BLAND SHIRE COUNCIL
west wyalong

2025 TO 2029

DELIVERY PROGRAM

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Foreword from the Mayor and General Manager

Bland Shire Council is proud to present the Delivery Program 2025–2029—our strategic roadmap towards a vibrant, inclusive, and sustainable future. This plan reflects the commitment of the current Council to represent, support, and advocate for the diverse needs and aspirations of all residents across our community.

Grounded in the principles of good governance, we pledge to act with transparency, accountability, and integrity. Every decision we make will be guided by what's best for our whole community.

By drawing on the rich local knowledge of our residents, Council will make informed, fair, and inclusive choices. This collaborative approach will form the foundation for long-term progress and stability, helping us achieve positive outcomes that benefit all.

Together, we are committed to building a future where every voice is heard, every need is addressed, and every individual has the opportunity to thrive.

Through a shared commitment to excellence, unity, and strong leadership, we will make decisions that are not only fiscally responsible but also ecologically sustainable.

Respectful engagement remains at the heart of our work. Open, honest communication with our community will continue to shape our direction as we build a future of which we can all be proud.

Our community's strength lies in the richness of our shared experiences and the diversity of our backgrounds. This diversity builds resilience, allowing us to face challenges with unity and determination.

We are dedicated to fostering an inclusive and welcoming environment where everyone feels a sense of belonging. Volunteerism is a cornerstone of our community spirit—linking people, empowering individuals, and contributing to the greater good. Whether it's supporting local events, championing initiatives, or lending a helping hand, our volunteers embody the compassion that defines Bland Shire.

We take pride in our shared loyalty, progressive outlook, and strong sense of community.

We strive to promote acceptance, celebrate differences, and pursue a unified vision: a thriving, connected future for all.

By embracing our unique perspectives and experiences, we strengthen our community fabric.

Let us continue to support one another, champion volunteerism, and ensure every voice is acknowledged and respected. In doing so, we lay the groundwork for a resilient and caring community, rich with opportunity.

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With the implementation of this Delivery Program, we aim to address the challenges facing our community with creativity, collaboration, and determination.

Council's work is driven by the dedication of committed Councillors and staff who are passionate about shaping a strong and successful future for Bland Shire. Their efforts underpin the delivery of high-quality services that are valued by the community.

Through responsible fiscal management and a deep commitment to serving the region, Council strives to meet its financial objectives.

Every initiative outlined in this plan is aimed at fostering inclusion, strengthening resilience, and ensuring sustainable growth. These strategies expand our capacity for positive change and deepen our ability to build a more connected and vibrant community.

By leveraging our local strengths and embracing collective action, we can achieve meaningful progress and lasting impact.

Together, we can shape a future defined by opportunity, inclusivity, and shared success.

Cr Brian Monaghan
Mayor

Grant Baker
General Manager

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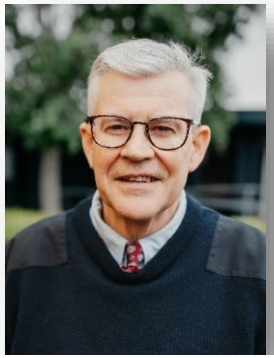
Bland Shire's Councillors – 2024 to 2028



Cr Brian Monaghan
Mayor

Cr Lisa Minogue
Deputy Mayor

Cr Holly Brooks

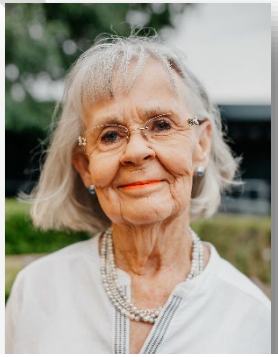
Cr Malcolm Carnegie

Cr Rodney Crowe

Cr Jill Funnell

Cr Emma Henderson

Cr Tony Lord



Cr Liz McGlynn

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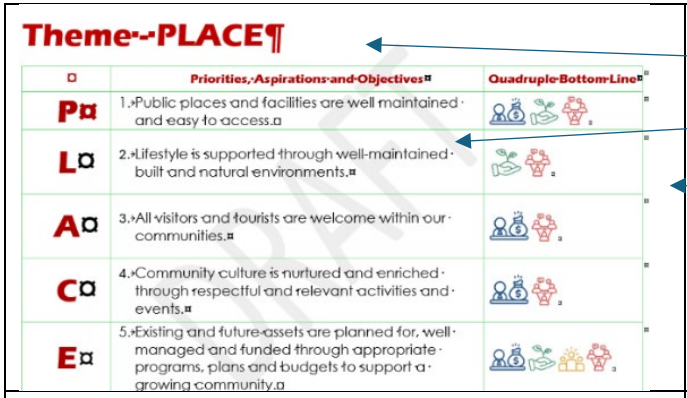
The Delivery Program's key elements

