

188

GOALS

46%

GOAL COMPLETION

● Draft ● Not started ● Behind ● On Track ● Overdue ● Complete → Direct Alignment → Indirect Alignment

BREAK O'DAY COUNCIL PLAN

COMMUNITY

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
35%	01/07/2025	30/06/2026	Strategy 1.1 Create an informed and involved community by developing channels of communication. : 100%	John Brown	-
35%	01/07/2025	30/06/2026	→ Key Focus Area 1.1.1 Communication: Improve and develop communication processes that lead to the community feeling more informed and involved. : 100%	Jayne Richardson	-
50%	01/07/2025	30/06/2026	→ 1.1.1.1 Newsletter - Undertake a review of the newsletter with the aim of improving the design and understanding how many hard copies need to be provided vs digital	Jayne Richardson	Molli Brown
0%	01/10/2025	01/01/2026	→ 1.1.1.2 Undertake a communications community survey to gain a greater understanding of how best to communicate with our community	Jayne Richardson	Molli Brown
25%	01/02/2026	30/06/2026	→ 1.1.1.3. Website Redevelopment - Implement the website redevelopment plan with community input and a focus on online service delivery and accessibility	Jayne Richardson	-
50%	01/07/2025	30/06/2026	→ 1.1.1.4 Social Media Following - Implement the campaign encouraging residents and ratepayers to follow our facebook page as an important source of community information	Jayne Richardson	Molli Brown
50%	01/07/2025	30/06/2026	→ 1.1.1.5 Council Brand - develop a communications campaign building off the LGAT Lift the Tone Campaign that showcases elected members, Council's employees and Council activities to facilitate a deeper understanding of Council	Jayne Richardson	Molli Brown
57%	01/07/2025	30/06/2026	Strategy 1.2 Build community capacity by creating opportunities for involvement or enjoyment that enable people to share their skills and knowledge. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Key Focus Area 1.2.1 Events and Activities: Create a culture of volunteering and support to enable vibrant and sustainable events, activities and community groups. : 100%	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ 1.2.1.1 Environmental Awareness: Promote and educate the community about sustainable enjoyment and care of the natural environment	Jayne Richardson	Polly Buchhorn
50%	01/07/2025	30/06/2026	→ 1.2.1.2 Community Event Support - Assist the community with event delivery by providing support and assistance with planning, approvals processes, compliance and arrangements for Council assistance and resources	Chris Hughes	Jenna Barr
50%	01/07/2025	30/06/2026	→ 1.2.1.3 Event Attraction - Actively promote the Break O'Day Municipality as an event destination and work with event organisers and organisations to develop and attract new events to the area	Chris Hughes	-

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
50%	01/07/2025	30/06/2026	→ 1.2.1.4 Sustainable Events - Promote and support best practice sustainable events and implementation of the Soft Plastics policy on Council land	Chris Hughes	Jayne Richardson
50%	01/07/2025	30/06/2026	→ 1.2.1.5 Actively promote the Festival of Wellbeing - and support the Wellbeing Collective to deliver the Festival of Wellbeing	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ 1.2.1.6 Mountain Bike Events - Work with interested organisations to develop a sustainable Mountain Bike event for the St Helens Network	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ 1.2.1.7 Fingal 200 Year Celebration - work with the local community to develop a plan to celebrate the 200 Year anniversary for Fingal	Chris Hughes	-
65%	01/07/2025	30/06/2026	→ Key Focus Area 1.2.2 Volunteering - Build community sustainability and inclusion through a culture of volunteering and support within our community. : 100%	Chris Hughes	-
30%	01/07/2025	30/06/2026	→ 1.2.2.1 Volunteer Strategy - Review the Volunteer Strategy to ensure it reflects the evolving needs of volunteers	Chris Hughes	Jenna Barr
100%	01/07/2025	30/06/2026	→ 1.2.2.2 Emergency Management Volunteers - Develop Council's base of volunteers to provide support in an emergency situation including provision of training	Chris Hughes	Angela Matthews
75%	01/07/2025	30/06/2026	Strategy 1.3 Foster and support leadership within the community to share the responsibility for securing the future we desire. : 100%	John Brown	-
75%	01/07/2025	30/06/2026	→ Key Focus Area 1.3.1 Community and Council Collaboration: Work within a community engagement framework which defines the relationship between the community and Council in decision making and project delivery. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 1.3.1.1 Local Township Plans - Implement the activities from the Township Plans, report back to the community on progress	Chris Hughes	-
100%	01/07/2025	30/06/2026	→ 1.3.1.2 Arts and Cultural Strategy - Work with the community group to complete the review of the Strategy including addressing group cohesion and arts and cultural funding	Chris Hughes	-
50%	01/07/2025	30/06/2026	Strategy 1.4 Foster a range of community facilities and programs which strengthen the capacity, wellbeing and cultural identity of our community. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Key Focus Area 1.4.1 Wellbeing - Support and enhance community wellbeing through shared understandings, and opportunities for people to get involved, connect, build on strengths, and feel a sense of belonging in Break O\\'Day. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 1.4.1.1 Wellbeing Actions - Support the Wellbeing Collective in the effective implementation of projects and associated initiatives	Chris Hughes	-

