism continues to grow, building on Chittering’s natural landscapes, food and wine experiences, trails, events and lifestyle appeal.

Together, these industries support local jobs, attract investment and contribute to the Shire’s strong rural identity and economic resilience.

Key Industries



18.7%
Agriculture



15.4%
Mining



11.5%
Construction



Transport & Logistics
Growing Industry



Tourism & Hospitality
Emerging Industry





Our Strategic Advantages



Strategic Location

Close to Perth & Freight Networks

Proximity to Perth and major freight routes supports economic opportunity, population growth and regional connectivity.



Natural Environment

Unique Landscapes & Biodiversity

Bushland, waterways, rural landscapes and biodiversity corridors contribute to the Shire's environmental values and strong sense of place.

Chittering's location, natural assets and growing connectivity position the Shire strongly for future growth, investment and lifestyle appeal



Growth Potential

Investing in the Future

Continued investment in roads, community infrastructure and recreation facilities supports long term liveability and future growth opportunities



Community Connection

Stong Community Spirit

Volunteerism, local participation and community pride continue to shape the Shire's identity

Looking Ahead



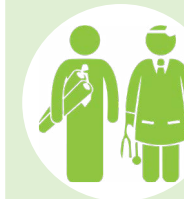
Renewing & Maintaining Ageing Infrastructure

Investing in roads, bridges and essential assets to support safe and reliable services.



Supporting Housing & Accomodation Diversity

Providing housing options that meet changing community needs and support sustainable growth.



Attracting & Retaining Skilled Workers

Building a strong local workforce to support economic development and service delivery.

As the Shire continues to grow and evolve, careful planning will be required to balance community expectations, infrastructure demand and long-term financial sustainability.



Meeting Growing Demand for Services & Community Facilities

Ensuring community facilities and services keep pace with population growth.



Responding to Bushfire & Environmental Risk

Strengthening preparedness and response to bushfire, climate and environmental challenges.



Managing Growth While Protecting Local Character

Balancing future development while preserving Cottesloe's rural lifestyle and unique identity.

Careful planning, responsible financial management and ongoing advocacy will help ensure Chittering continues to grow sustainably while protecting the qualities valued most by the community.

Our Council

The Shire is governed by seven elected Council members who provide strategic leadership, governance and advocacy on behalf of the community.

Council plays an important role in setting the long-term direction for the district, adopting strategic plans and budgets, and ensuring responsible and transparent decision-making in the interests of the community.



Shire President

Cr David Dewar



Deputy Shire President

Cr Mary Angus



Councillor

Cr John Curtis



Councillor

Cr Beck Foulkes-Taylor



Councillor

Cr Nicholas Grayer



Councillor

Cr Kylie Hughes



Councillor

Vacant





Our Organisation

The Shire is committed to delivering responsive, sustainable and community-focused services that support the long-term vision of the Council Plan 2026–2036.

‘A community that values its people, supports local growth, and protects our rural character’

Our Mission

‘To plan, lead and deliver services and infrastructure that support liveability, resilience and opportunity for the Chittering community’.

At the centre of the organisation is a strong commitment to collaboration, accountability and continuous improvement. The Shire’s values guide how decisions are made, how services are delivered and how staff work together to support the community.

Positive Attitude

We approach challenges positively and work towards solutions

Respect

We approach challenges positively and work towards solutions

Accountability

We approach challenges positively and work towards solutions

Teamwork

We approach challenges positively and work towards solutions

Organisational Structure

The organisation is led by the Chief Executive Officer (CEO), supported by the Executive Leadership Team responsible for overseeing strategic planning, service delivery, organisational performance and legislative compliance across the Shire.

The Shire delivers services through four key functional areas:

- Office of the CEO
- Corporate Services
- Development Services
- Technical Services

Together, these areas support delivery of community services, infrastructure, governance and operational functions across the organisation.

Executive Leadership Team

Melinda Prinsloo
Chief Executive Officer



Office of the CEO

Governance / Strategy / People & Culture / Council Support

Scott Clayton
Deputy Chief Executive Officer



Corporate Services

Finance / IT / Customer Services & Records / Community Development / Economic Development / Libraries

Jake Whistler
Executive Manager Development Services



Development Services

Planning / Building / Rangers / Health / Bushfire Risk Management

Leo Pudhota
Executive Manager Technical Services



Technical Services

Roads / Building Maintenance / Waste / Parks / Fleet

Workforce Planning & Organisational Capability

The Shire’s workforce plays a critical role in delivering services, maintaining infrastructure, supporting the community and implementing the priorities identified within the Council Plan and Corporate Business Plan.

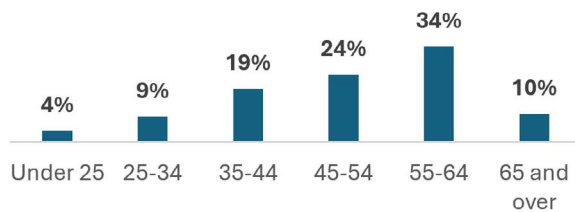
As a small rural local government, the Shire delivers a diverse range of services across infrastructure, emergency management, planning, environmental health, community development, governance and corporate operations.

The organisation continues to experience increasing service expectations, legislative responsibilities and operational demands associated with population growth, infrastructure renewal and evolving community needs.

At the same time, the Shire faces workforce challenges common across regional local government, including attracting and retaining skilled employees, an ageing workforce, succession planning requirements and competition for specialised roles.

| Workforce Snapshot | |
|-----------------------------------|----------------|
| Total Employees | 68 |
| Total Full Time | 40 |
| Total Part Time | 15 |
| Casuals | 10 |
| Contract | 3 |
| Total FTE | 54.2 |
| Male / Female Ratio | 46% / 54% |
| Employees Living within the Shire | 66% |
| Outdoor Workforce | 40% |
| Indoor Workforce | 60% |
| Average Employee Age | 50 years |
| Workforce Growth (4 years) | +6.1FTE (+11%) |

Workforce Age Profile



The Shire’s workforce profile reflects an experienced workforce, with approximately 44% of employees aged 55 years or older and an average employee age of 50 years. This provides significant organisational knowledge and experience but also highlights the importance of succession planning, leadership development and knowledge transfer to maintain organisational capability into the future.



Key Workforce Challenges

- Ageing workforce, with approximately 44% of employees aged 55 years or older.
- Succession planning and transfer of organisational knowledge as experienced employees approach retirement.
- Skill shortages affecting specialised roles including planners, surveyors, rangers and environmental health officers.
- Regional competition for talent and the increasing cost and availability of housing.
- Changes to work health and safety legislation, public health requirements and bushfire mitigation compliance obligations
- Ongoing growth in subdivisions, development activity and compliance workloads.
- Limited office accommodation and organisational capacity to support future growth.
- Increasing reliance on technology, compliance systems and digital service delivery.

Workforce Priorities (2025–2029)

Over the next four years, the Shire will continue focusing on:

- Attracting and retaining capable employees to support service delivery and organisational resilience.
- Strengthening leadership capability and workforce succession planning.
- Supporting workforce wellbeing, engagement and organisational culture.
- Improving workforce systems, technology and operational efficiency.
- Facilitating knowledge transfer and capability development across key service areas.
- Developing workforce flexibility and cross-skilling to improve service continuity.
- Aligning workforce resources with service delivery priorities and long-term financial sustainability.



Chittering 2036: Our Place, Our Future

The Council Plan reflects the aspirations, priorities and values of the Chittering community and provides the strategic direction for Council decision-making, service delivery and long-term planning.

The Plan is built around three key strategic outcomes that guide the Shire's future direction.



Communities Connected

An enriched community life that reflects the diverse identities of the different areas that make up the Shire.

Strategic Objectives:

1. Work with the community on matters that are important to them.
2. Support strong local clubs, groups and recreational opportunities for participation.
3. Advocate for and support communities to prepare for emergencies and local risks.
4. Engage, educate and collaborate with the community to support celebration, events and shared experiences.



Rural Way of Life

A safe and well-cared-for rural environment that values its natural and built character and provides access to essential services and facilities.

Strategic Objectives:

1. Advocate for improved investment and maintenance in roads and paths.
2. Preserve and celebrate natural places, trails, reserves and rural history.
3. Preserve the rural lifestyle by ensuring infrastructure meets current and future community needs.
4. Advocate for subdivision and infill development that respects and retains the Shire's rural character.
5. Advocate for improved connectivity within the Shire, including public and community transport options.



Thriving

A thoughtfully planned Shire where our community is supported to grow and thrive through future-ready development that respects rural character.

Strategic Objectives:

1. Plan for future-ready growth that reflects the unique character of Chittering's communities.
2. Advocate for, retain and attract local business and employment opportunities suited to a rural Shire.
3. Grow local tourism in a way that builds on Chittering's natural, cultural and community strengths.
4. Ensure responsible stewardship of Shire resources and long-term financial sustainability.

Together, these outcomes provide the framework for balancing growth, liveability, environmental stewardship and long-term sustainability across the Shire.

How the Plans Work Together

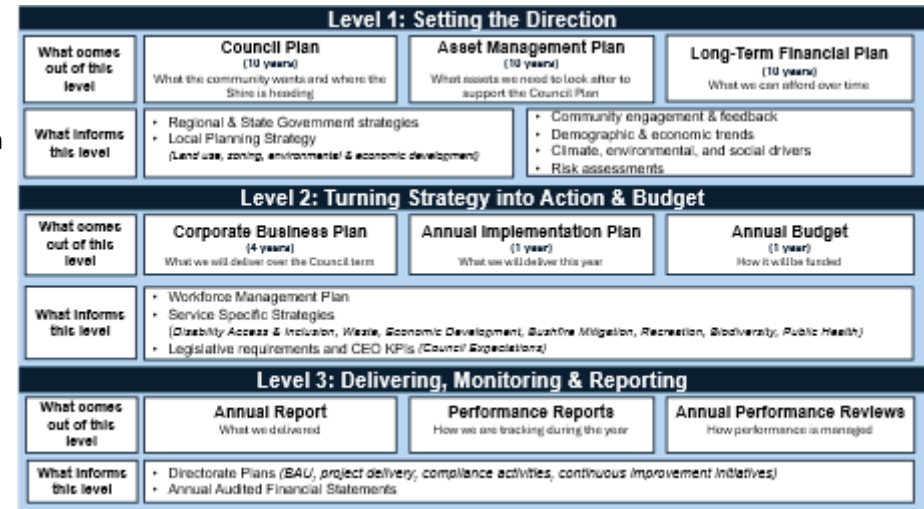
The Shire’s Integrated Planning and Reporting Framework ensures long-term community aspirations are connected to operational delivery, financial planning and organisational accountability.

The Council Plan 2026–2036, Corporate Business Plan 2026–2030 and Annual Implementation Plan 2026/27 form part of an integrated suite of planning documents that should be read together.

Together, these documents provide:

- a long-term community vision and strategic direction;
- a four-year roadmap for service delivery, projects and improvement activities; and
- a detailed annual implementation program aligned to the adopted budget.

This integrated approach supports informed decision-making, transparent governance and responsible long-term planning.



Supporting Strategies and Plans

The Corporate Business Plan is supported by a range of informing strategies and plans that guide long-term decision-making, service delivery and financial sustainability.

These include:

- Long Term Financial Plan
- Asset Management Plans
- Workforce Management Plan
- Local Planning Strategy
- Public Health Plan
- Disability Access and Inclusion Plan
- Risk Management Framework
- Bushfire and Emergency Management Plans
- Economic Development and Tourism Strategy
- Strategic Waste Management Plan
- Local Biodiversity Strategy

Together, these plans ensure strategic priorities are progressively translated into achievable annual actions supported by sustainable financial planning and organisational resources.

Corporate Business Plan (4-year Priorities)

Translating Strategy into Action

The Corporate Business Plan explains how the Shire will deliver the priorities and outcomes identified in the Council Plan over the next four years.

The CBP:

- outlines major projects and priorities,
- identifies improvement initiatives,
- supports long-term financial planning,
- guides organisational service delivery, and
- supports accountability and reporting across the organisation.

The Plan includes both:

- community-facing service areas aligned to the Council Plan outcomes; and
- organisational enabling services that support governance, financial sustainability, workforce capability and operational delivery.

The Annual Implementation Plan operates as a companion document that identifies the detailed annual actions, projects and operational activities delivered each financial year through the annual budget process.

Together, these documents provide the Shire's integrated approach to strategic planning, operational delivery and organisational accountability.



Four-Year Financial Roadmap (Snapshot)

The Corporate Business Plan is supported by a long-term financial approach that balances infrastructure investment, sustainable service delivery and responsible financial management.

Over the next four years, Council will continue investing in roads, community infrastructure, recreation facilities, economic development initiatives and strategic planning activities that support growth, liveability and long-term sustainability across the district. Delivery of these priorities will be supported through a combination of municipal funds, reserves, grants, developer contributions and external funding opportunities, while financial sustainability will continue to be monitored through the Long Term Financial Plan, Asset Management Plans and annual budget review processes.

Key Priorities – 2026/27

The first year of the Corporate Business Plan focuses on delivering several important projects and planning initiatives that will help shape the future of the Shire.

Key priorities include completion of the Lower Chittering Youth & Community Hub, progression of the Bindoon Town and Tourism Precinct planning program, Brockman Centre precinct planning, administration building pre-planning, cemetery planning and expansion investigations, Lower Chittering Hall investigations, remote campground planning, and Stage 2 vegetation and trail development works associated with the Bindoon Mountain Bike Park.

Road infrastructure investment will remain one of the Shire's highest priorities. In addition to the annual road renewal and reconstruction program, significant investment will be directed towards the North Road Upgrade, Chittering Road Upgrade and Julimar Road Upgrade. These projects will improve road safety, freight efficiency, regional connectivity and the long-term resilience of the transport network while supporting future growth across the district.



Major Strategic Projects 2026/27 – 2029/30

The following projects represent Council’s highest-priority infrastructure and strategic investment commitments over the Corporate Business Plan period.

Transport Infrastructure

- North Road Upgrade
- Chittering Road Upgrade
- Julimar Road Upgrade

Economic Development & Place Activation

- Bindoon Town & Tourism Precinct

Community Infrastructure

- Lower Chittering Youth & Community Hub
- Bindoon Mountain Bike Park Stage 2

Bindoon Town and Tourism Precinct

A significant focus of the Corporate Business Plan period will be the progression of the Bindoon Town and Tourism Precinct initiative following the successful securing of \$685,500 through the Australian Government’s Regional Precincts and Partnerships Program.

The initiative recognises the important role Bindoon plays as the Shire’s primary town centre, tourism destination and service hub. It also responds to opportunities associated with future population growth, changing traffic movements resulting from the Bindoon Bypass and the need to proactively plan for the long-term future of the town centre.

Over the next four years, the Shire will undertake planning, concept development, business case preparation and community engagement activities to establish a coordinated framework for the future development of Bindoon. Key focus areas include:

- Bindoon Town Centre and Retail Expansion
- Bindoon Mountain Bike Park Expansion and Activation
- Bindoon Tourist Park Development
- Great Northern Highway Mixed-Use Residential Development Opportunities
- Town Centre Public Realm and Traffic Calming Improvements

This work will help guide future land use, infrastructure investment, tourism development, housing opportunities and place activation projects, ensuring future growth occurs in a coordinated manner and reflects the community’s long-term aspirations.



CEO02 - 06/26**Future Planning Priorities (2027/28 – 2029/30)**

As the Shire continues to grow, future priorities will be guided by Council's strategic objectives, community needs, organisational capacity, asset renewal requirements, funding opportunities and long-term financial sustainability considerations.

Over the remaining years of the Corporate Business Plan, the Shire will progress a range of strategic planning and investigation projects that will help inform future infrastructure investment, service delivery and community development. Key priorities include the Public Open Space Audit and Strategy, locality-based planning, Brockman Centre precinct planning, cemetery expansion planning, Lower Chittering Hall investigations, administration building planning, multi-purpose housing development investigations and preparation for the future Gross Rental Value (GRV) Revaluation.

Council will also continue planning and advocating for major transport infrastructure improvements, including the North Road, Chittering Road and Julimar Road upgrades, while progressing economic development, tourism and place activation initiatives across the district.

These initiatives will support informed decision-making, strengthen long-term financial sustainability and ensure the Shire remains well positioned to respond to future growth, changing community expectations and emerging opportunities.

Operating Program 2026/27 – 2029/30

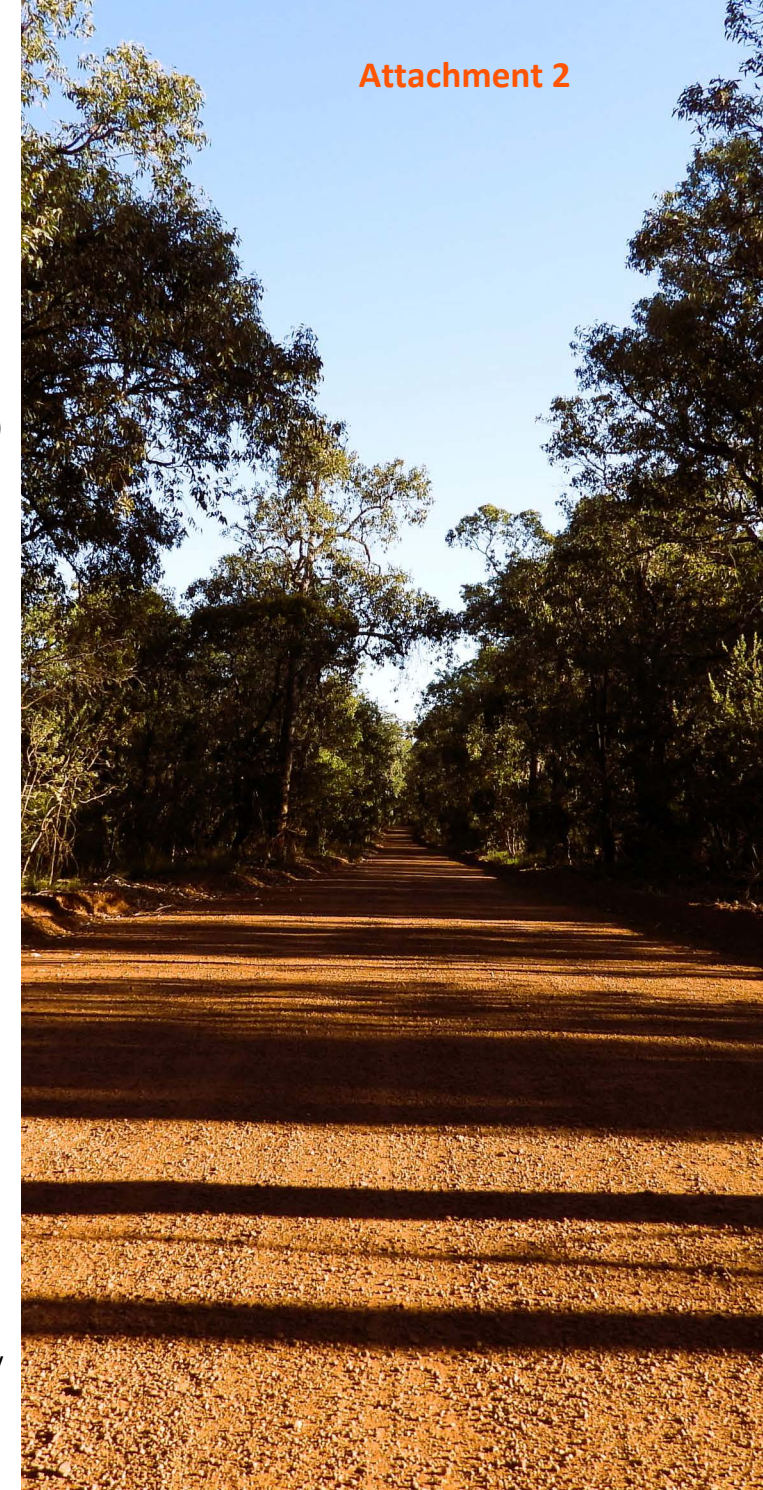
In addition to major capital projects and improvement initiatives, the Shire delivers a broad range of operational services that support the daily needs of residents, businesses and visitors.

These services include road maintenance, waste management, emergency management, recreation facilities, public health, planning and development services, community development, governance, customer service, information technology and corporate support functions.

Core operational priorities include:

- Roads and infrastructure maintenance;
- Waste and environmental services;
- Emergency management;
- Recreation and community facilities;
- Governance and compliance; and
- Customer and community services.

The Operating Program helps ensure day-to-day services remain sustainable, responsive and aligned with community expectations, while supporting the delivery of Council's strategic objectives and long-term vision for the district.



Service at a Glance

The Corporate Business Plan groups the Shire’s service areas into:

- 14 community-facing services aligned to the Council Plan outcomes; and
- 6 organisational enabling services that support governance, operational delivery and long-term sustainability.

Together, these services support community wellbeing, infrastructure delivery, environmental stewardship, economic growth and organisational performance.



Communities Connected

An enriched community life that reflects the diverse identities of the different areas that make up the Shire.

1. Recreation, Community Facilities & Active Open Spaces
2. Community Development & Events
3. Library Services
4. Residential Property Management
5. Ranger & Community Safety
6. Emergency Services & Recovery



Rural Way of Life

A safe and well-cared-for rural environment that values its natural and built character and provides access to essential services and facilities.

7. Bushfire Mitigation Services
8. Environment & Public Health
9. Bushland & Passive Open Spaces
10. Landfill & Waste Collection



Thriving

A thoughtfully planned Shire where our community is supported to grow and thrive through future-ready development that respects rural character.

