

The Implementation of People Power

The Shire's Corporate Business Plan

2023 to 2027



Due to the operational nature of this Corporate Business Plan, it will be updated each year. This 'rolling' plan will see another future year column added to the right hand side, while the projects and initiatives in the year just completed will be scored using a traffic light scoring system.

This Plan does not purport to be advice and is provided as a high level planning document for the Shire of Broomehill-Tambellup's use. Some information may become superseded through changes in the community, evolving technology and industry practices.

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Broomehill-Tambellup's

Community Vision

a region driven by community spirit

Community Values

commitment • care • friendship • Inclusion

A Message from the CEO

The clear challenge set for the community during the preparation of *People Power*, the Communities Strategic Plan for the years 2023 – 2033, is that it is time to do something **extraordinary** – otherwise we are going to be in the same position in ten years from now. Our population will be further declining, more services will be lost, and we we'll be searching for answers. Therefore, now is the time to do things differently.

It is vitally important that we recognise this moment in time and ***work together to revitalise our towns.***

This plan demonstrates how the organisation, the Shire of BT, is implementing *People Power*, over the next four year period. It is a rolling four year plan and it will be updated each year. It is important to remember that *People Power* is the communities plan and the community will largely implement the initiatives contained within the plan, with guidance and assistance from the Shire.

I encourage all Shire Staff, Councillors and members of the BT Community to please attend the Shire's sausage sizzle events (see initiative 10.1), respond to requests for feedback via community consultation and get involved in the teams and working groups that will be established. It is a cliché thing to say, however, the future really is in our hands!

Anthony Middleton
Chief Executive Officer
May 2023



Giving Details to the Strategic Direction

This Corporate Business Plan outlines the organisation's key priorities and actions over the next four years and sets a road map to achieve the community's aspirations as outlined in **People Power**, the Communities ten year Strategic Plan which was adopted by the Council on 17 November 2022. This plan integrates the community's aspirations into the Shire's operations and sets out the specific actions that will deliver on the objectives and strategies outlined in People Power, and as such, has been titled *The Implementation of People Power*.

What is integrated planning and reporting?

Integrated planning and reporting provides all local governments a framework for establishing priorities and to link this information to operational functions. All WA local governments are required to undertake the Integrated Planning process. This Corporate Business Plan is required to be reviewed annually and the first year of the plan sets the content and direction of the annual budget.

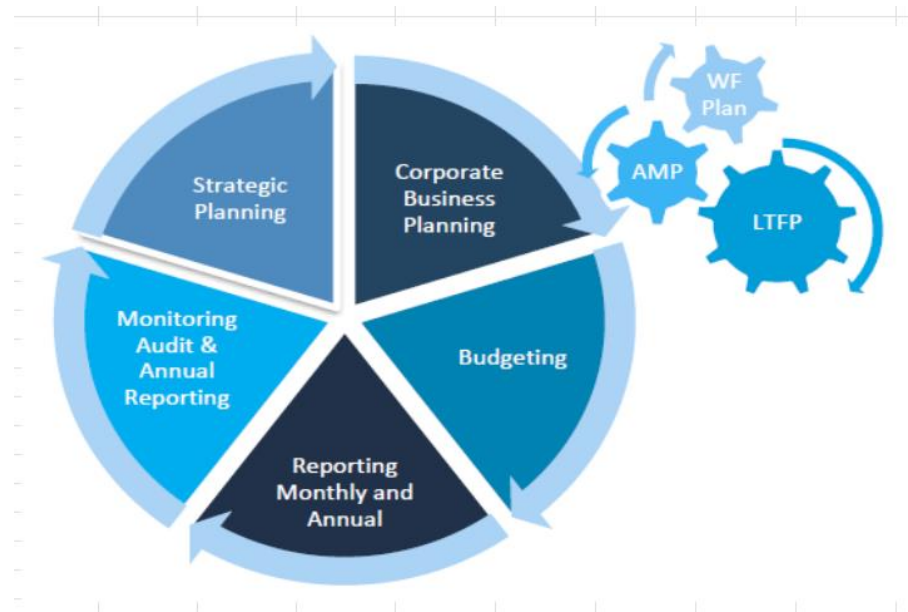
What is the relationship between the plans?

People Power (Strategic Plan) sets the direction and priorities for BT until 2033 and beyond. *The Implementation of People Power* (Corporate Business Plan) is the first step towards achieving the community aspirations and sets out the key actions for the first four years against the four key pillars depicted in the 2033 vision.

Under the integrated planning and reporting framework, there are a number of strategies and plans that are required to inform the Corporate Business Plan (shown as cogs on the diagram above). These informing plans aim to ensure the Shire's resource capabilities are matched to the community's needs and desires. The major informing strategies are:

- Workforce Plan;
- Asset Management Plan (incorporated into the Strategic Resource Plan); and
- Long Term Financial Plan (incorporated into the Strategic Resource Plan).

The Shire has many other informing strategies and resourcing plans that guide and influence our future direction. They are as follows:



Informing Plans & Strategies

Register of Integrated Planning Documents, Strategies and Master Plans – by responsibility area.

Executive & Governance

- | | |
|--|--|
| <ul style="list-style-type: none"> • Strategic Community Plan • Corporate Business Plan • Workforce Plan • Council Policy Manual • Councillors Handbook • Delegations Register • Enterprise Agreements (Administration & Works) • Employee Handbook • Employee OHS Induction Manual • Equal Employment Opportunity Management Plan • Town Planning Scheme - Broomehill No. 1 • Town Planning Scheme - Tambellup No. 2 • Local Planning Strategy | <ul style="list-style-type: none"> • Fire Break Order and Information Booklet • Standard Operating Procedures for Bush Fire Brigades • Local Emergency Management Arrangements <ul style="list-style-type: none"> ○ Emergency Recovery Plan ○ Evacuation Plan ○ Welfare Plan ○ Plan for Animal Welfare in Emergencies ○ Adverse Events Plan <p><i>To be Developed:</i></p> <ul style="list-style-type: none"> • Tambellup Railway Precinct Townscape Plan • Broomehill Streetscape Plan • Economic Development Strategy • Reconciliation Plan |
|--|--|

Finance & Administration

- Annual Budget
- Annual Report
- Strategic Resource Plan
- Risk Management Guidelines
- Business Continuity Plan
- Housing and Land Strategy
- Record Keeping Plan
- Freedom of Information Statement

To be Developed:

- Information & Communications Technology Plan
- Building Assessment Framework

Works

- Asbestos Management Plan
- Bike Plan – Broomehill
- Bike Plan – Tambellup
- Mosquito Management Plan
- Plant Replacement Program
- Ten Year Roads Program
- Boot Rock Reserve Management Plan

To be Developed:

- Cemetery Plan – Tambellup
- Cemetery Plan – Broomehill
- Roads Hierarchy
- Footpath Plan
- Drainage Plan – Tambellup
- Waste Management Plan
- Depot Master Plans (x2)

Strategic Support & Projects

- Heritage
 - Broomehill Four Buildings Conservation Plan
 - Tambellup Conservation Plan of Five Significant Places
 - Broomehill Machinery Collection Significance Assessment Report
 - Broomehill Heritage Precinct 5 Year Plan
 - Broomehill Municipal Inventory
 - Tambellup Municipal Inventory
 - Disability Access and Inclusion Plan
 - Tambellup Caravan Park Concept Plan
 - West-Broomehill Postie Run Drive Trail Plan
- To be Developed:*
- Public Health Plan
 - Shire BT Trails Master Plan
 - Tambellup Youth Precinct Master Plan
 - Broomehill Caravan Park 5 Year Plan

This Corporate Business Plan and the Operational Plans and Informing Strategies listed above are all designed to link together, with the vision and direction set by the Community Strategic Plan, *People Power*.

