



CORPORATE BUSINESS PLAN

2024 - 2025

Q2 REPORT

Aspiration: Our culture and heritage is recognised and celebrated. We are creative and resilient. We can all reach our full potential.

OUR STRATEGY		PROGRAMS & SERVICES	KPI	STATUS	Definition	COMMENTS (2nd Qtr.)	RESPONSIBLE
1.1 Enhanced lifestyle through spaces, places, programs and services that foster connection and inclusion							
1.1.1	Facilitate and deliver school holiday, afterschool programs and youth vibrancy initiatives (e.g. Sunset Yoga, Sundays by the Sea, Films on the Foreshore).	Youth Development	# Activities # Participants	On Track	On target or as expected - in line with projected timeframes	Spring school holiday programs totalled 188 total attendances across 12 programs during the 2-week period. These programs included wheelchair basketball, soccer, MMA, Collage, skating disco, basketball 3v3, clay sculpting, West Coast Eagles AFL clinics and skating clinics. Sunset Yoga continues to attract high participant numbers and has now relocated outdoors in Stow Gardens. EOI's received and planning progressing for delivery of Sundays by the Sea in January 2025.	Peter Treharne
1.1.2	Provide library services, community facilities and engagement programs to meet the lifelong learning and leisure needs of the community.	Libraries	# Visitors = # Members = # Items loaned = (physical) (e-resources)	On Track	On target or as expected - in line with projected timeframes	# Visitors = 23,631 # New Members = 287 # Total members (including Mullewa) = 22,298 # Items loaned = 18,856 (physical) 13,251 (e-resources). During October the team focus was heavily on the delivery of the Big Sky Festival (10-13 Oct). Library participated in Regional Capitals Alliance SoaP programme. Updated Online Membership form for e-Resources commenced with enhanced data validation. Update to Library Information brochure in progress. New Library Book Club was formed - Chapter Bay Book Club (take on "Champion Bay"). Capital budget nomination request submitted to replaced aged Self-Loan Checker equipment. New reception desk RFQ circulated for submissions. Better Beginnings literacy packs distributed across CGG for families (613).	Trudi Cornish
1.2 We are a community accountable for our actions							
1.2.1	Ensure effective animal management within the community.	Ranger Services	85% of impounded dogs returned to owner or rehomed % returned to owner % rehomed	On Track	On target or as expected - in line with projected timeframes	95% of impound dogs returned to owner or rehomed 45% Returned to owner 50% Rehomed	Andy Gaze
1.2.2	Provide Ranger Services to support the community by administering the City's legal obligations.	Ranger Services	90% of all incoming requests for service responded to within five business days. 85% of all incoming requests for service completed within 15 working days	On Track	On target or as expected - in line with projected timeframes	90% of all requests responded to within 5 days with 82% being completed within 15 days.	Andy Gaze
1.3 Pride in place and a sense of belonging is commonplace							
1.3.1	Deliver collaborative community initiatives to increase engagement, pride in place and a sense of belonging in Mullewa.	Community Development Mullewa / Youth Development	# Initiatives delivered # participants	On Track	On target or as expected - in line with projected timeframes	Halloween Disco (90 participants), Bimba Basketball (over 30 participants), Cricket Blast youth program (20 participants); Ventia Pool Sponsorship launch (20 participants); Mullewa Drop-in session for the City's Strategic Community Plan review (15 participants); supported Mullewa CRC's Christmas markets (over 100 participants).	Darren Simmons
1.3.2	Implement and review the City's Heritage Strategy to record, recognise and preserve our social, environmental and built heritage.	Heritage Services	# Heritage enquiries = # Hours community research =	On Track	On target or as expected - in line with projected timeframes	# Heritage Enquiries = 66 # Hours community research = 50.25 Heritage inventory work for Mercantile Club was completed. Biennial review of CP 1.3 Heritage endorsed. Review work on Cultural Collections Scoping Study undertaken in preparation for re-presentation to EMT. Capital budget nomination request submitted for the B6 Locomotive and Goods Shed, Walkaway. Edith Cowan statue support provided to GVTG in preparation for Concept Forum, 3/12. Review of Aboriginal History of Geraldton booklet and Yamatji Drive Trail underway, to be completed by end of financial year. Assistance provided to the ex-Victoria District Staffing Association with regard to relocation of Collection.	Trudi Cornish
1.3.3	Coordinate preservation activities for the seven non-active historical cemeteries and burial grounds within Greater Geraldton.	Heritage Services	Ongoing attention to preservation of historical grave sites and the collection of community stories associated with those sites.	On Track	On target or as expected - in line with projected timeframes	Wongoondy area and also Bootenal Spring - research on historical unmarked graves undertaken, including those in context of historical unrest between Aboriginal people and early settlers. Mullewa Early Burials spreadsheet updated with additional research findings. Referral to State Heritage Office with regard to Greenough Pioneer Cemetery burials.	Trudi Cornish
1.4 Community safety, health and well-being is paramount							
1.4.1	Deliver a range of youth diversionary programs (e.g. Late Night Basketball, Safespace and Mullewa Youth Centre).	Youth Development	# Youth events/activities # Participants	On Track	On target or as expected - in line with projected timeframes	Successful delivery of football clinic throughout quarter at AMC Park, in collaboration with West Coast Eagles, JK Foundation, PCYC and Geraldton Sporting Aboriginal Corporation. The program attracted an average of 18 participants per session. Skate Today ran Wednesdays at Wonthella Skate Park (20 participants). Continued support to PCYC Safe Space weekly program. Champion Ways delivered a Boxing Program including mindfulness (20 participants). Collaboration with DADAA to deliver series of bike programs (19 participants). Infinity Skate delivered a school holiday activity. Bimba Basketball and Blue Light Halloween disco conducted in Mullewa.	Peter Treharne
1.4.3	Adhere to Department of Home Affairs requirements in screening passengers and baggage.	Geraldton Airport	15,850 passengers screened	On Track	On target or as expected - in line with projected timeframes	New algorithm install in airport body scanner has seen alarm detection rates decrease, which has improved passenger flow rates through security screening, as well as the overall experience for passengers passing through this area.	Andrew Freers
1.4.4	Undertake mandatory pool inspections in accordance with legislation.	Building Surveying	25% of pools inspected every year with all pools inspected every four years	On Track	On target or as expected - in line with projected timeframes	106 pools inspected (quarterly target 120). 255 pools were inspected during the first half of the year, which exceeds the half year target of 240.	Heath Martin