11. Transport
12. Planning and Compliance
13. Building and Compliance
14. Economic Development, Tourism & Marketing

Organisational Sustainability & Leadership

(Enabling Services)

- | | | |
|---------------------------------------|--------------------------------------|---------------------------------|
| 15. Administration & Customer Service | 17. Information Technology & Records | 19. Governance & Strategy |
| 16. Financial Management | 18. People and Culture | 20. Executive & Council Support |

Reading the Service Profiles

The following service profiles provide an overview of how each service area contributes to delivery of the Council Plan and Corporate Business Plan over the next four years.

Each profile outlines:

- the purpose of the service;
- strategic alignment to the Council Plan;
- major projects and priorities;
- improvement initiatives;
- operational responsibilities; and
- key risks and resource considerations.

Profiles also identify relevant supporting strategies, legislative obligations and long-term planning considerations that inform service delivery and future decision-making.

Service Classification

To support governance, prioritisation, risk management and long-term resource planning, each service has been assigned a primary classification.

| Classification | Description |
|---------------------------------|---|
| Statutory | Services or functions required under legislation, regulations or formal government obligations (e.g. planning, waste management, environmental health and financial reporting). |
| Discretionary | Services delivered in response to local community priorities, Council direction or strategic objectives (e.g. events, community development, tourism and recreation programs). |
| Compliance / Risk-Linked | Services not always directly legislated but essential for managing organisational risk, governance obligations, safety, operational continuity or regulatory compliance (e.g. workplace health and safety, records management, cybersecurity, internal audit and emergency management). |

Many service areas contain responsibilities across multiple classifications. For example, recreation and community facilities may be considered discretionary services, while also carrying statutory and compliance obligations relating to building safety, accessibility, public health, asset management and risk management.

This approach helps ensure the Corporate Business Plan remains aligned with:

- community priorities identified through the Council Plan;
- legislative and regulatory obligations;
- long-term financial sustainability;
- organisational capability and risk management; and
- responsible and transparent governance practices.

Risk Assessment Matrix

The following risk categories and risk levels are used throughout the Corporate Business Plan to support consistent project prioritisation, service planning and organisational risk management.

Risk Categories

| Risk Category | Description |
|---------------------------------|---|
| Financial Risk | Budget overrun, revenue shortfall, or financial mismanagement. |
| Service Delivery Risk | Interruption to essential services or reduced service quality. |
| Compliance / Legislative Risk | Failure to comply with legislation, regulations, or mandatory policies. |
| Reputation Risk | Adverse community or stakeholder perception; loss of confidence in the Shire. |
| Asset / Infrastructure Risk | Damage, deterioration, or failure of physical infrastructure or assets. |
| Environmental Risk | Environmental harm or breach of environmental obligations. |
| Workforce / People Risk | Workforce shortages, health & safety issues, or capacity limitations. |
| Strategic / Governance Risk | Misalignment with strategic objectives, poor leadership, or governance failures. |
| Technology / Cybersecurity Risk | Technology failures, system outages, or cybersecurity breaches. |
| Emergency / Safety Risk | Natural disasters, emergency incidents, or safety hazards impacting people or operations. |

Risk Levels

| Risk Level | Meaning | Management Response |
|------------|---|---|
| Critical | ● Severe risk; urgent mitigation required. Likely to impact strategic outcomes or community safety. | Immediate action. Executive oversight. Potential escalation to Council. |
| High | ● Significant risk; could disrupt services, cause major financial or reputational damage. | Active risk management. Senior leadership oversight. Formal controls. |
| Medium | ● Moderate risk; could affect service efficiency or cause operational delays if unmanaged. | Service-level controls and monitoring. Regular reviews and mitigation. |
| Low | ● Minor risk; well-managed through existing processes. | Routine monitoring by service area. No additional controls required. |

Service Profiles (2025–2029)

The following pages detail each of the Shire’s 14 community-facing services and six organisational enabling services.



SECTION

01



Communities Connected

An enriched community life that reflects the diverse identities of the different areas that make up the Shire.



IN THIS SECTION

01



Recreation, Community Facilities & Active Open Spaces

02



Community Development & Events

03



Library Services

04



Residential Property Management

05



Ranger & Community Safety

06



Emergency Services & Recovery

1. Recreation, Community Facilities and Active Open Spaces

SERVICE OVERVIEW

Strategic Objective alignment

Foster a sense of inclusivity, activity and resilience where all members feel safe, valued, supported, and empowered.

Service units contributing to the services

| | | | | | | |
|----------------------|-----------------------|---------------------------|-------------------------------------|----------------------|----------------------|------------------------------------|
| Community Facilities | Community Development | Roads & Parks Maintenance | Asset Planning (Technical Services) | Building Maintenance | Environmental Health | Administration & Customer Services |
|----------------------|-----------------------|---------------------------|-------------------------------------|----------------------|----------------------|------------------------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|---|------------------------------------|
| Mostly Discretionary (D) , with Statutory (S) responsibilities (cemeteries) and elements linked to compliance, legal risk mitigation, and Australian Standards. | Delivered through internal employees (FTE) and external contractors | 8.7 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

| | |
|---|---|
| <p>Facility planning – feasibility studies, master plans, grant applications, project delivery (D)</p> <p>Facility maintenance – cleaning & maintenance of 56 Shire-owned facilities (D)</p> <p>Facility inspections – safety, accessibility, code compliance (e.g. DAIP, Building Code) (D, with legal risk)</p> <p>Facility operations – Facility operations – leases, licences, bookings for community & commercial use (D, with legal risk)</p> <p>Chittering Health Centre & Ferguson House – lease and asset maintenance (D)</p> <p>School Bus Shelters – maintenance (D)</p> | <p>Club development – support clubs, participation, volunteering (D)</p> <p>Active open space & reserve maintenance – ovals, reserves, public spaces (D, with legal risk)</p> <p>Hazard & damage response – storms, fallen trees, urgent works (S)</p> <p>Landscaping & irrigation – beautification, weed & irrigation management (D, with legal risk)</p> <p>Event support & activation – event space preparation, clean-up (D)</p> <p>Cemetery management – administration and maintenance (Bindoon Cemetery) (S)</p> |
|---|---|

KEY STRATEGIES AND INFORMING PLANS

| | | | |
|-------------------------|--------------------------------|----------------------------|------------------------------------|
| Sport & Recreation Plan | Economic Development & Tourism | Community Development Plan | Disability Access & Inclusion Plan |
|-------------------------|--------------------------------|----------------------------|------------------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

| | |
|-------------------------------------|---|
| Schedule 7 – Other Health | Schedule 10 – Other Community Amenities |
| Schedule 8 – Other Education | Schedule 11 – Public Halls & Civic Centres; Recreation & Sport |

Four Year Project Summary

Strategic Projects

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Construct Lower Chittering Youth and Community Hub | Deliver a new multi-use youth and community facility for Lower Chittering. | ✓ | - | - | - | Strategic / Governance Risk | ● | Technical Services |
| Deliver Mountain Bike Park stage 2 - revegetation | Undertake revegetation and environmental rehabilitation works associated with the Mountain Bike Park project. | ✓ | - | - | - | Environmental Risk | ● | Technical Services |
| Shearing shed at Bindoon Mountain Bike Park | Deliver supporting recreation infrastructure for the Mountain Bike Park precinct. | ✓ | - | - | - | Strategic / Governance Risk | ● | Technical Services |

Facility Upgrades & Renewals

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|-----------------------------------|--|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Chittering Health Centre building | Scheduled maintenance/renewal - security systems and window treatments. | - | ✓ | - | ✓ | Asset / Infrastructure Risk | ● | Technical Services |
| Ferguson House disable parking | Improve accessibility and compliance at Ferguson House. | - | ✓ | - | - | Compliance / Legislative Risk | ● | Technical Services |
| Bindoon Hall building | Scheduled maintenance/renewal - painting, flooring and air-conditioning renewal. | - | ✓ | ✓ | - | Asset / Infrastructure Risk | ● | Technical Services |
| Lower Chittering Hall building | Scheduled maintenance/renewal - painting, flooring and air-conditioning renewal. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Technical Services |
| Chinkabee Complex building | Renew ageing building elements to maintain facility condition and usability. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Technical Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Wannamal Hall building | Deliver accessibility upgrades including disabled parking improvements. | ✓ | - | ✓ | - | Compliance / Legislative Risk | ● | Technical Services |
| Wannamal Hall court resurfacing & fence | Renew court surface and fencing infrastructure to maintain safe community use. | - | - | ✓ | - | Asset / Infrastructure Risk | ● | Technical Services |
| Sandown Park clubrooms and transportable toilet | Renew ageing facility components supporting sporting and recreation use. | - | - | ✓ | - | Asset / Infrastructure Risk | ● | Technical Services |
| Sandown Park Modus ablution block building | Renew ablution facilities to maintain compliance and operational functionality. | - | ✓ | - | - | Compliance / Legislative Risk | ● | Technical Services |
| Sussex Bend public conveniences | Renew public amenity infrastructure to maintain safe and functional facilities. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Community Services |
| Bindoon Oval Ag Society shed | Renew roof infrastructure supporting sporting and community operations. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Community Services |
| Chinkabee Complex Infrastructure | Contribute to the renewal of the bowling green turf infrastructure. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Technical Services |
| Upgrade Muchea Complex supporting infrastructure | Deliver localised site improvements including shade and parking upgrades. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Technical Services |
| Wildflower Ridge Public Conveniences Building | Install bus shelter and CCTV infrastructure supporting public safety and amenity. | - | ✓ | - | - | Emergency / Safety Risk | ● | Technical Services |
| Wannamal Public Conveniences Building | Upgrade septic and drainage infrastructure supporting public amenities. | ✓ | - | - | - | Environmental Risk | ● | Technical Services |

Risk Level: ● Low ● Medium ● High ● Critical

Parks Public Open Space & Amenity Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Sussex Bend Reserve infrastructure upgrade | Replace shade sails and improve reserve infrastructure supporting recreation use. | ✓ | - | - | - | Strategic / Governance Risk | ● | Technical Services |
| Cemetery Memorial Gardens panels and landscaping | Improve cemetery memorial spaces and landscaping presentation. | ✓ | - | - | - | Service Delivery Risk | ● | Technical Services |
| Cemetery Water Tank | Water tank installation. | - | ✓ | - | - | Service Delivery Risk | ● | Technical Services |
| John Glenn Park infrastructure | Upgrade park infrastructure to improve safety, usability and community amenity. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Technical Services |
| Clune Park Public Conveniences Buildings | Deliver accessibility improvements aligned to DAIP requirements. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Technical Services |
| Clune Park Infrastructure Parks | Undertake structural repairs and renewal works including retaining walls and concrete infrastructure. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Technical Services |
| Mountain Bike Park viewing platform | | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Technical Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Brockman Centre (Arts & Crafts Building) Master Plan | Guide future use, renewal and investment planning for the Brockman Centre precinct. | ✓ | - | - | - | Strategic / Governance Risk | ● | Corporate Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Complete Public Open Space Audit (Phase 1 of POS Strategy) | Establish a baseline assessment of Shire-managed public open spaces, assets and functionality. | ✓ | ✓ | - | - | Strategic / Governance Risk | ● | Corporate Services |
| Develop Concept Designs for the Cemetery | Plan future cemetery capacity, layout and service requirements. | ✓ | - | - | - | Strategic / Governance Risk | ● | Corporate Services |
| Develop Sport & Recreation Plan (post POS Strategy) | Establish long-term recreation priorities, participation planning and infrastructure direction. | - | ✓ | - | - | Strategic / Governance Risk | ● | Corporate Services |
| Mountain Bike Trails Master Plan | Plan future expansion and staging of the Mountain Bike Park network. | ✓ | - | - | - | Compliance / Legislative Risk | ● | Corporate Services |
| Bridle Trail Site Assessment & Planning Feasibility | Investigate suitable trail locations and future feasibility requirements. | ✓ | - | - | - | Strategic / Governance Risk | ● | Development Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Maintenance & Service Plan for Wildflower Ridge POS | Establish maintenance standards and operational requirements for the reserve. | - | ✓ | - | - | Strategic / Governance Risk | ● | Technical Services |
| Define Service & Maintenance Model for Lower Chittering Youth and Community Hub POS | Establish maintenance, operational and budget requirements for new/opening public open space. | ✓ | ✓ | - | - | Strategic / Governance Risk | ● | Technical Services |
| Undertake Naming Process for Wildflower Ridge POS | Complete formal reserve naming and asset registration processes. | ✓ | - | - | - | Reputation Risk | ● | Development Services |

Risk Level: ● Low ● Medium ● High ● Critical

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Parks Maintenance Schedule / Plan | Establish service levels, maintenance standards and scheduling for parks and reserves. | ✓ | ✓ | - | - | Strategic / Governance Risk | ● | Technical Services |

Risk Level: ● Low ● Medium ● High ● Critical

2. Community Development & Events

| SERVICE OVERVIEW | | | | |
|---|-------------------------------|---|---|------------------------------------|
| Strategic Objective alignment | | | | |
| Foster a sense of inclusivity, activity and resilience where all members feel safe, valued, supported, and empowered. | | | | |
| Service units contributing to the services | | | | |
| Community Development & Events | Community Facilities | Environmental Health | Economic Development, Tourism & Marketing | Council & Executive Support |
| SERVICE PROFILE | | | | |
| Service Requirement | | Service Delivery Mode | | Service FTE (full-time equivalent) |
| Mostly Discretionary (D) , with Statutory (S) responsibilities (DAIP). | | Delivered through internal employees (FTE) and external contractors | | 1.5 FTE |
| CORE FUNCTIONS / SERVICE DELIVERY AREAS | | | | |
| Access & Inclusion – Ensure compliance with DAIP and equitable service access (S) Senior & ageing program – Activities and support for older residents (D) Youth program – Programs, events, and engagement for youth (D) Reconciliation – Strengthen respect and connection with Aboriginal communities (D) Social connectedness – Programs to address isolation and foster belonging (D) Community transport – Accessible transport for independence and participation (D) | | Community capacity building – Grow skills and networks in community groups (D) Volunteering – Promote and support civic participation through volunteerism (D) Civic, cultural & seasonal events – Deliver inclusive events and celebrations (D) Grants & donations – Fund strategic community projects and participation in national/international events (D) Civic awards program – Recognise outstanding contributions and service (D) | | |
| KEY STRATEGIES AND INFORMING PLANS | | | | |
| Community Development Plan | Economic Development Strategy | Sport & Recreation Plan | Disability Access & Inclusion Plan | |
| ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES | | | | |
| Schedule 4 – Members of Council (Governance & Administration) | | Schedule 11 – Heritage; Other Culture (Recreation & Culture) | | |
| Schedule 8 – Other Education; Aged & Disabled; Other Welfare (Education & Welfare) | | Schedule 13 – Other Economic Services (Economic Services) | | |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Review Community Development Plan | Review community priorities and align future initiatives with Council direction and emerging community needs. | ✓ | - | - | - | Strategic / Governance Risk | ● | Community Development |
| Review Local Heritage Plan & Inventory | Ensure heritage planning and inventory information remains current, accurate and aligned with heritage protection requirements. | - | ✓ | - | - | Strategic / Governance Risk | ● | Community Development |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-----------------------|------------|----------------------------|
| Automate the events application process | Improve event approvals, compliance processes and customer experience for community and Shire-led events. | - | - | ✓ | - | Service Delivery Risk | ● | Community Services |

3. Library Services

SERVICE OVERVIEW

Strategic Objective alignment

Foster a sense of inclusivity, activity and resilience where all members feel safe, valued, supported, and empowered.

Service units contributing to the services

| | | | |
|------------------|----------------------|--------------------------------|----------------------|
| Library Services | Community Facilities | Community Development & Events | Building Maintenance |
|------------------|----------------------|--------------------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|---|---|
| Mostly Discretionary (D) , with compliance obligations associated with public building maintenance and accessibility | Delivered through internal employees (FTE) and external contractors | 1.0 FTE , supported by community volunteers and SLWA |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Lending services – Books, DVDs, audiobooks, jigsaws (6,500 item collection) **(D)**

Digital resources – eBooks, eAudiobooks, eMagazines via BorrowBox, Libby, etc. **(D)**

Public access – Free internet and Wi-Fi at Bindoon Library **(D)**

Programs & activities – Early literacy and learning (e.g., Rhyme Time) **(D)**

Community outreach – Maintain 5 Little Free Libraries across the Shire **(D)**

Library building maintenance – Repairs and upkeep of Bindoon Library **(D, with legal risk)**

KEY STRATEGIES AND INFORMING PLANS

| | | | |
|-------------------------|--------------------------------|----------------------------|------------------------------------|
| Sport & Recreation Plan | Economic Development & Tourism | Community Development Plan | Disability Access & Inclusion Plan |
|-------------------------|--------------------------------|----------------------------|------------------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 11 – Library (Recreation & Culture)

Four-Year Project Summary

Facility Renewal & Asset Maintenance

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--------------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Renew library building capital items | Undertake renewal works to maintain the Bindoon Library building and support ongoing service delivery. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Technical Services |

Improvement Activities

There are no improvement activities currently scheduled for Library Services over the four-year period. This service area will continue to focus on reliable day-to-day delivery, lease compliance, and maintaining safe, fit-for-purpose housing assets.

4. Residential Property Management

| SERVICE OVERVIEW | | | |
|---|--|---------------------------------------|------------------------------------|
| Strategic Objective alignment | | | |
| Foster a sense of inclusivity, activity and resilience where all members feel safe, valued, supported, and empowered. | | | |
| Service units contributing to the services | | | |
| Financial Management | Community Facilities | Building Maintenance | Executive & Council Support |
| SERVICE PROFILE | | | |
| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) | |
| Discretionary (D), with Statutory (S) compliance and legal risk obligations arising from tenancy laws and property standards. | Delivered by internal employees | 0.1 FTE | |
| CORE FUNCTIONS / SERVICE DELIVERY AREAS | | | |
| <p>Tenancy management – Administer leases for Shire-owned housing (D)</p> <p>Lease compliance – Ensure tenancy obligations, safety standards and legal leasing compliance (D, with statutory compliance)</p> <p>Property maintenance – Coordinate upkeep of Shire-owned housing (D, with legal risk)</p> | | | |
| KEY STRATEGIES AND INFORMING PLANS | | | |
| Sport & Recreation Plan | Economic Development Strategy | Community Development Plan | Disability Access & Inclusion Plan |
| ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES | | | |
| Schedule 9 – Staff Housing (Housing) | Schedule 9 – Community Housing (Housing) | Schedule 9 – Senior Housing (Housing) | |

Four-Year Project Summary

Residential Property Renewal Program

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Unit 1/6194 Great Northern Highway Buildings | Programmed building renewal and maintenance works to maintain tenant safety and asset condition. | ✓ | ✓ | - | ✓ | Asset / Infrastructure Risk | ● | Community Services |
| Unit 2/6194 Great Northern Highway Buildings | Programmed building renewal and maintenance works to maintain tenant safety and asset condition. | ✓ | ✓ | - | - | Asset / Infrastructure Risk | ● | Community Services |
| Unit 3/6194 Great Northern Highway | Major capital renewal works to maintain building condition and functionality. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Community Services |
| Unit 4/6194 Great Northern Highway Buildings | Programmed building renewal and maintenance works to maintain tenant safety and asset condition. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Community Services |

Improvement Activities

There are no improvement activities currently scheduled for Residential Property Management over the four-year period. This service area will continue to focus on reliable day-to-day delivery, lease compliance, and maintaining safe, fit-for-purpose housing assets.

5. Ranger and Community Safety

SERVICE OVERVIEW

Strategic Objective alignment

Foster a sense of inclusivity, activity and resilience where all members feel safe, valued, supported, and empowered.

Service units contributing to the services

| | | | | | | | |
|---------------------------|--|----------------------|------------------|--------------------------------|-----------------------------|------------------|----------------------|
| Ranger & Community Safety | Community Emergency Safety Management (CESM) | Environmental Health | Customer Service | Community Development & Events | Executive & Council Support | Fleet Management | Building Maintenance |
|---------------------------|--|----------------------|------------------|--------------------------------|-----------------------------|------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|--|---|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, with statutory duties under Local Laws, bushfire legislation, cat and dog acts, and emergency management requirements. | Delivered by internal employees and external contractors (livestock such as sheep and cattle) | 2.3 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Community patrols & education – Promote public safety and local law compliance through patrols and education **(S)**

Local Law administration & enforcement – Enforce animal control, parking, bushfire compliance, illegal dumping, and unauthorised land use **(S)**

Complaint investigation – Respond to nuisance, noise, and safety complaints **(S/D)**

Emergency management support – Undertake firebreak inspections and support emergency preparedness **(S)**

Customer service – Provide frontline responses for infringements, animal queries, and safety advice **(D)**

Community safety education – Support safety outcomes through awareness initiatives **(S)**

Animal management & care – Register dogs and cats, investigate animal-related complaints, manage impounding and rehoming, control livestock on roads, operate the Animal Care Centre, and promote responsible pet ownership **(S/D)**

KEY STRATEGIES AND INFORMING PLANS

| | | | | |
|--------------------------|---------------------------|-------------------------|----------------------------|-------------------------------|
| Bushfire Management Plan | Emergency Management Plan | Sport & Recreation Plan | Community Development Plan | Economic Development Strategy |
|--------------------------|---------------------------|-------------------------|----------------------------|-------------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 5 – Other Law, Order & Public Safety (Law, Order & Public Safety)

Four Year Project Summary

There are no capital projects currently scheduled for Ranger & Community Safety Services over the four-year period, apart from vehicle replacement program items delivered through the Plant Replacement Program.

Improvement Activities

There are no improvement activities currently prioritised for this service area. The focus remains on maintaining reliable statutory service delivery in accordance with legislative and regulatory requirements.