'Precinct' Plans

The Shire is continuing a process of developing planning documents (Precinct Plans, Master Plans, Management Plans, etc) to give specific and clear detail to the community goals and aspirations. This also enables a structured opportunity for community consultation to occur at the detailed stage.

Once adopted, these planning documents are stored on the “[Shire Plans](http://www.shirebt.wa.gov.au)” section of the website www.shirebt.wa.gov.au.

The following two maps demonstrate graphically the geographical impact of some of these planning documents, and the initiatives outlined in People Power, for both townsites:



Broomehill Integrated Planning Map





Tambellup Integrated Planning Map



Implementing our Communities Aspirations

People Power can be themed or categorised into 4 Key Pillars and a 12 piece jigsaw. This can be illustrated best via the 'Plan to a Page':



Workforce Resources

The Shire of Broomehill-Tambellup Workforce Plan is due for a major review and this is planned to occur in 2024. It is anticipated that the summary of the new plan will be as follows:

- Staffing levels in Finance & Administration, Works and Executive & Governance are adequate and can be fine-tuned to meet changing needs.
- Staffing levels in the community development area, which is the growth area of all service provision in local government, is inadequate.

The vast majority of the initiative in People Power do not centre around roads, rates and rubbish, but rather storytelling, reconciliation, business development, unique interactions and other community development related areas. Even in more traditional local government areas, such as sport & recreation, the Shire's focus is moving from merely mowing the oval to running programs for the community. Obviously, this shift in focus needs to be appropriately resourced.

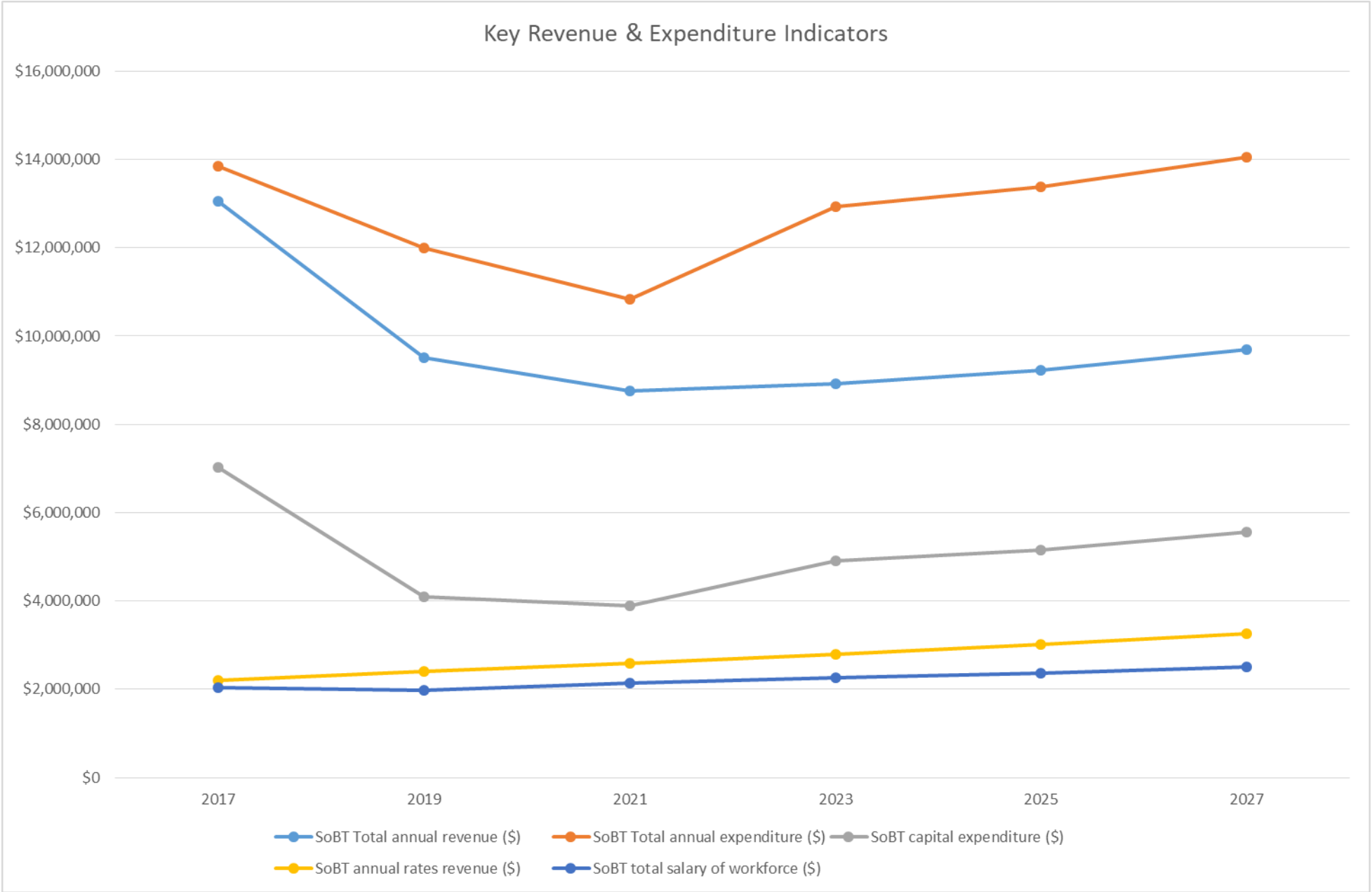
In the coming years, staffing levels, skill sets and qualifications in the community development area will all need serious consideration and additional resource allocation.

