

Key Result Area 4

Civic Leadership

Theme: An informed Council working with others to advance our Islands

Value: Lead in making things happen.

4-Objective 1 Attract & retain quality staff and elected members.

Strategy Reference	Action	20/21	Status Update
CL4.1.1.1	Continue to provide resources to maintain and upgrade staff facilities to create a safe and fit for purpose.	50,000	
CL4.1.1.2	Develop and implement a plan for staff and elected member engagement in professional development.	125,000	Ongoing - training matrix in draft, needs refining
CL4.1.1.3	Ensure staff are remunerated adequately to manage staff turnover.	√	Ongoing
CL4.1.1.4	Organisational Culture – foster and encourage an organisational culture that is positive professional and customer focussed.	√	Customer Charter completed. Values in place and used in various aspects of HR.
CL4.1.1.5	Develop a staff and elected member recognition policy and program.	10,000	

4-Objective 2 Provide quality information for Council decision-making.

Strategy Reference	Action	20/21	Status Update
CL4.1.2.1	Develop and implement a community and stakeholder engagement framework	√	Framework in place, ongoing implementation.
CL4.1.2.2	Provide accurate and timely reports to Council that considers legislative, strategic and financial implications	√	Ongoing.

4-Objective 3 Foster and maintain a collaborative working relationship with the Commonwealth

Strategy Reference	Action	20/21	Status Update
CL4.1.3.1	Provide constructive input into the Service Delivery Arrangements	√	Ongoing
CL4.1.3.2	Maintain regular and constructive communication with the Administrator of the Indian Ocean Territories and Departmental staff	√	Ongoing. Have added Risk to templates.

4-Objective 4 Ensure efficient and effective management of the organization and financial resources.

Strategy Reference	Action	20/21	Status Update
CL4.1.4.1	Appropriate management of Shire reserve funds	√	Ongoing
CL4.1.4.2	Ensure all financial management is in accordance with legislative requirements	√	Ongoing
CL4.1.4.3	Maximise grant funding opportunities	√	Economic Stimulus funding \$1.6m; BBRF applications in process
CL4.1.4.4	Conduct a review of procurement processes	√	Completed
CL4.1.4.5	Implement the Synergysoft purchasing module	√	Completed
CL4.1.4.6	Implement new records management system	30,000	Under consideration in the context of new high speed internet
CL4.1.4.7	Develop a Disaster Recovery Plan that addresses Business Continuity	20,000	

4-Objective 5 Implement a proactive and strategic approach to planning

Strategy Reference	Action	20/21	Status Update
CL4.1.5.1	Develop and implement a sound asset management framework for all classes of assets	√	Underway
CL4.1.5.2	Review and update the Long Term Financial Plan	√	Underway
CL4.1.5.3	Develop masterplans for Home Island and West Island. Implement initiatives.	400,000	Completed and ongoing
CL4.1.5.4	Develop and implement a Risk Management Framework	10,000	In progress
CL4.1.5.5	Develop and implement property management procedures and processes	√	In progress

CL4.1.5.6	Conduct an annual review of the Plant Replacement Program	√	Annual - completed for 2020/21
4-Objective 6	Provide a professional interface with the community and stakeholders		
Strategy Reference	Action	20/21	Status Update
CL4.1.6.1	Develop and implement a customer service charter	√	Charter in place. Working with staff to implement
CL4.1.6.2	Review and implement the Code of Conduct	√	Awaiting new model code from WALGA based on changes to legislation