Ranger & Community Safety is a frontline, compliance-focused service area that predominantly delivers business-as-usual (BAU) activities. Core functions include enforcing local laws, administering animal control services, monitoring bushfire risk compliance, responding to community safety concerns, and supporting emergency management initiatives. The service is highly operational and legislative in nature, with a strong emphasis on responsiveness, public safety, and statutory compliance.

While major projects and improvement activities are not currently identified, the service plays a critical role in protecting community wellbeing, managing compliance obligations, and maintaining safe and orderly public spaces. As community expectations, population growth, and regulatory requirements continue to evolve, the Shire may undertake future service reviews to assess service capacity, resource requirements, operational efficiencies, and opportunities to enhance service delivery.

6. Emergency Services and Recovery

| SERVICE OVERVIEW | | | | |
|---|--|------------------------------|---|------------------------------------|
| Strategic Objective alignment | | | | |
| Foster a sense of inclusivity, activity and resilience where all members feel safe, valued, supported, and empowered. | | | | |
| Service units contributing to the services | | | | |
| Community Emergency Safety Management (CESM) | Ranger and Community Safety | Bushfire Mitigation Services | Community Development & Events | Building Maintenance |
| SERVICE PROFILE | | | | |
| Service Requirement | Service Delivery Mode | | | Service FTE (full-time equivalent) |
| Statutory (S) service provision under the Emergency Management Act 2005 (WA), with Discretionary (D) elements linked to supporting infrastructure and community resilience. | Delivered by internal employees (outsourced 1.0 FTE via CESM contract) | | | 1.0 FTE (Outsourced) |
| CORE FUNCTIONS / SERVICE DELIVERY AREAS | | | | |
| Emergency management planning – Lead development and review of Local Emergency Management Arrangements (LEMA) and emergency response procedures (S) | | | | |
| LEMC coordination – Facilitate Local Emergency Management Committee meetings and compliance (S) | | | | |
| Brigade support & reform – Support volunteer emergency brigades and implement state emergency services reforms (e.g., training, governance) (S) | | | | |
| Recovery & resilience – Deliver post-disaster recovery efforts and build community capacity to withstand emergencies (S) | | | | |
| Emergency infrastructure – Oversee the maintenance and improvement of the 5 fire stations (D, with compliance risk) | | | | |
| KEY STRATEGIES AND INFORMING PLANS | | | | |
| Emergency Management Plan | Bushfire Risk Management Plan | | Community Development Plan | |
| ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES | | | | |
| Schedule 5 – Emergency Services – Bushfire Brigade | | | Schedule 5 – Emergency Management (Law, Order & Public Safety) | |

Four-Year Project Summary

Fire Station Renewal & Upgrade Program

The Shire continues to invest in emergency services infrastructure to support volunteer brigades, operational readiness and safe emergency response capability across the district.

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|-------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Upper Chittering Fire Station | Undertake staged capital renewal and operational upgrades to maintain emergency response capability and asset condition. | - | - | ✓ | - | Asset / Infrastructure Risk | ● | Development Services |
| Lower Chittering Fire Station | Undertake staged capital renewal and operational upgrades to maintain emergency response capability and asset condition. | - | - | ✓ | - | Asset / Infrastructure Risk | ● | Development Services |
| Muchea Fire Station | Undertake staged capital renewal and operational upgrades to maintain emergency response capability and asset condition. | - | ✓ | ✓ | - | Asset / Infrastructure Risk | ● | Development Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Review and update Bush Fire Brigades Local Law 2012 | Ensure the Local Law remains current, compliant and operationally effective in supporting brigade governance and emergency response. | ✓ | - | - | - | Compliance / Legislative Risk | ● | Development Services |
| Review and update Emergency Evacuation Centre Preparedness Plan | Ensure evacuation centre arrangements remain coordinated, current and capable of supporting emergency response and community recovery. | ✓ | - | - | - | Emergency / Safety Risk | ● | Development Services |
| Review and update CESM Memorandum of Understanding | Maintain clear governance, operational responsibilities and funding arrangements for emergency management services. | ✓ | - | - | - | Strategic / Governance Risk | ● | Development Services |

Risk Level: ● Low ● Medium ● High ● Critical

SECTION

02



Rural Way of Life

A safe and well-cared-for rural environment that values its natural and built character and provides access to essential services and facilities.



IN THIS SECTION

07



Bushfire Mitigation Services

08



Environment & Public Health

09



Bushland & Passive Open Spaces

10



Landfill & Waste Collection

7. Bushfire Mitigation Services

| SERVICE OVERVIEW | | | | | | |
|---|--|-----------------------------|---|-----------------------------|------------------------------------|---|
| Strategic Objective alignment | | | | | | |
| Preserve natural resources and ecosystems for current and future generations by promoting sustainability and environmental stewardship. | | | | | | |
| Service units contributing to the services | | | | | | |
| Bushfire Mitigation Services | Community Emergency Safety Management (CESM) | Ranger and Community Safety | Roads & Parks Maintenance | Financial Management | Building Maintenance | Community Development & Events |
| SERVICE PROFILE | | | | | | |
| Service Requirement | | | Service Delivery Mode | | Service FTE (full-time equivalent) | |
| Statutory (S) responsibilities under the Bush Fires Act 1954 (WA) and State-endorsed risk frameworks, with Discretionary (D) elements that support education, engagement and volunteer coordination. | | | Delivered by internal employees, supported by bushfire volunteers | | 3.7 FTE | |
| CORE FUNCTIONS / SERVICE DELIVERY AREAS | | | | | | |
| <p>Firebreak compliance – Inspect properties, issue notices, and enforce firebreak requirements under the Firebreak Notice (S)</p> <p>Fuel hazard mitigation – Implement physical works (e.g., slashing, spraying, strategic burns) to reduce bushfire risk on Shire-managed land (S)</p> <p>Bushfire preparedness education – Promote property preparedness and responsible land management through seasonal campaigns and resident support (D)</p> <p>Bushfire risk planning – Contribute to bushfire risk mapping, annual treatment plans, and reporting for the Bushfire Risk Management Plan (BRMP) (S)</p> <p>Volunteer coordination (mitigation) – Coordinate volunteers and contractors in delivery of Shire-led mitigation projects (D)</p> | | | | | | |
| KEY STRATEGIES AND INFORMING PLANS | | | | | | |
| Bushfire Risk Management Plan | | Emergency Management Plan | | Local Biodiversity Strategy | | Economic Development Strategy (impact on visitor safety & infrastructure) |
| ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES | | | | | | |
| Schedule 5 – Fire Prevention (Law, Order & Public Safety) | | | | | | |

Four-Year Project Summary

Bushfire Water Supply Infrastructure Program

The Shire continues to invest in emergency water infrastructure to improve bushfire preparedness, support volunteer brigades and strengthen community resilience across the district.

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|-------------------------|--|---------|---------|---------|---------|-------------------------|------------|----------------------------|
| Water Tank Wandena Road | Deliver staged water supply infrastructure to improve emergency water access and bushfire response capability. | ✓ | ✓ | - | - | Emergency / Safety Risk | ● | |
| Sandown Park Water Tank | Install water storage infrastructure supporting emergency response and community resilience. | ✓ | - | - | - | Emergency / Safety Risk | ● | |
| Cemetery Water Tank | Deliver emergency water supply infrastructure supporting firefighting operations and community protection. | - | ✓ | - | - | Emergency / Safety Risk | ● | |


Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-------------------------------|------------|-------------------------------|
| Develop Reserves Management Plan (Stage 1) | | - | ✓ | - | - | Environmental Risk | ● | Environmental Risk |
| Review and update Bushfire Risk Management Plan | Ensure bushfire risk priorities, mitigation treatments and response strategies remain current and effective. | ✓ | - | ✓ | - | Compliance / Legislative Risk | ● | Compliance / Legislative Risk |
| Prepare Bushfire Water Supply (Static Tanks) Plan | Identify and prioritise future water infrastructure requirements to support bushfire response capability. | ✓ | - | - | - | Service Delivery Risk | ● | Service Delivery Risk |


Risk Level: ● Low ● Medium ● High ● Critical

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-----------------------|---|----------------------------|
| Community Bushfire Mitigation Events (CRRP) | Deliver community education, engagement and awareness activities to improve bushfire preparedness and resilience. | - | ✓ | - | - | Service Delivery Risk |  | Community Development |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-----------------------|---|----------------------------|
| Integrate Bushfire Mitigation and Road Works Planning | Improve coordination between bushfire mitigation works and planned road and infrastructure projects. | - | ✓ | - | - | Service Delivery Risk |  | Technical Services |

Risk Level:  Low  Medium  High  Critical

8. Environmental and Public Health

SERVICE OVERVIEW

Strategic Objective alignment

Preserve natural resources and ecosystems for current and future generations by promoting sustainability and environmental stewardship.

Service units contributing to the services

| | | | | | |
|----------------------|-----------------------------|------------------------------|----------------------|------------------|--------------------------------|
| Environmental Health | Ranger and Community Safety | Bushfire Mitigation Services | Building Maintenance | Waste Management | Community Development & Events |
|----------------------|-----------------------------|------------------------------|----------------------|------------------|--------------------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|---------------------------------|------------------------------------|
| Statutory (S) service provision under public health and environmental legislation, supported by Discretionary (D) education and engagement initiatives. | Delivered by internal employees | 1.9 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Environmental health regulation & compliance – Food safety inspections, public building and event health assessments, sanitation checks, septic tank inspections, notifiable diseases, inspections at: lodging houses, caravan parks, beauty & skin penetration businesses, water sampling at public swimming pools & food businesses (drinking water) **(S)**

Wastewater system approvals – Assess and approve on-site effluent disposal and treatment systems **(S)**

Public health risk mitigation – Vector control (e.g. mosquito management), asbestos risk, and contaminated site monitoring (in coordination with DWER) **(S)**

Environmental compliance for shire works – Secure permits and licences for infrastructure works (e.g. clearing permits, sewerage approvals) **(S)**

Environmental education & engagement – Community environmental programs and support for volunteer participation **(D)**

KEY STRATEGIES AND INFORMING PLANS

| | | | |
|--------------------|---------------------------------|-------------------------------|---------------------------|
| Public Health Plan | Strategic Waste Management Plan | Bushfire Risk Management Plan | Emergency Management Plan |
|--------------------|---------------------------------|-------------------------------|---------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

| | |
|--|--|
| Schedule 7 – Health Administration & Inspection | Schedule 10 – Sewerage (Community Amenities) |
| Schedule 7 – Preventative Services – Pest Control | Schedule 10 – Protection of the Environment (Community Amenities) |

Four Year Project Summary

There are no capital projects currently scheduled for Environment and Public Health Services over the four-year period.

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|-------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Review the Public Health Plan | Ensure local public health planning remains current and aligned with legislative requirements and community health priorities. | - | ✓ | - | - | Strategic / Governance Risk | ● | Environmental Health |

9. Bushland and Passive Open Spaces

SERVICE OVERVIEW

Strategic Objective alignment

Preserve natural resources and ecosystems for current and future generations by promoting sustainability and environmental stewardship.

Service units contributing to the services

| | | | | | | |
|-----------------------------|------------------------------|---|--------------------------------|----------------------|----------------------|---------------------------|
| Ranger and Community Safety | Bushfire Mitigation Services | Economic Development, Tourism & Marketing | Community Development & Events | Building Maintenance | Development Services | Roads & Parks Maintenance |
|-----------------------------|------------------------------|---|--------------------------------|----------------------|----------------------|---------------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|--|---|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, with statutory obligations relating to environmental compliance, fire mitigation, and risk management. | Delivered primarily by external contractors (Landcare), with minimal internal oversight | 0.1 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Reserve & trail maintenance – Maintain Walk trails and natural reserves including weed control, path clearing, and signage **(S/D)**

Revegetation & biodiversity programs – Native planting and restoration in line with the Local Biodiversity Strategy **(D)**

Tree management – Risk assessments, pruning, removal, and proactive care of trees in natural areas **(S/D)**

Bushfire mitigation in natural areas – Fuel load reduction and access trail maintenance as per the Bushfire Risk Management Plan **(S)**

Environmental compliance & education – Support bushland compliance (e.g. illegal dumping, clearing) and community awareness **(S)**

Waterway management – Protection and rehabilitation of waterways and associated vegetation **(S)**

Natural area asset management – Monitor condition, plan works, and develop/update bushland management plans **(D)**

KEY STRATEGIES AND INFORMING PLANS

| | | | | |
|-----------------------------|-------------------------------|---------------------------|-------------------------|-------------------------------|
| Local Biodiversity Strategy | Bushfire Risk Management Plan | Emergency Management Plan | Sport & Recreation Plan | Economic Development Strategy |
|-----------------------------|-------------------------------|---------------------------|-------------------------|-------------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

| | |
|--|--|
| Schedule 11 – Other Recreation & Sport (Recreation & Culture) | Schedule 12 – Construction: Streets, Roads, Bridges (Transport) |
|--|--|

Four Year Project Summary

There are no major capital projects planned for Bushland & Passive Open Spaces over the next four years. This service area primarily focuses on program delivery, and non-infrastructure initiatives.

Improvement Activities

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Conservation Reserve and Roadside Vegetation Management Framework | Establish a coordinated approach to managing high-value reserves and roadside vegetation to support biodiversity outcomes and grant readiness. | - | - | ✓ | - | Strategic / Governance Risk | ● | Parks / Landcare |
| Implement Environmental Hygiene and Dieback Management Framework | Embed consistent hygiene and dieback management practices across Shire operations and contractor activities to protect biodiversity assets. | - | - | ✓ | - | Emergency / Safety Risk | ● | Parks / Landcare |

Risk Level: ● Low ● Medium ● High ● Critical

10. Landfill and Waste Collection

SERVICE OVERVIEW

Strategic Objective alignment

Preserve natural resources and ecosystems for current and future generations by promoting sustainability and environmental stewardship.

Service units contributing to the services

| | | | |
|----------------|----------------------|------------------------------|----------------------|
| Waste Services | Environmental Health | Bushfire Mitigation Services | Building Maintenance |
|----------------|----------------------|------------------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, with statutory obligations related to residential collection, landfill licensing, and environmental compliance. | Delivered by internal employees and external contractors | 3.1 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Public waste infrastructure – Maintain public bins and waste infrastructure (e.g., skip bins, compactors) across parks, townsites, and community facilities **(S/D)**

Landfill facility management – Operate and manage landfill sites at Muchea, Bindoon and Wannamal; ensure environmental compliance, access control, and safety **(S)**

Residential waste collection – Oversee kerbside collection of general waste (weekly) and recycling (fortnightly) for residential areas **(S)**

Community waste services – Illegal dumping removal, deceased animal collection, and public event waste **(D)**

Waste disposal & diversion – Monitor landfill operations, implement waste reduction strategies, and report on diversion performance to meet WA Waste Strategy targets **(S/D)**

KEY STRATEGIES AND INFORMING PLANS

| | | | |
|---------------------------------|---------------------------|-------------------------------|-----------------------------|
| Strategic Waste Management Plan | Emergency Management Plan | Bushfire Risk Management Plan | Local Biodiversity Strategy |
|---------------------------------|---------------------------|-------------------------------|-----------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

| | |
|---|---|
| Schedule 10 – Sanitation – General (Community Amenities) | Schedule 10 – Sanitation – Other (Community Amenities) |
|---|---|

Four Year Project Summary

Landfill Compliance & Safety Upgrades

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|------------------------------------|--|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Bindoon Landfill Facility Upgrades | Upgrade CCTV and electrical protection systems to improve site security, safety and operational compliance. | - | ✓ | - | - | Compliance / Legislative Risk | ● | Technical Services |
| Muceha Landfill Facility Upgrades | Upgrade CCTV, electrical protection systems and emergency safety infrastructure to improve operational compliance and site safety. | - | ✓ | - | - | Compliance / Legislative Risk | ● | Technical Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Review Strategic Waste Management Plan 2023 and submit to Department | Update the Strategic Waste Management Plan to reflect future priorities, compliance requirements and long-term waste management direction. | - | ✓ | - | - | Strategic / Governance Risk | ● | Infrastructure Services |
| Plan for Bindoon Landfill Licence Renewal / Transition | Determine the long-term future of the Bindoon landfill, including renewal, closure or transition planning. | - | ✓ | ✓ | ✓ | Strategic / Governance Risk | ● | Technical Services |
| Muceha Landfill Long-Term Strategy | Establish long-term direction for the Muceha landfill, including future retention, expansion or transition options. | - | - | - | ✓ | Strategic / Governance Risk | ● | Technical Services |
| Develop Landfill Site Masterplans (layout and staging) for both sites | Establish long-term layout, staging and operational planning for landfill infrastructure and compliance management. | ✓ | - | - | - | Strategic / Governance Risk | ● | Infrastructure Services |
| Investigate future options for Bindoon landfill site (post-closure) | Assess future land use and transition opportunities for the Bindoon landfill site following closure. | - | - | - | ✓ | Strategic / Financial Risk | ● | Infrastructure Services |

Risk Level: ● Low ● Medium ● High ● Critical

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|----------------------------|------------|----------------------------|
| Review free domestic waste disposal model | Assess financial sustainability and community impacts associated with free domestic waste disposal services. | - | ✓ | - | - | Financial Risk | ● | Technical Services |
| Review commercial waste acceptance model | Assess operational viability, financial implications and risks associated with commercial waste acceptance at Shire facilities. | - | ✓ | - | - | Strategic / Financial Risk | ● | Technical Services |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Implement Landfill Compliance Uplift Program | Improve landfill operational controls, procedures and practices to strengthen compliance with licence conditions and environmental obligations. | ✓ | - | - | - | Compliance / Legislative Risk | ● | Technical Services |
| Stormwater Masterplan | Improve stormwater management and reduce environmental contamination risks across landfill operations. | ✓ | - | - | - | Environmental Risk | ● | Infrastructure Services |
| Landfill Closure Implementation Plan (staging) - Muchea | Establish a staged implementation program for future landfill closure requirements. | ✓ | - | - | - | Environmental Risk | ● | Infrastructure Services |
| Develop Landfill Fire Risk Management Framework | Reduce fire risk and strengthen landfill safety and emergency management practices. | ✓ | - | - | - | Environmental Risk | ● | Infrastructure Services |

Risk Level: ● Low ● Medium ● High ● Critical

SECTION

03



Thriving

A thoughtfully planned Shire where our community is supported to grow and thrive through future-ready development that respects rural character.



IN THIS SECTION

11



Transport

12



Planning and Compliance

13



Building and Compliance

14



Economic Development, Tourism & Marketing

11. Transport (Roads, Bridges, Drainage, Footpaths)

SERVICE OVERVIEW

Strategic Objective alignment

Achieve a balance between development and conservation while enhancing infrastructure and town aesthetics.