Community Strategic Plan	Delivery Program strategy
Theme - PLACE P: 1. Public places and facilities are well maintained and easy to access. L: 2. Lifestyle is supported through well-maintained built and natural environments. A: 3. All visitors and tourists are welcome within our communities. C: 4. Community culture is nurtured and enriched through respectful and relevant activities and events. E: 5. Existing and future assets are planned for, well managed and funded through appropriate programs, plans and budgets to support a growing community.	**Place 1**: Public places and facilities are well maintained and easy to access. **Delivery Program Activities to achieve CSP objectives** a) Partner with stakeholders to provide infrastructure and improve access to services and facilities. b) Maintain parks, ovals and recreational facilities to approved standards c) Implement the water efficiency recommendations of the Temora and Bland Shires Drought Resilience Plan. Activity / Timeframe 25/26, 26/27, 27/28, 28/29 / Responsible Section Facilitate the delivery of accessible services, facilities and infrastructure across the Shire. / General Manager & Directors Manage and maintain existing stormwater and sewerage infrastructure. / Technical Services Manage and enhance pool facilities within the Shire. / Technical Services Maintain parks, ovals and recreational facilities to approved standards. / Urban Services Future proof the sewerage treatment plants / Technical Services Address issues associated with Corporate Farming in regional areas / General Managers Develop mechanisms to attract people to live within Bland Shires / General Managers Investigate development of a new depot and storage facility. / Director Technical Services
The Community Strategic plan is the starting point for the development of Council's Integrated Planning and Reporting documents. This Community Strategic Plan was endorsed by Council at its meeting on 18 February 2025 with resolution number 11022025. It is the highest level of strategic planning undertaken by a council and all other plans must support its objectives. The CSP sets out the ten-year agenda and identifies other organisations involved in bringing the aspirations of the community to fruition. While Council prepares this document on behalf of the community, it is not responsible for delivering it all. This element also includes references to the Quadruple Bottom Line of economic, environment, leadership and social outcomes.	The Delivery Program establishes the commitment of the current Council to the Community and identifies what programs and projects this Council wants to deliver on behalf of the community. It sets out the principal activities to be undertaken by the council to perform its functions, is a four-year document which must be established after each ordinary election.

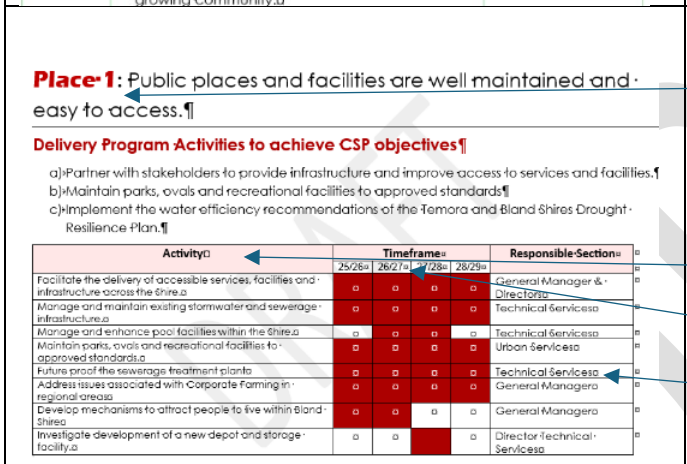
How to read this document



Theme - PLACE

	Priorities, Aspirations and Objectives	Quadruple Bottom Line
P	1. Public places and facilities are well maintained and easy to access.	
L	2. Lifestyle is supported through well-maintained built and natural environments.	
A	3. All visitors and tourists are welcome within our communities.	
C	4. Community culture is nurtured and enriched through respectful and relevant activities and events.	
E	5. Existing and future assets are planned for, well managed and funded through appropriate programs, plans and budgets to support a growing community.	

