

# SHIRE OF WESTONIA

## STRATEGIC COMMUNITY PLAN FOR THE FUTURE 2013–2023

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Version	
Adopted	
Reviewed	



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# MESSAGE FROM THE SHIRE PRESIDENT

It is my pleasure to present the Shire of Westonia Strategic Community Plan for the Future 2013 – 2023. Prepared in late 2012 and early 2013, the Plan is based on outcomes from engaged community activities and surveys. Residents, businesses and community representatives from across the Shire had an opportunity to provide input into the future direction of our community.

**Our vision for the future is Westonia.....a vibrant community lifestyle.**

Our Shire is progressive, having witnessed a 16% increase in population from 2003 – 2011, the further development of agriculture and mining across the Shire and making our mark as a unique and visually attractive town site. Our Strategic Community Plan for the Future has clearly defined our community's expectations and aspirations to make our Shire even better and the Plan will provide a valuable framework for decision making by Council.

Achieving our vision for the future is dependent on working in collaboration with our community, businesses, government and private organisations. It is also equally important to implement and continually review the associated integrated plans we have developed in response to this Strategic Community Plan for the Future.

We have a great future ahead of us, we've planned for it well and now we have to work together to achieve it. Council is confident through effective partnerships that we have established in the past and new ones to come, that this Plan can be achieved.

We look forward to delivering upon this Plan and encourage you to get involved and provide us with feedback.



**Cr Louis Geier**  
**President**

# 1 INTRODUCTION

## COMMUNITY EXPECTATIONS

- Open communication with each other and the community
- Acting responsibly
- Being accountable and achieving results
- Being positive and leading by example
- Demonstrating professionalism
- Appropriate financial management

## 1.1 OUR VISION

Westonia..... a vibrant community lifestyle

## 1.2 OUR VALUES

We will conduct our business with;

### **Respect**

- Value people and places and the contribution they make to the Shire
- Develop an environment of respect for different cultures
- Be appreciative of the aspirations of the community and what it does for itself
- We do not own the things entrusted to our care, that we hold them in trust for our community to use, enjoy, and benefit from, now and into the future.

### **Inclusiveness**

- Be receptive, proactive and responsive as an organisation
- Exist to help a Westonia that has the capacity for self help
- Demonstrate leadership by promoting Council and community teamwork

### **Fairness and equity**

- Maintain a 'whole of region' outlook, but recognise that our community is unique and likely to have variations on the regions needs
- Provide services for a variety of ages and needs
- Respond to the community in a fair and equal way depending on need

### **Communication**

- Create opportunities for consultation with the broad community
- Demonstrate leadership by promoting Council and community teamwork

## 2. OUR SHIRE

The Shire of Westonia covers an area of 3268km<sup>2</sup> in the Wheatbelt of Western Australia and has a Shire population of approximately 277 (ABS, Census, 2011). The Shire comprises of one town site, that being Westonia with

- 121km km of sealed roads and 764km of unsealed roads
- The total number of dwellings within the Shire is 164 (ABS, Census, 2011)
- Within the Shire households there are 43.3% couple families with children, 52.2% couple families without children and 4.5% one parent families.
- Key industries include cereal, sheep, mining, transport, tourism, retail, trade services, earthmoving and education

### Westonia

Westonia is located 312kms east of Perth. Located in the Wheatbelt region the Shire includes Westonia, Walgoolan, Carrabin, Warralakin and Elachbutting.

The town itself has a General Store, Post Office and Commonwealth Bank agency, Community Resource Centre, Tavern and Motel, Roadhouse and Motel (in Carrabin), a builder, plumber and gas fitter, carpenter and cabinet maker, Wessy Woods, mining support businesses as well as the Evolution Mine. The Shire has mobile phone coverage (albeit limited) as well as ADSL internet access lessons.

Westonia boasts great recreation facilities including a Wanderers Stadium and Recreation Centre. The Shire caters for cricket, bowls, tennis, netball, basketball as well as football and hockey which are associated with Burracoppin (in the Shire of Merredin). Westonia has an 18 hole golf course, a swimming pool and through the support of the Evolution Mine, a full gymnasium with 24hr access and lessons.