Service units contributing to the services

| | | | | |
|----------------------|----------------------|-------------------------------------|------------------|----------------------|
| Roads & Construction | Building Maintenance | Asset Planning (Technical Services) | Fleet Management | Economic Development |
|----------------------|----------------------|-------------------------------------|------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--|------------------------------------|
| Statutory (S) and Discretionary (D) service provision, with statutory obligations related to road safety, drainage, signage, and public infrastructure maintenance, alongside discretionary investments in townscape and service expansion. | Delivered by internal employees and external contractors | 8.0 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Road network construction & maintenance: Design, construct and maintain sealed and unsealed roads **(D)**

Traffic & transport asset management: Install and maintain signage, line-marking, and traffic safety infrastructure **(S/D)**

Stormwater drainage: Design and manage culverts, swales, and urban drainage systems **(S/D)**

Street lighting & furniture: Maintain lighting, bins, benches and other streetscape items **(D)**

Footpaths & bridges: Build and maintain footpaths, pedestrian access ways, and vehicle bridges **(S/D)**

Street sweeping & cleaning: Routine cleaning of townsites and high-traffic public areas **(D)**

Reactive maintenance & emergency response: Address potholes, tree falls, storm damage, and urgent road issues **(S)**

Fleet & plant services: Manage and maintain Shire vehicles, heavy plant, and equipment lifecycle **(S/D)**

KEY STRATEGIES AND INFORMING PLANS

| | | |
|-------------------------|-------------------------------|-----------------------|
| Sport & Recreation Plan | Economic Development Strategy | Asset Management Plan |
|-------------------------|-------------------------------|-----------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

| | |
|--|--|
| Schedule 10 – Urban Stormwater Drainage (Community Amenities) | Schedule 12 – Construction & Maintenance – Streets, Roads, Bridges, Depot (Transport) |
|--|--|

Road Renewal Program

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|-------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| North Road upgrade | Undertake staged reconstruction and two-coat seal upgrades to improve freight access and road safety. | ✓ | ✓ | ✓ | ✓ | Strategic / Governance Risk | ● | Infrastructure Services |
| Chittering Road upgrade | | ✓ | - | - | - | Strategic / Governance Risk | ● | Infrastructure Services |
| Julimar Road upgrade | | ✓ | - | - | - | Strategic / Governance Risk | ● | Infrastructure Services |
| Depot Infrastructure Upgrades | Upgrade depot workshops, sealed areas and staff facilities to improve operational efficiency and safety. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Forrest Hills Parade Reseal | Renew road surface to maintain safety and asset condition. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Ridgetop Ramble Reseal | Renew road surface to maintain safety and asset condition. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Chittering Valley Road Reseal | Undertake staged reseal works to maintain regional road condition and network reliability. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Wells Glover Road Reseal | Renew road surface to maintain asset condition and reduce deterioration. | - | ✓ | ✓ | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Blue Gum Way Reseal | Renew road surface to maintain safe road access. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|----------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Salmon Gum Crescent Reseal | Renew road surface to maintain local road condition. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Flat Rocks Road Reseal | Undertake staged reseal renewal works. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Hay Flat Road Reseal | Renew road surface to maintain network performance and safety. | - | - | ✓ | ✓ | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Leschenaultia Drive Reseal | Renew road surface to improve safety and asset longevity. | - | - | ✓ | ✓ | Asset / Infrastructure Risk | ● | Infrastructure Services |
| West Point Road Reseal | Renew road surface to maintain regional access. | - | - | - | ✓ | Asset / Infrastructure Risk | ● | Infrastructure Services |

Capital Road Upgrade Program

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Flat Rocks Road Upgrade | Deliver staged two-coat seal upgrades improving network resilience and safety. | ✓ | ✓ | ✓ | - | Strategic / Governance Risk | ● | Infrastructure Services |
| Dewars Pool Road Upgrade | Undertake road upgrade and sealing improvements to improve access and asset condition. | - | - | - | ✓ | Strategic / Governance Risk | ● | Infrastructure Services |

Road Reconstruction & Upgrade Program

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Flat Rocks Road Reconstruction | Undertake reconstruction and gravel sheet renewal works to improve road condition and longevity. | ✓ | - | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|------------------------------|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Tea Tree Road Reconstruction | Undertake staged reconstruction and gravel sheet renewal works. | ✓ | ✓ | - | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Perry Road Reconstruction | Deliver reconstruction and gravel sheet renewal works improving safety and asset condition. | - | - | ✓ | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Stephens Road Reconstruction | Deliver reconstruction and gravel sheet renewal works improving road resilience. | - | - | ✓ | - | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Bore Road Reconstruction | Undertake reconstruction and gravel sheet renewal works to maintain regional access. | - | - | - | ✓ | Asset / Infrastructure Risk | ● | Infrastructure Services |
| Densley Road Reconstruction | Undertake reconstruction and gravel sheet renewal works supporting network reliability. | - | - | - | ✓ | Asset / Infrastructure Risk | ● | Infrastructure Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Fleet and Plant Strategy | Establish a coordinated approach to fleet lifecycle management, replacement planning and utilisation aligned to service delivery requirements. | - | ✓ | - | - | Strategic / Governance Risk | ● | Technical Services |
| Develop Integrated Road Asset Planning Framework | Establish a prioritised and data-driven approach to road renewal, upgrades and safety improvements. | - | ✓ | ✓ | - | Strategic / Governance Risk | ● | Technical Services |
| Define service levels for roads network | Define service levels for roads, drainage and traffic assets aligned to community expectations and available resources. | ✓ | ✓ | - | - | Strategic / Governance Risk | ● | Technical Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Santa Gertrudis Shared Use Path Feasibility Study | Assess feasibility, alignment, cost and delivery options for a shared use path supporting active transport and community connectivity. | ✓ | - | - | - | Strategic / Governance Risk | ● | Corporate Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Road Asset Condition Data Collection & Management Program | Improve road asset data collection and condition assessments to support renewal planning, grant funding and asset management decision-making. | ✓ | - | - | - | Strategic / Governance Risk | ● | Technical Services |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Roads and Drainage and Flood Risk maintenance schedule | Improve maintenance planning and operational efficiency for roads, drainage and flood mitigation infrastructure aligned to defined service levels. | - | ✓ | ✓ | ✓ | Strategic / Governance Risk | ● | Technical Services |

Risk Level: ● Low ● Medium ● High ● Critical

12. Planning and Compliance

SERVICE OVERVIEW

Strategic Objective alignment

Achieve a balance between development and conservation while enhancing infrastructure and town aesthetics.

Service units contributing to the services

| | | |
|-----------------------|-----------------------------------|--------------------|
| Planning & Compliance | Building & Facilities Maintenance | Financial Services |
|-----------------------|-----------------------------------|--------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--|------------------------------------|
| Statutory (S) and Discretionary (D) service provision, with core statutory functions under the Planning and Development Act supported by discretionary strategic planning and community engagement initiatives. | Delivered by internal employees and external contractors | 5.2 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Development application assessment: Process development applications under the Local Planning Scheme and relevant legislation (S)

Strategic land use planning: Develop and review local strategies and scheme amendments to guide land use (S/D)

Planning advice & engagement: Provide technical advice, pre-lodgement meetings, and coordinate community consultation on complex proposals (D)

Compliance & enforcement: Monitor development compliance and enforce conditions or take regulatory action as required (S)

KEY STRATEGIES AND INFORMING PLANS

| | | | |
|-------------------------|-----------------------|-------------------------|-----------------------------|
| Local Planning Strategy | Local Planning Scheme | Local Planning Policies | Local Biodiversity Strategy |
|-------------------------|-----------------------|-------------------------|-----------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 10 – Community Amenities: Town Planning & Regional Development

Four Year Project Summary

No capital projects are planned for this service over the next four years, as its focus is on statutory assessment, policy development, and regulatory compliance. These functions are primarily delivered through internal systems and processes, with improvement needs addressed through non-capital activities outlined below.

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Review and update the Local Planning Strategy (LPS) | Provide updated long-term strategic direction for land use planning, growth management and infrastructure coordination. | ✓ | - | ✓ | - | Strategic / Governance Risk | ● | Development Services |
| Review Local Biodiversity Strategy 2022 | Ensure biodiversity planning priorities remain current and aligned with environmental objectives and future planning needs. | ✓ | - | - | - | Strategic / Governance Risk | ● | Development Services |
| Review Extractive Industries Local Law & develop a new Local Planning Policy – Extractive Industries | Ensure planning controls and regulation for extractive industries remain current, effective and aligned with community expectations. | ✓ | - | - | - | Compliance / Governance | ● | Development Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-------------------------|------------|----------------------------|
| Streamline Planning & Pre-lodgement Processes | Improve development approval efficiency, customer experience and investor confidence. | ✓ | ✓ | - | - | Compliance / Governance | ● | Development Services |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Local Planning Scheme Review and Amendments Program | Ensure Local Planning Scheme remains current, compliant and aligned with strategic planning objectives and the inclusion of ecological linkages aligned to the LBS. | ✓ | ✓ | - | - | Compliance / Legislative Risk | ● | Development Services |
| Local Planning Policy Review and Update Program | Update the 8 outdated policies to ensure consistency with planning framework and legislation. | ✓ | ✓ | - | - | Compliance / Legislative Risk | ● | Planning |

Risk Level: ● Low ● Medium ● High ● Critical

13. Building and Compliance

SERVICE OVERVIEW

Strategic Objective alignment

Achieve a balance between development and conservation while enhancing infrastructure and town aesthetics.

Service units contributing to the services

| | | |
|-----------------------|-----------------------|--------------------|
| Building & Compliance | Planning & Compliance | Financial Services |
|-----------------------|-----------------------|--------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--|------------------------------------|
| Primarily Statutory (S) service provision, with some Discretionary (D) advisory functions supporting compliance and customer service. | Delivered by internal employees and external contractors | 1.6 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Permit processing & assessment: Assess and process building permits under the Building Act 2011 and relevant codes **(S)**

Inspections & compliance: Conduct inspections for structural compliance, safety, and adherence to approvals and the National Construction Code **(S)**

Swimming pool compliance: Inspect private swimming pool safety barriers at least once every four years under Regulations 50 & 53 of the Building Regulations 2012 **(S)**

Stakeholder support & advice: Provide property owners, builders and developers with technical information and assistance **(D)**

KEY STRATEGIES AND INFORMING PLANS

| | | | |
|-------------------------|-----------------------|-------------------------|-----------------------------|
| Local Planning Strategy | Local Planning Scheme | Local Planning Policies | Local Biodiversity Strategy |
|-------------------------|-----------------------|-------------------------|-----------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 13 – Economic Services: Building Control

Four Year Project Summary

No capital projects are planned for this service, as building compliance is primarily delivered through statutory processes, inspections, and advisory support. Capital items relating to building assets are managed separately under Building Maintenance (Service 1).

Improvement Activities

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Implement Swimming Pool Compliance Coverage and Inspection Program | Ensure all private swimming pools within the Shire are identified, registered and inspected in accordance with legislative requirements and safety standards. | ✓ | ✓ | - | - | Compliance / Legislative Risk | ● | Development Services |

Risk Level: ● Low ● Medium ● High ● Critical

14. Economic Development, Tourism and Marketing

SERVICE OVERVIEW

Strategic Objective alignment

Promote economic growth that is sustainable, inclusive, and supportive of local businesses and employment opportunities.

Service units contributing to the services

| | | | |
|---|----------------------|----------------------|--------------------------------|
| Economic Development, Tourism & Marketing | Community Facilities | Development Services | Community Development & Events |
|---|----------------------|----------------------|--------------------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--|------------------------------------|
| Primarily Statutory (S) service provision | Delivered by internal employees and volunteers | 1.8 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Tourism development: Promote sustainable tourism aligned with the Shire’s rural identity, heritage and environmental values (D)
Business support & investment: Facilitate local business support, development incentives, and investor engagement (D)
Destination marketing: Deliver campaigns, branding, visitor servicing, and partnership promotion across regional tourism networks (D)
Stakeholder engagement & Advocacy: developing networks with third-party funders, funding acquisition, advocacy (D)
Commercial & light industrial land rezoning: Future business and industrial growth (D)

KEY STRATEGIES AND INFORMING PLANS

| | | | | | | |
|-------------------------|-------------------------------|-----------------------|-------------------------|-----------------------|-----------------------------|------------------------|
| Sport & Recreation Plan | Economic Development Strategy | Asset Management Plan | Local Planning Strategy | Local Planning Scheme | Local Biodiversity Strategy | Communication Strategy |
|-------------------------|-------------------------------|-----------------------|-------------------------|-----------------------|-----------------------------|------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 10 – Community Amenities: Town Planning & Regional Development
Schedule 13 – Economic Services: Rural Services, Tourism & Area Promotion, Economic Development

Four Year Project Summary

Over the next four years, a major focus of this service area will be supporting delivery of the Bindoon Town and Tourism Precinct initiative. The project will provide a coordinated framework for future tourism, economic development and place activation opportunities while helping prepare the district for future growth and changing transport patterns associated with the Bindoon Bypass.

Tourism Infrastructure Projects

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|----------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Tourist Bureau Building Upgrades | Upgrade visitor infrastructure and tourism activation facilities to improve visitor experience and destination presentation. | ✓ | ✓ | - | - | Asset / Infrastructure Risk | ● | Development Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Develop Bindoon Town and Tourism Precinct Plan | Deliver precinct planning, concept development, business case preparation, stakeholder engagement and implementation planning to guide the future development of Bindoon as the district's primary town centre and tourism destination. | ✓ | ✓ | ✓ | ✓ | Strategic / Governance Risk | ● | Economic Development |
| Finalise the review of the Economic Development Strategy | Update long-term economic priorities and direction. | ✓ | - | - | - | Governance | ● | Economic Development |
| Tourism Action Plan | Guide tourism growth and destination development. | ✓ | - | - | - | Strategic | ● | Economic Development |
| Investment Attraction Prospectus | Promote investment and business opportunities. | ✓ | - | - | - | Strategic | ● | Economic Development |
| Multi-purpose Housing Development Planning | Investigate future housing and workforce accommodation options. | ✓ | ✓ | ✓ | - | Strategic / Governance Risk | ● | Development Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--------------------------------|--|---------|---------|---------|---------|----------------------------|------------|----------------------------|
| Bindoon Road / Bypass Advocacy | Advocate for improved freight and regional connectivity. | ✓ | ✓ | ✓ | ✓ | Strategic / Infrastructure | ● | Corporate Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|----------------|------------|----------------------------|
| Develop Investor Guides | Improve access to planning and investment information. | ✓ | - | - | - | Compliance | ● | Development Services |
| Enhance Shire Website (business portal) | Improve online access to business and investment resources. | ✓ | - | - | - | Operational | ● | Communications |
| Local Business Growth Program (setup phase) | Support local business growth and resilience. | ✓ | ✓ | ✓ | ✓ | Economic | ● | Economic Development |
| Workforce Partnerships (TAFE, universities) | Strengthen local workforce development pathways. | - | - | ✓ | ✓ | Strategic | ● | Economic Development |
| Formalise Strategic Partnerships (MOUs) | Strengthen regional collaboration and partnerships. | - | - | ✓ | ✓ | Strategic | ● | Economic Development |
| Buy Local / Procurement Improvements | Increase local supplier participation and economic retention. | ✓ | ✓ | - | - | Financial Risk | ● | Corporate Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------|------------|----------------------------|
| Tourism Hub Activation (e.g. café strip) | Encourage tourism activity and visitation. | ✓ | ✓ | ✓ | - | Service Delivery Risk | ● | Corporate Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Public Facility Upgrades & Placemaking | Improve town presentation and liveability. | - | - | ✓ | ✓ | Asset / Infrastructure Risk | ● | Corporate Services |
| Lower Chittering Camping Facility | Support future visitor accommodation opportunities. | ✓ | ✓ | - | - | Financial Risk | ● | Corporate Services |
| Wayfinding & Visitor Signage Strategy | Improve visitor navigation and destination experience. | - | - | ✓ | ✓ | Asset / Infrastructure Risk | ● | Corporate Services |

SECTION

04



Organisational Sustainability & Leadership

(Enabling Services)



IN THIS SECTION

15



Administration & Customer Service

16



Financial Management

17



Information Technology & Records

18



People and Culture

19



Governance & Strategy

20



Executive & Council Support

15. Administration and Customer Service

SERVICE OVERVIEW

Strategic Objective alignment

Strengthen the Council's commitment to accountability, transparency, and responsible financial management while empowering residents and stakeholders.

Service units contributing to the services

| | | | | |
|-----------------------------------|----------------------|----------------|--------------------------------|------------------|
| Administration & Customer Service | Community Facilities | Human Resource | Community Development & Events | Fleet Management |
|-----------------------------------|----------------------|----------------|--------------------------------|------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|---------------------------------|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, including legislated customer service obligations and business continuity planning. | Delivered by internal employees | 2.5 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Office administration – Manage daily administrative operations including stationery, office supplies, and print room coordination **(D)**

Internal support – Provide administrative support to all business units across the organisation **(D)**

Customer service – Deliver responsive, multi-channel customer service including phone, counter, and digital service requests **(S/D)**

Customer experience – Monitor and improve service standards, process efficiency, and customer satisfaction **(D)**

Business continuity planning – Maintain and review the Shire's Business Continuity Plan to ensure preparedness for service disruptions **(S)**

KEY STRATEGIES AND INFORMING PLANS

| | | | | | | |
|--------------------------|-------------------------------|-----------------------|-------------------------|-----------------------|-----------------------------|------------------------|
| Business Continuity Plan | Economic Development Strategy | Asset Management Plan | Local Planning Strategy | Local Planning Scheme | Local Biodiversity Strategy | Communication Strategy |
|--------------------------|-------------------------------|-----------------------|-------------------------|-----------------------|-----------------------------|------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 14 – Other Property & Services: General Administration Overheads

Four Year Project Summary

Administration Fleet Renewal

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Administration Pool Vehicle Replacement | Replace shared administration vehicle to support operational travel, meetings and corporate service delivery activities. | ✓ | - | ✓ | - | Asset / Infrastructure Risk | ● | Corporate Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-----------------------|------------|----------------------------|
| Shire Administration Building Future Concept Designs | Investigate future accommodation and workspace requirements to support organisational growth. | ✓ | - | - | - | Service Delivery Risk | ● | Corporate Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-----------------------|------------|----------------------------|
| Implement Customer Service, CRM and Information Management Transformation Program | Improve customer service, request management and information governance through integrated systems and processes. | ✓ | ✓ | - | - | Service Delivery Risk | ● | Corporate Services |

Risk Level: ● Low ● Medium ● High ● Critical

16. Financial Management

SERVICE OVERVIEW

Strategic Objective alignment

Strengthen the Council's commitment to accountability, transparency, and responsible financial management while empowering residents and stakeholders.

Service units contributing to the services

| | | | | |
|----------------------|----------------------|-----------------------------|--------------------------------|--------------------|
| Financial Management | Community Facilities | Governance, Strategy & Risk | Community Development & Events | Technical Services |
|----------------------|----------------------|-----------------------------|--------------------------------|--------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|--|---------------------------------|------------------------------------|
| Primarily Statutory (S) service provision, with some Discretionary (D) elements linked to broader risk management and insurance support. | Delivered by internal employees | 5.7 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Budget & forecasting – Prepare and manage annual budgets, long-term financial plans (LTFP), and forecasts **(S)**

Financial transactions – Oversee accounts payable, receivable, and payroll processes **(S)**

Revenue & rates – Administer rates, recover debts, issue notices, conduct title/company searches, and support hardship applications **(S)**

Procurement & compliance – Coordinate purchasing activities, tender processes, vendor management, and compliance with policies **(S)**

Insurance & risk – Manage the Shire's insurance portfolio including renewals, claims, and risk mitigation **(S/D)**

Financial reporting & audit – Deliver monthly and annual reports, audit files, and comply with Australian Accounting Standards **(S)**

Business Continuity Planning – Maintain financial continuity processes and contingencies in case of service disruption **(S)**

KEY STRATEGIES AND INFORMING PLANS

| | | | | | |
|--------------------------|------------------------|---------------------------|--------------------|-------------------------|--------------------------|
| Long Term Financial Plan | Asset Management Plans | Building Maintenance Plan | Procurement Policy | Corporate Business Plan | Strategic Community Plan |
|--------------------------|------------------------|---------------------------|--------------------|-------------------------|--------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 3 – General Purpose Funding, Other General-Purpose Funding

Four Year Project Summary

Corporate Facilities Upgrades

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|----------------------------------|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Administration Building Upgrades | Upgrade administration facilities to improve functionality, workplace efficiency and building condition. | - | ✓ | - | - | Asset / Infrastructure Risk | ● | Corporate Services |

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|----------------|------------|----------------------------|
| LTFP integration with service and asset planning | Align long-term financial planning with service delivery, asset renewal and growth requirements. | - | ✓ | - | - | Financial Risk | ● | Corporate Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|------------|----------------------------|
| Improve Portable and Attractive Asset Register and Control Processes | Improve tracking, management and accountability of portable and attractive assets. | ✓ | ✓ | - | - | Asset / Infrastructure Risk | ● | Technical Services |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Implement Financial Governance, Audit and Compliance Program | Strengthen financial governance, audit oversight and regulatory compliance processes. | ✓ | - | - | ✓ | Compliance / Legislative Risk | ● | Corporate Services |
| Undertake Fair Value Revaluation of Land and Buildings Every 5 Years | Ensure land and building valuations remain compliant and accurately reflected in financial reporting. | ✓ | - | - | - | Financial Risk | ● | Corporate Services |

Risk Level: ● Low ● Medium ● High ● Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|---|---------|---------|---------|---------|----------------|------------|----------------------------|
| Undertake Fair Value Revaluation of Infrastructure Every 5 Years | Ensure infrastructure asset valuations remain compliant and accurately reflected in financial reporting. | ✓ | - | - | - | Financial Risk | ● | Corporate Services |
| Undertake 5 yearly Gross Rental Value (GRV) Revaluation preparation and implementation | Prepare for and implement the district-wide Gross Rental Value revaluation, including financial modelling, community communications and rating strategy review. | - | - | ✓ | - | Financial Risk | ● | Corporate Services |

17. Information Technology and Records

SERVICE OVERVIEW

Strategic Objective alignment

Strengthen the Council’s commitment to accountability, transparency, and responsible financial management while empowering residents and stakeholders.

Service units contributing to the services

| | | | |
|------------|---------|-----------------------------------|----------------------|
| IT Service | Records | Administration & Customer Service | Financial Management |
|------------|---------|-----------------------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|---|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, with statutory requirements primarily linked to records compliance under the State Records Act and FOI obligations. | IT Services: Fully outsourced to external contractors, with internal oversight | 1.3 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

- ICT infrastructure and system management** - Manage networks, servers, cloud services, end-user devices, backups, and uptime **(D)**
- Business systems & ERP integration** - Support implementation and integration of business systems including digital transformation initiatives **(D)**
- Records management** - Operate council-wide records systems (EDRMS), archiving, retention and disposal protocols **(S)**
- Compliance and information governance** - Ensure compliance with the State Records Act 2000, Freedom of Information Act 1992, and internal policies **(S)**
- IT Support Services** - Deliver help desk support, user training, onboarding/offboarding, and software troubleshooting **(D)**
- Disaster recovery and business continuity** - Maintain ICT disaster recovery and cybersecurity readiness plans **(D)**


KEY STRATEGIES AND INFORMING PLANS

| | |
|----------------------|-------------|
| Records Keeping Plan | ICT Roadmap |
|----------------------|-------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES



Schedule 14 – Other Property & Services: General Administration Overheads

Four Year Project Summary


| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|---------------------------------|---|----------------------------|
| Implement CouncilFirst ERP aligned to ICT Roadmap and integrated with Records Management System | Improve financial & records management through integration | - | - | - | - | Technology / Cybersecurity Risk |  | Corporate Services |

Improvement Activities

Strategic Planning Improvements




| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|--|---------|---------|---------|---------|---------------------------------|---|----------------------------|
| Enterprise Resource Planning (ERP) System Integration | Improve integration of business systems and recordkeeping processes across the organisation. | ✓ | ✓ | - | - | Technology / Cybersecurity Risk |  | Corporate Services |
| IT Managed Services Contract Review | Strengthen governance, cybersecurity and ICT service delivery arrangements. | ✓ | - | - | - | Strategic / Governance Risk |  | Corporate Services |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|-----------------------------|--|---------|---------|---------|---------|-----------------------|---|----------------------------|
| CRM Workflow & Data Quality | Improve customer request tracking, reporting and data consistency across services. | ✓ | ✓ | - | - | Service Delivery Risk |  | Corporate Services |

Risk Level:  Low  Medium  High  Critical

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|------------------------------------|--|---------|---------|---------|---------|-------------------------------|---|----------------------------|
| PRIS Implementation | Ensure compliance with privacy and responsible information sharing requirements. | ✓ | - | - | - | Compliance |  | Corporate Services |
| FOI & Information Statement Review | Maintain compliance with Freedom of Information requirements and public access obligations. | ✓ | - | - | - | Compliance / Legislative Risk |  | Corporate Services |
| Recordkeeping Plan Review | Ensure recordkeeping practices remain compliant with legislative requirements and State Records obligations. | ✓ | - | - | - | Compliance / Legislative Risk |  | Corporate Services |

Risk Level:  Low  Medium  High  Critical

18. People and Culture

SERVICE OVERVIEW

Strategic Objective alignment

Strengthen the Council's commitment to accountability, transparency, and responsible financial management while empowering residents and stakeholders.