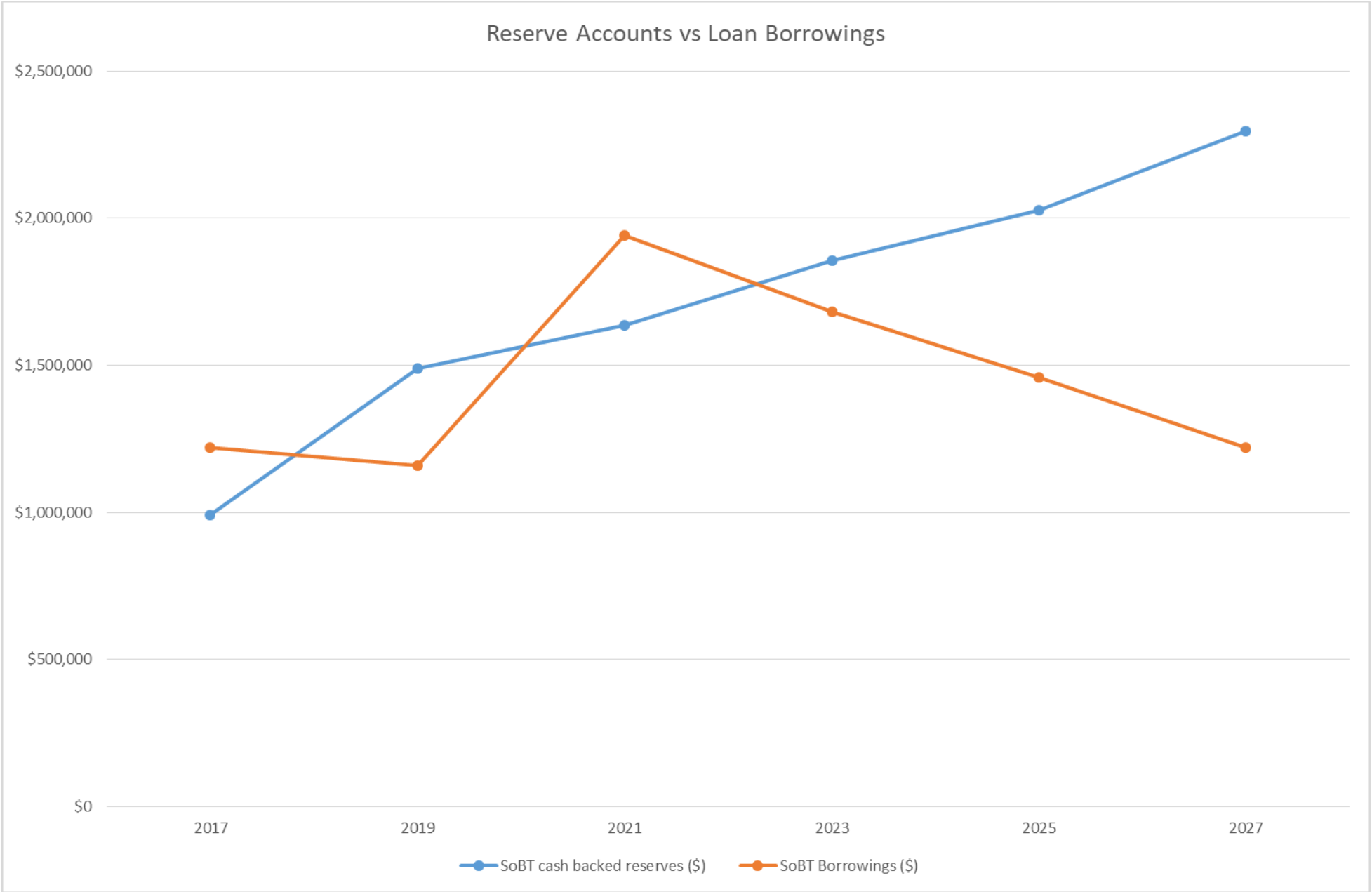


Strategic Resources (Assets & Financial)

Shire of Broomehill-Tambellup financial management trends, past and future estimates:

	ACTUAL			PREDICTED			
Shire of Broomehill-Tambellup Trends	2017	2019	2021	2023	2025	2027	Trend
OPERATING:							
SoBT Total annual revenue (\$)	\$13,053,794	\$9,520,818	\$8,762,648	\$8,919,800	\$9,231,993	\$9,693,593	↑
SoBT Total annual expenditure (\$)	\$13,839,754	\$11,985,525	\$10,825,895	\$12,934,900	\$13,387,622	\$14,057,003	↑
SoBT total salary of workforce (\$)	\$2,041,542	\$1,973,415	\$2,144,406	\$2,254,100	\$2,366,805	\$2,508,813	↑
CAPITAL:							
SoBT capital expenditure (\$)	\$7,032,393	\$4,103,575	\$3,892,031	\$4,900,800	\$5,145,840	\$5,557,507	↑
FINANCING:							
SoBT cash backed reserves (\$)	\$992,095	\$1,488,347	\$1,634,581	\$1,857,200	\$2,026,242	\$2,296,924	↑
SoBT Borrowings (\$)	\$1,219,721	\$1,160,432	\$1,941,696	\$1,682,300	\$1,457,600	\$1,220,000	↓
SoBT annual rates revenue (\$)	\$2,208,061	\$2,404,513	\$2,581,832	\$2,790,600	\$3,013,848	\$3,254,956	↑
RATIOS:							
SoBT percentage capital to operating expense	50.81%	34.24%	35.95%	37.89%	38.44%	39.54%	↑
SoBT percentage of rates to operating expenditure	15.95%	20.06%	23.85%	21.57%	22.51%	23.16%	↑
SoBT percentage of salary to expenditure	14.75%	16.46%	19.81%	17.43%	17.68%	17.85%	stable
SoBT percentage of salary to rates	92.46%	82.07%	83.06%	80.77%	78.53%	77.08%	↓
SoBT workforce numbers (FTE's)	27.5	28.5	28.7	28.1	28.5	28.5	stable





Corporate Initiatives to Implement People Power

LEGEND FOR THE TABLES:

Source:

CBP 2018-2022	=	Corporate Business Plan 2018-2022
People Power	=	Shire of Broomehill-Tambellup Community Strategic Plan 2023-2033 (available here)
SMT	=	Senior Management Team
DAIP	=	Disability Access & Inclusion Plan 2020-2025 (available here)

Overseeing Shire Staff:

In recognition that *People Power* is a Strategic Community Plan and many of the items contained within it are to be achieved by the Community, this reference is the Shire's contact person who can coordinate willing volunteers, provide assistance and be the central coordinating person for each goal.

CEO = Chief Executive Officer, Anthony Middleton

ceo@shirebt.wa.gov.au

MFA = Manager of Finance & Administration, Kay O'Neill

finance@shirebt.wa.gov.au

MOW = Manager of Works, Peter Vlahov

works@shirebt.wa.gov.au

SSPO = Strategic Support & Projects Officer, Pam Hull

projects@shirebt.wa.gov.au

Key Pillar - Broomehill-Tambellup Point-of-Difference:

Shire Services

The following Shire services contribute to achievement of the community objectives in the key pillar, BT Point-of-Difference:

Delivered Activity	Department
Emergency Management	Executive & Governance
Reconciliation	Executive & Governance
Animal Control	Works & Services
Footpaths & Cycleway Infrastructure	Works & Services
Cemeteries	Works & Services
Media & Communications	Strategic Support & Projects
Heritage	Strategic Support & Projects
Youth	Strategic Support & Projects
Disability Access & Inclusion	Strategic Support & Projects
Sport & Recreation	Strategic Support & Projects
Libraries	Strategic Support & Projects

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/ 2024	2024/ 2025	2025/ 2026	2026/ 2027
1.	A Distinct BT Brand						
1.1	BT identity: This is a continual commitment to promote that Broomehill-Tambellup is the region driven by community spirit. This is the next stage brand development (such as signage consistency, banner poles, message consistency, and storytelling tools)	People Power 2023 to 2033	CEO				

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
1.1.1	Creation of a Corporate 'Style Guide' that is expanded to include physical features (E.g. unique signage, paving colours, street signs, signage, bin surrounds, etc) of both town sites and our unique rural areas, to encapsulate the different characteristics of communities within Shire BT.		CEO	x			
1.1.2	Adoption by the Council of a Broomehill Streetscape Plan		CEO		X		
1.1.3	Installation of townscape elements planned for in 1.1.2.		CEO			X	
1.1.4	Establish a Social Media theme and style/branding consistency		SSPO	X			
1.1.5	Creation of a community engagement strategy to address message consistency and media format.		CEO		X		
1.2	BT brand spotlight: This is the exploration of holding an event to affirm Broomehill-Tambellup as the region driven by community spirit (such as a once-every-four-year attraction of an art installation , digital projections , music or sport event). This may also be a social enterprise product promoting BT.	People Power 2023 to 2033	SSPO				
1.2.1	Big sky thinking forum, facilitated		SSPO	X			
1.2.2	Establish a Shire BT Innovation Committee. Possible fit with Beautification Team (3.4.1)		SSPO	X	X		
1.2.3	Hold Significant event prior to 2027.		SSPO			X	
1.3	BT storytelling and communications: This is the community and Shire-driven collection and promotion of 'local legends or legendary stories' (such as the roadside farm equipment, Gordon River swans, local wild orchids or hockey limousine).	People Power 2023 to 2033	CEO				