Westonia has an excellent Primary School (4yr olds – Yr 7) which is a campus to Merredin College, with approximately 6 students. A school bus service from Westonia to Merredin caters for senior school students. The Community Resource Centre offers a variety of workshops and higher education courses.

Westonia is serviced by the St John Ambulance and Royal Flying Doctor service with close proximity to allied health professionals in the Shire of Merredin. Seniors are well catered for through a varied of activities, connected community infrastructure and community nurse and visiting doctor.

Social groups are a very important part of the Shire; they include the Westonia Progress Association, Country Women's Association, Lions Club, church groups, emergency services, a museum committee and a Tidy Towns committee.

## 2.1 WHAT WE DO

The Shire of Westonia is a local government body established under the Local Government Act to deliver services and infrastructure to its community. The roles and responsibilities of Local Government differ across the state, but the Shire of Westonia actively services its community in a variety of ways namely:

- Infrastructure and associated services, including local roads, footpaths, drainage, waste collection and management
- Provision of recreation facilities, such as parks and gardens, sports fields, golf courses, swimming pools, Recreation Centres, Town Halls and caravan parks
- Care of the environment
- Health services such as water and food inspection, toilet facilities, noise control and animal control
- Community services such as community transport, emergency services and welfare services
- Building services, including inspections, licensing, certification and enforcement
- Carrying out government and private sector works,
- Tourism promotion and development,
- Access to land, planning and development approvals,
- Administration of facilities.
- Cultural facilities and services, such as libraries,
- Lobbying and working with State and Federal Government, regional organisations and agencies,
- Advocating for local needs whilst operating in a regional context,
- Corporate Governance to ensure it delivers good decision making, leadership and professional management



## 2.2 HOW DO WE DELIVER IT?

The Shire of Westonia has 18 employees and 6 Councillors. Elections are conducted every two years in the month of October. Half the number of councillors are up for election each term. A full term for a council member is four years. Council meetings are held monthly, but not in January.

The Chief Executive Officer is appointed by Council to deliver upon the following areas;

- Executive Services
- Community and Corporate
- Services
- Infrastructure Services
- Development and Regulatory
- Strategic Projects

The Shire of Westonia has completed the following forward thinking plans;

- Westonia Future Directions Plan 2009 - 2019
- Forward Capital Works Plan 2011 – 2015
- WEROC Sport and Recreation Plan 2012
- CEACA Aged Care Study 2013