1.4.5	Continue the Corella Management Program.	Ranger Services	One hour of patrolling per week during Corella season (November to June) and two meetings per year	On Track	On target or as expected - in line with projected timeframes	Corella patrols being undertaken as needed and contractor employed to undertake culling activities. All rangers have undergone gas gun training.	Andy Gaze
1.4.6	Investigate Development Compliance issues.	Development Compliance	90% of all incoming requests for service responded to within five business days.	On Track	On target or as expected - in line with projected timeframes	Responded to complaints within allocated timeframe.	Andy Gaze
1.4.7	Facilitate the delivery of Health Education and Promotion Programs.	Environmental Health	Four active programs undertaken during the year for either business or the community	On Track	On target or as expected - in line with projected timeframes	Allergen program completed with results publicised. Cleaning processes within beauty premises will be completed early 2025. Other programs the city supported, Asbestos Awareness week (November) and Mental Health Week (October)	Andy Gaze
1.4.8	Undertake mandatory public health surveillance program.	Environmental Health	90% of all programmed inspections undertaken annually	On Track	On target or as expected - in line with projected timeframes	86 of 144 inspections undertaken. 207 of 285 inspections undertaken for first two quarters of 2024/5. The EH unit are looking at potential options to ensure that the required inspections are undertaken by the end of the financial year.	Andy Gaze
1.4.13	Active Bystander Training delivered as part of key services induction training for all new City staff.	Community Development	# Training programs # participants	On Track	On target or as expected - in line with projected timeframes	# Training programs: 4 # participants: 56 Active Bystander Training continues to be delivered as part of the Key Services Induction training for City staff. Training session also provided to the Mayor, Deputy Mayor and Councillors. Additionally, City staff participated in the Walk Against Violence event, with QPT illuminated in orange for five days to honour the 16 Days in WA campaign.	Peter Treharne
1.4.14	Deliver Game On! Year 2 program to increase participation in sports by young people.	Youth Development	# Sports delivered # Participants # New club members	On Track	On target or as expected - in line with projected timeframes	Basketball and Beach Volleyball successfully delivered - 245 attendances, with 51 unique participants in a variety of locations including the Aquarena and Nagle Senior High School.	Peter Treharne
1.5 The opportunity for all to reach their potential exists							
1.5.2	Provide outreach library services to frail and housebound community members, with assistance from volunteers.	Libraries	# Housebound patrons on delivery runs = # items delivered	On Track	On target or as expected - in line with projected timeframes	# Housebound patrons on delivery runs = 34 # items delivered = 756 Outreach Service provides an invaluable support to the frail and housebound members of our community by providing them access to reading and audio resources.	Trudi Cornish
1.5.3	Facilitate and deliver a range of programs, activities and presentations that promote healthy ageing.	Community Development (QEII)	# programs # participants	On Track	On target or as expected - in line with projected timeframes	# programs: 40 programs # participants: 1560 registered members # attendees - QEII activities during the quarter: 8575 #enquiries: 1875 QEII hosted a Volunteer Morning Tea to acknowledge the contributions of its volunteers. The QEII Centre won the local award for Volunteer-Involving Organisation of the Year. Additionally, the QEII Seniors Newsletter remains a vital source of information for seniors, with over 550 copies distributed monthly.	Peter Treharne
1.6 Community capacity, innovation and leadership is encouraged							
1.6.3	Support local community groups and organisations to successfully plan and deliver events.	Events & Venues	# external events # participants	On Track	On target or as expected - in line with projected timeframes	Planning and delivery of 18 external events supported including Carols by Candlelight, Festival of Lights, Blue Heeler Bonanza and Blessing of the Fleet and two inaugural events, Ragnarök and Geraldton Night Market.	Peter Treharne
1.6.4	Deliver the City Community Grants Program.	Treasury & Finance	\$ distributed # rounds # recipients	On Track	On target or as expected - in line with projected timeframes	Funds provided through the Mayoral Discretionary Fund for Q2 was \$26,839, with the year to date allocation being \$43,028. 2024/25 Community Project Support Program Round 1 was delivered this quarter with \$4,400 awarded the three (3) different recipients. Support provided through the Event Support Program (In-kind requests) for Quarter 2 totalled \$2,480. 2025/26 Festival and Event Funding Program and 2025/26 Service Agreement Program applications closed this quarter and will be assessed by City officers and the Grants Committee in Q3. Round 32 of the Community Grants Program will open in Q3 (January 2025).	Nita Jane
1.7 Reconciliation between Indigenous and non-Indigenous communities is supported.							
1.7.1	Develop and commence implementation of the Reconciliation Action Plan.	Community Development	Reconciliation Action Plan endorsed by Council # activities delivered	On Track	On target or as expected - in line with projected timeframes	# Activities delivered: 2 - Cultural Experience during Seniors Week, RAP Networking Meeting # Participants: 29 attendees A Cultural Experience Day, inspired by the Yamaji Drive Trail, was incorporated into Seniors Week to promote awareness and understanding. The event featured guest speakers, cultural cuisine and a quiz with fun facts and prizes. It attracted 29 attendees and received excellent community feedback.	Peter Treharne
1.7.2	Support NAIDOC Week and National Reconciliation Week.	Community Development	# activities # participants	On Track	On target or as expected - in line with projected timeframes	Planning for National Reconciliation Week in May 2025 is underway, including a photo exhibition at the Geraldton Museum. Engagement with local stakeholders has commenced to explore opportunities for collaborative initiatives and enhance the impact of next year's events.	Peter Treharne

1.8 Active living and recreation is encouraged.

1.8.1	Deliver initiatives identified in the City's Access and Inclusion Plan (AIP) in collaboration with service providers, including the Passport to Employment Program and International Day for People with Disability.	Community Development	# Disability employment clients linked to employers; # activities # participants	On Track	On target or as expected - in line with projected timeframes	# Disability employment clients linked to employers: 15 # activities - 2 - Passport 2 Employment, All Ability Day Event # participants - 365 The 6th annual Passport 2 Employment (P2E) program concluded in November with the graduation of 15 students. The program won the Employment category at the Most Accessible Communities WA Awards 2024, showcasing its impact and success in promoting inclusive opportunities. The All Ability Day, held to celebrate the International Day of People with Disability (IDPWD), was successfully delivered in November, attracting approximately 350 attendees. It demonstrated strong collaboration with various disability services and received excellent feedback. The City has successfully secured a \$1,000 grant for the IDPWD.	Peter Treharne
1.8.2	Facilitate and deliver key youth events (e.g. Revolve Skate Series, Frothin' Fools Surf Festival, and Battle of the Bands).	Youth Development	# events # participants	On Track	On target or as expected - in line with projected timeframes	Planning underway for Revolve Skate Competition. A Day in the Laneway planning underway as part of National Youth Week.	Peter Treharne
1.8.4	Manage the bookings for City sports grounds, venues and facilities, and foster large scale community sporting events.	Events & Venues	# bookings # events	On Track	On target or as expected - in line with projected timeframes	Sporting Events: Spokes Cycle Club – Jandanol Circuit – Cycling event which took place at Jandanol Circuit on 6/10/2024. Ragnarök – MMA event which took place at La Fiamma on 2/11/2024. Geraldton Triathlon Association's 2024/2025 season kicked off on 13/10/2025; Geraldton Yacht Club's 2024/2025 sailing season on 6/10/2024. Sporting Grounds: There was a total of 607 bookings across all the City's sports grounds from October 2024 to December 2024.	Peter Treharne
1.8.5	Celebrate National Seniors Week in collaboration with relevant seniors groups.	Community Development (QEII)	National Seniors Week event delivered # participants	On Track	On target or as expected - in line with projected timeframes	# Attendees - 1200 Seniors Week 2024 was successfully delivered, featuring 26 events and attracting over 1,200 attendees. The week showcased strong collaboration between the City and the Seniors Week committee and received excellent feedback from participants, highlighting its positive impact on the senior community.	Peter Treharne
1.8.6	Efficient and effective management of the QEII Seniors and Community Centre	Community Development (QEII)	Annual Senior's Satisfaction Survey	On Track	On target or as expected - in line with projected timeframes	# attendees - QEII External bookings during the quarter: 3045 The QEII Centre continued to support various community groups and organisations, assisting in the delivery of events, workshops and wellness activities at the QEII Seniors and Community Centre.	Peter Treharne
1.8.7	Develop and deliver local active travel strategies and initiatives	Sport & Leisure	# Strategies and events	On Track	On target or as expected - in line with projected timeframes	Delivered Story and Scoot with 20 participants in attendance as part of Bike Month and Big Sky Readers and Writers Festival. Working in partnership with Geraldton Cycling Academy and WA Police, delivered the event, "WA Bike Month Your Move Mullewa Kids on Bikes". 42 students from Mullewa District High School and Our Lady Mount Carmel Primary learnt basic bike safety rules and riding skills. Working in partnership with Revolutions Geraldton, delivered Your Move Seniors Have a Go E Bike at the QE II Centre as part of Seniors Week with 16 participants in attendance. Assisted contractors to conduct a footpath safety audit of foot paths/bike paths within the City. Met with several schools regarding Your Move program.	Mark Adams