ECONOMY

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
57%	01/07/2025	30/06/2026	Strategy 2.1 Develop and highlight opportunities which exist and can be realised in a manner that respects the natural environment and lifestyle of the Break O'Day area. : 100%	John Brown	-
57%	01/07/2025	30/06/2026	└→ Key Focus Area 2.1.1 Opportunities - Identify and realise opportunities that develop and support the Break O'Day economy in a sustainable manner. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	└→ 2.1.1.1 Economic Development Strategy - commence implementation of high priority items from the Economic Development Strategy that reflects a shared vision for Break O' Days Economic future	Dilara Bedwell	-
50%	01/07/2025	30/06/2026	└→ 2.1.1.2 Economic Leadership - nurture and support development of local leadership as outlined within the Economic Development Strategy	Dilara Bedwell	-
50%	01/07/2025	30/06/2026	└→ 2.1.1.3 Circular Economy - Identify and examine initiatives that promote the Circular Economy, by engaging in local or regional projects that focus on recycling, reusing materials, and creating sustainable practices that benefit the environment and the community	David Jolly	Dilara Bedwell
50%	01/07/2025	30/06/2026	└→ 2.1.1.4 Employment Barriers - Support the activities of Break O'Day Employment Connect (BODEC) Regional Jobs Hub Board which focusses on facilitating employment outcomes and addressing the barriers to employment	John Brown	Dilara Bedwell
50%	01/07/2025	30/06/2026	└→ 2.1.1.5 Bay of Fires Master Plan - Support and participate in the process to develop a Master Plan for the Bay of Fires area	Chris Hughes	-
100%	01/07/2025	31/12/2025	└→ 2.1.1.6 ESRP Childcare Analysis - complete the investigation into the childcare needs of St Marys and the broader east coast, support key stakeholders to implement the outcomes of the analysis	John Brown	-
50%	01/07/2025	30/06/2026	└→ 2.1.1.7 Business Diversification - Engage regionally with the Chamber of Commerce, Regional Development Australia, Northern Tasmania Development Corporation, Break O'Day Employment Connect and the wider community to support business diversification and partnership working	Dilara Bedwell	-
50%	01/07/2025	30/06/2026	Strategy 2.2 Provision of relevant training and skills development programs to create a workforce for the future that meets the changing needs of business. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	Strategy 2.3 Create a positive brand which draws on the attractiveness of the area and lifestyle to entice people and businesses to live and work in Break O\\'Day. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	└→ Key Focus Area 2.3.1 Brand - Understand and communicate the unique characteristics and differences of our communities and the Break O\\'Day area to foster a sense of pride and authenticity. : 100%	John Brown	-
43%	01/07/2025	30/06/2026	Strategy 2.4 Support and encourage innovation and growth in the economy through local leadership; infrastructure provision; support services and customer focused service delivery. : 30 to 100 : 100% : 100%	John Brown	-
37%	01/07/2025	30/06/2026	└→ Key Focus Area 2.4.1 Population - Monitor changes in an ageing population in order to understand and address challenges and opportunities this creates. : 100%	John Brown	-
10%	01/07/2025	30/06/2026	└→ 2.4.1.1 Population Strategy - develop a strategy to respond to the ageing population of Break O'Day which encompasses the key initiatives required to slow the rate of ageing	Dilara Bedwell	John Brown
50%	01/07/2025	30/06/2026	└→ 2.4.1.2 ESRP Population - participate in the Eastern Strategic Regional Partnership (ESRP) analysis of the population on the East Coast	John Brown	Dilara Bedwell
50%	01/07/2025	31/12/2025	└→ 2.4.1.3 Regional Population - participate in the NTDC Regional Population Strategy project	Dilara Bedwell	-
50%	01/07/2025	30/06/2026	└→ Key Focus Area 2.4.2 Housing - Develop an understanding of housing needs; advocate for and facilitate the construction of a range of housing solutions. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	└→ 2.4.2.1 ESRP Housing - participate in the development of a housing needs analysis for the East Coast through the Eastern Strategic Regional Partnership (ESRP)	John Brown	-
50%	01/07/2025	30/06/2026	└→ 2.4.2.2 Aged Housing - Pursue investment in construction of housing which meets the needs of our ageing population	Dilara Bedwell	-
50%	01/07/2025	30/06/2026	└→ 2.4.2.3 Council Investment - Examine and pursue opportunities for greater Council involvement in the provision of housing	Dilara Bedwell	-
50%	01/07/2025	30/06/2026	└→ 2.4.2.4 Public and Emergency Housing - Lobby and work with the State Government and housing providers to build new affordable housing and emergency housing	John Brown	Dilara Bedwell