The Community Strategic Plan (CSP) endorsed by Council presented five **themes** – **Place, Growth, Family, People & Home** – with the **outcome** of the process designed for Empowering People, Promoting Fairness and Achieving Progress. Each of the Themes identify the priorities, aspirations and objectives of the community and how these outcomes will address the **quadruple bottom line**. While a council has a custodial role in initiating, preparing and maintaining the Community Strategic Plan on behalf of the local government area, it is not wholly responsible for its implementation. Other partners, such as state agencies, non-government organisations, business and industry, joint organisations and community groups may also be engaged in delivering the strategies of the Plan.



Place 1: Public places and facilities are well maintained and easy to access.

Delivery Program Activities to achieve CSP objectives

a) Partner with stakeholders to provide infrastructure and improve access to services and facilities.
b) Maintain parks, ovals and recreational facilities to approved standards
c) Implement the water efficiency recommendations of the Temora and Bland Shires Drought Resilience Plan.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Facilitate the delivery of accessible services, facilities and infrastructure across the Shire					General Manager & Directors
Manage and maintain existing stormwater and sewerage infrastructure					Technical Services
Manage and enhance pool facilities within the Shire					Technical Services
Maintain parks, ovals and recreational facilities to approved standards					Urban Services
Future proof the sewerage treatment plants					Technical Services
Address issues associated with Corporate Farming in regional areas					General Managers
Develop mechanisms to attract people to live within Bland Shires					General Managers
Investigate development of a new depot and storage facility					Director Technical Services

Following on from the endorsed CSP, the Delivery Program (DP) is the point where the community's strategic goals are translated into actions and identifies **strategies to meet CSP objectives**. The DP represents each newly elected council's commitment to its community. It sets out the council's role in advancing long-term community goals and outlines the specific actions and priorities it will focus on during its term in office.

Serving as the central reference point, the Delivery Program links all major **council activities**, including plans, projects, and funding decisions, ensuring they align with the council's commitments.

As a **four-year program** of service, the Delivery Program actions will be allocated across this timeframe in accordance with Council budgets and staffing resources. The coloured sections indicate the year actions will occur as part of the Operational Plan. The document also details **who has carriage** of a particular activity within the Council organisation. The final version of the Delivery Program will also identify the measure by which Council can evaluate its progress on a six-monthly basis.

Annual Operational Plans support the Delivery Program by detailing the specific projects and actions the council will carry out each year to fulfill the Program's goals. This information is provided in a separate document.

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Theme - PLACE

	Priorities, Aspirations and Objectives	Quadruple Bottom Line
P	1. Public places and facilities are well maintained and easy to access.	
L	2. Lifestyle is supported through well-maintained built and natural environments.	
A	3. All visitors and tourists are welcome within our communities.	
C	4. Community culture is nurtured and enriched through respectful and relevant activities and events.	
E	5. Existing and future-assets are planned for, well managed and funded through appropriate programs, plans and budgets to support a growing community.	

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Place 1- Public places and facilities are well maintained and easy to access.

Delivery Program Activities to achieve CSP objectives

a) Partner with stakeholders to provide infrastructure and improve access to services and facilities.
b) Maintain parks, ovals and recreational facilities to approved standards
c) Implement the water efficiency recommendations of the Temora and Bland Shires Drought Resilience Plan.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Facilitate the delivery of accessible services, facilities and infrastructure across the Shire.					General Manager & Directors
Manage and maintain existing stormwater and sewerage infrastructure.					Technical Services
Manage and enhance pool facilities within the Shire.					Technical Services
Maintain parks, ovals and recreational facilities to approved standards.					Urban Services
Future proof the sewerage treatment plant					Technical Services
Address issues associated with Corporate Farming in regional areas					General Manager
Develop mechanisms to attract people to live within Bland Shire					General Manager
Investigate development of a new depot and storage facility.					Director Technical Services

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Place 2 - Lifestyle is supported through well-maintained built and natural environments.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Implement the actions identified within the Bland Housing Strategy.
b) Implement the vacant housing strategy of the Temora and Bland Shires Drought Resilience Plan.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Use planning and heritage policies and controls to protect and improve the unique built environment.					Planning and Regulatory Services
In collaboration with users provide facilities that are accessible to acceptable standards.					Urban Services
Develop compliant and achievable planning controls					Planning and Development

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Place 3 - All visitors and tourists are welcome within our communities.