## 2.3 OUR COUNCILLORS

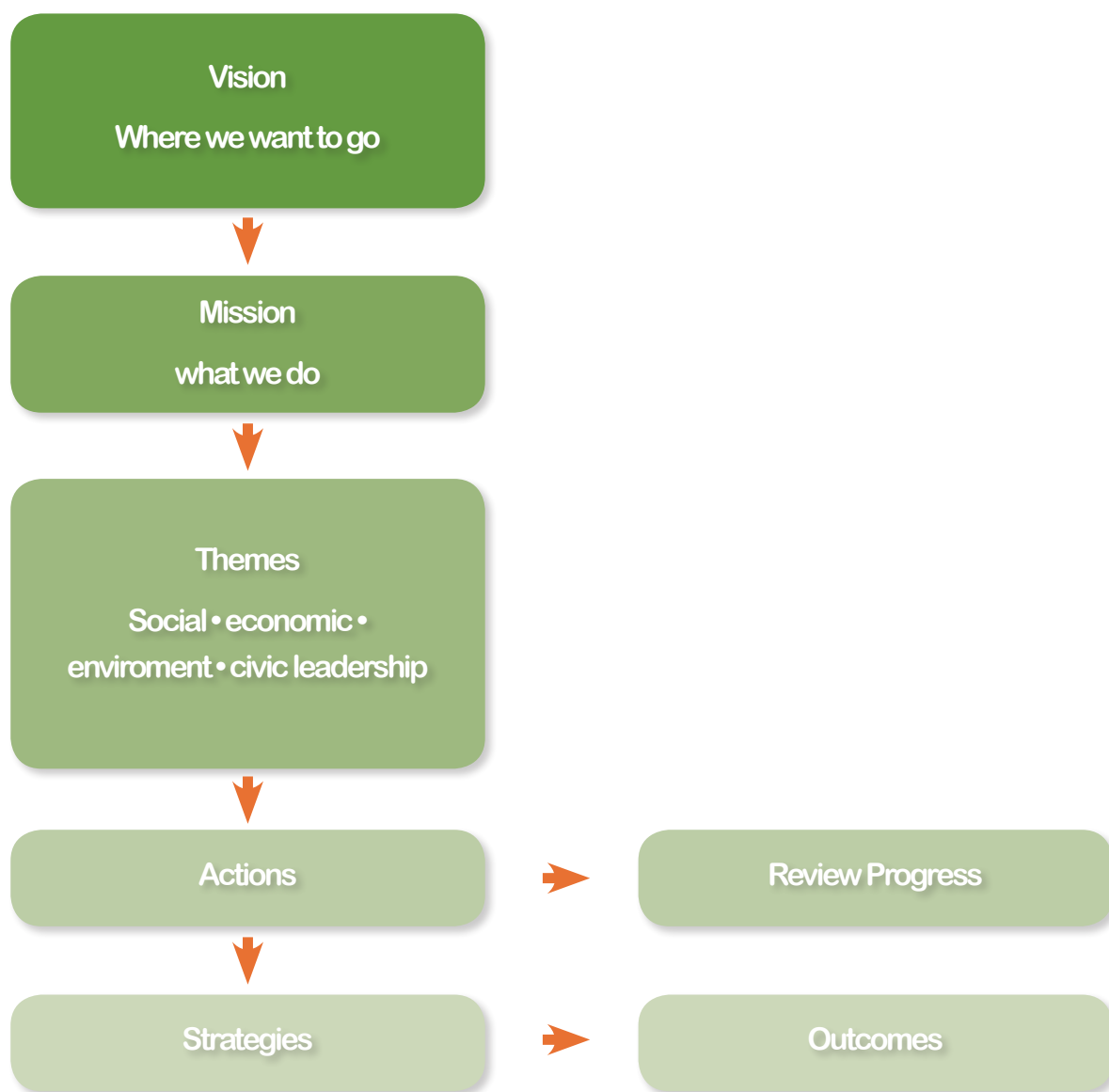
### Shire President

Cr Louis Geier	Expires 2013
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### Councillors

Cr Leon Guest	Expires 2013
Cr Karin Day	Expires 2015
Cr Doug Hermon	Expires 2015
Cr John Jefferys	Expires 2013
Cr Michael Cunningham	Expires 2015

### 3. STRATEGIC COMMUNITY PLAN



#### 3.1 AIM OF THE PLAN

The aim of this document is to allow the whole community to share in their vision for the Shire of Westonia. This Plan is built around the existing 'Westonia Future Directions Plan' completed in 2009.

The document belongs to the community and is designed to give everyone the opportunity to participate in achieving the goals and actions set out in the Plan. The goals and actions in each of the identified focus areas reflect the words and ideas presented by members of the Shire.

## 3.2 WHAT IS IT?

According to the Department of Local Government (WA) a Strategic Community Plan outlines community long term (10+ years) vision, values, aspirations and priorities, with reference to other local government plans, information and resourcing capabilities.

The Strategic Community Plans are not static and must be reviewed regularly.

The plan:

- Establishes the community's vision for the local government's future, including aspirations and service expectations.
- Drives the development of local government Area/Place/Regional Plans, resourcing and other informing strategies, e.g. Workforce, Asset Management and Services.
- Will ultimately be a driver for all other planning.
- The integration of asset, service and financial plans means the local government's resource capabilities are matched to their community's needs.

In addition the Shire of Westonia will develop a Corporate Business Plan, designed as the single point of reference for all activities undertaken by Council during its term of office (4yrs). The Corporate Business Plan must detail the activities Council will undertake to achieve the objectives of the Community Strategic Plan.

The Shire of Westonia will develop an Asset Management Plan, Long Term Financial Plan and Workforce Development Plan alongside the plans above.

## 3.3 HOW DID WE DEVELOP IT?

The Shire of Westonia Community Strategic Plan 2013 – 2023 is based on a shared vision for the Shire of Westonia local government area. The process for the creation of the Plan commenced in 2012 with an establishment of a Community Engagement Strategy and Policy, desktop study, one community meeting in Westonia, a community survey and Council workshop.