ENVIRONMENT

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
51%	01/07/2025	30/06/2026	Strategy 3.1 Ensure the necessary regulations and information is in place to enable appropriate use and address inappropriate actions. : 100%	John Brown	-
51%	01/07/2025	30/06/2026	↳ Key Focus Area 3.1.1 Appropriate Development: Encourage sensible and sustainable development through sound land use planning, building and design. : 100%	Jake Ihnen	-
50%	01/07/2025	30/06/2026	→ 3.1.1.1 Flood Prone Areas - Actively Participate in the State Emergency Service Flood Mapping Policy work and Update Flood Mapping data where appropriate to reflect climate change analysis	Jake Ihnen	Deb Szekely Polly Buchhorn
50%	01/07/2025	30/06/2026	→ 3.1.1.2 Regional Land Use Strategy - Participate in the development of the new Northern Tasmania Regional Land Use Strategy, resulting in adoption by Council	Deb Szekely	Jake Ihnen
75%	01/07/2025	27/02/2026	→ 3.1.1.3 Scamander-Beaumaris Structure Plan - Progress the project with the aim of addressing land use needs and development planning strategies for the Scamander-Beaumaris area; adoption by Council and commence progression of recommendations	Deb Szekely	Jake Ihnen
70%	01/07/2025	28/11/2025	→ 3.1.1.4 Industrial Land Use Strategy - Finalise the Industrial Land Use Study resulting in adoption by Council, progress any Immediate Recommendations of the report/findings	Deb Szekely	Jake Ihnen
10%	03/11/2025	30/06/2026	→ 3.1.1.5 Scenic Areas Assessment - progress a Scenic Areas Assessment furthering previous work completed to inform any further amendments to the Local Provisions Schedule of the Tasmanian Planning Scheme	Deb Szekely	-
50%	01/07/2025	30/06/2026	Strategy 3.2 Increase the community's awareness of the natural environment, the pressures it faces and actions we can take to sustain it and what it provides. : 100%	John Brown	-
44%	01/07/2025	30/06/2026	Strategy 3.3 Undertake and support activities which restore, protect and access the natural environment which enables us to care for, celebrate and enjoy it. : 100%	John Brown	-
44%	01/07/2025	30/06/2026	↳ Key Focus Area 3.3.1 Land and Water Management - Develop and implement strategies and activities that prevent land degradation and improve water quality within our rivers, estuaries and coastal areas. : 100%	Jake Ihnen	-
50%	01/07/2025	30/06/2026	→ 3.3.1.1 Land and Water Management Activities - Facilitate and secure financial and human resources for activities to repair land and water resources and safeguard their health and productivity	Polly Buchhorn	-
50%	01/07/2025	30/06/2026	→ 3.3.1.2 Weed Management and Biosecurity - Manage weeds on Council properties; coordinating with other land managers and providing weed and biosecurity advice, information and compliance services and support	Polly Buchhorn	Jayne Richardson
5%	01/01/2026	30/06/2026	→ 3.3.1.3 Weed Action Plan - Complete review and update of weed priorities and strategies for Break O'Day and the community	Polly Buchhorn	David Jolly
50%	01/07/2025	30/06/2026	→ 3.3.1.4 Cat Management - Implement local priorities with community and regional partners to achieve Responsible Cat Ownership outcomes	Polly Buchhorn	David Jolly
50%	01/07/2025	30/06/2026	→ 3.3.1.5 Dog Management - Implement the Dog Management Policy collaboratively with Parks & Wildlife Service, interest groups and the community to achieve balanced outcomes	Polly Buchhorn	David Jolly
50%	01/07/2025	30/06/2026	→ 3.3.1.6 George River and Bay Water Quality Management - Facilitate action in catchments and waterways of Georges Bay with landholders and community for sustainable production, rivercare, soil and Bay management	Polly Buchhorn	-
50%	01/07/2025	30/06/2026	→ 3.3.1.7 Natural Resource Management Committee - Support the Committee to address objectives and priorities of the Environment and NRM Strategy and Action Plan	Polly Buchhorn	-
50%	01/07/2025	30/06/2026	→ 3.3.1.8 Coastal Management - Work with community, landholders and government agencies on coastal management issues such as shorebird conservation, coastal access and use, cultural heritage and environmental awareness and skills	Polly Buchhorn	-
50%	01/07/2025	30/06/2026	Strategy 3.4 Recognise and alleviate the issues and risks to the environment from our use and the risk to us from a changing environment (for example flood and fire). : 100%	John Brown	-
50%	01/07/2025	30/06/2026	↳ Key Focus Area 3.4.1 Climate Change - Understand, address and evaluate the challenges of climate change in Break O'Day and develop and implement mitigation strategies. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 3.4.1.1 Scamander Coastal Hazard and Flood Management - Implement coastal adaptation and flood risk mitigation and pathways planning project with community at Scamander River mouth	Polly Buchhorn	David Jolly
50%	01/07/2025	30/06/2026	→ 3.4.1.2 Council Climate Change Action - Pursue Council's mitigation and adaptation priorities, such as reducing carbon emissions, climate risk management, asset management and reducing future natural disaster risks	Polly Buchhorn	-
50%	01/07/2025	30/06/2026	→ 3.4.1.3 Climate Change and the Community - Collaborate with the community, industry and governments to raise awareness and secure resources to act together on the shared challenges and risks facing everyone	Polly Buchhorn	Jayne Richardson