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
1.3.1	Creation of a monthly BT storytelling collection and promotion of local legends or legendary stories. Details to include: <ul style="list-style-type: none"> • Half page spot in the <i>Topics</i>, with a name to assist the promotion and referencing within the community; • Shire to commence input of stories with the goal to be community driven. 	SMT	CEO	X			
1.3.2	Cataloguing of above for historical referencing and possibly a book to be published, website or calendar to further spread the message.	SMT	CEO	X	X	X	X
1.3.3	Liaise with Tambellup Corner Shop Museum and Broomehill Heritage Group for content and storytelling ideas.	SMT	CEO	X	X	X	X
1.3.4	Create categories of stories to tell to ensure good spread (e.g. people, places, nature, events, location, time period, etc)	SMT	CEO		X		
1.3.5	Expand BT storytelling to be community driven via a blog on Shire website	SMT	SSPO			X	
1.4	BT piggy-back brand: This is working strongly with partnerships (such as Great Southern Development or private partners) to piggy-back Broomehill-Tambellup on partners' brands.	People Power 2023 to 2033	CEO				
1.4.1	Be an active partner in regional groups such as: <ul style="list-style-type: none"> • Great Southern Treasures • Southern Link VROC. 		CEO	X	X	X	X
1.4.2	Continue to support Great Southern Treasures/regional tourism organisations.	CBP 2018-2022	CEO	X	X	X	X
1.4.3	Progress the installation of trails interpretative and directional signage in conjunction with Great Southern Regional Trail branding		SSPO	X	X		
1.4.4	Positively promote all events, development and happenings in the Shire to actively get the Shire's name promoted		SSPO	X	X	X	X
1.4.5	Develop a strategy to maximise the outcomes of participation in regional marketing, events and initiatives.	CBP 2018-2022	CEO		X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
2. A United Community							
2.1	BT well-being and safety: This is the community and Shire working more boldly to provide advanced wellbeing programs for all ages (such as the Albany Youth Support Association, Strong and Proud, Active Farmers and OFFFLL). This also includes further development of neighbourhood safety programs, facilities and products and a Youth Centre upgrade.	People Power 2023 to 2033	SSPO				
2.1.1	Adoption by the Council of the Tambellup Youth Precinct Master Plan		SSPO	X			
2.1.2	Construct of stage 1 of the Tambellup Youth Precinct Master Plan		SSPO	X			
2.1.3	Source funding and project partners for future stages of the Tambellup Youth Precinct Master Plan		SSPO		X	X	
2.1.4	Develop partnerships that enable the youth worker program to be continued and enhanced in consultation with community (funding)		SSPO	X	X		
2.1.5	Support CRC in delivery of Youth Support Programs		SSPO	X	X	X	X
2.1.6	Create links with major sporting clubs and associations from outside of the Shire for structured linkages and development of local players to create awareness, pathways, and skill development for sports not available within the Shire.		SSPO		X		
2.1.7	Support organisations and individuals to develop and deliver wellbeing programs to the community (e.g. Active Farmers, OFFFLL, Seniors)		SSPO	X	X	X	X
2.1.8	Formalise a program/calendar of activities available within the community, whether structured or informal, and promote.		SSPO	X	X		
2.1.9	Enhance community awareness of high-threat emergency periods by utilising Shire communication channels to share DFES messaging		SSPO	X	X	X	X
2.1.10	Establish a DAIP focus group for input into accessibility of Shire facilities and services.		SSPO		X		
2.1.11	Investigate the possible creation of a Neighbourhood Watch or similar community safety program with the assistance of WA Police and other likeminded organisations		CEO			X	

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
2.1.12	Promote key health programs, e.g. vaccination programs, screening services for early intervention of key health issues such as cervical, skin & breast cancer, mental health programs.	Public Health Plan	SSPO	X	X	X	X
2.1.13	Partner with external agencies to provide community education to reduce the consumption of alcohol, tobacco and other drugs in the community.	Public Health Plan	CEO	X	X	X	X
2.1.14	Ensure all Shire premises, facilities and workplaces are smoke free places, by adopting a Council Policy, installing appropriate signage and community education.	Public Health Plan	MOW	X	X		
2.1.15	Provide environmental health protection by reducing the incidence and community spread of infectious disease through managing the built environment, potable water sampling and vector control.	Public Health Plan	MOW	X	X		
2.1.16	Participate in the WALGA Roadwise program to provide education and awareness about safe road use and driver behaviour, to reduce the risks and impacts of road trauma.	Public Health Plan	SSPO	X	X	X	X
2.2	BT volunteering: This is community and Shire assisting and growing new-age BT-spirit, volunteering models and celebrating the spirit created through volunteering. This includes school and youth volunteering 'action-oriented' programs to develop the volunteers-of-the-future.	People Power 2023 to 2033	CEO				
2.2.1	Prepare and adopt a Club Development Plan for sporting clubs and community groups.		SSPO		X		
2.2.2	Regularly survey community groups to determine volunteer issues and provide training opportunities and/or assistance with resources where appropriate		SSPO		X		X

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
2.2.3	Create a structured program to encourage community groups working together for mutual benefit, e.g: <ul style="list-style-type: none"> • Primary School and Lawn Bowling Clubs • Child care and seniors groups • Youth Centre and Community Garden 		CEO		X		
2.2.4	Work closely with individuals, other local organisations and businesses to become active partners in 2.2.3.		CEO			X	
2.2.5	Create a <i>Youth Engagement Strategy</i> , inclusive of new idea generation and communication frameworks (e.g. Youth Advisory Council) and programs that address essential life skills for all, such as obtaining drivers licenses.		CEO	X			
2.2.6	Create an annual events that recognises the contributions made in a small community, such as volunteer recognition / training day / community giving day / community member recognition.		SSPO	X	X		
2.3	BT community creativity						
	This is Shire, partners and community forming a ‘BT Community Chest’, being four grant rounds per year, for ‘innovative community spirit’ projects (such as social enterprise concepts, support of co-operative projects, environmental initiatives or art programs).	People Power 2023 to 2033	MFA				
2.3.1	Establish guidelines and Council adoption. Liaise with similar local community funding providers and establish grant assessment panel.		MFA	X			
2.3.2	Promote Community Chest funding opportunity and operate. Refer also 1.4 – piggy back branding and 11.4 new revenue streams.				X	X	

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
3.	An Appreciated Culture						
3.1	BT community reconciliation: This is a community-wide and celebrated Reconciliation Action Process to enable the Broomehill-Tambellup region to be even more spirited and renowned to achieve the vision of ‘a region driven by community spirit’.	People Power 2023 to 2033	CEO				
3.1.1	Make changes to every day Shire BT organisational processes that represent and recognise our First Nations people.		CEO	X			
3.1.2	Create a formal Reconciliation Plan for consideration by the Council		CEO		X		
3.1.3	Investigate opportunities for dual naming of local landmarks and inclusion onto key Shire signage		CEO		X		
3.1.4	Evaluate the appropriateness of design of the Shire’s Parks and Gardens relative to their use and purpose.		CEO			X	
3.1.5	Actively engage with the Community to ensure diversity of representation on the Council and Shire staff.		CEO	X		X	
3.2	BT history appreciation: This is community and Shire working with partners to complete the Municipal Inventory Review program and subsequent storytelling, and actioning specific heritage works in the future.	People Power 2023 to 2033	SSPO				
3.2.1	Review Municipal Heritage Inventories from Shires (pre-amalgamation) into one unified Shire BT Heritage List.		SSPO	X			
3.2.2	Create one encompassing ‘Heritage Strategy’ for the Shire that amalgamates the following existing plans (as a minimum) and positions the Shire as a heritage ‘must see’: <ul style="list-style-type: none"> o Broomehill Four Buildings Conservation Plan o Tambellup Conservation Plan of Five Significant Places o Broomehill (Heritage Group) Machinery Collection Significance Assessment Report o Broomehill Heritage Precinct 5 Year Plan 		CEO		X	X	