1.9 A strong sports culture exists through well-planned facilities.

1.9.1	Support Ground Management Committees' (GMC) role in sporting recreation reserves, including review of policy and model.	Sport & Leisure	# GMCS supported; Review completed	On Track	On target or as expected - in line with projected timeframes	Officers provided ongoing support to the Ground Management Committees (GMC's) and continued the development of relationships with key stakeholders. Officers kept in regular communication with the GMC's and assisted them with queries and funding requests. Officers met with several GMC's to discuss the report commissioned by the City into its sporting ground usage and future needs and options.	Mark Adams
1.9.2	Deliver annual sporting tower lighting compliance audit.	Sport & Leisure	Annual audit completed	On Track	On target or as expected - in line with projected timeframes	The lighting audit was completed and the report is expected in January.	Mark Adams
1.9.3	Deliver aquatic services that include provision of swimming and water safety lessons, recreational, competitive and social swimming, hydrotherapy and aquatic aerobic classes.	Sport & Leisure	# activities # participants	On Track	On target or as expected - in line with projected timeframes	Aquarena - Term 4 swimming lessons had 421 enrolments and classes at 95% capacity, 21 enrolments up on last year. Baby and Me recommenced on Friday mornings after the winter break with good attendance. Group fitness Spring/Summer timetable had good attendance numbers in all classes and an overall increase due to the warmer weather. Hydro Chi, Splash- Inclusive Aqua and Deep-Water classes still proved most popular. The SMILE class numbers steadily increased after being introduced last year. The new Step class has had a successful introduction to the timetable. The slides Biff and Smiff were made available to the public during October and December school holidays along with the three smaller inflatables Ringo, George and Penelope. The Biff, Smiff and slide had 115 bookings from October to December, 26 bookings up on last year. ILUKA and Rio Tinto both held their end of year celebrations at the Aquarena. Many local schools attended the pool over the last two weeks of term 4 for end of year celebrations. Most of the local High Schools had regular bookings during term 4 as part of their Physical Education Classes. The Geraldton Amateur Swimming Club and Aussie Masters continued regular training sessions taking advantage of the outdoor pool. Water polo season commenced in October, with training most afternoons and games on Friday evenings and Saturdays. Flipper and Dolphin Ball are played on Friday afternoons with children as young as 5 getting involved. Education Department ran VacSwim Lessons in the September/October school holiday. Volley Ball – CGG youth development team hosted GAME ON Beach Volley Ball on Friday afternoons for 12-15 year olds on the Aquarena Beach Volley Ball courts. The Aquarena partnered with Royal Life Saving WA to help deliver Multicultural Swimming Lessons for Children over the age of 5. Royal Life Saving CEO and funding bodies Mitsui E&P Australia and Beach Energy held a press conference at the Aquarena to launch the program. The City agreed to partner with the WA Government in the Kidsport Regional Pools Program. All people aged 5-18 that are eligible for Kidsport can get free access to the Aquarena for 3 months over this summer. It has proven very popular with many families taking advantage of this program. Doc Docherty Pool - Mullewa opened on 31 October and sponsorship was obtained from Ventia enabling free entry to all patrons. Entries in this quarter have been very good and the pool hosted the Vacation Swimming classes in December.	Mark Adams
1.9.5	Engage and liaise with relevant community groups regarding submission for CSRFF and CNLP grants	Sport & Leisure	Stakeholder liaison # Grant funding applications	On Track	On target or as expected - in line with projected timeframes	In December the State announced the CSRFF outcomes from the midyear round. The City was successful in their two grant applications being a fence surrounding the playing surface at the Mullewa Recreation Ground and the purchase and installation of LED race control lighting control system for the Geraldton Hotrod and Country Club Inc (Geraldton City Speedway). The fencing project is expected to be completed by March 2025 following consultation with the relevant stakeholders. Officers continued to work with sporting groups regarding future grant rounds.	Mark Adams
1.9.6	Masterplan for Spalding Park Tennis Club premises to accommodate new users following the relocation and amalgamation with Geraldton Tennis Club in Wonthella	Sport & Leisure	Masterplan completed	On Track	On target or as expected - in line with projected timeframes	Following their amalgamation with the Geraldton Tennis Club the Spalding Park Tennis Club has handed back the facility to the City. A consultant with extensive experience in sporting infrastructure master planning was engaged to assist planning for future use of Spalding Park. During this quarter the relevant sporting and community groups were engaged and consulted with. Concepts will be finalised for Council consideration in the coming quarter.	Mark Adams

1.10 A place where people have access to, engage in and celebrate arts, culture, education and heritage.

1.10.1	Present a creative, dynamic and diverse QPT program that enriches, entertains and engages our community.	Events & Venues (QPT)	# shows/programs # audience	On Track	On target or as expected - in line with projected timeframes	14 shows were performed at QPT including 6 dance concerts, 2 high school valedictories, Big Sky Festival and Band Spectacular. 8,045 audience members	Peter Treharne
1.10.3	Update the City's Heritage Inventory and review the way our heritage places are protected	Town Planning	A Heritage Review is commenced and progressed in accordance with the project plan	Deferred	Action is no longer proceeding within its planned year of the CBP but will be occurring within a future year of the CBP.	Project was scheduled to commence in February 2025 following recruitment of a strategic planner. Recruitment has been unsuccessful. This project has therefore been deferred until the necessary resources become available.	Heath Martin
1.10.4	Implement the City's Public Art Strategy and coordinate public art opportunities, activities and repairs.	Geraldton Regional Art Gallery	Ongoing service delivery # activities	On Track	On target or as expected - in line with projected timeframes	Two new murals by local artists were installed - Rocks Laneway (Lauren Kennedy) and Library Carpark Entry (Helen Ansell). Draft Public Art Masterplan in progress, to be ready for EMT review in January 2025. Pets of Summer exhibition for COTT was very successful. Damage to Imogen Palmer mural on Gallery (26/11) due to wind blowing off old sign panel - artist is available in February. Wind Sails were reinstalled 17/12 (promoted via Channel 7 Regional News story). Bus Shelter EOI's x 3 progressed via EMT.	Trudi Cornish
1.10.5	Coordinate the Geraldton Regional Art Advisory Committee.	Geraldton Regional Art Gallery	Ongoing service delivery	On Track	On target or as expected - in line with projected timeframes	Meeting held Thursday 14 November 2024.	Trudi Cornish