Service units contributing to the services

| | | | |
|----------------|-----------------|-----------------------------------|----------------------|
| Human Resource | Health & Safety | Administration & Customer Service | Financial Management |
|----------------|-----------------|-----------------------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|--|--------------------------|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, with statutory elements relating to workplace safety, employment law, and executive performance obligations. | Internal employees (FTE) | 1 .4 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Workforce planning & recruitment – Coordinate staffing needs, recruitment processes, onboarding, and retention initiatives **(D)**

Training & organisational development – Deliver internal and external training programs to enhance skills and capabilities **(D)**

Employee relations & WHS – Manage workplace health and safety, grievances, complaints, fitness for work, injury management, and legislative compliance **(S)**

Diversity & inclusion programs – Promote a respectful and inclusive culture aligned with organisational values **(D)**

Leadership development & succession planning – Support leadership capability and organisational continuity **(D)**

Organisational culture initiatives – Facilitate staff engagement and values-driven culture development **(D)**

Executive performance & integrity – Manage executive performance processes and promote integrity through ethical standards and frameworks **(S)**

KEY STRATEGIES AND INFORMING PLANS

| | |
|---------------------------|-----------------------------------|
| Workforce Management Plan | Council Policies & CEO Directives |
|---------------------------|-----------------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 14 – Other Property & Services: General Administration Overheads

Four Year Project Summary

No projects are scheduled for People and Culture over the next four years.

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---|---|---------|---------|---------|---------|-------------------------|------------|----------------------------|
| Culture survey & action program | Improve staff engagement and organisational culture. | - | - | ✓ | - | Workforce / People Risk | ● | Office of CEO |
| Review and Update Organisational Task Matrix and Responsibilities | Clarify roles, responsibilities and operational accountability across the organisation. | ✓ | - | - | - | Workforce / People Risk | ● | Office of CEO |

Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-------------------------|------------|----------------------------|
| Review and Update Position Descriptions (PDs) and Approval Framework | Ensure position descriptions and approval processes remain current and aligned to organisational requirements. | ✓ | ✓ | - | - | Workforce / People Risk | ● | Office of CEO |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--------------------------|--|---------|---------|---------|---------|-------------------------|------------|----------------------------|
| Conduct WHS audit (LGIS) | Improve workplace safety systems and address audit findings. | - | - | ✓ | - | Emergency / Safety Risk | ● | Office of CEO |

Risk Level: ● Low ● Medium ● High ● Critical

19. Governance and Strategy

SERVICE OVERVIEW

Strategic Objective alignment

Strengthen the Council's commitment to accountability, transparency, and responsible financial management while empowering residents and stakeholders.

Service units contributing to the services

| | | | | | | |
|------------------------------------|-----------------------------|-----------------------|----------------------|---------------------------------------|----------------------|-----------------------------------|
| Governance & Corporate Performance | Council & Executive Support | Community Development | Economic Development | Asset Management (Technical Services) | Financial Management | Administration & Customer Service |
|------------------------------------|-----------------------------|-----------------------|----------------------|---------------------------------------|----------------------|-----------------------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--------------------------|------------------------------------|
| Statutory (S) and Discretionary (D) service provision | Internal employees (FTE) | 2.0 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

Statutory compliance & governance frameworks – Manage the Shire's compliance obligations, policies, delegations, & authorisations to support good governance (S)

Internal governance processes – Maintain registers, disclosure returns, complaints records, and legislative reporting (S)

Strategic and organisational planning – Lead strategic planning, corporate performance monitoring, and continuous improvement initiatives (D)

Government relations & advocacy – Coordinate advocacy activities and engagement with State and Federal stakeholders (D)

Risk management & internal audit – Monitor organisational risk, maintain risk registers, and coordinate internal audits (S)

Asset management & planning – Monitor the performance and condition of roads, drainage, buildings, and open spaces (S)

Asset data & renewal planning – Collect and analyse asset data to support sustainable renewal forecasting and capital prioritisation (S)

Capital forecasting support – Support long-term financial planning through capital works forecasting and integration with the Long-Term Financial Plan (S)

Community engagement – Coordinate engagement activities and ensure community input into strategic planning (D)

KEY STRATEGIES AND INFORMING PLANS








| | | | | | | | |
|-------------------------|------------------------|--------------------------|---------------|---------------------------|-------------------------------|--------------------------|-------------------------|
| Local Planning Strategy | Asset Management Plans | Long Term Financial Plan | Annual Budget | Workforce Management Plan | Economic Development Strategy | Strategic Community Plan | Corporate Business Plan |
|-------------------------|------------------------|--------------------------|---------------|---------------------------|-------------------------------|--------------------------|-------------------------|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES


Schedule 4 - Governance & Administration: Other Governance

Improvement Activities


Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-----------------------------|---|----------------------------|
| Council Plan roll out | Embed the adopted Council Plan across organisational planning and service delivery. | ✓ | - | - | - | Reputation Risk |  | Office of CEO |
| Strategy & Integrated Planning (IPRF) Implementation Program | Strengthen integration between strategic planning, financial planning, workforce planning and asset management. | - | ✓ | - | - | Strategic |  | Office of CEO |
| Community Engagement Framework | Improve community engagement, communication and participation practices across the organisation. | ✓ | - | - | - | Strategic / Governance Risk |  | Office of CEO |
| Corporate Reporting & Performance Framework | Improve organisational reporting, accountability and performance monitoring. | ✓ | ✓ | - | - | Strategic / Governance Risk |  | Office of CEO |
| Service Level Framework Development | Establish consistent service level frameworks to support planning, resource allocation and financial sustainability. | - | ✓ | ✓ | - | Strategic / Governance Risk |  | Office of CEO |
| Finalise Asset Management Plan | Support integrated asset planning, lifecycle management and long-term sustainability. | ✓ | ✓ | - | - | Strategic / Governance Risk |  | Technical Services |
| Risk Management Framework Review | Strengthen enterprise risk management and decision-making capability. | ✓ | ✓ | - | - | Strategic / Governance Risk |  | Office of CEO |





Service Delivery Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|---------------------------|---|---------|---------|---------|---------|-------------------------------|---|----------------------------|
| Lease & Licence Framework | Standardise lease and licence management processes across the organisation. | ✓ | ✓ | - | - | Compliance / Legislative Risk |  | Office of CEO |

Risk Level:  Low  Medium  High  Critical

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|------------------------|---|---------|---------|---------|---------|-----------------|---|----------------------------|
| Authorisations Program | Improve governance and consistency of statutory authorisations and delegations. | ✓ | - | - | - | Compliance Risk |  | Office of CEO |

Operational & Compliance Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-------------------------------|---|----------------------------|
| Governance Compliance Framework Implementation | Strengthen governance, legislative compliance and organisational accountability practices. | ✓ | - | - | - | Compliance Risk |  | Office of CEO |
| Local Laws Review Program (Bush Fire Brigades Local Law & Extractive Industries Local Law) | Review and update Local Laws to maintain legislative compliance and operational effectiveness. | ✓ | - | - | - | Compliance / Legislative Risk |  | Office of CEO |
| Complete the Compliance Audit Return (CAR) by September | Complete statutory compliance reporting requirements within required timeframes. | ✓ | - | - | - | Compliance / Legislative Risk |  | Office of CEO |
| PRIS & PID Internal Procedures Implementation | Implement internal procedures supporting privacy, responsible information sharing and public interest disclosure compliance. | ✓ | - | - | - | Strategic / Governance Risk |  | Office of CEO |

Risk Level:  Low  Medium  High  Critical

20. Executive and Council Support

SERVICE OVERVIEW

Strategic Objective alignment

Strengthen the Council’s commitment to accountability, transparency, and responsible financial management while empowering residents and stakeholders.

Service units contributing to the services

| | | | |
|-----------------------------|-----------------------------------|----------------------|----------------------|
| Executive & Council Support | Administration & Customer Service | Financial Management | Building Maintenance |
|-----------------------------|-----------------------------------|----------------------|----------------------|

SERVICE PROFILE

| Service Requirement | Service Delivery Mode | Service FTE (full-time equivalent) |
|---|--------------------------|------------------------------------|
| Combination of Statutory (S) and Discretionary (D) service provision, with statutory responsibilities relating to council governance, elections, tenders, and meeting procedures. | Internal employees (FTE) | 1.0 FTE |

CORE FUNCTIONS / SERVICE DELIVERY AREAS

CEO and Council Support – Provide executive and administrative support to the CEO and Elected Members (**D**)

Council member training & development - Coordinate induction and ongoing professional development in accordance with legislative requirements (**S**)

Council meetings & documentation – Prepare agendas and minutes, manage logistics, and support informed decision-making (**S**)

Statutory reporting & Elections – Ensure compliance with legislative reporting requirements and coordinate local government elections (**S**)

Maintenance of Council Chambers - Support the functionality and presentation of the Council Chambers for meetings and events (**D**)

Communications: Manage media releases, newsletters, public notices, social media, website updates, and internal messaging (**S/D**)

KEY STRATEGIES AND INFORMING PLANS

| | | |
|------------------|--------------------------------|--|
| Council Policies | Elected Member Code of Conduct | Local Government Act 1995 and subsidiary legislation |
|------------------|--------------------------------|--|

ASSOCIATED FINANCIAL PROGRAMS / SCHEDULES

Schedule 4 - Governance & Administration: Members of Council

Four Year Project Summary

No projects are planned for this service over the next four years. The service focus remains on governance support, compliance, and continuous improvement through operational enhancements.

Improvement Activities

Strategic Planning Improvements

| Project Name | Scope / Purpose | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------|---------|---------|---------|-------------------------------|------------|----------------------------|
| Council agenda/report template alignment | Redesign templates to embed Council Plan alignment, service and asset implications, and support decision-making. | ✓ | - | - | - | Compliance / Legislative Risk | ● | Office of CEO |
| Councillor induction framework | Develop structured induction for elected members covering governance, roles and responsibilities. | ✓ | ✓ | - | - | Strategic / Governance Risk | ● | Office of CEO |

Risk Level: ● Low ● Medium ● High ● Critical



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Annual Implementation Plan

2026/27

Year One Delivery Plan for the
Corporate Business Plan 2026/27 – 2029/30

Delivering Chittering 2036:
Our Place, Our Future



Mucheia
Recreation Centre



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Message of the CEO



The Annual Implementation Plan 2026/27 marks the beginning of a new four-year delivery cycle and sets out the projects, programs and services that the Shire will deliver over the coming financial year.

As the first year of the Corporate Business Plan 2026–2030, this Plan transforms the community's long-term aspirations into funded actions that are supported through the Annual Budget. It provides a clear pathway for delivering the priorities identified in Chittering 2036: Our Place, Our Future and demonstrates Council's commitment to turning planning into practical outcomes.

Throughout 2026/27, the Shire will continue progressing a range of significant projects and strategic initiatives that will help shape the future of our district. This includes the completion of the Lower Chittering Youth and Community Hub, progression of the Bindoon Town and Tourism Precinct planning program, Stage 2 vegetation works at the Bindoon Mountain Bike Park, and the delivery of major road projects, including North Road, Chittering Road and Julimar Road.

A key focus during the year will also be strengthening the strategic planning that will support future growth. This includes undertaking a comprehensive Public Open Space Current State Audit, which will provide the evidence base for the development of a long-term Public Open Space Strategy. Together with locality planning and other strategic investigations, this work will help ensure that future communities are supported by well-planned parks, recreation spaces and community infrastructure.

Council will also continue advocating for the major regional infrastructure projects that are critical to the future prosperity of the Shire. In particular, the progression of the Bindoon Bypass and associated transport network improvements remains a significant priority, creating opportunities to improve road safety, support economic growth, strengthen tourism and shape the future development of Bindoon and the wider district.

Alongside these strategic initiatives, the Shire will continue delivering the essential services our community relies upon every day. This includes maintaining roads and community assets, delivering bushfire mitigation programs, protecting public health and the environment, supporting local events and community development, and ensuring the Shire continues to operate in a financially sustainable and well-governed manner.

Importantly, this Plan strengthens accountability by clearly identifying what will be delivered during the year and establishing a framework for monitoring and reporting progress. Every project and activity has been assessed against strategic priorities, available resources and organisational capacity to ensure that Council's commitments are achievable and sustainable.

The successful delivery of this program relies on the collective efforts of Council, staff, contractors, volunteers and our community partners. I would like to thank everyone involved in developing this Plan and acknowledge the ongoing dedication of our staff in delivering projects and services that support our growing community.

I look forward to reporting on our progress throughout the year as we continue building the foundations for Chittering's future and delivering outcomes that make our Shire an even better place to live, work and visit.

Melinda Prinsloo
CHIEF EXECUTIVE OFFICER

Purpose of this Plan

The Annual Implementation Plan (AIP) is the Shire of Chittering's annual delivery program and forms part of the Integrated Planning and Reporting Framework.

The AIP translates the four-year priorities identified within the Corporate Business Plan into specific annual actions, projects, improvement activities, business-as-usual responsibilities and compliance obligations to be delivered during the 2026/27 financial year.

The Plan supports accountability by clearly identifying responsibilities, resource requirements, legislative obligations and performance expectations across all service areas.

Relationship to Other Plans

The Annual Implementation Plan should be read alongside the Council Plan 2026–2036 and the Corporate Business Plan 2026/27–2029/30.

Together these documents provide:

- **Council Plan** – the community's long-term vision and strategic direction;
- **Corporate Business Plan** – the four-year roadmap for delivery and organisational improvement; and
- **Annual Implementation Plan** – the detailed annual work program funded through the adopted budget.

What is Included in this Plan?

The Annual Implementation Plan includes:

- Capital projects funded for delivery in 2026/27;
- Improvement activities and strategic initiatives;
- Business-as-usual service responsibilities;
- Compliance and legislative obligations;
- Assigned service responsibilities and ownership;
- Risk classifications and strategic alignment; and
- Performance monitoring and reporting requirements.

Progress against the Annual Implementation Plan will be monitored throughout the year and reported to Council as part of the Shire's corporate performance reporting processes.

2026/27 Delivery Snapshot

The Annual Implementation Plan translates the priorities of the Corporate Business Plan into a funded annual work program for the 2026/27 financial year.

Across the organisation, the Shire will deliver a combination of capital projects, strategic improvement initiatives, business-as-usual services and statutory compliance activities aligned to the adopted Annual Budget and Council priorities.

While major projects often attract the most attention, much of Council's value is delivered through the ongoing services, maintenance programs and statutory responsibilities that support the community every day.

2026/27 Program at a Glance

| Delivery Category | Number |
|--------------------------------|--------|
| Projects | 26 |
| Improvement activities | 62 |
| Business as Usual Deliverables | 263 |
| Service Areas | 20 |
| Responsible Directorates | 4 |

Budget Alignment

| Category | Budget |
|---------------------|--------------|
| Capital budget | \$7,353,406 |
| Operating budget | \$19,864,201 |
| Total Annual Budget | \$27,217,607 |



Strategic Focus Areas

The 2026/27 program prioritises:

- Completion of the Lower Chittering Youth & Community Hub, including transition planning for operations and maintenance.
- Progression of the Bindoon Town & Tourism Precinct planning program as a flagship economic development and town centre planning initiative.
- Delivery of the North Road Upgrade, Chittering Road Reconstruction and Julimar Road Renewal as the Shire's major road infrastructure priorities, alongside the annual road renewal program.
- Undertaking a Public Open Space Current State Audit to inform the development of a long-term Public Open Space Strategy and support future growth planning.
- Continued investment in bushfire mitigation and emergency management infrastructure.
- Strategic planning for future community facilities, public open space and tourism infrastructure.
- Continuing advocacy for the Bindoon Bypass and other regional infrastructure priorities that will shape the future growth and connectivity of the district
- Service improvements that strengthen organisational capability, governance and long-term sustainability.

Together, these projects, improvement activities, business-as-usual services and compliance responsibilities support delivery of the Council Plan and Corporate Business Plan while ensuring resources are directed towards the Shire's highest priorities.

2026/27 Major Capital Projects

Road Infrastructure

- North Road Upgrade
- Chittering Road Upgrade
- Julimar Road Upgrade

Community Infrastructure

- Lower Chittering Youth & Community Hub
- Bindoon Mountain Bike Park Stage 2

Emergency Infrastructure

- Wandena Road Water Tank
- Sandown Park Water Tank

Economic Development

- Bindoon Town & Tourism Precinct

2026/27 Projects

| Project Name | Scope / Purpose | Strategic Alignment | Budget (\$) | Risk Category | Risk Level | Responsibility Directorate | Lead Unit |
|--|---|---|-------------|-------------------------------|------------|----------------------------|--|
| 1 - Recreation, Community Facilities & Active Open Spaces | | | | | | | |
| Construct Lower Chittering Youth and Community Hub | Deliver a new multi-use youth and community facility for Lower Chittering. | CEO KPI / Economic Development Strategy | 1,046,367 | Strategic / Governance Risk | High | Technical Services | Economic Development & Tourism Coordinator |
| Deliver Mountain Bike Park stage 2 - revegetation | Undertake revegetation and environmental rehabilitation works associated with the Mountain Bike Park project. | Sport & Recreation Plan | \$111,000 | Environmental Risk | High | Technical Services | Project Management |
| Wannamal Hall building | Deliver accessibility upgrades including disabled parking improvements. | DAIP | \$13,475 | Compliance / Legislative Risk | Medium | Technical Services | Building Maintenance |
| Lower Chittering Hall building | Scheduled maintenance/renewal - painting, flooring and air-conditioning renewal. | Building Maintenance Plan | \$9,498 | Asset / Infrastructure Risk | Medium | Technical Services | Building Maintenance |
| Chinkabee Complex Infrastructure | Renew bowling green turf infrastructure. | Council Resolution | \$48,000 | Asset / Infrastructure Risk | Medium | Technical Services | Project Manager |
| Wannamal Public Conveniences Building | Upgrade septic and drainage infrastructure supporting public amenities. | Building Maintenance Plan | \$6,000 | Environmental Risk | High | | Building Maintenance |
| Bindoon Cemetery Memorial Gardens panels and landscaping | Improve cemetery memorial spaces and landscaping presentation. | Sport & Recreation Plan | \$10,000 | Service Delivery Risk | Low | Technical Services | Works Supervisor |
| Clune Park Infrastructure Parks | Undertake structural repairs and renewal works including retaining walls and concrete infrastructure. | Building Maintenance Plan | \$87,375 | Asset / Infrastructure Risk | Medium | Technical Services | Building Maintenance |

ANNUAL IMPLEMENTATION PLAN 2026/27

| Project Name | Scope / Purpose | Strategic Alignment | Budget (\$) | Risk Category | Risk Level | Responsibility Directorate | Lead Unit |
|--|--|---|-------------|-----------------------------|------------|----------------------------|------------------------------------|
| Sussex Bend Reserve infrastructure upgrade | Replace shade sails and improve reserve infrastructure supporting recreation use. | Sport & Recreation Plan | \$15,000 | Strategic / Governance Risk | High | Technical Services | Project Management |
| Mountain Bike Park viewing platform | Viewing platform | Sport & Recreation Plan | \$18,500 | Asset / Infrastructure Risk | Medium | Technical Services | Building Maintenance |
| 4 - Residential Property Management | | | | | | | |
| Unit 1/6194 Great Northern Highway Buildings (Capital) | Programmed building renewal and maintenance works to maintain tenant safety and asset condition. | Building Maintenance Plan | \$14,500 | Asset / Infrastructure Risk | Medium | Community Services | Property Management |
| Unit 2/6194 Great Northern Highway Buildings (Capital) | Programmed building renewal and maintenance works to maintain tenant safety and asset condition. | Building Maintenance Plan | \$14,500 | Asset / Infrastructure Risk | Medium | Community Services | Property Management |
| Unit 3/6194 Great Northern Highway (Capital) | Major capital renewal works to maintain building condition and functionality. | Building Maintenance Plan | \$50,730 | Asset / Infrastructure Risk | Medium | Community Services | Property Management |
| Unit 4/6194 Great Northern Highway Buildings (Capital) | Programmed building renewal and maintenance works to maintain tenant safety and asset condition. | Building Maintenance Plan | \$14,500 | Asset / Infrastructure Risk | Medium | Community Services | Property Management |
| 7 - Bushfire Mitigation Services | | | | | | | |
| Wandena Road Water Tank | Deliver staged water supply infrastructure to improve emergency water access and bushfire response capability. | Bushfire Risk Management Plan / Emergency Management Planning | \$90,000 | Emergency / Safety Risk | High | Development Services | Bushfire Risk & Ranger Coordinator |
| Sandown Park Water Tank | Install water storage infrastructure supporting emergency response and community resilience. | Bushfire Risk Management Plan | \$191,390 | Emergency / Safety Risk | High | Development Services | Bushfire Risk & Ranger Coordinator |
| 11 - Transport | | | | | | | |