Consideration was also given to input received during the development of the Forward Capital Works Plan 2011 – 2015 and the previous Westonia Future Directions Plan 2009 – 2019.

From the information gathered, Council was able to develop an understanding of what the community identified as priorities for the Shire of Westonia.

Council categorised the information into four themes; Social, Economic, Environment and Civic Leadership in line with the WA Local Government Integrated Planning guidelines.

The draft Strategic Community Plan was placed on public exhibition to allow the community to make written submissions on the draft strategies and goals.

### **3.4 HOW WILL WE MEASURE OUR SUCCESS?**

The Strategic Community Plan contains the goals and broad strategies related to their achievement. The Shire of Westonia Corporate Business Plan will provide further specific details and services specific to each of the goals.

Every two years Council will review the Strategic Community Plan at Council and also release a brief report to the community on its activities and workings towards the strategic goals.

Every four years, Council will conduct a full review of the Strategic Community Plan.

All planning documents are available to the community via the Shire of Westonia website as well as upon request to the Shire.

Council also publishes an Annual Report detailing the achievements and activities for the year in relation to the budget, activities, goals and targets.

### **3.5 CHALLENGES FACING THE SHIRE OF WESTONIA**

The Shire of Westonia faces a variety of challenges as it develops over the next 10 years. The critical challenges affecting the Shire have been identified through community engagement and Council workshop. The Strategic Community Plan will need to consider these and includes:

- Ongoing economic viability of the mine
- Attracting and retaining people, specifically young people and families as well as business into the community
- Increasing number of older residents

- Providing and maintaining infrastructure that meets the expectations of the community
- Lack of telecommunication infrastructure in the Shire
- Changes in technology
- The impact of the climate and weather conditions
- The policies of all levels of government and decision making that impacts at a local level
- How to make the most of technology and be innovative
- Remaining relevant to the community and regional decision makers
- Attracting funding for local projects from national, state and regional organisations who prioritise regional projects

## 3.6 WESTERN AUSTRALIAN STRATEGIC PLAN LINKS

### 3.6.1 ACTION AGENDA

The Regional Development Council released a Regional Development Policy Framework; An Action Agenda for Regional Development in early 2011. The Action Agenda set out the policy and project priorities that the Council identified as vital to ensuring WA regions remain places where people want to live, work and invest. There were six priorities including housing and services; employment, infrastructure and skills; health; education; social and environmental amenity; leadership and decision making. The Action Agenda is applicable to all involved in regional development. According to the Minister for Regional Development and Lands, 'The future success of rural and regional areas [in WA] will depend on attracting investors and visitors, encouraging new residents to settle, and enabling existing residents to remain' (Action Agenda, 2011)

### 3.6.2 WHEATBELT STRATEGIC FRAMEWORK

The Wheatbelt Development Commission together with Regional Development Australia (Wheatbelt) has developed a Strategic Plan 2012 and outlines strategic intentions of the Commission and Regional Development Australia (Wheatbelt) across a vibrant economy, liveable communities and valued natural amenities. The Plan recognises the huge potential to increase the Wheatbelt's population through regional collaboration and marketing, service delivery planning and strategic

regional planning.

### **3.6.3 TOWARDS A WHEATBELT INFRASTRUCTURE PLAN**

From July to October 2010 the Wheatbelt Development Commission instigated a 2010/11 Country Local Government Fund (CLGF) Regional Component initiative to identify Wheatbelt infrastructure priorities and start the Wheatbelt Infrastructure Plan.

Towards a Wheatbelt Infrastructure Plan was an initiative to assist Wheatbelt Local Government Authorities (LGA's) to identify Wheatbelt infrastructure priorities. The stakeholders and beneficiaries were each of the 43 LGA's in the region. It was agreed that this longer term planning and strategic analysis was needed in order to best meet the development needs of the region. The process was an opportunity to significantly advance strategic planning for infrastructure in the Wheatbelt.

From each of the fora, key Wheatbelt developmental issues were recognised as being energy, transport, land development and accommodation. Key drivers of development emerged as population growth and diversity, industry development and sustainability. From this discussion mutual infrastructure and non-infrastructure solutions were identified.