1.10.6	Coordinate and deliver the annual Big Sky Readers and Writers Festival.	Libraries	# tickets booked	On Track	On target or as expected - in line with projected timeframes	The Big Sky Festival was held from 10-13 October 2024 with the theme being the "Power of Expression". The team excelled in their delivery of some 30 events. Many sessions were booked to capacity, with additional sessions and places being offered to meet demand (1,300 places filled). A new partnership with the Queens Park Theatre added an extra layer of polish and professionalism. The introduction of the Kids Sunday Funday brought many families down to the Library on Sunday morning. The introduction of Live Streaming saw audiences joining the festival from across the state, with specific gatherings in Carnarvon and Perth. Workshops were held at the GRAG and the Festival travelled from Northampton to Walkaway and Greenough. Live broadcasting with Radio MAMA took the voice of the Festival across the region. Some fabulous community feedback for the City has been received by email, online and in the print media. Grant acquittal to DLGSC for 2024 Festival completed.	Trudi Cornish
1.10.7	Deliver the biennial Mid West Art Prize	Geraldton Regional Art Gallery		On Track	On target or as expected - in line with projected timeframes	Exhibition planning commenced for MWAP, Opening Night scheduled to be held Saturday 22 November 2025.	Trudi Cornish
1.10.9	Deliver a GRAG exhibition program of local, national and international art.	Geraldton Regional Art Gallery	# exhibitions = # attendances at Gallery =	On Track	On target or as expected - in line with projected timeframes	Door Count = 7,744 # of visitors to Gallery Exhibition Spaces = 2,558. Exhibitions on show during this period included Mid West Arts Members, Interco, the National Photographic Portrait Prize and Genesis 2024. Mid West Artist membership reached 85 paid members. There were multiple school group visits during the quarter. New Local Artist Directory in development. Capital nomination budget request submitted for interior and exterior upgrades and repairs to the Gallery.	Trudi Cornish
1.10.10	Deliver the renewal program of heritage signs as prioritised by 'Heritage Signage Audit'.	Heritage Services	Ongoing service delivery	On Track	On target or as expected - in line with projected timeframes	New interpretive sign created for the Yellow Submarine and installed in November. Damaged signage at Noondamurra Pool (Mullewa) repaired. Former Mendels School (Wongoondy) sign repaired. Old sign at (former) Mullewa Men's Shed replaced with updated information. Request for new sign at former St John's Church (Lester Ave) in process.	Trudi Cornish

Aspiration: A healthy thriving and resilient economy that provides opportunities for all whilst protecting the environment and enhancing our social and cultural fabric.

OUR STRATEGY		PROGRAMS & SERVICES	KPI	STATUS	Definition	COMMENTS (2nd Qtr.)	RESPONSIBLE
2.1 Local business is empowered and supported							
2.1.1	Encourage local expenditure through the Greater Geraldton Buy Local Gift Card Program.	Economic Development	# Cards purchased # value of expenditure	On Track	On target or as expected - in line with projected timeframes	1353 cards purchased with a total credit value of \$141,239. 1077 redemptions to the value of \$70,955.	Susan McCaughey
2.1.2	Local Legends social media campaign.	Communications & Tourism	Engagement of Local Legends measured weekly and monthly through social media insights.	On Track	On target or as expected - in line with projected timeframes	We had eight Local Legends this quarter with a collective reach of 106K and 8.2K in engagement. Our legendary locals ranged from new business ventures to good deeds as well as volunteer organisations to sporting accolades. Local Legends social media posts consistently hit our top charts and help promote positivity and good deeds in the community.	Tully Gray
2.1.7	Implement Annual Corporate Contract Procurement Plan.	Corporate Compliance & Safety	Published Annual Corporate Contract Procurement Plan	Complete	Action is complete. Commentary to identify when it was completed and the achievements or outcomes	2025 Annual Corporate Contract Procurement Plan developed and endorsed by EMT December 2024.	Brodie Pearce
2.2 Efficient and accessible intrastate and interstate connectivity							
2.2.1	Review, update and commence implementation of Geraldton Airport Master Plan.	Geraldton Airport	Complete Master Plan	On Track	On target or as expected - in line with projected timeframes	Airport Master Plan re-write is continuing and on track.	Andrew Freers
2.2.2	Pursue partnerships that encourage emerging aviation technologies.	Geraldton Airport	Incorporate into Airport Master Plan provision for infrastructure to support emerging technologies	On Track	On target or as expected - in line with projected timeframes	Airport Master Plan re-write is continuing and on track, including emerging technologies.	Andrew Freers
2.3 The voice of the community is heard at regional, state and national forums							
2.3.1	Represent the community's interests to State and Federal Ministers and the private sector.	Council	# meetings	On Track	On target or as expected - in line with projected timeframes	Advocacy Opportunities have been abundant in the lead up to the Federal and State Elections. Sitting Members and candidates have been coming to the city seeking information on our issues. Copies of the council approved project list have been provided. Involvement with RCA and RCWA also continue.	Ross McKim
2.3.2	The City is represented on various community and industry working groups.	Economic Development	# of working groups with City representation	On Track	On target or as expected - in line with projected timeframes	The City was represented at 8 engagement events and on 3 working groups.	Susan McCaughey
2.4 A desirable place to live, work, play, study, invest and visit							
2.4.3	Hold events within the City Centre	Economic Development	# Events hosted # Participants, attendance	On Track	On target or as expected - in line with projected timeframes	12 events held with a total of 7,229 attendees.	Susan McCaughey
2.4.5	Provide GRAG retail area for local artists to promote and market their creative works.	Geraldton Regional Art Gallery	Sales value = \$	On Track	On target or as expected - in line with projected timeframes	Financial year-to-date sales income to local artists and suppliers = \$15,545. Sales boosted by cruise ship visit on 7 December.	Trudi Cornish
2.4.6	Coordinate Post Office Lane Gallery exhibitions.	Geraldton Regional Art Gallery	# Exhibitions and duration	On Track	On target or as expected - in line with projected timeframes	Two exhibitions by local artists were on show during this period - "Celebrating Diversity" by Siobhan MacDonnell and "Dibble Dabble" by Luke Barlow.	Trudi Cornish
2.4.9	Coordinate the Marine Terrace Mall Banner programme.	Libraries	# Banner installations, duration in days per installation	On Track	On target or as expected - in line with projected timeframes	22 banners displayed over 12 weeks - including GVC Tourism banners and Buy Local CGG Banners, HMAS Sydney II Commemorations and Holiday/Xmas Celebration banners	Trudi Cornish
2.5 Our competitive advantages are built upon and our business success is celebrated							
2.5.1	Develop and monitor the Investment Attraction Portal Project.	Economic Development	# CGG Economic Development website hits # Investment enquires received	On Track	On target or as expected - in line with projected timeframes	Project Midwest website retired. 40 investment enquiries.	Susan McCaughey

2.6 A diverse and globally recognised regional capital

	2.6.1	Promote Greater Geraldton through the implementation of Greater Geraldton Destination Marketing Plan	Communications & Tourism	Review and update plan. Report on deliverables as part of the campaigns in the plan, including number of media releases and media liaison, bookings through Book Easy, social media statistics, website views/Google Analytics, and REMPLAN reports for visitors during targeted campaign timelines	On Track	On target or as expected - in line with projected timeframes	This quarter we had 12,735 users to the www.visitgeraldton.com.au website with the 'Events Calendar' being the most visited page. We continue to promote Greater Geraldton through our social media calendars and have started preparing a new campaign for 2025.	Tully Gray
	2.6.7	Coordinate cruise ship welcome hub	Communications & Tourism	Report on deliverables as part of the welcome hub including cruise ships visited, passengers and crew ashore, inaugural visit, local business engaged in the welcome hub, economic impact as well as other key milestones.	On Track	On target or as expected - in line with projected timeframes	<p>During the second quarter of 2024-25, Geraldton proudly hosted two inaugural cruise ship visits, further establishing the city as a vibrant and sought-after cruise destination.</p> <p>Queen Elizabeth 4 November - Route: Broome to Fremantle - Passengers and crew: 2,811 with 1,835 coming ashore</p> <p>Westerdam 7 December - Route: Exmouth to Fremantle - Passengers and crew: 2,537 with 1,825 of them coming ashore</p> <p>The Meet and Greet Volunteers, stationed at the Port and Welcome Hub, were instrumental in creating a warm and informative atmosphere for visitors. Adding to the vibrant experience, a busking competition in the CBD brought a lively, festive feel, offering passengers a distinctive and unforgettable touch during Westerdam's visit. Some global cruise travellers commended Geraldton as one of the most welcoming and picturesque stops on their journey. They expressed admiration for the friendliness of the community and the charm of the city, solidifying Geraldton's reputation as a premier cruise destination.</p>	Tully Gray

Aspiration: Our natural environment has a voice at the table in all our decisions. We are a leader in environmental sustainability.