Delivery Program Activities to achieve CSP objectives

Strategy:

Implement the actions identified within the Riverina Murray Destination Management Plan to promote the Bland Shire.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Work with neighbouring Shires and regional agencies to share and develop regionally based tourism offerings.					Visitor Information Services
Develop mechanisms to attract people to live within Bland Shire					General Manager/Visitor Information Services
Develop products and services to promote local tourism and grow the visitor economy					Visitor Information Services

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Place 4 - Community culture is nurtured and enriched through respectful and relevant activities and events.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Provide cultural activities and community programs that foster social development and community wellbeing.
b) Develop and support a strong sense of community, providing advice and support to community groups
c) Acknowledgement of cultural days of significance across the Shire.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Develop and support a strong sense of community, providing advice and support to community groups.					Community Development
Support and strengthen our indigenous culture and history.					Community Development
Facilitate Council events to build social capital and a sense of belonging within the community.					Corporate and Community Services

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Place 5 - Existing and future assets are planned for, well managed and funded through appropriate programs, plans and budgets to support a growing community.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Develop and implement asset management strategies for existing and future infrastructure.
b) Identify and plan for new infrastructure to meet the needs of the community.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Responsibly manage Council assets for current and future generations.					Director Technical Services
Implement Sport and Recreation Master Plan.					Technical Services
Implement Main Street Revitalisation Plan					Technical Services
Work with the heavy transport industry and road related organisations to cooperatively manage access to the road network.					Technical Services
Provide adequate water storage and management for future use within Council's community facilities.					Technical Services
Collaborate with transport agencies to facilitate access within the shire and region.					Technical Services
Explore options to increase access to recreational activities and improve liveability within the region.					Director of Technical Services

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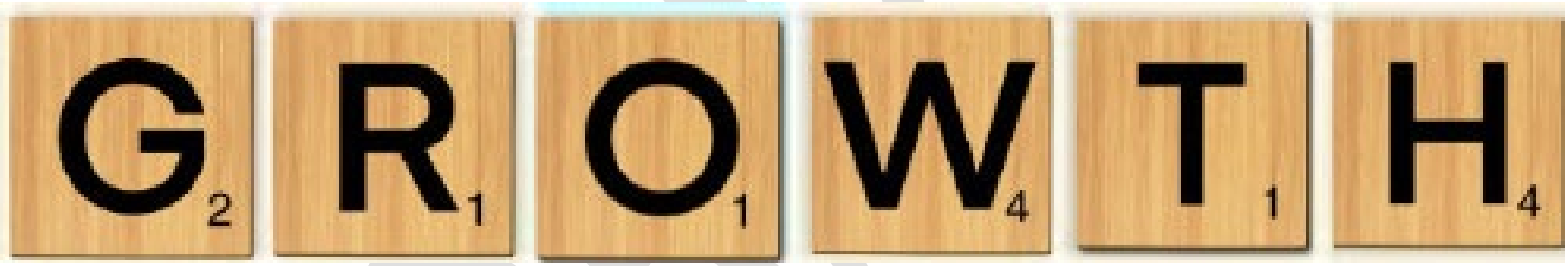

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Theme - GROWTH

	Priorities, Aspirations and Objectives	Quadruple Bottom Line
G	1. Good Governance is integral to Council's operations and management of community resources	
R	2. Resilience is embedded into the community through robust economic planning and quality social programs.	
O	3. Opportunities are embraced to build on existing and future industries.	
W	4. Wholistic approaches are taken to consider community issues.	
T	5. Traditional heritage and local places of importance are valued and maintained.	
H	6. Honest and open communication enables an informed and engaged community.	

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Growth 1- Good Governance is integral to Council's operations and management of community resources.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Timely implementation of Council resolutions.
b) The long-term financial sustainability of Council is supported through effective and prudent financial and asset management

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Develop, implement and promote best practice governance policies and procedures.					General Manager & Directors
Promote and advocate improved management of, and access to, information across Council					Director Corporate and Community Services
Users of Council's facilities comply with agreements.					Director of Technical Services
Develop, implement and monitor HR programs to solidify Council's reputation as an employer of choice.					Human Resources
Review and implement Council policies and comply with WH&S and Risk Management requirements.					Human Resources
Provide a range of mechanisms for community feedback and input for Council's decision-making processes.					Communication