### **3.6.4 REGIONAL INVESTMENT BLUEPRINTS**

The Shire will work with the WDC to develop regionally significant projects to be included in this plan for investment in the future.

To date, the key areas of the Investment Blueprints have been centred on aged care, telecommunications, economic development and in the near future, transport.

### **3.6.4 LAND USE**

Additional plans of interest to the Shire of Westonia Strategic Community Plan include the Wheatbelt Land Use Planning Strategy which is a guiding document

for the Wheatbelt region that aims to guide land use and planning – it is still in draft form.

Its vision is; The Wheatbelt will capitalise on Western Australia's growth, demonstrate resilience to global changes and seize new opportunities. The region's combination of natural resources, agricultural and community base, proximity to Perth and available land and infrastructure to support growth will set it apart from other areas and offer a sought after lifestyle and business environment for current and future communities. The Western Australian Planning Commission will address the Wheatbelt's environment, community, economic, infrastructure and regional development priorities.

### **3.7 SHIRE OF WESTONIA STRATEGIC COMMUNITY PLAN**

The Shire of Westonia Strategic Community Plan will utilise the strategic directions of both the Action Agenda, Towards a Wheatbelt Infrastructure Plan and the Wheatbelt Development Commission Strategic Plan to assist in strategic actions. The Shire of Westonia Plan will underpin itself in achieving the same objectives of the Action Agenda;

- Prioritising investment which results in productive and beneficial legacy for the community
- Improving the provision of quality affordable and accessible services
- Improving the social, cultural and environmental amenities to complement and support regional economic development

#### **3.7.1 STRATEGIC COMMUNITY PLAN VISION**

The vision within the Shire of Westonia Community Strategic Plan is the culmination of the process of identifying current and emerging issues facing the communities within the Shire, as well as making approaches to improve the overall wellbeing of the Council area. It is a collective community vision that focuses not only on the physical infrastructure but also on the ideals of the community, way of living, doing business and the sense of community and wellbeing.

Looking ahead to 2023, the Shire anticipates the population will grow by at least 10% in the future WA Planning predicts Westonia to have a population of 190 by

2023 (Band C), however Council does not anticipate this, having seen population growth between 2003 – 2011 of 16%. The Shire of Westonia aims to maintain and improve the amenities provided by Council, building on the performances of the past to provide a lifestyle for the residents of the Westonia Shire that is vibrant.

## 4. STRATEGIC COMMUNITY PLAN GOALS AND OBJECTIVES

The Shire of Westonia Strategic Community Plan contains four goals;

- Social and community wellbeing and capacity
- Economic diversity, innovation and prosperity
- Infrastructure that meets the needs now and allows for growth
- Leadership and financial sustainability

Each of these goals is inter related and contains several objectives that set the direction for achievement of those goals and the Shire of Westonia vision.

Council is aware of its current resources and assets including:

- 16 staff (15 staff in 2008)
- Revenue on average between \$1,940,619 and \$2,695,839 (rates, grants, fees and charges, service charges, interest earnings) in past 5 years.
- Operating expenditure on average between \$1,942,793 and \$2,785,480 in past 5 years.
- Value of total assets is \$17,123,230
- Rates over the past 5yrs have increased from \$421,140 to \$719,719
- It's role in advocacy through WEROC, WALGA and regional sub groups with the Wheatbelt Development Commission and State Government agencies e.g. SiHi



# SOCIAL

## OUR ASPIRATION:

We have a unique country lifestyle with an exceptionally strong community spirit, pride and sense of ownership. We are welcoming and we have services, infrastructure and development that connects, supports and strengthens our community for the future. Our community is safe and we care for each other.



# 1. CONTINUE TO DEVELOP OUR UNIQUE COUNTRY LIFESTYLE

## 1.1 Create a strong sense of identity and belonging

## 1.2 Maintain the provision of high quality, financially viable, accessible community services and infrastructure to meet the needs of the community