OUR STRATEGY		PROGRAMS & SERVICES	KPI	STATUS	Definition	COMMENTS (2nd Qtr.)	RESPONSIBLE
3.1 A City that is planned, managed and maintained to provide for environmental and community wellbeing							
3.1.1	Deliver the annual Roads and Footpaths Renewal Programs	Maintenance Operations and Project Delivery & Engineering	Complete road renewal programme in accordance with the 2024/25 Capital works programme. Complete footpath and shared path renewal programme in accordance with the 2024/25 Capital Works Programme.	On Track	On target or as expected - in line with projected timeframes	Both the road renewal and footpath construction programs are progressing well for completion within the financial year as planned. Due to additional funding there have been a number of road and path projects bought forward for completion within the financial year. 25/26 or 96% of the reseal road renewals, 24/29 or 82% of the asphalt road renewals and 5/13 or 38% of the footpaths have been completed to date. It is to be noted that the Queens Park Theatre path connection has been removed from the program due to handrails being installed which has provided QPT Manager & Team Leaders confidence that these measures are now working successfully to redirect pedestrians to safe accessways. The road renewal program with remaining intersection seal, additional road resurfacings and footpath projects will all be completed by end of Q4 of the financial year.	Kerry Smith and Chris Edwards
3.1.6	Process development applications within timeframes that facilitates timely development	Town Planning	100% of applications not requiring advertising or referral are assessed within 60 working days (statutory timeframe) 80% of applications not requiring advertising or referral are assessed within 20 working days (CGG target) 100% of applications requiring advertising or referral are assessed within 90 working days (statutory timeframe) 80% of applications requiring advertising or referral are assessed within 60 working days (CGG target)	On Track	On target or as expected - in line with projected timeframes	100% of applications (55 of 55) not requiring advertising or referral were assessed within 60 working days. 96% of applications (53 of 55) not requiring advertising or referral were assessed within 20 working days. 100% of applications (16 of 16) requiring advertising or referral were assessed within 90 working days. 100% of applications (16 of 16) requiring advertising or referral were assessed within 20 working days.	Heath Martin
3.1.7	Respond to subdivision referrals within timeframes that facilitate timely development	Town Planning	100% of subdivision referrals responded to within 42 working days (statutory timeframe) 80% of subdivision referrals responded to within 30 working days (CGG target)	On Track	On target or as expected - in line with projected timeframes	100% of subdivision referrals (10 of 10) were responded to within 42 working days. 100% of subdivision referrals (10 of 10) were responded to within 30 working days.	Heath Martin
3.1.8	Process certified building applications within timeframes that facilitate timely development	Building Surveying	100% of certified applications are assessed within 10 working days (statutory timeframe) 80% of certified applications assessed in 8 working days (CGG target)	On Track	On target or as expected - in line with projected timeframes	100% of certified applications (97 of 97) were assessed within 10 working days. 95% of certified applications (92 of 97) were assessed within 8 working days.	Heath Martin
3.1.9	Process uncertified building applications within timeframes that facilitate timely development	Building Surveying	100% of uncertified applications are assessed within 25 working days (statutory timeframe) 80% of uncertified applications assessed in 20 working days (CGG target)	On Track	On target or as expected - in line with projected timeframes	100% of uncertified applications (135 of 135) were assessed within 25 working days. 85% of uncertified applications (115 of 135) were assessed within 20 working days.	Heath Martin
3.1.10	Review and update the 10 year Fleet asset renewal program	Fleet Services	Provide a well maintained, safe and fit for purpose fleet.	On Track	On target or as expected - in line with projected timeframes	The 10 year replacement program is reviewed and updated on a regular basis. All plant and equipment is maintained as per manufacturers recommendations. Processes are in place enabling quick identification and rectification of faults through prestart and workshop inspections. Build specifications require ANCAP 5 ratings for light vehicles and compliance with Australian Design Rules as a minimum. Internal staff consultation and surveys as well as ongoing reviews ensure Fleet provide fit for purpose plant and equipment.	Brad McLean
3.1.11	Review and update the Fleet Asset Management Plan	Fleet Services	Achieve optimum plant utilisation, reduce whole of life costs, improved workplace efficiencies and increased safety and sustainability outcomes.	On Track	On target or as expected - in line with projected timeframes	The Fleet Asset management plan is currently under review with plans for completion prior to the end of the financial year. The review will focus on achieving optimum plant utilisation, deduction of asset whole of life costs, improving workplace efficiencies including increased safety and sustainability outcomes.	Brad McLean

3.2 Regional leader in adapting to climate change							
3.2.1	Continue implementation of the City's Climate Mitigation Plan.	Climate	Gas Flaring Agreement negotiated and endorsed with external party. DWER approval(s) granted.	On Track	On target or as expected - in line with projected timeframes	A contract agreement has been signed between the City and LMS Energy. A lease agreement is currently being developed by the Land and Leasing team with the target to be presented to Council in March 2025. LMS Energy will be undertaking its first site visit end of January. The project registration has been submitted to the Clean Energy Regulators by LMS Energy and expected response from the regulators in March 2025. Once that registration is approved, DWER works approval process will begin.	Michael Dufour
3.3 A well-maintained, SMART, sustainable, liveable City valued by the community							
3.3.1	Complete reconstruction of approximately 60 kilometres of unsealed roads.	Maintenance Operations	Complete rural road re-sheet program in accordance with the annual budget and the Strategic Asset Management Plan	On Track	On target or as expected - in line with projected timeframes	Unsealed road renewal programme remains on track for completion by end of May 2025	Kerry Smith
3.3.2	Continue renewal of stormwater assets.	Maintenance Operations	Complete storm water asset renewal program in accordance with the annual budget and the Strategic Asset Management Plan	On Track	On target or as expected - in line with projected timeframes	Planned storm water renewals remain on track for completion by June 2025. Mid Year review will see emergent budget allocations requested to replace failing storm water pumps at 4 sites. No additional budget required but emergent budget to be directed to replace the pumps.	Kerry Smith
3.3.3	Complete playground audits and associated renewal programmes.	Maintenance Operations	Complete audits and inspections in accordance with Australian Standard	On Track	On target or as expected - in line with projected timeframes	All audits completed on schedule. Follow up work is being actioned and tracked through Assetic work order system.	Kerry Smith
3.3.4	Continue upgrades and renewal to irrigation systems and parks including furniture and landscaping.	Maintenance Operations	Complete program on time on budget	On Track	On target or as expected - in line with projected timeframes	All projects remain on track.	Kerry Smith
3.3.5	Maintain approximately 830 kilometres of sealed road network.	Maintenance Operations	Provide safe fit for purpose road network within available annual budget	On Track	On target or as expected - in line with projected timeframes	Sealed road maintenance remains on track. All major defects are being repaired/resolved as they arise.	Kerry Smith
3.3.6	Maintain approximately 1,220 kilometres of unsealed road network.	Maintenance Operations	Provide safe fit for purpose road network within available annual budget	On Track	On target or as expected - in line with projected timeframes	Unsealed network remains in good order and at a consistent high standard.	Kerry Smith
3.3.7	Maintain approximately 200 kilometres of stormwater infrastructure including 172 drainage sumps.	Maintenance Operations	Provide safe fit for purpose stormwater network within available annual budget	On Track	On target or as expected - in line with projected timeframes	The 2024 winter put a number of storm water sections under pressure and staff are working through resolutions to repair or replace storm water pumps and or design improvements to storm water sump management through the capital works nominations process. Mid year review will see projects to be funded from emergent SW budget with capital works to be reviewed for implementation in following years capital programmes, including expansion of SW sumps, automating SW sump pumps and improving SW flow to river outfalls.	Kerry Smith
3.3.8	Maintain approximately 200 parks and open space reserves including 54 playgrounds.	Maintenance Operations	Complete annual maintenance program for parks, reserves and playgrounds within available annual budget	On Track	On target or as expected - in line with projected timeframes	Parks and Open Space maintenance continues on track. Parks Masterplan upgrade to Alexander Park has had delays with design of nature play within available budget. Staff continue to work on Alexander Park and will complete the work however it may not be completed by June 2025.	Kerry Smith
3.3.9	Maintain approximately 300 trees under power lines.	Maintenance Operations	Complete program on time on budget	On Track	On target or as expected - in line with projected timeframes	All planned works complete. The contractor will respond to 90 day notices as they are received from Western Power.	Kerry Smith
3.3.10	Update the existing Conservation Management Plans (CMP) for Heritage Buildings	Land & Property Services	Update the existing Conservation Management Plans (CMP) for Heritage Buildings	On Track	On target or as expected - in line with projected timeframes	One grant application through the Heritage Grants Program was successful for the Birdwood House conservation plan update. Walkaway Railway Station Museum and Mullewa Masonic Lodge have been placed on the reserve list.	Gabrielle Wilkinson
3.3.11	Deliver four (4) Regional Road Group funded road renewal projects	Project Delivery & Engineering	Projects delivered in terms of the agreed grant delivery milestones.	On Track	On target or as expected - in line with projected timeframes	The Regional Road Group projects have been awarded with successful contractors commencing works with expected completion in Q3 of the financial year.	Chris Edwards
3.3.13	Deliver Local Roads Community Infrastructure Program (LRCIP) - Stage 4	Project Delivery & Engineering	Projects delivered in terms of the agreed grant delivery milestones.	On Track	On target or as expected - in line with projected timeframes	The Nubberoo Culvert project was completed and handed over in Q2 of the financial year after delays caused by inclement weather. The Meru Weighbridge project has been postponed and alternative additional road asphalt resurfacing and footpath projects have been nominated for inclusion within the LRCIP program of works. These projects have been scheduled to be completed by end of Q4 of the financial year.	Chris Edwards