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Growth 2 - Resilience is embedded into the community through robust economic planning and quality social programs.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Implement the Resilience Project in accordance with the Temora and Bland Shires Drought Resilience Plan.
b) Preparation of a Bland Shire Economic Development Strategy.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Regular consultation with key industry, business and stakeholders is undertaken.					General Manager
Through partnerships with stakeholders foster our education, learning and training industry and increase employment opportunities within the Shire.					General Manager, Directors & Human Resources
The availability of commercial and industrial land, coupled with our geographic location, will be maximised and marketed to boost economic growth.					General Manager, Director of Technical Services & Manager Planning and Regulatory Services
Deliver programs to support young people.					Community Development

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Growth 3 - Opportunities are embraced to build on existing and future industries.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Actively attract businesses and industry to relocate within the Shire
b) Maintain engagement and communication with the Shire's existing industry including support for diversification and alternate industry or business
c) Lobby for and work with industry, government and education providers to safeguard access to competitive telecommunication services for Bland Shire residents and businesses

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Encourage and actively seek out businesses and industry to relocate within the Shire.					General Manager
Lobby for and work with industry, government and education providers to safeguard access to competitive telecommunication services for Bland Shire residents and businesses.					General Manager
Investigate opportunities for increased activity at West Wyalong airport.					Technical Services
Implement a digital connectivity plan.					General Manager
The availability of commercial and industrial land, coupled with our geographic location, will be maximised and marketed to boost economic growth.					General Manager

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Growth 4 - Wholistic approaches are taken to consider community issues.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Encourage village residents to participate in community forums
b) Provide innovative and accessible communication mechanisms to Shire residents to encourage active participation in Council's future

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Conduct annual community forums in Shire villages					General Manager & Directors
Facilitate a range of housing options across the Shire.					Planning and Regulatory Services
Explore opportunities for increased services to Shire's villages.					Director Corporate and Community Services

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Growth 5 - Traditional heritage and local places of importance are valued and maintained.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Support and strengthen our indigenous culture and history.
b) Use planning and heritage policies and controls to protect and improve the unique built environment.
c) Develop a Shire-wide Museum Strategy.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Promote, manage and administer the Heritage Advisory Program.					Planning & Regulatory Services
Explore options to develop museum and gallery spaces within Bland Shire					Director Corporate and Community Services
Provide cultural activities and community programs that foster social development and community wellbeing.					Community Development
Support and strengthen our indigenous culture and history.					Director Corporate and Community Services

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Growth 6 - Honest and open communication enables an informed and engaged community.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Maintain existing communication channels for consistent messaging and information sharing.
b) Encourage residents to participate at community forums.
c) Develop and implement a Communications Strategy for Bland Shire Council.
d) Develop and maintain a stakeholder register for direct engagement with community.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Utilise traditional and digital media to actively promote Council events.					Communications
Provide regular updates via communication channels to keep community informed.					Communications
Actively engage with the community and promote open communication.					General Manager & Directors
Provide a range of mechanisms for community feedback and input for Council's decision-making processes.					General Manager & Directors

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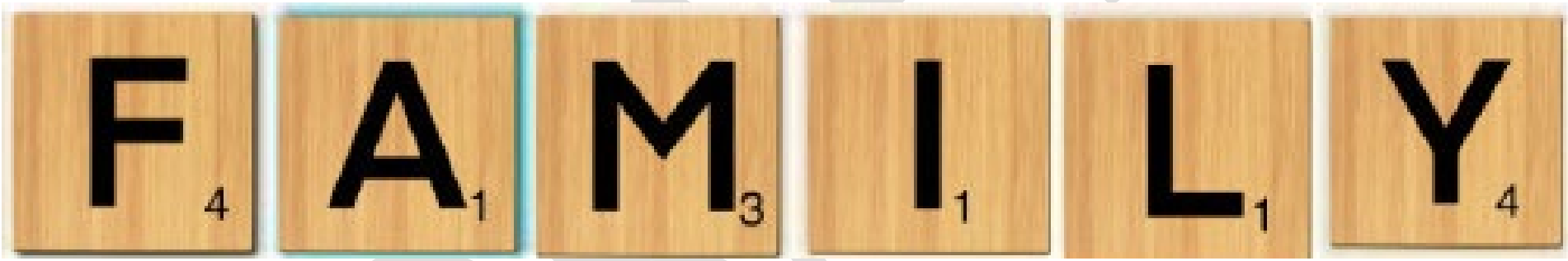

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Theme - FAMILY

	Priorities, Aspirations and Objectives	Quadruple Bottom Line
F	1. Facilitated services meet our community's requirements.	
A	2. Advocacy and action for local communities is undertaken to address their needs.	
M	3. Maintained and developed new pathways assist businesses to thrive.	
I	4. Inclusive activities are available across the shire.	
L	5. Local and regional stakeholders contribute to Council's planning for the community.	
Y	6. Young and old are valued members of our community.	