## 1.3 Assist in providing a range of accommodation options in the Shire

## OUR ACTIONS

- Develop and promote a consistent Shire brand and image, communicating regularly to the community
- Continue Shire of Westonia independence in regards to local government reform
- Continue to maximise lifestyle qualities for all residents of the Shire
- Recognise and grow the talent in our community
- Provide a diverse program of cultural and artistic activities throughout the Shire as well as encouraging public art
- Host and facilitate events which bring the community together
- Provide modern information services for the community and visitors e.g. library, visitor servicing, Community Resource Centre etc
- Encourage locals, tourists and visitors to learn about the mine through the mine lookout, tours and information displays
- Provide suitably priced and serviced residential land etc
- Continue to investigate the need and demand for accommodation options in the Shire, engage regional stakeholders to assist in the process and act responsibly in providing these options when identified and required
- Support the Westonia Lifestyle Village and Aged Care Village
- Enable those who are frail, elderly or have a disability to remain comfortably accommodated in their own homes
- Continue to provide a safe community for residents and visitors

## 2. ENHANCED SOCIAL AND COMMUNITY WELL BEING

2.1 Facilitate the provision of recreational and leisure opportunities

2.2 Provide facilities and programs for health and well-being needs

2.3 Our children, youth, families and seniors are valued, involved and supported

2.4 Support and encourage voluntary community services

### OUR ACTIONS

- Upgrade sport and recreation lighting on the town oval and Wanderer tennis courts
- Continue to maintain the Swimming Pool and consider new water play equipment and shade sails
- Maintain, upgrade and expand current sport and recreation playing surfaces, playgrounds and open space when the need is justified
- Gym space, equipment and lessons
- Investigate and if feasible, develop a ski lake at the former mine site and provide supporting facilities such as a camping group, ablution block and shelter for the local community as well as visitors
- Investigate ways to attract and retain health professionals
- Support the current level of primary and allied health services in the Shire with a view to increasing the number of services, access to them and appropriate venues for delivery
- Investigate the development of a Westonia Well-ness Centre Precinct with medical services, visiting allied health professionals, tele-health services, childcare services and a community shed
- Continue to support school holiday programs delivered by the Westonia Community Resource Centre including the Golf Camp
- Work with community and sporting groups to develop young people's leadership skills and provide opportunities to practice them
- Continue to support senior days, workshops and activities
- Support mental health well being activities and initiatives for all members of the community e.g. whole of life
- Investigate shade structures to assist in our hot climate ie over bowling green

- Promote and encourage participation in community activities at the Miners Hall of Fame e.g. theatre nights
- Participate in local and regional aged care accommodation options, selecting best practice for the Shire, coupled with appropriate and complementary health, recreation and community services
- Reward and recognise volunteers in the community
- Promote and support meetings and participation in emergency services e.g. FESA, St John's Ambulance and help educate the community about emergency service issues and procedures
- Maintain and protect public health standards

## 3. A SAFE AND CONNECTED COMMUNITY

### 3.1 Provide a safe and efficient transport network

### 3.2 Provide equitable access to all Shire facilities and infrastructure

## OUR ACTIONS

- Review Shire roads and determine their suitability yearly (maintenance, construction, preservation, road train access and parking, materials, safety)
- Continue to access Black Spot Funding Program, Roads to Recovery and Regional Road Group funds
- Work with Main Roads and CBH to monitor the movement of grain transport in the area
- Continue to provide access for commercial and medical organisations by air, improve the Clubhouse, landing lights, power and water tanks and market the airstrip to recreational users
- Investigate options to increase the visibility and attractiveness of Westonia from Great Eastern Highway and other regional tourism routes
- Continue to provide an accessible community bus service
- Review and improve bicycle and pedestrian connections (including ramps and kerbing) throughout the Westonia town site
- Update and comply with the Shire of Westonia Disability Access and Inclusion Plan
- Lobby for improved accessibility to the Prospector train

# ECONOMIC

## OUR ASPIRATION:

Diverse businesses, career opportunities and a vibrant community, relaxed lifestyle, distinctive town site and sustainable physical environment are the foundations of our economy. Tourists and visitors are attracted to the Shire throughout the year, tourism activities drive a quality experience and matched with successful events. Home based businesses as well as other small businesses are attracted to the Shire and Council supports local and regional economic activity. Opportunities to learn and share skills through a range of local training and education pathways are supported.