3.4 A desirable and sustainable built and natural environment responsive to community aspirations								
3.4.1	Ongoing provision of specialised team to service the City Precinct and high profile localities.	City Precinct	A dedicated team providing services including sweeping, mowing, graffiti removal, litter collection and horticulture works for the City precinct area including the HMAS Sydney II Memorial.	On Track	On target or as expected - in line with projected timeframes	The City Precinct team serviced, maintained and provided a rapid response to the City Precinct foreshore and high profile areas including the HMAS Sydney II Memorial. These services included mowing lawns, path sweeping, garden maintenance, high pressure cleaning, graffiti removal and maintenance of the showers and drink fountains. The team supported the maintenance and presentation of the HMAS Sydney Memorial II to ensure the memorial is presented to the highest standard to the community, including for the annual commemorative event on November 19. Due to the inclement weather the event was held at the QEII Centre however the Memorial was very well attended by the community.	Mark Adams	
3.4.2	Delivery of 25,000 to 30,000 native plants for City and community projects.	Climate Environment & Waste	Plant orders from City teams, contractors, and community; Successful delivery to clients of plant orders; Community planting days registered with National Tree Day.	On Track	On target or as expected - in line with projected timeframes	Orders totalling 21,000 native plants have been received by City and community customers. On track to deliver this commitment with 25,000 seedlings being propagated. Building capacity in-house and train newly appointed Community Nursery Officer. There has been a drop in orders from Community groups due to a drop in membership.	Michael Dufour	
3.4.4	Delivery of the Annual Capital Works Program in accordance with the requirements of the Project Delivery Framework.	Project Delivery & Engineering	Delivery of the works program with least risk, safely, on time and on budget.	Needs attention	Some issues are present that could jeopardise achievement of the due date - or for ongoing actions, such as a service, may jeopardise providing the full level of service.	The Capital Works Program is currently being delivered in accordance with the Project Delivery Framework within budget and generally within timeframes however adjustments will be made in the mid year budget review due to some multi-phase projects bridging over to FY25/26 as anticipated such as Stow Gardens Youth Precinct, Maitland Park Precinct and Greenough Football Club Ablutions.	Chris Edwards	
3.4.6	Design and construction of the replacement Walkaway-Nangetty Bridge	Project Delivery & Engineering	Tender called, awarded and works underway	On Track	On target or as expected - in line with projected timeframes	Tender for construction of bridge has been awarded with successful tenderer commencing works in Q3. Works are scheduled to be completed within Q1 of the 25/26 Financial Year as per the funding milestone.	Chris Edwards	
3.5 An integrated emergency and land management approach								
3.5.1	Completion of bushfire mitigation projects.	Emergency Management	Application for MAF grant submitted Fire mitigation work on Council controlled land completed by December 2024	On Track	On target or as expected - in line with projected timeframes	Round 2 submission approved for four treatments. These treatments planned to be completed by end of the financial year. Next round of MAF grant applications to be submitted in 2025	Andy Gaze	
3.5.2	Annual firebreak notice and inspections.	Emergency Management	Undertake awareness raising program first quarter 2024/25 90% of all initial inspections to have been completed 15 November 2024	On Track	On target or as expected - in line with projected timeframes	All inspections undertaken and actions initiated in response to fire break compliance and mitigation works.	Andy Gaze	
3.6 The natural environment is valued, protected and celebrated								
3.6.4	Capping of Meru Landfill Cells 1-4	Waste Management	Capping Design and Technical Specification report developed. Contract Awarded for capping project. DWER Approvals granted	On Track	On target or as expected - in line with projected timeframes	A consultant has been appointed to undertake the design for capping and cell 6 design. The kick-off meeting will be held in January. Officer are looking re-opening Cell 1-4 in March which will push back the construction works for capping of Cell 1-4 to a later stage. As part of the design works, the consultant will be looking at current filling rate of cell 5 and advise on the size of cell 6, its life expectancy with the possibility of moving construction of cell 6 forward.	Michael Dufour	
3.6.5	Coastal Asset Condition Assessment	Environment & Sustainability	Engagement of Consultant. Asset Condition Report Completed	Complete	Action is complete. Commentary to identify when it was completed and the achievements or outcomes	Action completed.	Michael Dufour	

3.7 Moving towards a circular economy

3.7.5	Develop an Emergency Waste Management Plan for the City (State Legislative Requirement).	Waste Management	Completion of Emergency Waste Management Report.	On hold	Work is unable to commence due to a dependency - eg awaiting grant funding or completion of another project.	Due to other major project delivery and resourcing within the waste team, this project is currently on hold and will be re-evaluated at the next quarter.	Michael Dufour
3.7.6	Implement Kerbside Residential Bin Audit	Waste Management	Bin audit conducted	On Track	On target or as expected - in line with projected timeframes	A draft scope of works has been prepared and discussion with the collection contract contractor will be start as soon as the a Diversion Officer is appointed.	Michael Dufour
3.7.10	Installation of new weighbridge including access control, CCTV and associated road works	Project Delivery & Engineering	New weighbridge commissioned	Not Proceeding	Action is no longer proceeding within the timeframe of the current CBP 2021-2024. This may be due to a change in direction by Council.	The Meru Weighbridge project has been postponed as a result of prices being significantly over budget. Alternative projects have been nominated for inclusion in the LRCIP program of works to utilise the funding amounts.	Chris Edwards
3.7.11	Business Case and detailed design of new Liquid Waste Pond Facility	Waste Management	Business case and design completed	Needs attention	Some issues are present that could jeopardise achievement of the due date - or for ongoing actions, such as a service, may jeopardise providing the full level of service.	A new like-for-like or expanded liquid waste pond facility is required at a new location. A new location will provide for expansion opportunities should the need arise.	Michael Dufour

Aspiration: A strong local democracy with an engaged community, effective partnerships, visionary leadership and well informed decision-making.