3.2.3	Establish links to Shire website for Broomehill Heritage Group and Tambellup Corner Store Museum for an online presence to facilitate storytelling		SSPO		X	X	
3.2.4	Ensure all physical heritage locations are accessible and well sign posted, by establishing a hierarchy of sites and facility needs (e.g. parking, water, pathways, toilets, indigenous significance, signage, directional signs, wayfinding markers etc).		CEO	X	X		
3.2.5	Council adoption of a master plan for all Cemeteries in the Shire.		MOW	X			
3.2.6	Implement an electronic cemetery administration system and install map and directional signage at all cemeteries		SSPO	X	X		
3.2.7	Re-survey of Broomehill and Pindellup Cemeteries and renew cemetery maps		SSPO		X		
3.2.8	Survey of the Tambellup Cemetery and Installation of markers.		SSPO		X		
3.2.9	Commission a report/obtain qualified advice on the integrity of the roof of the Tambellup Memorial Hall. Implement recommended actions.		MOW	x	x	x	
3.2.10	Upgrade bathrooms and improve acoustic performance in the Broomehill Town Hall.		MOW		x	x	
3.3	BT 'Open to All' campaign: This is a four-year campaign which actively encourages adherence to community values to better build an inclusive environment for all people by encouraging all businesses, groups, clubs and Shire to take the 'Open to All' pledge and maintain a safe and welcoming environment.	People Power 2023 to 2033	CEO				
3.3.1	Through initiatives 1.1, 1.3, 2.2 & 3.1, constantly: <ul style="list-style-type: none"> Communicate Shire Values Promote Council's Reconciliation Strategy; and Tell stories via local media of community groups working together. 		CEO	X	X		
3.3.2	Establishment of a Shire BT 'Innovation Group' to raise new and innovative ideas for further investigation... (refer also 1.2.2)		CEO		X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
3.3.3	Purchase of banners and other collateral promoting community values for distribution throughout the community.		CEO		X		
3.3.4	Write to all community organisations and sporting clubs promoting community values.		CEO			x	X
3.4	'Colour BT': This is a community-driven colouring-in focus on art in the region as a means to increase community spirit in a unique Broomehill-Tambellup manner (such as painting of basketball courts, inviting an artist-in-residence, painting all front doors).	People Power 2023 to 2033	CEO				
3.4.1	Establishment Beautification Team (refer 9.2)		SSPO	X	X		
3.4.2	The Zone basketball court & Crawford Street & Holland Park painting designs completed by the community via the Beautification Team & Council endorsement.		SSPO		X		
3.4.3	Identify other public spaces that can be painted or host art work such as Diprose Park.		SSPO		X	X	
3.4.4	Establish the Annual Shire BT Christmas light competition		CEO	X			
3.4.5	Annual Christmas Light event and / or street party.		CEO		X		
3.4.6	Establish the Annual Christmas Rural Gate decoration competition.		CEO	X			
3.4.7	Sealing and kerbing of all streets within both town sites		MOW	X	X	X	X
3.4.8	Adoption by the Council of a 10 year Footpath Plan that incorporates: <ul style="list-style-type: none"> the existing town site Bike Plans (x2); Department of Transport's Cycling Strategy 2050 Coloured footpaths, novelty items or way finding measures to promote and direct pedestrians to trails, attractions, facilities and services (in conjunction with Beautification Team). 	CBP 2018-2022	MOW	X		X	

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
3.5	BT recreation						
	This is a community and Shire recreation program that stimulates community spirit and maximises interaction (such as orienteering, fun run, wildflower walks, bike rides, Indigenous tours and Gordon River swims).	People Power 2023 to 2033	SSPO				
3.5.1	Expand corporate bowls concept, limited season, all abilities modified sports program in conjunction with Complex Committees.		SSPO		X		
3.5.2	Support Bloom Festival by coordinating events, or assisting community groups to stage events.		SSPO	X	X	X	X
3.5.3	Support existing groups to develop and deliver alternative activities.		SSPO	X	X	X	X

Key Pillar - Broomehill-Tambellup Economy

Shire Services

The following Shire services contribute to achievement of the community objectives in the key pillar, BT Economy:

Delivered Activity	Department
Development Control	Executive & Governance
Economic Development	Executive & Governance
Housing & Property Management	Finance & Administration
Road Infrastructure	Works & Services
Standpipes	Works & Services
Caravan Parks	Strategic Support & Projects
Tourism	Strategic Support & Projects

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
4.	Versatile Accommodation						
4.1	Broomehill short-stay accommodation renewal						
	This is the building of more short-stay accommodation in both Broomehill and Tambellup. The community is developing the Imperial Hotel in Broomehill – other community members/partners and the Shire can assist in fast-tracking this renewal.	People Power 2023 to 2033	CEO				
4.1.1	Assist the Broomehill Village Cooperative in the reopening of the Imperial Hotel and preservation of the building for the future of the town.		CEO	X	X		
4.1.2	Broomehill Caravan Park – Installation of additional accommodation units	SMT	CEO		x		X
4.1.3	Launch and promotion of an on-line caravan park booking system for Broomehill.		MFA	X			

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
4.1.4	Develop master plan for the Broomehill Caravan Park showing future cabin locations		CEO	X			
4.2	Tambellup short-stay accommodation development						
	This is the Shire developing the Tambellup Caravan Park and creating cabin style accommodation for workers and visitors. This also requires exploring further RV and camping options.	People Power 2023 to 2033	CEO				
4.2.1	Move the Tambellup RV rest area to the site of the old bowling green.		CEO	X			
4.2.2	Tambellup Caravan Park – Construction of Stage 1(a) (civil & site works for all of stage 1, install of one or two cabins, move RV Rest Stop to old bowling green site.)	SMT	CEO	X			
4.2.3	Tambellup Caravan Park – Construction of Stage 1(b) (Installation of additional accommodation units to concept plan)	SMT	CEO			X	
4.2.4	Tambellup Caravan Park – Construction of Stage 2 (Caravan & Tent Bays, Ablutions & Camp Kitchen – Conditional on sourcing external funding.)	SMT	CEO				X
4.2.5	Launch and promotion of an on-line caravan park booking system for the Caravan Park.		MFA		X		
4.3	BT quality house and land options						
	This is the Shire expediting house and land releases, and investing in quality Shire or community-owned houses.	People Power 2023 to 2033	CEO				
4.3.1	Undertake a review of the Shire’s 2018 House & Land Strategy.	CBP 2018-2022	CEO	X			
4.3.2	Actively promote and market the sale of land at the Broomehill ‘University’ block		CEO	X			
4.3.3	Investigate a suitable site for the construction of a Shire Staff unit development.		CEO		X		
4.3.4	Investigate demand for rural residential development in Tambellup.	CBP 2018-2022	CEO		X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
4.4	BT accommodation-of-the-future project						
	This is the Shire and the community coming together to plan the housing needs of the future using strong data, good research and a community spirit to solve two-to-six year housing needs (including future housing for support living-off-farm).	People Power 2023 to 2033	CEO				
4.4.1	Investigate need for community housing development and / or unit developments		CEO			X	
4.4.2	Undertake a survey of existing housing in the Shire to identify deficiencies and ensure housing is appropriate for stage of life.		CEO			X	
4.4.3	Be an active partner in possible Great Southern Housing Initiative stage 2.		CEO	X	X	X	X
4.4.4	Survey farming enterprises to see “on-farm” worker issues.		CEO		X		
5.	Healthy Existing Businesses						
5.1	BT telecommunications						
	This is the advocacy for improvement of black spots, and assisting community members to share telecommunication hot spots.	People Power 2023 to 2033	MFA				
5.1.1	Undertake an analysis of mobile and internet black spots in the Shire.		MFA	X			
5.1.2	In conjunction with the GSDC, lobby for additional communication towers in the Shire to minimise black spots.		MFA	X	X	X	
5.2	BT BEC activation						
	This is the maximisation and promotion of the Tambellup Business Enterprise Centre. Maximisation requires creative community minds and a partnership between BEC, Shire and community groups (such as Community Cropping team).	People Power 2023 to 2033	CEO				
5.2.1	Undertake a needs analysis of business (trade) vacancies in the Shire		CEO	X			
5.2.2	Develop an accommodation / workshop package for promotion to identified required trades.		CEO		X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
5.2.3	Assist the BEC to have certainty of land tenure		CEO	X			
5.2.4	Increase the Shire's role in the management and future of the BEC.		CEO		X		
5.2.5	Investigate need of possible business occupants (e.g. larger shed space)		CEO			X	
5.3	BT business support						
	This is a program of work to stimulate business interaction through events, education, sharing and celebrating. This is the Shire supporting a 'shop local' philosophy (such as stimulating Shire purchases at local store).	People Power 2023 to 2033	CEO				
5.3.1	Support existing businesses through an active 'shop-local' Shire BT purchasing process. (see also 6.3.3) - Meet with local businesses to identify opportunities for expanded range and increased local spending; - Accurately map the local spend in the previous two financial years and in future financial years as a measure of success.		CEO	X	X	X	X
5.3.2	Actively support the Tambellup and Broomehill Cooperatives (& other community groups such as the CRC) in innovative and resourceful ways to ensure the future success of our towns.		CEO	X	X	X	X
5.3.3	Grow our online business directory to include all products that can be purchased locally and liaise with community groups for inclusion in new resident information packs (see also 6.1.3).		SSPO	X			
5.3.4	Review and plan for an upgrade of the Broomehill CBH / Recreational Complex Tie-line Road intersection, including lighting, line marking and turning lanes.		MOW		x	X	
5.3.5	Maintain food standards through surveillance of food outlets and communication of food recalls to the wider community.	Public Health Plan		X	X	X	X