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Family 1 - Facilitated services meet our community's requirements.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Provide services to the frail, aged, disabled and their carers
b) Provide quality, accredited and affordable education and care services within Bland Shire and surrounds

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Provide services to the frail, aged, disabled and their carers.					Community Care
Provide early learning opportunities to the Shire's youngest residents.					Children's Services
Maintain membership of Riverina Regional Libraries.					Director Corporate and Community Services
Explore opportunities to develop a Country University Centre within Bland Shire.					Director Corporate and Community Services

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Family 2 - Advocacy and action for local communities is undertaken to address their needs.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Maintain active communication with health and allied health providers.
b) Advocate for and on behalf of the community for improved access to emergency health services.
c) Participate in and represent the community at regional bodies and organisations.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Collaborate with the Murrumbidgee Primary Health Network and the Murrumbidgee Local Health District to facilitate access to health support programs and training.					Community Development
Participate in and represent the community at regional bodies and organisations that promote and support regional communities.					General Manager & Directors

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Family 3. - Maintained and developed new pathways assist businesses to thrive.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Funding sourced for the implementation of a Bland Shire Economic Development Strategy.
b) The availability of commercial and industrial land, coupled with our geographic location, will be maximised and marketed to boost economic growth.
c) Promote agricultural practices which are leading edge and efficient.
d) Liaise with utility providers to guarantee a quality sustainable service to the community.
e) Advocate with skills training providers to deliver local learning opportunities.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Encourage and actively seek out businesses and industry to relocate to the Shire.					General Manager
Ongoing engagement and communication with the Shire's existing industries to encourage diversification and generate alternate industry or business.					General Manager
Lobby for and work with key stakeholders to enhance access to competitive telecommunication services for Bland Shire residents and businesses.					General Manager
Sustainable agricultural practices are promoted throughout the Shire.					Environmental Services

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Family 4 - Inclusive activities are available across the shire.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Develop and support a strong sense of community, providing advice and support to community groups.
b) Provide cultural activities and community programs that foster social development and community wellbeing.
c) Support community organisations wishing to apply for funding for events and activities within the Shire.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Provide cultural activities and community programs that foster social development and community wellbeing.					Director Corporate and Community Services
Develop and implement a volunteering strategy.					Community Development
Provide support to local organisations undertaking activities to create social cohesion.					Community Development

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Family 5. - Local and regional stakeholders contribute to Council's planning for the community.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Implement the Temora and Bland Shires Drought Resilience Plan.
b) Implement the Disaster Risk Reduction guidance from the REROC.
c) Prepare plans and frameworks for climate change mitigation and adaptation.
d) Improve community awareness and preparedness for natural hazard events including flood, bushfire, drought and storms.
e) Maintain representation and membership of peak regional bodies, advocacy groups and emergency management networks and committees.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Regular consultation with key stakeholders is undertaken.					General Manager
Implement the Temora and Bland Shires Drought Resilience Plan.					General Manager & Directors
Maintain membership and involvement in Riverina East Regional Organisation of Councils (REROC).					General Manager & Directors
Implement the Disaster Risk Reduction guidance from the REROC.					General Manager & Directors

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Family 6. - Young and old are valued members of our community.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Actively engage with youth to build social capital and a sense of belonging.
b) Development and implementation of a Youth Engagement Strategy.
c) Develop and implement an Active Aging Strategy.
d) Establishment of a Youth Advisory Council.
e) Embed the Child Safe Organisation principles across Bland Shire Council.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Actively engage with youth to build social capital and a sense of belonging.					Community Development
Develop and implement an Active Aging Strategy.					Community Development
Establishment of a Youth Advisory Council					Community Development
Embed the Child Safe Organisation principles across Bland Shire Council.					Director Corporate and Community Services/Human Resources