## 4. AN ECONOMY THAT IS WELL PREPARED FOR THE FUTURE

- 4.1 Support and strengthen local businesses and local business networks
- 4.2 Plan for employment, business and industry growth and change
- 4.3 Tell the world about the opportunities and benefits of doing business in Westonia
- 4.4 Advocate for infrastructure that meets the needs of contemporary business

### OUR ACTIONS

- Ensure that the Shire's economic viability and longevity is protected and advanced through cost effective land-use and development
- Communicate with and attend meetings of the Westonia Progress Association
- Continue a strong corporate and community partnership with Evolution Mine and continue to consider and plan around the future of the mine site
- Continue to support agribusiness and environmentally friendly agricultural practices
- Seek to target and attract specific businesses which complement existing businesses and fill gaps in service delivery and central business district
- Support entrepreneurs and developers wishing to establish business in the Shire
- Implement local strategies and lead by example to encourage the community and other businesses to support local businesses
- Seek to develop a jobs portal and pool of multi-skilled workers in the Shire
- Monitor existing planning controls to ensure quality outcomes are achieved for the long term benefit of the shire
- Link and connect Westonia to the world by advocating for improved mobile phone reception across the south of the Shire and investigating private/public partnerships for access to highspeed broadband
- Increase the marketing of the Shire as a location of choice for industry and business through strategic partnerships with local, regional, state and national private and public organisations ie target marketing of retirees
- Advocate for the ongoing improvement to key services such as electricity, water, gas and sewerage to cater for current and future development

## 5. THE WESTONIA TOURIST EXPERIENCE IS UNIQUE

### 5.1 Work towards providing a high quality, sustainable and integrated tourism experience to extend the length of stay

#### OUR ACTIONS

- Find ways to tell the Westonia story and share our history with visitors, tourists and communities beyond the Wheatbelt through innovative ways
- Provide training opportunities for local businesses, Shire staff and local residents to assist them in engaging in the tourism industry
- Continue to participate and promote the Wheatbelt Way
- Maintain a visitor information point at the Shire and Westonia Community Resource Centre as well as providing current materials e.g. brochures, online content
- Where possible, support the Tidy Towns committee in its role of adding value to the tourism experience
- Upgrade the Westonia Caravan Park to include a campers kitchen, ablution block and cabins
- Investigate alternative and value adding visitor, tourism and short term mining accommodation in the Shire
- Work with the Westonia Community Resource Centre to create and install QR codes and other technology aids at various tourist attractions and walk/drive trails
- Complete the Westonia Museum upgrades with external funding support and promote this attraction along the Wheatbelt Way
- Where appropriate and following planning, utilise and promote natural reserves for overnight camping also develop off-road caravan camping sites and bush trails
- Promote and protect natural attractions e.g. granite outcrops, wildflowers
- Investigate value adding eco-tourism initiatives and activities
- Identify all items of heritage significance and plan for and protect where necessary
- Consider joint venture opportunities with local business to maintain and expand Westonia's façade theme and market this brand

## 6. EDUCATION AND TRAINING SERVICES ARE ACCESSIBLE FOR LIFELONG LEARNING AT ALL STAGES OF LIFE

6.1 Strengthen the role and use of local education and training providers

6.2 A skilled and qualified workforce

### OUR ACTIONS

- Advocate to maintain and grow the current Primary School
- Reduce barriers associated with participating in education and training within the community
- Support and assist in the promotion of education and training services at the Westonia Community Resource Centre
- With the support of local and regional organisations support young people to overcome barriers to education, training and employment
- Continue to promote and appoint apprenticeship and traineeship opportunities at the Shire of Westonia and where possible at the Evolution Mine
- Share Shire apprentices and trainees with metropolitan local governments to enhance skill bases, experiences and networks
- Investigate the establishment of a day care / child care service to support working parents and make the district an attractive place to work
- Investigate the need for executive and professional accommodation in the Shire, particularly aimed at young singles



# ENVIRONMENT

## OUR ASPIRATION:

Our natural environment is healthy and clean,  
we work actively to protect and improve it for  
future generations