ANNUAL IMPLEMENTATION PLAN 2026/27

| Project Name | Scope / Purpose | Strategic Alignment | Budget (\$) | Risk Category | Risk Level | Responsibility Directorate | Lead Unit |
|--------------------------------|---|-----------------------|-------------|-----------------------------|------------|----------------------------|-------------------|
| North Road Upgrade | Undertake staged reconstruction and two-coat seal upgrades to improve freight access and road safety. | Asset Management Plan | \$867,726 | Strategic / Governance Risk | Medium | Infrastructure Services | Roads & Transport |
| Chittering Road Reconstruction | Renewal project | Asset Management Plan | \$2,579,326 | Asset / Infrastructure Risk | Medium | Infrastructure Services | Roads & Transport |
| Julimar Road Renewal | Renewal project | Asset Management Plan | \$332,666 | Asset / Infrastructure Risk | Medium | Infrastructure Services | Roads & Transport |
| Forrest Hills Parade Reseal | Renew road surface to maintain safety and asset condition. | Asset Management Plan | \$45,000 | Asset / Infrastructure Risk | Medium | Infrastructure Services | Roads & Transport |
| Ridgetop Ramble Reseal | Renew road surface to maintain safety and asset condition. | Asset Management Plan | \$42,500 | Asset / Infrastructure Risk | Medium | Infrastructure Services | Roads & Transport |
| Chittering Valley Road Reseal | Undertake staged reseal works to maintain regional road condition and network reliability. | Asset Management Plan | \$112,500 | Asset / Infrastructure Risk | High | Infrastructure Services | Roads & Transport |
| Flat Rocks Road Reconstruction | Undertake reconstruction and gravel sheet renewal works to improve road condition and longevity. | Asset Management Plan | \$299,493 | Asset / Infrastructure Risk | High | Infrastructure Services | Roads & Transport |
| Flat Rocks Road | Carry over | Asset Management Plan | \$135,431 | Asset / Infrastructure Risk | High | Infrastructure Services | Roads & Transport |
| Flat Rocks Road Upgrade | Deliver staged two-coat seal upgrades improving network resilience and safety. | Asset Management Plan | \$130,000 | Strategic / Governance Risk | Medium | Infrastructure Services | Roads & Transport |
| Tea Tree Road Reconstruction | Undertake staged reconstruction and gravel sheet renewal works. | Asset Management Plan | \$130,000 | Asset / Infrastructure Risk | High | Infrastructure Services | Roads & Transport |

14 - Economic Development, Tourism & Marketing

ANNUAL IMPLEMENTATION PLAN 2026/27

| Project Name | Scope / Purpose | Strategic Alignment | Budget (\$) | Risk Category | Risk Level | Responsibility Directorate | Lead Unit |
|----------------------------------|--|---------------------|-------------|-----------------------------|------------|----------------------------|----------------------|
| Tourist Bureau Building Upgrades | Upgrade visitor infrastructure and tourism activation facilities to improve visitor experience and destination presentation. | LTFP | \$10,450 | Asset / Infrastructure Risk | Medium | Infrastructure Services | Building Maintenance |

2026/27 Improvement Activities

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|--|--|--|---------------------|-------------------------------|------------|----------------------------|--|
| 1 - Recreation, Community Facilities & Active Open Spaces | | | | | | | |
| Brockman Centre (Arts & Crafts Building) Master Plan | Guide future use, renewal and investment planning for the Brockman Centre precinct. | LTFP | \$30,000 | Strategic / Governance Risk | High | Corporate Services | Community Development and Grants Coordinator |
| Public Open Space Audit (Phase 1 of POS Strategy) | Establish a baseline assessment of Shire-managed public open spaces, assets and functionality. | Biodiversity Strategy | \$30,000 | Strategic / Governance Risk | Medium | Corporate Services | Community Development and Grants Coordinator |
| Concept Designs for the Cemetery | Plan future cemetery capacity, layout and service requirements. | Council Budget Workshop; Asset Management Plan | \$10,000 | Strategic / Governance Risk | High | Corporate Services | Community Development and Grants Coordinator |
| Mountain Bike Trails Master Plan | Plan future expansion and staging of the Mountain Bike Park network. | Mountain Bike Trails Master Plan / emergency management / tourism strategy | \$15,000 | Compliance / Legislative Risk | Medium | Corporate Services | Economic Development & Tourism Coordinator |
| Bridle Trail Site Assessment & Planning Feasibility | Investigate suitable trail locations and future feasibility requirements. | Economic Development Strategy | \$50,000 | Strategic / Governance Risk | Medium | Development Services | Executive Manager – Development Services |
| Service & Maintenance Model for Lower Chittering Hub POS | Establish maintenance, operational and budget requirements for new/opening public open space. | Reserve management; POS planning | n/a | Strategic / Governance Risk | Medium | Technical Services | Building Coordinator |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|---|--|---|---------------------|-------------------------------|------------|----------------------------|--|
| Naming Process for Wildflower Ridge POS | Complete formal reserve naming and asset registration processes. | POS planning | n/a | Reputation Risk | High | Development Services | Executive Manager – Development Services |
| Parks Maintenance Schedule / Plan | Establish service levels, maintenance standards and scheduling for parks and reserves. | Asset Management Framework / service level review / parks maintenance planning | n/a | Strategic / Governance Risk | Medium | Technical Services | Parks and gardens |
| 2 - Community Development & Events | | | | | | | |
| Community Development Plan | Review community priorities and align future initiatives with Council direction and emerging community needs. | CEO KPI; Integrated Planning & Reporting Framework | n/a | Strategic / Governance Risk | Medium | Community Development | Community Development and Grants Coordinator |
| 6 - Emergency Services & Recovery | | | | | | | |
| Bush Fire Brigades Local Law 2012 | Ensure the Local Law remains current, compliant and operationally effective in supporting brigade governance and emergency response. | Bush Fires Act 1954; DFES Operational Framework | n/a | Compliance / Legislative Risk | Medium | Development Services | CESM |
| Emergency Evacuation Centre Preparedness Plan | Ensure evacuation centre arrangements remain coordinated, current and capable of supporting emergency response and community recovery. | Emergency Management Act 2005; State Emergency Management Policy & Guidelines; Local Emergency Management Arrangements (LEMA) | n/a | Emergency / Safety Risk | High | Development Services | CESM |
| 7 - Bushfire Mitigation Services | | | | | | | |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|---|---|---|---------------------|-------------------------------|------------|----------------------------|--|
| Bushfire Risk Management Plan | Ensure bushfire risk priorities, mitigation treatments and response strategies remain current and effective. | Compliance Calendar; Risk Register; State Hazard Plan for Fire; Emergency Management Act 2005 | TBA | Compliance / Legislative Risk | High | Development Services | Bushfire Risk & Ranger Coordinator |
| Bushfire Water Supply (Static Tanks) Plan | Identify and prioritise future water infrastructure requirements to support bushfire response capability. | Bushfire Risk Management Plan; Emergency Management planning | n/a | Service Delivery Risk | Medium | Development Services | Bushfire Risk & Ranger Coordinator |
| Bushfire Mitigation and Road Works Planning | Improve coordination between bushfire mitigation works and planned road and infrastructure projects. | Intergovernmental meeting | n/a | Service Delivery Risk | High | Technical Services | Executive Manager – Technical Services |
| 10 - Landfill & Waste Collection | | | | | | | |
| Landfill Site Masterplans (layout and staging) for both sites | Establish long-term layout, staging and operational planning for landfill infrastructure and compliance management. | SWMP requirement | TBA | Strategic / Governance Risk | High | Infrastructure Services | Waste Management |
| Landfill Compliance Uplift Program | Improve landfill operational controls, procedures and practices to strengthen compliance with licence conditions and environmental obligations. | DWER Licence; Environmental Protection Act 1986 | TBA | Compliance / Legislative Risk | High | Technical Services | Waste Supervisor |
| Stormwater Masterplan Muchea | Improve stormwater management and reduce environmental contamination risks across landfill operations. | Environmental Protection Act 1986; Licence conditions | n/a | Environmental Risk | High | Infrastructure Services | Waste Management |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|---|---|---|---------------------|-----------------------------|------------|----------------------------|-------------------------|
| Landfill Closure Implementation Plan (staging) - Muchea | Establish a staged implementation program for future landfill closure requirements. | Closure Plan; DWER Guidelines | TBA | Environmental Risk | High | Infrastructure Services | Waste Management |
| Landfill Fire Risk Management Framework | Reduce fire risk and strengthen landfill safety and emergency management practices. | WHS Act; SWMP; DWER audit | TBA | Environmental Risk | Medium | Infrastructure Services | Waste Management |
| 11 - Transport | | | | | | | |
| Service levels for roads network | Define service levels for roads, drainage and traffic assets aligned to community expectations and available resources. | Asset Management Plan | n/a | Strategic / Governance Risk | Medium | Technical Services | Works Supervisor |
| Road Asset Condition Data Collection & Management Program | Improve road asset data collection and condition assessments to support renewal planning, grant funding and asset management decision-making. | Asset Management Plan | \$20,000 | Strategic / Governance Risk | Medium | Technical Services | Works Supervisor |
| 12 - Planning and Compliance | | | | | | | |
| Local Planning Strategy (LPS) | Provide updated long-term strategic direction for land use planning, growth management and infrastructure coordination. | Integrated Planning & Reporting Framework | n/a | Strategic / Governance Risk | Medium | Development Services | Senior Planning Officer |
| Review Local Biodiversity Strategy 2022 | Ensure biodiversity planning priorities remain current and aligned with environmental objectives and future planning needs. | Compliance | TBA | Strategic / Governance Risk | Medium | Development Services | Senior Planning Officer |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|--|---|---|---------------------|-------------------------------|------------|----------------------------|--|
| Review Extractive Industries Local Law & develop a new Local Planning Policy – Extractive Industries | Ensure planning controls and regulation for extractive industries remain current, effective and aligned with community expectations. | Planning framework; Local Government Act | n/a | Compliance / Governance | Critical | Development Services | Senior Planning Officer |
| Local Planning Scheme Review and Amendments Program | Ensure Local Planning Scheme remains current, compliant and aligned with strategic planning objectives and the inclusion of ecological linkages aligned to the LBS. | Planning & Development Act 2005; LPS Regulations; Local Biodiversity Strategy | n/a | Compliance / Legislative Risk | High | Development Services | Senior Planning Officer |
| Local Planning Policy Review and Update Program | Update the 8 outdated policies to ensure consistency with planning framework and legislation. | Compliance; LPS6 | n/a | Compliance / Legislative Risk | Medium | Planning | Senior Planning Officer |
| 13 - Building and Compliance | | | | | | | |
| Swimming Pool Compliance Coverage and Inspection Program | Ensure all private swimming pools within the Shire are identified, registered and inspected in accordance with legislative requirements and safety standards. | Building Regulations 2012 (Reg. 53); Building Act 2011 | n/a | Compliance / Legislative Risk | Medium | Development Services | Building Surveyor |
| 14 - Economic Development, Tourism & Marketing | | | | | | | |
| Bindoon Town and Tourism Precinct Plan | Guide future tourism activation, investment and town centre planning within Bindoon. | Economic Development Strategy; Local Planning Strategy | \$20,000 | Strategic / Governance Risk | High | Development Services | Executive Manager – Development Services |
| Economic Development Strategy | Update long-term economic priorities and direction. | Governance | n/a | Governance | Medium | Economic Development | Economic Development & |

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| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|---|---|--|---------------------|-----------------------------|------------|----------------------------|--|
| | | | | | | | Tourism Coordinator |
| Tourism Action Plan | Guide tourism growth and destination development. | Tourism Strategy | n/a | Strategic | Medium | Economic Development | Economic Development & Tourism Coordinator |
| Investment Attraction Prospectus | Promote investment and business opportunities. | Economic Development Strategy | n/a | Strategic | Medium | Economic Development | Economic Development & Tourism Coordinator |
| Multi-purpose Housing Development Planning | Investigate future housing and workforce accommodation options. | Economic Development Strategy / Planning | \$ 30,000 | Strategic / Governance Risk | High | Development Services | Executive Manager – Development Services |
| Bindoon Road / Bypass Advocacy | Advocate for improved freight and regional connectivity. | Economic Development Strategy – Pillar 1 | n/a | Strategic / Infrastructure | High | Corporate Services | Economic Development & Tourism Coordinator |
| Develop Investor Guides | Improve access to planning and investment information. | Planning / Economic Development | n/a | Compliance | Medium | Development Services | Executive Manager – Development Services |
| Enhance Shire Website (business portal) | Improve online access to business and investment resources. | Digital / Economic Development | n/a | Operational | Medium | Communications | Executive Manager – Development Services |
| Local Business Growth Program (setup phase) | Support local business growth and resilience. | Economic Development | n/a | Economic | Medium | Economic Development | Executive Manager – Development Services |
| Buy Local / Procurement Improvements | Increase local supplier participation and economic retention. | Procurement Policy | n/a | Financial Risk | Medium | Corporate Services | Executive Manager – |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|--|---|---|---------------------|-----------------------------|------------|----------------------------|--|
| | | | | | | | Development Services |
| Tourism Hub Activation (e.g. café strip) | Encourage tourism activity and visitation. | Tourism Strategy | n/a | Service Delivery Risk | Medium | Corporate Services | Executive Manager – Development Services |
| Lower Chittering Hall options analysis | | Tourism Strategy / Economic Development | \$20,000 | Financial Risk | Medium | Corporate Services | Executive Manager – Development Services |
| 15 - Administration & Customer Service | | | | | | | |
| Shire Administration Building Future Concept Designs | Investigate future accommodation and workspace requirements to support organisational growth. | Economic Development | \$20,000 | Service Delivery Risk | High | Corporate Services | Executive Manager – Development Services |
| 16 - Financial Management | | | | | | | |
| Improve Portable and Attractive Asset Register and Control Processes | Improve tracking, management and accountability of portable and attractive assets. | AASB 116 (where applicable for asset management principles); Financial Management Regulations | n/a | Asset / Infrastructure Risk | High | Technical Services | Executive Manager – Technical Services |
| Undertake Fair Value Revaluation of Land and Buildings Every 5 Years | Ensure land and building valuations remain compliant and accurately reflected in financial reporting. | Local Government Act 1995 AASB 13, AASB 116 Financial Management Regulations | \$30,000 | Financial Risk | Medium | Corporate Services | Financial Services |
| Undertake Fair Value Revaluation of Infrastructure Every 5 Years | Ensure infrastructure asset valuations remain compliant and accurately | Local Government Act 1995; AASB 13; AASB 116; Financial | \$40,000 | Financial Risk | High | Corporate Services | Finance Manager |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|--|--|--|---------------------|---------------------------------|------------|----------------------------|----------------------------------|
| | reflected in financial reporting. | Management Regulations | | | | | |
| 17 - Information Technology & Records | | | | | | | |
| Enterprise Resource Planning (ERP) System Integration | Improve integration of business systems and recordkeeping processes across the organisation. | State Records Act | n/a | Technology / Cybersecurity Risk | Critical | Corporate Services | IT & Records |
| PRIS Implementation | Ensure compliance with privacy and responsible information sharing requirements. | PRIS Act WA | n/a | Compliance | Critical | Corporate Services | Deputy CEO |
| Recordkeeping Plan Review | Ensure recordkeeping practices remain compliant with legislative requirements and State Records obligations. | State Records Act 2000 | n/a | Compliance / Legislative Risk | High | Corporate Services | Records |
| 18 - People & Culture | | | | | | | |
| Review and Update Organisational Task Matrix and Responsibilities | Clarify roles, responsibilities and operational accountability across the organisation. | Governance; Workforce Planning; WHS (clear responsibilities) | n/a | Workforce / People Risk | Medium | Office of CEO | Human Resource & WHS Coordinator |
| Review and Update Position Descriptions (PDs) and Approval Framework | Ensure position descriptions and approval processes remain current and aligned to organisational requirements. | WHS Act (roles & responsibilities); Workforce Plan; Governance | n/a | Workforce / People Risk | Medium | Office of CEO | Human Resource & WHS Coordinator |
| 19 - Governance & Strategy | | | | | | | |
| Council Plan roll out | Embed the adopted Council Plan across organisational planning and service delivery. | Council Plan project plan | n/a | Reputation Risk | High | Office of CEO | Manager – Governance & Strategy |

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| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|--|--|--|---------------------|-------------------------------|------------|----------------------------|--|
| Community Engagement Framework | Improve community engagement, communication and participation practices across the organisation. | CEO KPI | n/a | Strategic / Governance Risk | Medium | Office of CEO | Grants & Community Development Coordinator |
| Corporate Reporting & Performance Framework | Improve organisational reporting, accountability and performance monitoring. | CEO KPI; Integrated Planning & Reporting Framework | 25,000 | Strategic / Governance Risk | Medium | Office of CEO | Manager – Governance & Strategy |
| Finalise Asset Management Plan | Support integrated asset planning, lifecycle management and long-term sustainability. | Local Government (Financial Management) Regulations 1996 – r.19DA (Asset Management Plans) | n/a | Strategic / Governance Risk | High | Technical Services | Executive Manager – Technical Services |
| Risk Management Framework Review | Strengthen enterprise risk management and decision-making capability. | Audit recommendations; Governance Framework | n/a | Strategic / Governance Risk | Medium | Office of CEO | Manager – Governance & Strategy |
| Lease & Licence Framework | Standardise lease and licence management processes across the organisation. | Local Government Act; governance | n/a | Compliance / Legislative Risk | High | Office of CEO | Governance Officer |
| Authorisations Program | Improve governance and consistency of statutory authorisations and delegations. | Local Government Act; Governance Regulations; State Records Act; Audit requirements | n/a | Compliance / Legislative Risk | High | Office of CEO | Governance Officer |
| Governance Compliance Framework Implementation | Strengthen governance, legislative compliance and organisational accountability practices. | Local Government Act | n/a | Compliance / Legislative Risk | High | Office of CEO | Governance Officer |

| Activity | Purpose | Strategic / Legislative Alignment | Estimated Cost (\$) | Risk Category | Risk Level | Responsibility Directorate | Responsible Owner |
|---|--|---|---------------------|-------------------------------|------------|----------------------------|---------------------------------------|
| Complete the Compliance Audit Return (CAR) by September | Complete statutory compliance reporting requirements within required timeframes. | Statutory Governance | n/a | Compliance / Legislative Risk | Medium | Office of CEO | Manager – Governance & Strategy |
| PRIS & PID Internal Procedures Implementation | Implement internal procedures supporting privacy, responsible information sharing and public interest disclosure compliance. | Public Interest Disclosure Act 2003; State Records Act 2000; PRIS | n/a | Strategic / Governance Risk | Medium | Office of CEO | Governance Officer |
| 20 - Executive & Council Support | | | | | | | |
| Council agenda/report template alignment | Redesign templates to embed Council Plan alignment, service and asset implications, and support decision-making. | Local Government Act; Council Plan; CEO KPI | n/a | Compliance / Legislative Risk | Medium | Office of CEO | Executive Assistant & Council Support |
| Councillor induction framework | Develop structured induction for elected members covering governance, roles and responsibilities. | Local Government Act; Training Regulations | n/a | Strategic / Governance Risk | High | Office of CEO | Executive Assistant & Council Support |

2026/27 Fleet and Equipment Replacement Program

| Project Name | Scope / Purpose | 2026/27 Budget (\$) | Risk Category | Risk Level | Responsibility Directorate |
|--|--|---------------------|-----------------------------|------------|----------------------------|
| 7 - Bushfire Mitigation Services | | | | | |
| BFRO 4x4 Operational Vehicle Replacement | Replace operational mitigation vehicle to support inspections, treatment works and emergency response activities. | \$80,000 | Asset / Infrastructure Risk | High | Development Services |
| Skid Steer Mulcher Head | Upgrade mitigation equipment capability to support vegetation management and fuel reduction works. | \$55,000 | Service Delivery Risk | Medium | Infrastructure Services |
| 11 - Transport | | | | | |
| Trailer for Mowers | Replace trailer supporting parks and mowing operations. | \$18,000 | Asset / Infrastructure Risk | Low | Infrastructure Services |
| Isuzu Small Truck Replacement | Renew operational truck supporting infrastructure and maintenance operations. | \$50,000 | Asset / Infrastructure Risk | Medium | Infrastructure Services |
| Fuso Cab Chassis Truck Replacement | Replace heavy operational truck supporting civil works, infrastructure maintenance and operational service delivery. | \$320,000 | Asset / Infrastructure Risk | High | Infrastructure Services |
| Bandit 1390X Chipper Replacement | Replace operational vegetation management equipment supporting maintenance activities. | \$166,000 | Asset / Infrastructure Risk | Medium | Infrastructure Services |
| Mini Excavator Replacement | Replace operational excavation equipment supporting maintenance and civil works activities. | \$65,000 | Asset / Infrastructure Risk | High | Infrastructure Services |

Business-as-Usual Deliverables

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|-------------------------|-------------------------------------|---------------------------|-----------------------------|------------|---------------------------|
| 1 - Recreation, Community Facilities & Active Open Spaces | | | | | | |
| Community & sporting club facilitation & support | Sport & Recreation Plan | Other Welfare (Sch. 8) | Annual | Service Delivery Risk | Low | Community Facilities |
| Lease & Use Agreement Management | Internal Operations | Other Governance (Sch. 4) | Annual | Service Delivery Risk | Low | Community Facilities |
| Shire Notice Boards Maintenance Program | AMP | Other Governance (Sch. 4) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Town Halls & Public Buildings Maintenance | AMP | Public Halls (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Parks & Gardens Maintenance Program | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Roads & Parks Maintenance |
| Trails & Tracks Maintenance Program | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Roads & Parks Maintenance |
| Sundry / Dry Parks / Reserves Maintenance | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Town Oval Maintenance Program | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Cemetery Maintenance Program | AMP | Other Community Amenities (Sch. 10) | Annual | Asset / Infrastructure Risk | Medium | Roads & Parks Maintenance |
| Playground Maintenance Program | AMP | Salaries & Overheads | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Playground / Skatepark / Basketball Inspections | Compliance Calendar | Salaries & Overheads | Weekly / Monthly / Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Brockman Centre Precinct Maintenance | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Muchea Recreation Centre Maintenance | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Other Recreational Facility Buildings Maintenance | AMP | Recreation (Sch. 11) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |

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| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|----------------------------|-------------------------------------|-----------------|-------------------------------|------------|----------------------|
| Public Conveniences Maintenance Program | AMP | Other Community Amenities (Sch. 10) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| School Bus Shelter Maintenance Program | AMP | Other Education (Sch. 8) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Ferguson Maintenance Program | AMP | Aged & Disabled (Sch. 8) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Chittering Health Centre Maintenance Program | AMP | Other Health (Sch. 7) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Asbestos Safety Eradication Agency's (ASEA) Mid-Year Review (Asbestos Plan) | Compliance Calendar | Salaries & Overheads | July Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Asbestos Safety Eradication Agency's (ASEA) Annual Progress Report | Compliance Calendar | Salaries & Overheads | January Annual | Compliance / Legislative Risk | Medium | Building Maintenance |
| Groundwater Monitoring Report (DWER) | Compliance Calendar | Salaries & Overheads | August Annual | Compliance / Legislative Risk | Medium | Environmental Health |
| Facilities Cost to Public Report | Budgeting & Asset Planning | Salaries & Overheads | April Annual | Compliance / Legislative Risk | Medium | Financial Management |
| Fire Extinguisher Checks (All Facilities) | Compliance Calendar | Salaries & Overheads | Six-monthly | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Pest Inspections & Treatments across facilities | Compliance Calendar | Salaries & Overheads | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Portable Appliance Testing & Tagging | Compliance | Salaries & Overheads | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Public Building Safety Inspections | Compliance Calendar | Salaries & Overheads | February Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Public Building Reporting to Council | Compliance Calendar | Salaries & Overheads | April Annual | Compliance / Legislative Risk | Medium | Building Maintenance |
| Bindoon Post Office CPI Licence Update | Compliance Calendar | Salaries & Overheads | February Annual | Compliance / Legislative Risk | Medium | Financial Management |
| Ongoing 4-year asset data collection | AMP | Salaries & Overheads | Every 4 years | Asset / Infrastructure Risk | Medium | Technical Services |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|-----------------------------|--------------------------------------|-----------|-------------------------------|------------|-----------------------------|
| 2 - Community Development & Events | | | | | | |
| Plan and deliver civic events | SCP | Members of Council (Sch. 4) | Ongoing | Strategic / Governance Risk | Medium | Council & Executive Support |
| Conduct Citizenship Ceremonies | Citizenship Ceremonies Code | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Council & Executive Support |
| Operate community bus and transport services (CATS) | Community Development Plan | Other Economic Services (Sch. 13) | Ongoing | Service Delivery Risk | Low | Community Development |
| Deliver community grants and funding programs | Council Policy | Other Welfare (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Trees for Residents Program | Annual Program | Other Economic Development (Sch. 13) | Ongoing | Service Delivery Risk | Low | Community Development |
| Deliver Community Resilience Project | Community Development Plan | Other Welfare (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Deliver Seniors & Ageing Programs (e.g. Seniors Week) | Aged Care Annual Program | Aged & Disabled (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Coordinate Volunteering Recognition Events | Community Events Program | Other Welfare (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Deliver Youth Programs & Events | Youth Annual Program | Other Welfare (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Administer School Scholarships & Awards Program | Annual Program | Other Education (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Support Youth Participation in National/Intl Events | Council Initiative | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Community Development |
| Manage Adult Sponsorship Program | Council Initiative | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Community Development |
| Deliver Community Events (e.g. Bindoon Show, Wear Ya Wellies) | Community Events Program | Other Welfare (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| Deliver Cultural Events (e.g. ANZAC Day, Australia Day) | Civic Calendar | Other Culture (Sch. 11) | Ongoing | Service Delivery Risk | Low | Community Development |
| Event inspections at all Shire approved events | Community Events Program | Salaries & Overheads | Ongoing | Compliance / Legislative Risk | Low | Environmental Health |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|---------------------------|---|---------------|-------------------------------|------------|---------------------------------|
| Deliver Community Assistance Grant (CAG) Program | Community Grants Policy | Other Culture (Sch. 11) | Ongoing | Service Delivery Risk | Low | Community Development |
| Foster Community & Reference Groups | CEO KPI | Other Welfare (Sch. 8) | Ongoing | Service Delivery Risk | Low | Community Development |
| 3 – Library Services | | | | | | |
| Library Programs (School Holiday Activities, Dementia Café, Theme Month, etc.) | Annual Library Program | Library (Sch. 11) | Quarterly | Service Delivery Risk | Low | Library Services |
| Submit statistical and financial return to State Library of WA (SLWA) | Compliance Calendar | Salaries & Overheads | August Annual | Compliance / Legislative Risk | Medium | Library Services |
| 4 – Residential Property Management | | | | | | |
| Staff housing building maintenance program | Building Maintenance Plan | Staff Housing (Sch. 9) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Manage lease agreements & tenancy arrangements for Shire housing properties | Compliance Calendar | Other Governance (Sch. 4) | Annual | Service Delivery Risk | Low | Corporate Services – Governance |
| 5 – Ranger & Community Safety | | | | | | |
| Deliver Crime Prevention Program | Community Safety Strategy | Salaries & Overheads | Annual | Service Delivery Risk | Low | Ranger & Community Safety |
| Install & Monitor CCTVs | Community Safety Strategy | Salaries & Overheads | Annual | Asset / Infrastructure Risk | Medium | Ranger & Community Safety |
| Manage Abandoned Vehicles | Compliance Calendar | Salaries & Overheads | Annual | Service Delivery Risk | Low | Ranger & Community Safety |
| Conduct Community Safety Audit | Compliance Calendar | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Ranger & Community Safety |
| Implement Rural Numbering Program | Statutory Compliance | Other Law, Order & Public Safety (Sch. 5) | Annual | Service Delivery Risk | Low | Ranger & Community Safety |
| Maintain Animal Pound Facility | Statutory Compliance | Animal Control (Sch. 5) | Annual | Service Delivery Risk | Low | Ranger & Community Safety |
| Administer Animal Registration Program | Statutory Compliance | Animal Control (Sch. 5) | Annual | Compliance / Legislative Risk | Medium | Ranger & Community Safety |
| Implement Animal Destruction Program | Statutory Compliance | Animal Control (Sch. 5) | Annual | Service Delivery Risk | Low | Ranger & Community Safety |

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| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|-----------------------------------|-------------------------------|-----------------|-------------------------------|------------|---------------------------|
| Manage Stray Sheep and Cattle | Statutory Compliance | Animal Control (Sch. 5) | Annual | Service Delivery Risk | Low | Ranger & Community Safety |
| Renew Firearm Licences (Animal Control Specific) | WA Firearms Act 1973 | Animal Control (Sch. 5) | Annual | Compliance / Legislative Risk | Medium | Ranger & Community Safety |
| Order Dog & Cat Tags for Registration | Dog Act 1976, Cat Act 2011 | Animal Control (Sch. 5) | Annual | Compliance / Legislative Risk | Medium | Customer Services |
| Submit Dog/Cat Registration Report to DLGSC | Statutory Compliance | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Ranger & Community Safety |
| 6 – Emergency Services & Recovery | | | | | | |
| Annual maintenance program for fire stations (BRO) | Building Maintenance Plan | Bush Fire Brigade (Sch. 5) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Quarterly LEMC coordination and EMP contact list updates | Emergency Management Act 2005 | Emergency Management (Sch. 5) | Quarterly | Strategic / Governance Risk | Medium | CESM |
| Review LEMA & Local Recovery Plan (5-year cycle) | Emergency Management Act 2005 | Emergency Management (Sch. 5) | Every 5 years | Strategic / Governance Risk | Medium | CESM |
| Restock evacuation centres ahead of fire season | Bushfire Preparedness | Emergency Management (Sch. 5) | Annual | Emergency / Safety Risk | High | CESM |
| Submit DFES LGGS Grant Application | DFES LGGS Guidelines | Emergency Management (Sch. 5) | February Annual | Service Delivery Risk | Low | CESM |
| Submit ESL Budget – Annexure A | DFES ESL Policy | Emergency Management (Sch. 5) | April Annual | Financial Risk | Medium | Rates |
| Submit ESL Adjustment Declaration (EOY) | DFES ESL Manual | Emergency Management (Sch. 5) | June Annual | Service Delivery Risk | Low | Rates |
| Prepare Local Emergency Risk Management Report | State Emergency Management Policy | Emergency Management (Sch. 5) | June Annual | Compliance / Legislative Risk | Medium | CESM |
| Emergency Evacuation Centre Preparedness Plan | Emergency Management Guidelines | Emergency Management (Sch. 5) | June Annual | Emergency / Safety Risk | High | CESM |

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| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|---|-------------------------------|------------------|-------------------------------|------------|-----------------------------|
| CESM Annual Review of MOU | Contractual Agreement | Emergency Management (Sch. 5) | June Annual | Strategic / Governance Risk | Medium | Council & Executive Support |
| 7 – Bushfire Mitigation Services | | | | | | |
| Prescribed Burning & Fuel Load Reduction | Compliance Calendar | Fire Prevention (Sch. 5) | Annual | Service Delivery Risk | Low | Bushfire Mitigation Service |
| Firebreak Compliance & Mitigation Programs | Compliance Calendar | Fire Prevention (Sch. 5) | Annual | Compliance / Legislative Risk | Medium | Bushfire Mitigation Service |
| Firebreak Notice – Public Notification | Compliance Calendar | Salaries & Overheads | August Annual | Emergency / Safety Risk | High | CESM |
| Firebreak & Hazard Reduction Notice – Landowner Distribution | Compliance Calendar | Salaries & Overheads | August Annual | Emergency / Safety Risk | High | CESM |
| Bushfire Mitigation Projects – Grant Funded | Compliance Calendar | Fire Prevention (Sch. 5) | Annual | Emergency / Safety Risk | High | Bushfire Mitigation Service |
| Review Firebreak Inspection Strategy | Bushfire Risk Management Plan | Salaries & Overheads | September Annual | Asset / Infrastructure Risk | Medium | Bushfire Risk Management |
| Advertise Prohibited Burning Times | Bush Fires Act 1954 | Salaries & Overheads | August Annual | Service Delivery Risk | Low | CESM |
| Firebreak Inspections – Final Compliance Round | Bush Fires Act 1954 | Salaries & Overheads | September Annual | Compliance / Legislative Risk | Medium | Bushfire Mitigation Service |
| Prepare and submit Pre-Fire Season Report to Council | Bushfire Preparedness | Salaries & Overheads | June Annual | Compliance / Legislative Risk | Medium | Bushfire Mitigation Service |
| Annual report to Office of Bushfire Risk Management (OBRM) on BRMP progress | BRMP | Salaries & Overheads | September Annual | Compliance / Legislative Risk | Medium | Bushfire Mitigation Service |
| 8 – Environment & Public Health | | | | | | |
| Implement the annual Noxious Weed Control Program | Biosecurity and Agriculture Management Act 2007 | Rural Services (Sch. 13) | Annual | Service Delivery Risk | Low | Roads & Parks Maintenance |
| Waste water system installation inspections | Health (Miscellaneous) | Salaries & Overheads | Ongoing | Asset / Infrastructure Risk | Medium | Environmental Health |

ANNUAL IMPLEMENTATION PLAN 2026/27

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|--|-------------------------------------|--------------------|-------------------------------|------------|----------------------|
| | Provisions) Act 1911 | | | | | |
| Implement the annual Pest Control Program | Health Regulations | Salaries & Overheads | Annual | Service Delivery Risk | Low | Building Maintenance |
| Water sampling at public swimming pools & food business | Health Regulations | Salaries & Overheads | Monthly | Compliance / Legislative Risk | Medium | Environmental Health |
| Inspections at food premises, lodging houses, public buildings, caravan parks, beauty & skin penetration businesses | Health Regulations | Salaries & Overheads | Quarterly / Annual | Compliance / Legislative Risk | Medium | Environmental Health |
| Inspections at public buildings & lodging houses | Health Regulations | Salaries & Overheads | Quarterly / Annual | Compliance / Legislative Risk | Medium | Environmental Health |
| Monitoring of contaminated sites aligned to DWER | Health Regulations | Protection of Environment (Sch. 10) | Ongoing | Compliance / Legislative Risk | Medium | Environmental Health |
| Investigate notifiable diseases | Health Regulations | Salaries & Overheads | Ongoing | Compliance / Legislative Risk | Medium | Environmental Health |
| Submit the annual Public Health Act 2016 reporting form | Public Health Act 2016 – s.38(1) | Salaries & Overheads | August Annual | Compliance / Legislative Risk | Medium | Environmental Health |
| Submit annual emissions and waste data to National Pollution Inventory (NPI) | National Environment Protection Measure (NEPM) | Salaries & Overheads | September Annual | Environmental Risk | Medium | Environmental Health |
| 9 – Bushland & Passive Open Spaces | | | | | | |
| Water quality monitoring – Ellen Brook & Brockman River | Landcare | Protection of Environment (Sch. 10) | Ongoing | Asset / Infrastructure Risk | Medium | Landcare |
| Partner with Harvis – ecological oversight of Muchea Ind. Park | Landcare | Protection of Environment (Sch. 10) | Ongoing | Service Delivery Risk | Low | Landcare |
| Submissions on clearing & environmental approvals | Landcare | Protection of Environment (Sch. 10) | Ongoing | Compliance / Legislative Risk | Medium | Landcare |
| Volunteer support for community planting (95,000 plants) | Landcare | Protection of Environment (Sch. 10) | Ongoing | Service Delivery Risk | Low | Landcare |
| Maintenance of Ellen Brook nutrient intervention site | Landcare | Protection of Environment (Sch. 10) | Ongoing | Asset / Infrastructure Risk | Medium | Landcare |

ANNUAL IMPLEMENTATION PLAN 2026/27

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|---------------------------------|------------------------------|-----------------------------|-------------------------------|------------|------------------------|
| 10 – Landfill & Waste Collection | | | | | | |
| Implement Waste Management and Education Plans | Strategic Waste Management Plan | Salaries & Overheads | Annual | Strategic / Governance Risk | Medium | Environmental Services |
| Domestic waste collection program | Compliance Calendar | Sanitation (Sch. 10) | Annual | Service Delivery Risk | Low | Technical Services |
| Tip maintenance program | Asset Management Plan | Sanitation (Sch. 10) | Annual | Asset / Infrastructure Risk | Medium | Technical Services |
| Coosee Waste data collection | Compliance | Sanitation (Sch. 10) | Annual | Environmental Risk | Medium | Environmental Services |
| Groundwater sampling and monitoring reports | EPA Licence | Sanitation (Sch. 10) | Annual | Compliance / Legislative Risk | Medium | Environmental Services |
| Landfill building maintenance | AMP | Sanitation (Sch. 10) | Annual | Asset / Infrastructure Risk | Medium | Technical Services |
| Maintain licence compliance for Bindoon Landfill | DWER Licence | Sanitation (Sch. 10) | September Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Annual Audit Compliance Report (AACR) & Monitoring Report – Muchea Landfill | EPA Licence | Sanitation (Sch. 10) | February Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Muchea licence fee payment | DWER Licence | Sanitation (Sch. 10) | February Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Renew Bindoon Landfill Licence | DWER Licence | Sanitation (Sch. 10) | November Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Submit Annual Environmental Report (AER/AMR) & AACR – Bindoon Landfill | DWER Licence | Sanitation (Sch. 10) | March Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Submit waste data under Regs 18B (waste) and 18C (recycling) to DWER | WARR Regulations | Sanitation (Sch. 10) | September Annual | Environmental Risk | Medium | Environmental Services |
| Waste contract performance review (AVON Waste) | Contract Management | Salaries & Overheads | December Annual | Strategic / Governance Risk | Medium | Technical Services |
| 11 – Transport | | | | | | |
| Maintain sealed and unsealed road network | AMP | Maintenance: Roads (Sch. 12) | Ongoing | Service Delivery Risk | Low | Roads & Construction |
| Inspect and maintain stormwater infrastructure | AMP | Maintenance: Roads (Sch. 12) | Monthly / After Rain Events | Service Delivery Risk | Low | Technical Services |

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| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|--------------------------------|------------------------------|--------------------------------|-------------------------------|------------|----------------------|
| Install and maintain street signage and road markings | AMP | Maintenance: Roads (Sch. 12) | As required | Service Delivery Risk | Low | Roads & Construction |
| Manage streetlight repairs and outages | AMP | Fleet Operating Budget | Ongoing | Service Delivery Risk | Low | Roads & Construction |
| Maintain and service Shire fleet and heavy plant | WHS Regulations; Risk Register | Fleet Operating Budget | Monthly / Scheduled | Strategic / Governance Risk | Medium | Fleet Management |
| Respond to potholes, tree hazards, and storm damage | AMP; Customer Service Requests | Maintenance: Roads (Sch. 12) | As required | Service Delivery Risk | Low | Roads & Construction |
| Sweep main streets and townsites | AMP | Maintenance: Roads (Sch. 12) | Fortnightly | Service Delivery Risk | Low | Roads & Construction |
| Implement preventative fleet maintenance schedule | Risk Register | Fleet Operating Budget | Annual | Asset / Infrastructure Risk | Medium | Technical Services |
| Footpath maintenance program on time and within budget | AMP | Maintenance: Roads (Sch. 12) | Annual | Asset / Infrastructure Risk | Medium | Roads & Construction |
| Drainage maintenance program on time and within budget | AMP | Maintenance: Roads (Sch. 12) | Annual | Asset / Infrastructure Risk | Medium | Roads & Construction |
| Road maintenance program on time and within budget | AMP | Maintenance: Roads (Sch. 12) | Annual | Asset / Infrastructure Risk | Medium | Roads & Construction |
| Bridge maintenance program on time and within budget | AMP | Maintenance: Roads (Sch. 12) | Annual | Asset / Infrastructure Risk | Medium | Roads & Construction |
| Streetlighting maintenance program on time and within budget | AMP | Maintenance: Roads (Sch. 12) | Annual | Asset / Infrastructure Risk | Medium | Roads & Construction |
| Maintain Depot building | AMP | Maintenance: Roads (Sch. 12) | Annual | Asset / Infrastructure Risk | Medium | Roads & Construction |
| Claim MRWA Direct Grant & Regional Road Grant | Compliance – MRWA Guidelines | Salaries & Overheads | June Annual | Service Delivery Risk | Low | Roads & Construction |
| Submit Roads to Recovery reports (quarterly & annual) | Roads to Recovery Guidelines | Salaries & Overheads | Quarterly (Mar, Jun, Sep, Dec) | Compliance / Legislative Risk | Medium | Roads & Construction |
| Submit audited Roads to Recovery return | Roads to Recovery Guidelines | Salaries & Overheads | September Annual | Compliance / Legislative Risk | Medium | Roads & Construction |
| Coordinate DoT Bulk Licensing Renewal | Compliance – Vehicle Licensing | Salaries & Overheads | June Annual | Service Delivery Risk | Low | Technical Services |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|--|--|-----------------------|-------------------------------|------------|---|
| Prepare tenders for aggregate and bitumen | Procurement Regulations | Salaries & Overheads | August Annual | Service Delivery Risk | Low | Technical Services |
| Submit RRG application and reporting to MRWA | Main Roads WA Guidelines | Salaries & Overheads | August Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Submit Black Spot Program funding application | MRWA Guidelines | Salaries & Overheads | Mid-August Annual | Service Delivery Risk | Low | Technical Services |
| Complete WALGA Roads Return | WALGA Asset Reporting | Salaries & Overheads | July Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Submit WA Local Roads Expenditure Report to WALGA | WA Local Government Grants Commission | Salaries & Overheads | November Annual | Compliance / Legislative Risk | Medium | Technical Services |
| Submit claims to Main Roads WA grant claims (Direct & RRG) | MRWA Guidelines | Salaries & Overheads | December Annual | Service Delivery Risk | Low | Technical Services |
| Undertake trailer inspections | Road Traffic (Vehicles) Regulations 2014 | Salaries & Overheads | March Annual | Asset / Infrastructure Risk | Medium | Technical Services |
| 12 – Planning & Compliance | | | | | | |
| Assess development and subdivision applications under LPS6 | Planning & Development Act 2005; LPS6 | Town Planning & Regional Development (Sch. 10) | Ongoing | Strategic / Governance Risk | Medium | Planning & Development Act 2005 |
| Provide planning advice and respond to enquiries | Customer Service | Salaries & Overheads | Daily | Strategic / Governance Risk | Medium | Local Government Act 1995 |
| Maintain and apply local planning policies and scheme provisions | LPS6; Planning Regulations | Salaries & Overheads | Ongoing | Strategic / Governance Risk | Medium | Planning & Development (LPS) Regulations 2015 |
| Monitor compliance with development conditions | LPS6 | Salaries & Overheads | Monthly / As required | Compliance / Legislative Risk | Medium | Planning & Development Act 2005 |
| Enforce planning breaches (e.g. unauthorised use) | Planning & Development Act 2005 | Salaries & Overheads | As required | Strategic / Governance Risk | Medium | Planning & Development Act 2005 |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|---|--|-----------------------------|-------------------------------|------------|--|
| Muchea Industrial Park – Technical Document Review | Strategic Land Use Planning | Town Planning & Regional Development (Sch. 10) | Annual | Strategic / Governance Risk | Medium | Economic Development Strategy |
| Coordinate annual extractive industry approval renewals (by July) | Local Planning Scheme No. 6 | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Planning & Development Act 2005; LPS6 |
| 13 – Building & Compliance | | | | | | |
| Process building permit applications | Building Act 2011; Building Regulations | Building Control (Sch. 13) | Ongoing | Asset / Infrastructure Risk | Medium | Building Act 2011; Building Regulations 2012 |
| Conduct site inspections for approved structures | Building Regulations 2012 | Building Control (Sch. 13) | As scheduled | Asset / Infrastructure Risk | Medium | Building Regulations 2012 |
| Maintain register of building permits issued | Building Act 2011 – s.128 | Building Control (Sch. 13) | Ongoing | Asset / Infrastructure Risk | Medium | Building Act 2011 |
| Conduct routine and follow-up swimming pool inspections | Building Regulations 2012 – Reg. 53 | Building Control (Sch. 13) | Every 4 years / as required | Asset / Infrastructure Risk | Medium | Building Regulations 2012 |
| Respond to complaints or breaches of building standards | Building Act 2011; Local Laws | Building Control (Sch. 13) | As required | Asset / Infrastructure Risk | Medium | Building Act 2011; Local Laws |
| 14 – Economic Development, Tourism & Marketing | | | | | | |
| Update website, post notices and newsletters | Economic Development Strategy | Salaries & Overheads | Weekly | Strategic / Governance Risk | Medium | Communications |
| Support/respond to business enquiries | Economic Development Strategy | Salaries & Overheads | Ongoing | Service Delivery Risk | Low | Economic Development |
| Coordinate local event promotion | Economic Development Strategy | Salaries & Overheads | Ongoing | Service Delivery Risk | Low | Communications |
| Attend regional ED/tourism forums (e.g. WA4W) | Regional Collaboration | Salaries & Overheads | Quarterly | Service Delivery Risk | Low | Economic Development & Tourism |