OUR STRATEGY		PROGRAMS & SERVICES	KPI	STATUS	Definition	COMMENTS (2nd Qtr.)	RESPONSIBLE
4.1 Meaningful customer experiences created for the people we serve							
4.1.1B	Implement the strategies in the Customer Experience Strategy.	Customer Experience	Actions from the strategy are implemented	On Track	On target or as expected - in line with projected timeframes	Actions from the Customer Experience Strategy are on track with continual positive advancements being made. Highlights from the quarter included hosting a collaborative training and knowledgebase review session with Mullewa District Office in October 2024, aligning the work of the two teams. Additionally, process reviews identifying customer gaps and pain points, lead to improvements of 12 processes and recognition of future considerations for upcoming Enterprise Resource Planning (IBIS) software upgrade.	Susan McCaughey
4.1.2	Ensure Customer Charter objectives are achieved.	Customer Experience	Time resolution rates	On Track	On target or as expected - in line with projected timeframes	Customer charter performance remains on track, with strong results across key service metrics. Between October and December 2024, 77% of calls and 91% of webchats were answered within 30 seconds. The average FCR (First Call Resolution rate) for the quarter was 90%, and all complaints received were acknowledged within three working days.	Susan McCaughey
4.2 Decision making is ethical, informed and inclusive							
4.2.1	Conduct review of the Long Term Financial Plan which provides a long-term view of the City's funding needs to enable the Strategic Community Plan to be achieved.	Treasury & Finance	LTFP is reviewed annually	On Track	On target or as expected - in line with projected timeframes	Review of the LTFP is planned to be done in conjunction with development of the 2025/26 budget	Nita Jane
4.3 Accountable leadership supported by a skilled and professional workforce							
4.3.1	Undertake revaluation of assets - Airport Infrastructure	Treasury & Finance	Revaluation is completed and applied	On Track	On target or as expected - in line with projected timeframes	RFQ has been awarded with work set to commence in Q3.	Nita Jane
4.3.3	Prepare and adopt the Annual Budget prior to 30 June.	Treasury & Finance	Council endorse Annual Budget	On Track	On target or as expected - in line with projected timeframes	The 2024-25 Annual Budget was adopted by Council at its meeting held 24 June 2024. Preparation of the 2025-26 Budget will commence later in the financial year.	Nita Jane
4.3.4	Prepare the Annual Financial Report and facilitate the Office of the Auditor General Audit.	Treasury & Finance	The Annual Financial Report is completed in compliance with accounting standards and local government regulations	On Track	On target or as expected - in line with projected timeframes	The 2023-24 Annual Financial Report preparation is underway. The Minister for Local Government has approved an extension to the deadline for submission to 31 January 2025.	Nita Jane
4.3.5	Implement the Strategic Internal Audit Plan.	Treasury & Finance	Strategic Internal Audit Plan is endorsed by the Audit Committee, and actions completed	On Track	On target or as expected - in line with projected timeframes	The endorsed Strategic Internal Audit Plan 2021-2025 is being implemented.	Nita Jane
4.3.8	Manage the reporting and acquittals for grants received by the City.	Treasury & Finance	Grant reports are prepared and acquittals completed on time.	On Track	On target or as expected - in line with projected timeframes	Grant reporting and acquittals are completed in line with the timeframes set by each funding body. Applications submitted for the quarter = 8 Applications awarded for the quarter = 9 Applications acquitted for the quarter = 11	Nita Jane
4.3.9	Develop new Workforce Plan 2023-2026.	Human Resources	Plan developed	Needs attention	Some issues are present that could jeopardise achievement of the due date - or for ongoing actions, such as a service, may jeopardise providing the full level of service.	Consultation with the Consultants from the Strategic Community Plan has been initiated. Working with the consultants to better align any workforce plan with the requirements of both the finalised Strategic Community Plan and Corporate Business Plan 2025 - 2029, ensure we are all working towards the same goals.	Natalie Hope
4.3.12	Develop new EEO Plan 2025-2029	Human Resources	Plan developed	On Track	On target or as expected - in line with projected timeframes	The City as far as possible works towards the strategies and actions in the EEO Management Strategy, these are reported annually to the Equal Opportunity Commission. New plan to be developed by June 2025.	Natalie Hope
4.3.14	Implement the Strategies in the 2021 - 2024 City Wellness Plan.	Human Resources	Strategies and actions are reported to EMT	On Track	On target or as expected - in line with projected timeframes	City Wellness initiatives on track, Fresh Fruit Feb, Financial Advice Workshops, Multicultural International Bring and Share Lunch as well as Flu Shot to be arranged.	Natalie Hope
4.3.16	Finalise Industrial Agreement	Human Resources	New IA negotiated.	On Track	On target or as expected - in line with projected timeframes	The WAIRC s.42G hearing was held in December, awaiting outcome from the Commissioner which is expected in February/March 2025.	Natalie Hope
4.3.17	Develop new City Wellness Plan 2025-2029	Human Resources	Plan developed	On Track	On target or as expected - in line with projected timeframes	Draft Plan currently in progress.	Natalie Hope
4.4 Healthy financial sustainability that provides capacity to respond to changes in economic conditions and community priorities							
4.4.2	Levy and collection of rates in an efficient manner, providing excellent customer service.	Treasury & Finance	Rates collection maintained above 95%	On Track	On target or as expected - in line with projected timeframes	Annual rates notices were issued on 17 July 2024 with due date of 21 August 2024. Instalment 2 was due on 29 October and Instalment 3 on 30 December. Rates collection for Q1 and Q2 is 80% current rates, and 34% rates arrears.	Nita Jane
4.4.5	Undertake CGG land asset disposal program.	Land & Property Services	List Airport Tech Park land parcels with a sales agent within three months of the Certificate of Titles being issued	On Track	On target or as expected - in line with projected timeframes	Certificates of Title for Airport Tech Park have been registered and officers are progressing with land disposal program.	Gabrielle Wilkinson
4.4.6	Undertake annual Capital Renewal Program for City buildings.	Land & Property Services	100% completion of program activity in budgeted year	On Track	On target or as expected - in line with projected timeframes	Approximately 33% of projects are complete with the remaining 66% underway at various stages of progress.	Gabrielle Wilkinson
4.4.7	Annual completion of Compliance Audit Return to DLGSC.	Corporate Compliance & Safety	Annual submission of Compliance Audit Return to DLGSC	On Track	On target or as expected - in line with projected timeframes	Compliance Audit Return received, and distributed to relevant EMT/Managers to response to compliance questions.	Brodie Pearce
4.4.8	Completion of annual Insurance renewal.	Corporate Compliance & Safety	Annual provision of Renewal Report from LGIS in June of each year	Needs attention	Some issues are present that could jeopardise achievement of the due date - or for ongoing actions, such as a service, may jeopardise providing the full level of service.	To be commenced in March 2025, and completed by 30 June 2025.	Brodie Pearce