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
5.4	T school maximisation Program						
	This is the maximisation of the Tambellup School through out-of-hours adult learning and extra-community activity .	People Power 2023 to 2033	SSPO				
5.4.1	Partner with a range of organisations, including Youth Centre, to develop all ages learning programs (general education, personal development skills training).		SSPO		X	X	X
5.4.2	Support and encourage Shire staff and elected members in the provision of 5.4.1 through a formal Shire Policy.		CEO	X			
6.	Attracted New Businesses						
6.1	BT trade incentive						
	This is community members and Shire enabling tradespeople to be attracted to Broomehill and Tambellup through unique and extraordinary programs (such as teaching trades, Community 'ShareSheds' and providing trade incentives)	People Power 2023 to 2033	CEO				
	See also 5.2						
6.1.1	Adoption by the Council of an Economic Development Strategy, addressing items 6.1 to 6.4.		CEO	X	X		
6.1.2	Adoption of a 'Roads Hierarchy' to ensure the transport task for a highly productive and responsive agricultural community is met.		MOW	X			
6.1.3	Audit of local trades and promotion of what is available (see 5.3.3)		SSPO	X			
6.2	BT Noongar business development						
	This is Noongar community members increasing their confidence in business progress, through partners and community support, to develop minor or major business concepts (such as bush skill activities, and growth in the tree nursery/seeds enterprise).	People Power 2023 to 2033	MOW				

6.2.1	Hold an annual forum with CRC, Business Enterprise Centre and TAPA to discuss: <ul style="list-style-type: none"> - Goals for coming year - Training opportunities - Business Development - Governance best practice sharing - Youth involvement 		CEO			X	X	X
6.2.2	Research possibility of local organisations supplying all Shire BT mulch, wood chips, seedlings and plants. Shire BT to assist in the supply of raw materials such as green waste and possible licensing requirements.		MOW	X	X			
6.2.3	Accurately map the local spend in the previous two financial years and in future financial years as a measure of success.		MFA	X			X	
6.3	BT visitation stopover services							
	This is the community and Shire investing in stopover improvements (such as Broomehill Roadhouse) to ensure visitors and local have access to basic provisions such as milk and fuel.	People Power 2023 to 2033	CEO					
6.3.1	Review Information Signage across the Shire (build and promote the brands of our towns)	CBP 2018-2022	CEO	X				
6.3.2	Develop a strategy for the renewal and reopening of the old Broomehill Roadhouse.		CEO			X		
6.3.3	Support existing businesses through an active 'shop-local' Shire BT purchasing process. (see also 5.3.1)		CEO	X	X	X	X	X
6.3.4	Actively promote the Horsepower Highway and the Holland Track and Broomehill's integral location as the "must do" start of both attractions (refer also 8.1.2)		CEO				X	X
6.4	BT new business							
	This is the Shire making it easy for any new business to be attracted to the area such as a supportive Town Planning Scheme, commercial and industrial land development and encouraging value-adding to current business and industry.	People Power 2023 to 2033	CEO					

6.4.1	Support existing businesses through innovative methods for Shire support to ensure their continuation and the basic provision of service for both visitors and local residents.		CEO	X	X	X	X
6.4.2	Advocate for the identification and release of light industrial and/or commercial land in the Shire	CBP 2018-2022	CEO	X	X	X	X
6.4.3	Create in the short term, increased office accommodation options for the Shire to enable the hosting of regional positions. This to be completed in conjunction with housing accommodation options.		CEO	X	X		
6.4.4	Create a strategy for increasing local investment, via family functions or events increasingly being held locally, through an investment in facilities and a “can-do” assistance approach. A genuine focus of money circulating and recirculating in the district.		CEO		X	X	
6.4.5	Amalgamation of the two Town Planning Scheme’s into a new Local Planning Scheme with a “can-do” approach to value adding development.		CEO	X	X		

Key Pillar - Broomehill-Tambellup Lifestyle

Shire Services

The following Shire services contribute to achievement of the community objectives in the key pillar, BT Lifestyle:

Delivered Activity	Department
Bridges & Drainage Infrastructure	Works & Services
Building Maintenance	Works & Services
Parks & Gardens	Works & Services
Public Conveniences & Cleaning	Works & Services

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
7.	Celebrated Natural Environments						
7.1	Gordon River advancement						
	This is the upgrading of the Gordon River site, including BBQ stand, grasslands, toilets, benches, children play, signage, storytelling of its historical significance and possible event organisation.	People Power 2023 to 2033	MOW				
7.1.1	Adopt a plan for the Gordon River weir area clearly showing upgrades to the site and integration with trails, including: <ul style="list-style-type: none"> • BBQ stand; • Grasslands; • Toilets; • Street Furniture; • Children play Facilities; • Signage; and • Storytelling of its historical significance. 		MOW	X			

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
7.1.2	Investigate the development of facilities that encourage natural asset attractions, such as Bird watching hides.		MOW			X	
7.1.3	Restrict all vehicle access to walk trails and repair trail surface		MOW		X		
7.1.4	Formalise carpark area and access ways		MOW		X		
7.1.5	Improve directional signage		MOW		X		
7.1.6	Investigate the construction of a pedestrian bridge on Tambellup West road.		MOW	X			
7.2	Indigenous significance sites						
	This is the identification and celebration of significant Noongar sites, for private and community recognition, storytelling and heritage preservation.	People Power 2023 to 2033	SSPO				
7.2.1	Complete the upgrade of the Noongar Trail interpretive signage.		SSPO		X		
7.2.2	Work with the community to develop an inventory of significant sites within the Shire		SSPO		X	X	
7.2.3	Incorporate the list above into the Shire BT Heritage List.		SSPO			X	
7.3	Boot Rock Reserve						
	This is the beautification and recognition of the Boot Rock Reserve including public access, preservation of native flora, weed clearing and restoration works for wildflower walks.	People Power 2023 to 2033	MOW				
7.3.1	Undertake the recommendations contained within the Boot Rock Reserve Management Plan.		MOW		X		
7.3.2	Prepare master plan for the area, clearly defining: <ul style="list-style-type: none"> • Parking; • Trail; • Signage; • Fencing and other infrastructure. Incorporate BRRMP (refer 7.3.1) into this master plan.		MOW	X			