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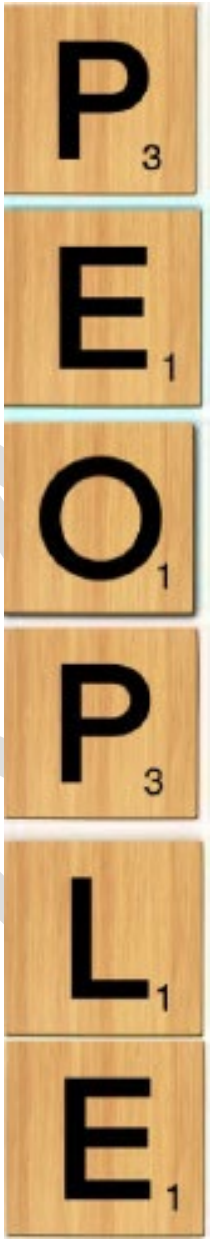

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Theme – PEOPLE

	Priorities, Aspirations and Objectives	Quadruple Bottom Line
P	1. Participation and volunteering opportunities are welcome and promoted.	
E	2. Education prospects are provided to improve local learning outcomes.	
O	3. Our residents are at the forefront of decision-making processes.	
P	4. Progressive outlook is used to identify and address emerging issues.	
L	5. Leadership of the community is respectful, transparent and accountable.	
E	6. Employment prospects exist across diverse industries.	

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People 1. - Participation and volunteering opportunities are welcome and promoted.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Regular acknowledgement of activities undertaken by local volunteers.
b) Provision of information and support to Council's volunteer committees.
c) Develop and implement a Volunteer Recognition program in line with the NSW Volunteering Strategy.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Participate in volunteer recognition activities.					Community Services
Develop and implement capacity building programs for local community groups and not-for-profit organisations.					Director Corporate and Community Services
Provide support to not-for-profit organisations through a structured and equitable grants program.					Director Corporate and Community Services

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People 2 - Education prospects are provided to improve local learning outcomes.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Through partnerships with stakeholders foster our education, learning and training industry and increase employment opportunities within the Shire.
b) Explore opportunities for expansion of further education provision within the Bland Shire.
c) Provide a range of education opportunities – formal and informal – to expand the knowledge of residents.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Foster a community learning culture optimising our physical and virtual spaces.					Community services
Quality and affordable early learning options are available within the Bland Shire					Children's Services
Investigate options for the expansion of early-learning facilities.					Community services
Through partnerships with stakeholders foster our education, learning and training industry and increase employment opportunities within the Shire.					General Manager, Directors, Human Resources

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People 3. - Our residents are at the forefront of decision-making processes.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Implement the Community Engagement Strategy.
b) Explore options for increased Community Forums across the shire.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Deliver Council's Community Engagement Strategy.					Communications
Explore options for increased Community Forums across the shire.					General Manager & Directors

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People 4. - Progressive outlook is used to identify and address emerging issues.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Partner with other local government authorities, State and Federal government agencies to design and deliver services for the community.
b) Adopt an asset-based approach to community development, building on existing strengths while growing emerging capacity.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Council's workforce is provided with appropriate equipment and resources to meet the needs of Council and the community.					General Manager & Directors
Monitor and review Council services to the community and customers to confirm they are responsive to community needs.					General Manager & Directors

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People 5. - Leadership of the community is respectful, transparent and accountable.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Councillors are provided with appropriate support and resources to carry out their civic duty.
b) Councillor training is provided on a planned and appropriate basis.
c) Policies and procedures to facilitate effective meeting practice are adopted and implemented.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Councillors are encouraged to take ownership and a strong leadership role.					General Manager
Councillor training plans are developed and implemented.					Director Corporate and Community Services
A variety of learning opportunities are distributed to Councillors, including but not limited to classroom-based, conference, industry-related and informal activities.					Director Corporate and Community Services
Councillors are provided with appropriate support and resources to carry out their civic duty.					Director Corporate and Community Services

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People 6. - Employment prospects exist across diverse industries.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Implement the Human Resource elements of the Temora and Bland Shires Drought Resilience Plan.
b) Promote employment opportunities beyond Bland Shire to attract potential employees.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Facilitate the implementation of preferred pathways for providing HR support to local business operators.					Human Resources
Enhance materials and systems to support local businesses to effectively advertise vacancies beyond the region.					General Manager
Engage and develop a productive, skilled and committed workforce which supports current and future service delivery needs.					Human Resources
Develop, implement and monitor HR programs to solidify Council's reputation as an employer of choice.					Human Resources