ANNUAL IMPLEMENTATION PLAN 2026/27

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|------------------------------------|------------------------------------|---------------|-----------------------------|------------|----------------------|
| Develop and manage Shire social media channels | Economic Development Strategy | Salaries & Overheads | Weekly | Strategic / Governance Risk | Medium | Communications |
| Maintain Tourist Bureau Gardens | Tourism Strategy | Tourism & Area Promotion (Sch. 13) | Ongoing | Service Delivery Risk | Low | Building Maintenance |
| Activate Bindoon Town Centre | Town Centre Strategy | Economic Development (Sch. 13) | Ongoing | Service Delivery Risk | Low | Building Maintenance |
| Develop and deliver communication campaigns | Economic Development Strategy | Salaries & Overheads | Ongoing | Strategic / Governance Risk | Medium | Communications |
| Promote and support small business | Economic Development Strategy | Economic Development (Sch. 13) | Ongoing | Service Delivery Risk | Low | Economic Development |
| Deliver Taste of Chittering | Tourism Strategy | Tourism & Area Promotion (Sch. 13) | August Annual | Service Delivery Risk | Low | Tourism |
| Participate in Destination Perth program | Regional Tourism | Tourism & Area Promotion (Sch. 13) | Annual | Service Delivery Risk | Low | Tourism |
| Maintain/distribute Visit Chittering Guide | Economic Development Strategy | Tourism & Area Promotion (Sch. 13) | Annual | Service Delivery Risk | Low | Tourism |
| Participate in Northern Growth Alliance (infrastructure planning) | Regional Planning & Infrastructure | Salaries & Overheads | Ongoing | Strategic / Governance Risk | Medium | Economic Development |
| 15 – Administration & Customer Service | | | | | | |
| Implement annual Admin Building maintenance | Building Maintenance Plan | General Administration (Sch. 14) | Annual | Asset / Infrastructure Risk | Medium | Building Maintenance |
| Coordinate mail handling, print room, stationery | Internal Admin Services | Salaries & Overheads | Annual | Service Delivery Risk | Low | Customer Service |
| Manage reception, phones, and general enquiries | Customer Service Function | Salaries & Overheads | Weekly | Service Delivery Risk | Low | Customer Service |
| Provide front-line customer service | Customer Service Function | Salaries & Overheads | Daily | Service Delivery Risk | Low | Customer Service |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|-----------------------------|---------------------------|---------------------|---------------------------------|------------|---------------------------------|
| Process and register correspondence per Records Act | State Records Act 2000 | Salaries & Overheads | Daily | Technology / Cybersecurity Risk | Medium | Records |
| Coordinate office supply and procurement needs | Internal Admin Services | Salaries & Overheads | Daily | Financial Risk | Medium | Customer Service |
| Maintain customer records and CRM data | CRM Use Policy / Procedures | Salaries & Overheads | Monthly / As Needed | Technology / Cybersecurity Risk | Medium | Customer Service |
| Respond to customer enquiries (email, web, social) | Customer Service Function | Salaries & Overheads | Ongoing | Service Delivery Risk | Low | Customer Service |
| 16 – Financial Management | | | | | | |
| CEO biennial review of risk/internal controls | Audit Regs r.17 | Other Governance (Sch. 4) | Every 2 years | Strategic / Governance Risk | Medium | Financial Services |
| Review financial systems & procedures | FM Regs r.5(2)(c) | Other Governance (Sch. 4) | Every 3 years (May) | Strategic / Governance Risk | Medium | Financial Services |
| Submit audited AFS to Audit Committee & Council | LG Act s.6.4(2) | Salaries & Overheads | December Annual | Compliance / Legislative Risk | Medium | Financial Services |
| Mid-year budget review and amendments | FM Regs r.33A | Salaries & Overheads | March Annual | Strategic / Governance Risk | Medium | Financial Services |
| Maintain/reconcile financial records | FM Regs | Salaries & Overheads | Weekly / Monthly | Technology / Cybersecurity Risk | Medium | Financial Services |
| Prepare audit workpapers & liaise with auditor | Audit Process | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Financial Services |
| Interim audit responses & risk practice reviews | CEO KPI | Salaries & Overheads | Ongoing | Compliance / Legislative Risk | Medium | Financial Services |
| Monitor audit outcomes via corporate reporting | CEO KPI | Salaries & Overheads | Quarterly | Compliance / Legislative Risk | Medium | Financial Services |
| Maintain Portable & Attractive Asset Register | Compliance – Asset Policy | Salaries & Overheads | Ongoing | Asset / Infrastructure Risk | Medium | Finance Manager / Tech Services |
| Annual stocktake and reconciliation | FM Regs; AASB | Salaries & Overheads | Ongoing | Service Delivery Risk | Low | Financial Services |
| Respond to Auditor General's significant findings | LG Act s.7.12A | Salaries & Overheads | March Annual | Compliance / Legislative Risk | Medium | Financial Services |
| Annual insurance policy review with LGIS | Risk Management Practice | Salaries & Overheads | March Annual | Strategic / Governance Risk | Medium | Financial Services |

ANNUAL IMPLEMENTATION PLAN 2026/27

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|-------------------------------|---------------------------|--------------------|-------------------------------|------------|--------------------|
| Annual budget engagement with stakeholders | IPRF; CEO KPI | Salaries & Overheads | Annual | Service Delivery Risk | Low | Financial Services |
| Long Term Financial Plan development | IPRF; CEO KPI | Salaries & Overheads | Annual | Strategic / Governance Risk | Medium | Financial Services |
| Prepare annual budget and statutory budget documents | LG Act s.6.2; FM Regs r.22–33 | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Financial Services |
| Maintain LTFP and forecasting models | LTFP; CEO KPI | Salaries & Overheads | Quarterly | Service Delivery Risk | Low | Financial Services |
| Monthly capital works delivery reporting | CEO KPI | Salaries & Overheads | Monthly | Compliance / Legislative Risk | Medium | Financial Services |
| Process supplier payments and payroll | FM Regs r.11A–r.12 | Salaries & Overheads | Fortnightly | Financial Risk | Medium | Financial Services |
| Submit annual financial report to Auditor General | LG Act s.6.4 | Salaries & Overheads | September Annual | Compliance / Legislative Risk | Medium | Financial Services |
| Manage procurement compliance | LG Act; Procurement Policy | Salaries & Overheads | Ongoing | Compliance / Legislative Risk | Medium | Financial Services |
| Revaluation of land & buildings (Fair Value) | AASB 13; FM Regs | Other Governance (Sch. 4) | Every 5 years | Asset / Infrastructure Risk | Medium | Financial Services |
| Revaluation of infrastructure assets (Fair Value) | AASB 13; FM Regs r.17A | Other Governance (Sch. 4) | Every 5 years | Asset / Infrastructure Risk | Medium | Financial Services |
| Coordinate GRV revaluation with Landgate | Landgate Revaluation Program | General Purpose (Sch. 3) | Every 5 years | Financial Risk | Medium | Financial Services |
| Apply UV and interim valuations to rating model | LG Act; Landgate Schedule | General Purpose (Sch. 3) | Annual | Financial Risk | Medium | Financial Services |
| Issue quarterly rate instalment notices | LG Act s.6.45 | General Purpose (Sch. 3) | Quarterly | Service Delivery Risk | Low | Financial Services |
| Submit deferred interest claims (rates, ESL) | Rates Administration | Salaries & Overheads | December Annual | Financial Risk | Medium | Financial Services |
| Prepare rate notices, pensioner management, property services | LG Act; Rates Manual | General Purpose (Sch. 3) | Annual / Recurring | Service Delivery Risk | Low | Financial Services |
| Submit Fringe Benefits Tax Return | FBT Assessment Act 1986 (Cth) | Salaries & Overheads | April Annual | Compliance / Legislative Risk | Medium | Financial Services |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|---|--|----------------------|----------------------|---------------------------------|------------|--------------------------------------|
| 17 – Information Technology & Records | | | | | | |
| Review Information Statement and FOI procedures for Annual Report | FOI Act 1992 – s.96 | Salaries & Overheads | Annual (Sept) | Compliance / Legislative Risk | Medium | Records |
| Submit FOI Statistical Return to the OIC | FOI Act – s.111 | Salaries & Overheads | Annual (June) | Compliance / Legislative Risk | Medium | Records |
| Process archive, retention, and disposal of records | State Records Act 2000 | Salaries & Overheads | Ongoing / Sept audit | Technology / Cybersecurity Risk | Medium | Records |
| Administer and maintain EDRMS including classification and metadata | State Records Act 2000 | Salaries & Overheads | Ongoing | Technology / Cybersecurity Risk | Medium | Records |
| Ensure compliance with Recordkeeping Plan (RKP) and legislation | State Records Act 2000; RKP | Salaries & Overheads | Ongoing | Compliance / Legislative Risk | Medium | Records |
| Maintain Council ICT infrastructure and software licensing (via contract) | Digital Continuity / Asset Management | Salaries & Overheads | Ongoing | Technology / Cybersecurity Risk | Medium | IT Contractor (Monitored by Records) |
| Manage and respond to internal ICT support requests | ICT Service Provision | Salaries & Overheads | Daily | Service Delivery Risk | Low | IT Contractor |
| Monitor backups and test recovery functionality | Disaster Recovery & Risk | Salaries & Overheads | Weekly | Asset / Infrastructure Risk | Medium | IT Contractor (Monitored by Records) |
| 18 – People & Culture | | | | | | |
| Report to Council on Work Health and Safety matters | CEO KPI | Salaries & Overheads | Monthly | Compliance / Legislative Risk | Medium | HR |
| Monitor and complete staff reviews and development plans | CEO KPI | Salaries & Overheads | Annual (Mar–May) | Asset / Infrastructure Risk | Medium | HR |
| Maintain up-to-date Position Descriptions and training plans | Public Sector Management Act 1994 (WA) | Salaries & Overheads | Annual (Mar–May) | Strategic / Governance Risk | Medium | HR |
| Deliver inclusive employment training and resources | DAIP | Salaries & Overheads | Annual | Service Delivery Risk | Low | HR |
| Review Equal Employment Opportunity (EEO) Management Plan | Equal Opportunity Act 1984 (WA) | Salaries & Overheads | Every 4 years | Strategic / Governance Risk | Medium | HR |
| Deliver OSH refresher training | WHS Act 2020 (WA) | Salaries & Overheads | Annual (July) | Service Delivery Risk | Low | HR |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|--|----------------------|------------------|---------------------------------|------------|--------------------------------------|
| Submit remuneration data to WALGA Survey | WALGA Request | Salaries & Overheads | Annual (Nov) | Technology / Cybersecurity Risk | Medium | HR |
| Conduct breathalyser calibration checks | WHS Compliance | Salaries & Overheads | Biannual | Asset / Infrastructure Risk | Medium | HR |
| Deliver manual handling training | WHS Act 2020 (WA) | Salaries & Overheads | Biannual | Service Delivery Risk | Low | HR |
| Inspect and restock First Aid kits and AEDs | WHS Obligations | Salaries & Overheads | Biannual | Service Delivery Risk | Low | HR |
| Deliver wellbeing campaigns and EAP awareness | Workforce Management Plan | Salaries & Overheads | Ongoing | Service Delivery Risk | Low | HR |
| Facilitate Accountability and Ethical Decision Making (AEDM) training to staff and Council | CEO KPI; Public Sector Commission; LG Rules Regs | Salaries & Overheads | Annual (July) | Service Delivery Risk | Low | HR |
| 19 – Governance & Strategy | | | | | | |
| Maintain statutory registers (gifts, interests, delegations, tenders, complaints) | LG Act & Governance Regs | Salaries & Overheads | Ongoing | Compliance / Legislative Risk | Medium | Governance |
| Review and adopt the Corporate Business Plan (CBP) | IPR Framework – r.19DA | Salaries & Overheads | Annual (June) | Strategic / Governance Risk | Medium | Governance |
| Coordinate Strategic Community Plan (SCP) minor or major review | IPR Framework | Salaries & Overheads | Annual | Strategic / Governance Risk | Medium | Governance |
| Coordinate Annual Budget planning workshops and engagement | CEO KPI, Budget Process | Salaries & Overheads | Annual | Service Delivery Risk | Low | Governance |
| Coordinate preparation and adoption of the Annual Report | LG Act – s.5.53–5.55 | Salaries & Overheads | Annual (Nov–Dec) | Compliance / Legislative Risk | Medium | Governance |
| Prepare and submit Statutory Compliance Audit Return (CAR) | Audit Regs – r.14–15 | Salaries & Overheads | Annual (March) | Compliance / Legislative Risk | Medium | Governance |
| Monitor and update risk registers and internal audit tracking | LG Audit Regs r.17 | Salaries & Overheads | Quarterly | Compliance / Legislative Risk | Medium | Governance |
| Submit Risk Dashboard Report to Audit & Risk Committee | Risk Oversight | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Governance |
| Effective Integrated Planning and Performance Reporting Processes | CEO KPI | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Governance and Corporate Performance |

| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|--|-----------------------------|---------------|-------------------------------|------------|-----------------------------|
| Review Delegations Register and present to Council | LG Act – s.5.46 | Salaries & Overheads | Annual (June) | Strategic / Governance Risk | Medium | Governance |
| Review Authorised Officer Listing for legislative appointments | Various Acts | Salaries & Overheads | Annual (June) | Strategic / Governance Risk | Medium | Governance |
| Coordinate review of the Related Party Disclosure Policy | AASB 124 | Salaries & Overheads | Annual (Sept) | Strategic / Governance Risk | Medium | Finance |
| Coordinate Local Law reviews and advertising | LG Act – Part 3 | Salaries & Overheads | Ongoing | Strategic / Governance Risk | Medium | Office of CEO |
| Conduct internal feasibility studies for priority infrastructure | Annual Budget Workshops | Salaries & Overheads | Annual | Service Delivery Risk | Low | Development Services |
| Provide legal advice and governance support to the CEO | Governance | Salaries & Overheads | As required | Service Delivery Risk | Low | Office of CEO |
| Deliver Facilitate Accountability and Ethical Decision Making (AEDM) training to staff & Council | CEO KPI; Public Sector Commission; LG Conduct Regs | Salaries & Overheads | July Annual | Service Delivery Risk | Low | HR |
| Coordinate Shire-wide website content review for accuracy | LG Admin Reg 29C | Salaries & Overheads | Quarterly | Strategic / Governance Risk | Medium | Council & Executive Support |
| 20 – Executive & Council Support | | | | | | |
| Conduct local government elections and manage statutory returns | Electoral compliance | Members of Council (Sch. 4) | Every 2 years | Compliance / Legislative Risk | Medium | Council & Executive Support |
| Coordinate Annual Financial Returns process | Statutory reporting | Salaries & Overheads | August Annual | Compliance / Legislative Risk | Medium | Council & Executive Support |
| Review Public Interest Disclosure Register | PID Act 2003 | Salaries & Overheads | August Annual | Strategic / Governance Risk | Medium | Council & Executive Support |
| Review Terms of Reference (TOR) for Council Committees post-election | Governance compliance | Salaries & Overheads | Every 2 years | Strategic / Governance Risk | Medium | Council & Executive Support |
| Maintain and publish Complaints Register and include in Annual Report | LG Act 1995 – s.5.121 | Salaries & Overheads | Quarterly | Compliance / Legislative Risk | Medium | Council & Executive Support |
| Coordinate Council Member training & report annually | LG Act – s.5.126A | Members of Council (Sch. 4) | Annual | Compliance / Legislative Risk | Medium | Council & Executive Support |

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| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|-------------------------------------|-----------------------------|--------------|-------------------------------|------------|-----------------------------|
| Maintain and publish Elected Member attendance & allowance register | Operational Guideline 01 | Members of Council (Sch. 4) | Quarterly | Service Delivery Risk | Low | Council & Executive Support |
| Coordinate Council meetings, agendas, and minutes | Governance compliance | Members of Council (Sch. 4) | Monthly | Service Delivery Risk | Low | Council & Executive Support |
| Maintain Council Members' subscriptions and memberships register | Transparency & accountability | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Council & Executive Support |
| Provide administrative and procedural support to CEO and Elected Members | Executive governance | Salaries & Overheads | Ongoing | Service Delivery Risk | Low | Council & Executive Support |
| Annual binding of Council meeting minutes | Recordkeeping compliance | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Council & Executive Support |
| Coordinate catering for Council meetings | Governance & operations | Members of Council (Sch. 4) | Monthly | Service Delivery Risk | Low | Council & Executive Support |
| Coordinate Australia Day Awards process | Community recognition | Salaries & Overheads | Annual | Service Delivery Risk | Low | Council & Executive Support |
| Maintain Council Chambers – facility upkeep | Facility readiness | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Building Maintenance |
| Coordinate all civic functions | Civic & ceremonial responsibilities | Members of Council (Sch. 4) | Annual | Service Delivery Risk | Low | Executive & Council Support |
| Review Council Agenda Report Template | CEO KPI | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Council & Executive Support |
| Advise Council of changes to relevant legislation | CEO KPI | Salaries & Overheads | Annual | Service Delivery Risk | Low | Council & Executive Support |
| Report on outstanding Council resolutions | CEO KPI | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Council & Executive Support |
| Update the Local Government Directory | Administrative accuracy | Salaries & Overheads | Annual | Strategic / Governance Risk | Medium | Council & Executive Support |
| Prepare Annual Meeting Schedule and advertise OCM dates | LG Act s.5.25(1)(g) | Salaries & Overheads | Annual (Nov) | Service Delivery Risk | Low | Council & Executive Support |
| Coordinate Annual Electors Meeting post-adoption of Annual Report | LG Act s.5.27–5.29 | Salaries & Overheads | Annual | Compliance / Legislative Risk | Medium | Council & Executive Support |
| Maintain tender register and procurement documentation | LG Regs (F&G) | Salaries & Overheads | Ongoing | Financial Risk | Medium | Council & Executive Support |

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| Deliverable | Alignment | Budget Program | Frequency | Risk Category | Risk Level | Responsibility |
|--|---------------|----------------------|---------------|-----------------------------|------------|-----------------|
| Update Shire listing in WALGA Local Government Directory | WALGA Request | Salaries & Overheads | Annual (Sept) | Strategic / Governance Risk | Medium | Council Support |

2026/27 INTEGRATED GOVERNANCE, PLANNING AND REPORTING CALENDAR

This calendar supports delivery of the Shire's Integrated Planning and Reporting Framework, including the Council Plan, Corporate Business Plan, Annual Budget and statutory governance obligations

| | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | | | | | | | | | | | | |
| GOVERNANCE | | | | | | | | | | | | |
| Delegations | | | | | | | | | | | | |
| Council Policies | | | | | | | | | | | | |
| Local Laws Review | | | | | | | | | | | | |
| Compliance Audit Return (CAR) | | | | | | | | | | | | |
| CEO Performance Review | | | | | | | | | | | | |
| STRATEGIC PLANNING & FINANCIAL PLANNING | | | | | | | | | | | | |
| Interim Audit (if required) | | | | | | | | | | | | |
| Annual Budget & Corporate Business Plan | | | | | | | | | | | | |
| Risk Management Review | | | | | | | | | | | | |
| REPORTING & ACCOUNTABILITY | | | | | | | | | | | | |
| Monthly Financial Report | | | | | | | | | | | | |
| List of Accounts | | | | | | | | | | | | |
| Annual Report | | | | | | | | | | | | |
| Audited Financial Statements | | | | | | | | | | | | |
| Year End Corporate Performance Report | | | | | | | | | | | | |
| Mid-Year Corporate Performance Report | | | | | | | | | | | | |
| Mid-Year Budget Review | | | | | | | | | | | | |

| | | | |
|--|--|--|--|
| | Ordinary Council Meeting (formal adoption/endorsement) | | Agenda Forum (General discussion – non decision making) |
| | Approval / Endorsement | | Workshop (Briefing, strategy, review – non decision making) |
| | Confidential Item | | Audit, Risk & Improvement Committee (ARIC) (endorsement/approval for Council submission) |
| | Annual Planning & Budgeting Workshop | | Annual General Meeting |