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50%	01/07/2025	30/06/2026	→ 3.4.1.4 Climate Change and Council - Work actively in the Northern Tasmania Alliance of Resilient Councils partnership to advance Council's climate governance, support local climate action and participate in regional and state initiatives	Jayne Richardson	Polly Buchhorn

INFRASTRUCTURE

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
13%	01/07/2025	30/06/2026	Strategy 4.1 Be proactive infrastructure managers by anticipating and responding to the growing and changing needs of the community and the area. : 100%	John Brown	-
13%	01/07/2025	30/06/2026	↳ Key Focus Area 4.1.1 Community Facilities: Provide community facilities that encourage participation and supports the lifestyle of residents and growing visitor numbers. : 100%	John Brown	-
0%	01/07/2025	30/06/2026	→ 4.1.1.1 St Helens Sports Complex Master Plan - incorporate progress of this within the ESRP St Helens - Binalong Bay Liveability Strategy and the ESRP St Helens District High School investigation	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ 4.1.1.2 Georges Bay Activation Strategy - commence implementation of the Strategy in line with identified priorities	Chris Hughes	David Jolly
0%	01/07/2025	30/06/2026	→ 4.1.1.3 Georges Bay Activation Strategy - incorporate progress of this within the ESRP St Helens - Binalong Bay Liveability Strategy	David Jolly	-
0%	01/07/2025	30/06/2026	→ 4.1.1.4 St Helens Foreshore Master Plan - incorporate progress of this within the ESRP St Helens - Binalong Bay Liveability Strategy	David Jolly	Chris Hughes
20%	01/07/2025	30/06/2026	Strategy 4.2 Work with stakeholders to ensure the community can access the infrastructure necessary to maintain their lifestyle. : 100%	John Brown	-
20%	01/07/2025	30/06/2026	↳ Key Focus Area 4.2.1 Towns: Create townships that are vibrant and welcoming through improvements to infrastructure such as streetscapes, parking, safety and signage. : 100%	John Brown	-
50%	01/07/2025	30/09/2025	→ 4.2.1.1 St Marys Parking Strategy complete the car parking strategy for St Marys providing a long term plan for off-street parking	David Jolly	-
0%	01/07/2025	30/06/2026	→ 4.2.1.2 St Helens Parking Strategy - Ensure long term plan for off-street parking is incorporated within the ESRP St Helens - Binalong Bay Liveability Strategy	David Jolly	-
10%	01/07/2025	30/06/2026	→ 4.2.1.3 ESRP St Helens - Binalong Bay Liveability Strategy - develop scope of the project through the engagement of consultants to undertake the project with commencement to follow this engagement process	John Brown	-
54%	01/07/2025	30/06/2026	Strategy 4.3 Develop and maintain infrastructure assets in line with affordable long-term strategies. : 100%	John Brown	-
38%	01/07/2025	30/06/2026	→ Key Focus Area 4.3.3 Recreational Facilities: Support an outdoor, active and healthy lifestyle for residents and visitors through a range of recreational facilities including walking trails, bike trails and other identified infrastructure. : 100%	John Brown	-
0%	01/07/2025	30/06/2026	→ 4.3.3.1 St Helens to Binalong Bay Link - Incorporate within the ESRP St Helens - Binalong Bay Liveability Strategy and complete project planning preliminaries	David Jolly	-