4.5 A culture of safety, innovation and embracing change								
4.5.1	New Business System - procurement and implementation of replacement Enterprise Resource Planning system.	IBIS Project	Phase 2 50% completed.	On Track	On target or as expected - in line with projected timeframes	Phase 2 is on track and the Inventory and HRP-Training modules were live this quarter. Phase 3 schedule has been completed and approved.	Dennis Duff	
4.5.2	Implement the City's Work Health & Safety Implementation plan.	Corporate Compliance & Safety	Training Audits of safety systems LGIS and WorkSafe audits Reporting systems	Needs attention	Some issues are present that could jeopardise achievement of the due date - or for ongoing actions, such as a service, may jeopardise providing the full level of service.	Implementation Plan is currently being updated to reflect changes to the Directorates, with trying to recruit to the Safety Team has taken priority.	Brodie Pearce	
4.6 A community that is genuinely engaged and informed in a timely and appropriate manner								
4.6.1	Advocate for issues of relevance to the Mullewa community resulting from engagement with the local community.	Community Development	# Advocacy projects undertaken	On Track	On target or as expected - in line with projected timeframes	New corporate partnership established with Ventia (Mullewa's NBN cabling contractor) to provide free daily entry to Doc Docherty Pool in Mullewa for the 2024/2025 pool season; participated in Mullewa police OIC recruitment process; ongoing liaison with and assistance to Mullewa Central Bushfire Brigade.	Darren Simmons	
4.6.2	Implement the Community Engagement Framework.	Community Engagement	Implementation of the Community Engagement Framework on all Council Major Projects	On Track	On target or as expected - in line with projected timeframes	The Community Engagement Framework has been actively implemented on major initiatives where appropriate. This includes activities underway such as Strategic Community Plan Review, Bluff Point Coastal Adaption Planning, Nangetty-Walkaway Road Bridge Replacement Project, Walkaway Outdoor Recreation Facilities Review, Inclusive Participation Program Feedback, Spalding Park Masterplan, CHRMAP Operational Coastal Policy and Million Trees Project. Engagement Activities completed in Q2 include Youth Precinct Redevelopment; Community Builders Program Feedback; Industrial Land Study Questionnaire; Seniors Week/Mayor's Mystery Morning Tea 2024 Survey and Webber Road Bus Shelter Feedback.	Chris Edwards	
4.6.3	Publish timely and accurate information on the City website in accordance with the public access provisions of the Local Government Act 1995 section 5.96A.	Corporate Compliance & Safety	Corporate compliance checklist	On Track	On target or as expected - in line with projected timeframes	Annual review scheduled for completion.	Brodie Pearce	
4.6.4	Conduct Annual Community Perceptions Survey.	Strategic Planning	Annual survey successfully implemented and feedback interpreted	On Track	On target or as expected - in line with projected timeframes	Extensive community consultation and engagement was undertaken in Q2 as part of the Strategic Community Plan review process.	Nita Jane	
4.6.5	Develop Strategic Community Plan 2025-2035 and Corporate Business Plan 2025-2029	Strategic Planning	Community engaged SCP developed CBP developed SCP and CBP endorsed by council	On Track	On target or as expected - in line with projected timeframes	The Your Voice Our Future project was launched on 11 November 2024 including a Community Survey, Community Workshops, Pop Ups and Drop In sessions. Approx 800 survey responses were received and approx. 500 one on one contacts made. Drafting of the SCP and CBP will be undertaken in Q3.	Nita Jane	
4.6.6	Reinvigorate key stakeholder relationships in Mullewa to plan coordinated services and programs	Community Development	# Stakeholder Meetings	On Track	On target or as expected - in line with projected timeframes	Hosted Mid West Development Commission Board visit including Mullewa town tour; ongoing liaison with NBNC and contractors on rollout completion of fibre-to-the-premises internet in Mullewa; supported JK Foundation and Stephen Michael Foundation activities for young people; facilitated Mullewa Central Bushfire Brigade AGM; hosted 2 Mullewa Inter-Agency meetings; attended and participated in Mullewa CRC AGM; attended Mullewa District High School 2024 Graduation Night; initiated discussions with Holyoake to provide services in Mullewa.	Darren Simmons	
4.7 Council understands its roles and responsibilities and leads by example								
4.7.2	Process and undertake required reviews to ensure compliance with amendments to the Local Government Act 1995 and regulations.	Governance	100% compliance	On Track	On target or as expected - in line with projected timeframes	Monthly review of City Compliance Calendar/Plan to ensure currency. Monthly review of State Law Publisher, and Department of Local Government publications to verify possible amendments to legislation. Updates to Executive Management Team and Managers on updates provided.	Brodie Pearce	
4.7.3	Training for Council members - Inform and assist Council Members to participate in and complete mandatory Councillor training and additional training opportunities as requested.	Office of CEO	# councillors participated # training completed	On Track	On target or as expected - in line with projected timeframes	Training opportunities are provided to Councillors as they become available through WALGA and other means. Councillors completed their first year training requirements. The legislation regarding reporting of training is changing as part of the LG Act reforms.	Ross McKim	
4.8 Deliver secured technology that supports sustainability, the environment, service delivery and the community								
4.8.5	Establish Cyber Security Framework.	Information Communications Technology	Operational implementation by December 2024	On Track	On target or as expected - in line with projected timeframes	Operational information security policy is in progress. Routine activities aligned to the framework such as monthly risk assessments and reviews are ongoing and other activities are scheduled for Q3. Activities to improve security posture, as outlined in the Cybersecurity Strategy, have been scheduled for the new year.	Dennis Duff	
4.8.7	Revise and update ICT Business Continuity Plan for the new network environment	Information Communications Technology	Revised and updated plan	On Track	On target or as expected - in line with projected timeframes	To be completed post implementation of new network environment (see 4.8.9)	Shane Bishop	
4.8.8	Replace ICT assets as per asset renewal program	Information Communications Technology	Assets renewed in line with the program	On Track	On target or as expected - in line with projected timeframes	ICT Asset renewal programs are on track and scheduled to be complete before 30 June 2025	Shane Bishop	
4.8.9	Review, design and implement a revised network topology.	Information Communications Technology	Design and implemented by 30 June 2025	On Track	On target or as expected - in line with projected timeframes	Currently in implementation stage. Hardware refresh completed with logical design & testing started December 2024. On track for completion before 30 June 2025.	Shane Bishop	
4.8.10	Review and test Disaster Recovery Plan	Information Communications Technology	Reviewed and tested	Complete	Action is complete. Commentary to identify when it was completed and the achievements or outcomes	Revised ICT Disaster Recovery Plan endorsed in March 2024 and tested in May/June 2024.	Shane Bishop	

4.9 Collaboration and strategic alliances with Local Government partners delivers results for common aspirations

4.9.1	Oversee the management of the Midwest Libraries Consortium which includes twelve partner Shires.	Library Services	Collection of membership, loan (physical and digital), enquiry statistics	On Track	On target or as expected - in line with projected timeframes	There are now 13 partner Shires managed by Geraldton. Interest received from the Shire of Murchison to join, quote provided.	Trudi Cornish
4.9.3	WALGA participation.	Office of CEO	Attendance at meetings	On Track	On target or as expected - in line with projected timeframes	The CEO and Mayor are attending WALGA Northern Country Zone Meetings and participating through voting and responding to flying minutes and requests for information on a variety of issues.	Ross McKim
4.9.4	Regional Capitals of Western Australia participation.	Council	Attendance at meetings	On Track	On target or as expected - in line with projected timeframes	In this quarter, RCA and RCAWA meetings continue to be attended on-line.	Ross McKim