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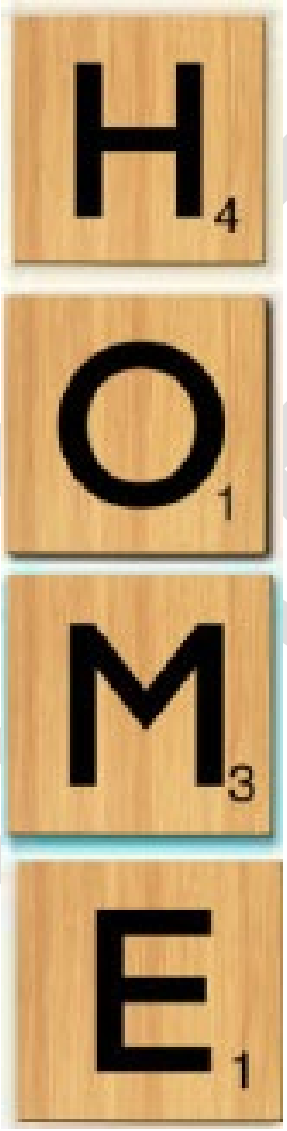

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Theme - HOME

	Priorities, Aspirations and Objectives	Quadruple Bottom Line
H	1. Helping each other is the cornerstone of our community.	
O	2. Organisations work in partnership to strengthen community health and safety.	
M	3. Maintaining and improving the environment in which we live, work and play is a key priority.	
E	4. Empowering our communities to create a sense of wellbeing for all.	

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Home 1. - Helping each other is the cornerstone of our community.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Promote community activities via Council platforms.
b) Provide capacity building programs to enable community groups to become self-sustaining.
c) Map existing community groups and areas of involvement.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Advocate for and support local community groups.					General Manager/Directors
Promote funding opportunities to community groups that are aimed at delivering activities that build social connection and resilience.					Community Development
Facilitate learning opportunities to reduce reliance of community organisations on Council.					Community Development

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Home 2. - Organisations work in partnership to strengthen community health and safety.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Council's leadership, governance and management facilitate strong partnerships by engaging with State and Federal governments, regional organisations, business and industries.
b) Regular consultation with key industry, business and stakeholders is undertaken.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Attend and participate in Regional, State and National forums that have a focus on outcomes for regional communities.					General Manager/Directors
Advocate as required for the retention and increase of services within the Bland Shire.					General Manager/Directors
Develop and support community partnerships to increase a sense of safety and wellbeing within the community.					Community Development

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Home 3 - Maintaining and improving the environment in which we live, work and play is a key priority.

Delivery Program Activities to achieve CSP objectives

Strategy

a) Support a sustainable environment for current and future generations through effective management and planning for the long-term future by ensuring appropriate land is zoned and available to support business and industry growth
b) Work in partnership with key stakeholders to provide equitable access to Council's road infrastructure, services and facilities
c) Develop strategies designed to address improvements to Council facilities.
d) Source funding to implement the actions identified by those strategies.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Actively participate in region programs to address impacts of the built and natural environment.					Environmental Services
Engage with the community and relevant stakeholders regarding waste management options throughout the Shire.					Operations
Investigate options for improved methods of waste management within the Shire.					Operations

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Reduce reliance on landfill by increasing resource recovery, waste minimisation and community education.					Operations
Promote water saving mechanisms and processes to the community through traditional and social media posts.					Technical Services/Communications
Explore options to maintain and expand the street tree canopy in urban areas.					Urban
Appropriate land is zoned and available to support business and industry growth in a sustainable fashion for current and future generations.					Planning and Development

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Home 4.- Empowering our communities to create a sense of wellbeing for all.

Delivery Program Activities to achieve CSP objectives

Strategy:

a) Develop and support community partnerships to increase a sense of safety and wellbeing within the community.
b) Provide opportunities for organisations to share information on activities to benefit the residents of Bland Shire.

Activity	Timeframe				Responsible Section
	25/26	26/27	27/28	28/29	
Support the Transport for NSW Road Safety Program					Technical Services
Promote local events and activities on Council's online platforms					Communications
Facilitate Council's Section 355 Committees to carry out their responsibilities.					Governance
Develop and support a strong sense of community through the provision of advice and support to community groups.					Community Development

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