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
7.3.3	Develop Interpretation to Boot Rock Trail (refer 9.1.4)		SSPO		x	X	
7.3.4	Budget for, and construct, the priority items as contained in the master plan above (7.3.2)		MOW			x	X
7.4	Tambellup Water Reserve						
	This is the beautification and recognition of Tambellup Water Reserve, with focus on flora hotspot and weed clearing.	People Power 2023 to 2033	MOW				
7.4.1	Prepare a management plan for the conservation and rehabilitation of flora and fauna.		MOW		x	X	
7.4.2	Implement recommendations of the management plan.		MOW			x	X
8.	Enjoyed Built Environments						
8.1	Broomehill Heritage Precinct renewal						
	This is the renewal of the Broomehill Heritage Precinct (including Broomehill Roads Board Museum, and Holland Track Start Point). The renewal includes footpaths, seating, interpretive panels, photo opportunity sites, static machinery displays and advocacy with Coolgardie to support and promote the Track.	People Power 2023 to 2033	CEO				
8.1.1	Implement the components of the Broomehill Heritage Precinct 5 Year Plan, making this location a people friendly essential stop for both visitors and locals.		CEO	X	X	X	
8.1.2	Actively promote the Horsepower Highway and the Holland Track and Broomehill's integral location as the "must do" start of both attractions (See also 6.3.4.)		CEO	X	X	X	

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
8.1.3	Undertake townscape planning with extensive community consultation, incorporating: <ul style="list-style-type: none"> • Banner poles; • Deciduous street trees, including in centre of road in India St (opposite Henry Jones) • Entry statement upgrade or replacement; and • Extend new paving selection around the town centre 		CEO	X	X		
8.2	Tambellup Railway Precinct development						
	This is the development of the Tambellup Railway Precinct including toilets, accommodation at the old Railway Station, signage, banner poles and EV charging options.	People Power 2023 to 2033	CEO				
8.2.1	Undertake townscape planning with extensive community consultation, including banner poles, deciduous street trees and facilities to encourage community use. (see also 1.1.2)		CEO	X	X		
8.2.2	Adoption by the Council of the Tambellup Railway Precinct Townscape Plan		CEO		X		
8.2.3	Installation of townscape elements planned for in 1.1.3.		CEO		X	X	
8.2.4	Create a pedestrian link along Crowden Street between the railway precinct and recreation ground through improved footpaths and installation of street trees.		MOW	X	x		
8.3	Tambellup Civic and Community Precinct Exploration						
	This is the exploration of the potential use of the old butcher and general store area, along the east side of Norrish Street, Tambellup, as a civic and community precinct.	People Power 2023 to 2033	CEO				
8.3.1	Investigate the land tenure possibilities and the potential use of the general store as an expanded civic and community precinct.		CEO	X	X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
8.3.2	Planning of possible uses for the site, including extensive community consultation.		CEO			X	
8.3.3.	Planning for extension of the Tambellup Shire Administration Office		CEO		X		
9.	Unique BT Interactions						
9.1	Anytime trails and adventure						
	This is an extraordinary trails program, to the level of trails being a Broomehill-Tambellup talking point. Some regional trails being linked with Noongar storytelling, highlighted by signage, plaques and digital support. Includes Yoorn Trails Series, in partnership with Great Southern Treasures.	People Power 2023 to 2033	SSPO				
9.1.1	Adoption by the Council of a Shire BT Trails Master Plan, linking intrinsically with the Great Southern Trails Master Plan		SSPO	X			
9.1.2	Implementation of priority projects contained within plan above.		SSPO		X	X	X
9.1.3	Review Tambellup Heritage Trail Information signage.	CBP 2018-2022	SSPO	X	X		
9.1.4	Develop interpretation for Boot Rock Trail.		SSPO		X	X	
9.1.5	Upgrade Holland Track Walk Trail and wayfinding from the town centre.		SSPO		X	X	
9.1.6	Implement the West-Broomehill Postie Run Drive Trail Plan. - Finalise Drive Trail Plan in consultation with BHG - Design and fabrication of all information panels - Installation of all information panels		SSPO			X	X
9.1.7	Develop Trails information on Shire BT web site and link with industry pages (TrailsWA etc).		SSPO		X	X	
9.2	Anytime gardens, parks and play						
	This is a community-driven parks and play upgrade, on top of projects unfolding in parts 7 and 8, including painting and planting. A community 'Beautification Team' is formed, with funding allocated.	People Power 2023 to 2033	MOW				
9.2.1	Prepare a plan for future upgrades to Diprose Park & Crawford Street.		MOW		X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
9.2.2	Prepare a plan to establish community garden, community compost, worm farm and fruit trees for both towns.		MOW	X			
9.2.3	For Beautification Team (Refer to item 1.2.2 and 3.4.1)		SSPO	x	X		
9.2.4	Ensure the ongoing viability of the operation and maintenance of the community run facilities in both towns as outlined in 9.2.2.		MOW	X	X		
9.3	Community shared Experiences						
	This is an internal BT events program, specifically designed to build community spirit (such as art experiences, quiz nights, dances, multicultural events, even social enterprise) where all and any community members come together to practice community spirit.	People Power 2023 to 2033	SSPO				
9.3.1	Council adoption of the first Shire BT Public Health Plan		SSPO	X			
9.3.2	Investigate Shire Web site events page becoming a community resource where organisations can promote their events.		SSPO	X			
9.3.3	Update Council Policy enabling support for community events to include consistent messaging as outlined in section 1 (A distinct BT Brand).		SSPO		X		
9.3.4	To partner with Community to deliver Reconciliation Week and/or NAIDOC Week activities.		SSPO	X	X	X	X
9.3.5	Promote community participation in healthy lifestyle campaigns by raising awareness of the benefits of healthy eating and exercise e.g., LiveLighter.	Public Health Plan	SSPO	X	X	X	X
9.3.6	Work with external agencies & stakeholders for the management of safe and accessible public events	Public Health Plan	SSPO	X	X	X	X
9.3.7	Work with community organisations to encourage active participation in recreational activities for all ages, including children, young adults and seniors.	Public Health Plan	SSPO	X	X	X	X

Key Pillar - SoBT Shire Support

Shire Services

The following Shire services contribute to achievement of the community objectives in the key pillar, SoBT Shire Support:

Delivered Activity	Department
Council Liaison	Executive & Governance
Organisational Management	Executive & Governance
Strategic Planning	Executive & Governance
Human Resources & Safety	Executive & Governance
Waste Management	Works & Services
Fleet Maintenance	Works & Services
Financial Management	Finance & Administration
Financial Reporting	Finance & Administration
Customer Service	Finance & Administration
Information & Communication Technology	Finance & Administration
Insurance & Risk Management	Finance & Administration
Contracts, Leases & Agreements	Finance & Administration
Records Management	Finance & Administration

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
10.	Grown Shire Leadership						
10.1	SoBT community engagement program						
	This is a Shire, pre-planned, twice per year engagement program to build strong interaction between community and Shire.	People Power 2023 to 2033	CEO				
10.1.1	Council to decide format of event, purpose and outcomes.		CEO	X			
10.1.2	Hold regular events, fine tuning based on previous event feedback.		CEO	X			