## 7. A QUALITY ENVIRONMENT

**7.1 Develop and implement programs which protect and enhance the Shire's natural environment**

**7.2 Build partnerships with people who work with and care for the land to secure a healthy environment**

**7.3 Effective management and minimisation of waste collection and disposal**

### OUR ACTIONS

- Shire of Westonia to demonstrate best practice in recycling and natural resource management
- Minimise the environmental impacts of mining
- Continue to support the role and activities of the Central Wheatbelt Ranger Scheme
- Continue to support, participate in and promote to locals the importance of managing wild animals, pests and flora across the Shire e.g foxes, rabbits, dogs etc
- Protect the natural walk and drive trails with the support of local and regional stakeholders
- Preserve the natural roadside vegetation through appropriate weed management
- Reduce the fire risk of common vegetation space
- Continue to work with regional groups to provide high quality, cost effective waste management facilities and/or transfer stations for the long term including the addition of recycling and reuse facilities for the community and businesses
- Increase the current capacity of Shire waste sites
- Investigate kerb side waste management as well as green waste initiatives
- Improve the community understanding of and attitudes toward waste management issues
- Work with the Lions Club on recycling initiatives
- Continue to participate in the Drum Muster program
- Protect Town Common

## 8. LEAD THE WAY IN RESOURCE RECOVERY

### 8.1 Participate in best practice water and energy management

#### OUR ACTIONS

- Continue to implement best practice stormwater reuse, water catchment, grey water use, drainage and harvesting on Shire assets
- Investigate the option to be independent of the main water scheme
- Provide and maintain an efficient sewerage system whilst advocating for infill sewerage in new residential developments
- Budget and source government funding to install renewable energy infrastructure on Shire buildings
- Investigate alternative energy solutions for the Shire as well as information for households and businesses

# GOVERNANCE

## OUR ASPIRATION:

Provide good strategic decision making, governance, leadership and professional management



## 9. PROVIDE GOOD STRATEGIC DECISION MAKING, GOVERNANCE, LEADERSHIP AND PROFESSIONAL MANAGEMENT

- 9.1 Continue to participate in sub regional and regional groups to gain efficiencies and productivity e.g. NEWROC
- 9.2 Provide development opportunities, and a secure Council environment that encourages visionary leadership and ideas to complement existing strategies in providing solutions to the long term challenges facing the Shire
- 9.3 Provide excellent customer service functions to all community members and rate payers
- 9.4 Develop excellent communication tools, in a range of suitable formats, to ensure a well-informed community
- 9.5 Commit to the provision of essential and non-essential services in the community
- 9.6 Implement a range of collaborative partnerships with businesses and community groups to ensure their sustainability into the future
- 9.7 Annually review compliance methods
- 9.8 Human resource excellence
- 9.9 Provision of a safe, secure and encouraging working environment for all staff and elected members

## OUR ACTIONS

- Complete and review our integrated planning documents regularly
- Demonstrate best practice workforce development
- Increase productivity of Shire staff
- Provide a high standard of customer service
- Develop an enterprising approach to our works and infrastructure projects
- Provide regular training opportunities for staff and Council
- Annually review compliance matters
- Ensure Council decision making supports fair allocation of resources, services and facilities across the Shire
- Use a range of effective communication tools to engage the community to support transparent and accountable Council decision making
- Implement collaborative partnerships that support efficient use of resources
- Work collaboratively with WEROC and other regional bodies
- Provide a safe, healthy and inclusive work environment



# OUTCOMES

The Shire of Westonia will track our progress towards our vision through the following areas (reporting to the community every year):

## SOCIAL

- Level of community involvement in projects, activities, groups and events
- Percentage of residents engaged in recreation and leisure activities
- Perceived sense of community
- Health infrastructure and services are maintained and improved upon
- Quality, affordable and available accommodation options
- Crime rates
- Safety of transport networks

## ECONOMIC

- Current education facilities and services are maintained and improved upon
- Number of barriers reduced to participate in skill and knowledge development
- Investment in local workforce
- Number of businesses in the Shire
- Enhanced partnership with major industries in the Shire
- Satisfaction with commercial services and infrastructure
- Perceived visitor satisfaction and number of visitors to the Shire

## ENVIRONMENT

- Partnerships to provide local and regional landcare
- Satisfaction with waste management services and recycling processes
- Satisfaction with water and sewerage management
- Installation of renewable energy solutions in Shire facilities

## CIVIC LEADERSHIP

- Satisfaction with local leadership and participation in and regional partnerships
- Level of satisfaction with leadership support
- Degree of community engagement in the decision making process
- High level of governance and compliance