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
10.2	SoBT community training and development						
	This is a Shire sponsored shared learnings (such as community impact, leadership programs, guest speakers, junior Council program, and Councillors attraction program). A new 'Legacy Grants' program for community members to learn about 'community spirit'.	People Power 2023 to 2033	CEO				
10.2.1	See also 5.4, 2.3 and 2.1.		CEO	X	X	X	X
10.2.2	Consult with neighbouring Shires about collaborating to deliver a Community Builders program		SSPO		X		
10.3	SoBT contribution to environment						
	This is the way the Shire contributes to the environment (such as introducing Containers for Change, solar panels and EV charging sites).	People Power 2023 to 2033	MOW				
10.3.1	Council adoption of a Waste Management Plan		MOW	X			
10.3.2	Council adoption of a Tambellup town site Drainage Plan		MOW	X			
10.3.3	Identification of energy efficiency improvements and installation of solar PV systems on Shire owned buildings that are major power consumers.		CEO	X	X		
10.3.4	Identification of EV charging station locations within townscape and streetscape plans completed at items 1.1.2 and 8.2.2		CEO		X	X	
10.3.5	Working with community groups, installation of a containers for change location in both town sites to reduce landfill and littering and provide a funding stream for items 2.3, 3.4, 10.2 & 11.4.		MOW	x	x		
10.3.6	Becoming an active contributor to the Gillamii Centre.		CEO	X			
10.3.7	Continuation of Drum Muster and promotion of its benefits. Investigate possible relocation of the Tambellup Drum Muster depot to the refuse site.		MOW	x	x		
10.3.8	Refer also to community gardens, worm farms and compost facility in item 2.1.1.		SSPO	X	X		

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
10.4	SoBT workforce development						
	This is the Shire and local businesses supporting traineeships and work experience programs.	People Power 2023 to 2033	SSPO				
10.4.1	Host an Administration Officer trainee in the Office		MFA	X		X	
10.4.2	Partner with local businesses and service providers to develop and implement an informal work experience program for local youth 18-25 years.		SSPO	X	X	X	X
10.4.3	Partner with Local businesses and service providers to participate in high school work experience programs		SSPO	X	X	X	X
10.4.4	Host a Horticultural trainee in the Parks and Gardens section.		MOW		X		X
11.	Delivered Shire Trust and Performance						
11.1	SoBT monitoring and reporting						
	This is the Shire workforce scoring all SCP pieces of work with a traffic light scoring system, and passing these results to all community members, quarterly.	People Power 2023 to 2033	SSPO				
11.1.1	Undertake quarterly assessment of all Corporate Business Plan initiatives using a traffic light scoring system, and reporting these in a meaningful summary (showing highlights) to the community via the Topics, Facebook and Shire website.		SSPO	X	X	X	X
11.1.2	Undertake biennial Community Perceptions Survey (Community Scorecard)		CEO	X		X	
11.2	SoBT financial sharing						
	This is the Shire workforce releasing financial trends and results quarterly, transparently indicating where funds come from for each piece of work. The Shire is working well with the community to develop new revenue options to achieve community-driven pieces of work.	People Power 2023 to 2033	MFA				
11.2.1	Undertaking specific initiatives to improve meaning and understanding of the Shire's monthly financial reports.		MFA	X	X	X	X

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
11.2.2	Regularly publish in the Topics “Did you know?” ... segments to expand the community knowledge of Shire BT finances and organisational trends		MFA	X	X	X	X
11.3	SoBT workforce satisfaction						
	This is the Shire advancing workforce satisfaction through reconciliation progress, celebrating milestone achievements, developing a sense of pride and confidence, and the workforce contributing to pieces of ‘People Power’ at any time.	People Power 2023 to 2033	CEO				
11.3.1	Adoption of a Depot Master Plan for Broomehill & Tambellup Works Depot’s to guide develop and upgrades at the Works Depot’s.		MOW	X			
11.3.2	Investigate new Tambellup Works Depot Office Building to be located at the entry to the depot.						
11.3.3	Undertake a biennial staff satisfaction survey		SSPO		X		X
11.3.4	Develop a timetable of “presentations” for toolbox and staff meetings (e.g. budget, strategic plan, Enterprise Bargaining Agreement, etc)		CEO	X			
11.3.5	Workshop quarterly SCP performance with all staff.		CEO	X	X	X	X
11.4	SoBT community revenue						
	This is the Shire and community working creatively together to build new revenue streams for community-driven ‘People Power’ activities.	People Power 2023 to 2033	MFA				
11.4.1	(See also 10.3.5 - Working with community groups) Installation of a containers for change location in both town sites to reduce landfill and littering and provide a funding stream for items 2.3, 3.4, 10.2 & 11.4.		MOW	x	X		
11.4.2	Refer also community grants process as outlined in 2.3.1		MFA	X	x	x	

	Corporate INITIATIVE	Source	Overseeing Shire Staff	2023/2024	2024/2025	2025/2026	2026/2027
12.	Collected Region-wide Knowledge						
12.1	SoBT community data						
	This is the Shire inspiring community to collect and release specific data important to the community (such as number of businesses, blackspots, visitation rates, caravan park occupancy rates, property sales). Data is being used to attract funding, developing greater community and partner engagement.	People Power 2023 to 2033	MFA				
12.1.1	Invite community input for data subject matter - possible subjects include number of facility hires, number of businesses registered in the Shire, volunteering levels, St Johns, Fire & Emergency Services, Police, flora and fauna sightings, etc.		MFA	X			
12.1.2	Quarterly "Shire BT Data" page in Topics releasing to the community the data collected in 12.1.1		MFA		X		X
12.2	SoBT Shire data						
	This is the Shire collecting and releasing specific data on Shire-related activities (such as health provisions, roads, safety, traffic measures). Data is being used to drive advocacy and attract support.	People Power 2023 to 2033	MFA				
12.2.1	Undertake a building assessment framework to prioritise Shire building assets for major maintenance and upgrade works.		MFA	X			
12.2.2	See also 12.1.1 Quarterly "Shire BT Data" page in Topics providing data for the community on issues such as waste, recycling percentage, traffic counts, c/park occupancy, number of facility hires, licensing transactions, dog rego's, cat rego's, number of businesses registered in the Shire, volunteering levels.		MFA	X	X	X	X
12.2.3	Create a regular feedback loop between the Shire and the community advising the results of data collection efforts (12.1 & 12.2) and community consultation undertaken (1.1.5).		CEO	X	X		

12.3	SoBT celebrating milestones						
	This is the Shire and the partners, like the CRC, using mediums, like 'Topics', reinforcing factual storytelling, with data, to instil BT identity and celebrate community spirit. All community members will be increasing awareness of all activities, successes, data and uniqueness of BT, so as to spread united messages to external stakeholders.	People Power 2023 to 2033	CEO				
12.3.1	Incorporate promotion of community values into 1.3, 12.1, 12.2		CEO	X	X	X	X
12.3.2	Investigate Shire sponsored "Celebrating Achievements" page in Topics to ensure all good news stories get coverage.		CEO	X			
12.4	SoBT digital literacy						
	This is the Shire helping the community to become ICT savvy, and supporting staff in the new ICT systems.	People Power 2023 to 2033	MFA				
12.4.1	Council adoption of a Shire BT Information & Communications Technology Plan.		MFA	X			
12.4.2	Actively promote on-line library resources such as Borrowbox, Libby, Kanopy and Overdrive.	DAIP 2020-2025	MFA	X	X	X	X
12.4.3	Define people friendly public spaces and ensure good Wi-Fi and device charging and in Shire Libraries.		MFA	X			