50%	01/07/2025	30/06/2026	→ 4.3.3.2 Recreational Trails Strategy - continue implementation of the outcomes of the Strategy with an initial focus on the- St Marys to Cornwall Trail detailed investigation and activating community assistance with activities listed in the Recreational Trails Strategy	Chris Hughes	Jayne Richardson
75%	01/07/2025	31/03/2026	→ 4.3.3.3 Aquatic Facility - finalise report to Council on the feasibility of the establishment of a centre incorporating a swimming pool and hydratherapy pool to enable Council to make a decision on whether to progress	Raoul Harper	-
25%	01/07/2025	31/12/2025	→ 4.3.3.4 Recreation and Community Facility Review - develop the scope and process to undertake the review	Raoul Harper	-
58%	01/07/2025	30/06/2026	→ Key Focus Area 4.3.1 Roads and Streets: Develop a well-maintained road network that recognises the changing demands and requirements of residents and visitors. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 4.3.1.1 State Road Network - State Road Network - participate in the Tasman Highway Corridor Strategy project, advocating for outcomes that benefit the Break O'Day community	David Jolly	-
50%	01/07/2025	30/06/2026	→ 4.3.1.2 St Marys Pass - actively participate in Department of State Growth processes to examine the replacement of the St Marys Pass	David Jolly	-
75%	01/07/2025	31/12/2025	→ 4.3.1.3 Transport Master Plan - Develop the Transport Master Plan 2025-2030	David Jolly	-
67%	01/07/2025	30/06/2026	→ Key Focus Area 4.3.2 Waste Management - Provide access to affordable services and facilities that foster a circular economy approach to Waste Management. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 4.3.2.1 Waste Education - Implement communications activities to effectively promote the principles of Reduce, Reuse and Recycle	Jayne Richardson	David Jolly
50%	01/07/2025	30/06/2026	→ 4.3.2.2 Northern Tasmanian Waste Management Partnership - Participate at a regional level to implement the Regional Strategic Plan 2024-2028 progressing State Government and regional resource recovery initiatives that support and drive a Circular Economy	John Brown	David Jolly

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
75%	01/07/2025	31/03/2026	→ 4.3.2.3 Scamander Inert Waste Landfill - Develop Scamander Waste Transfer as an Inert Landfill Site - Complete the detailed engineering design phase for the landfill site and submit the finalised design for approval to the Tasmanian Environmental Protection Agency	David Jolly	-
75%	01/07/2025	30/04/2026	→ 4.3.2.4 Scamander Waste Handling Facility - Conduct a detailed cost analysis to within 15% accuracy of the approved compactor replacement options as determined by the Council in the 2024-2025 financial year	David Jolly	-
75%	01/07/2025	31/12/2025	→ 4.3.2.5 Container Deposit Scheme - Partner with State Government endorsed CSR Network operators for the establishment of a permanent receiving site at St Helens in alignment with the State Government's implementation schedule	David Jolly	-
75%	01/07/2025	31/12/2025	→ 4.3.2.6 Waste Management Strategy - Complete the development of a Strategy aligned with the Circular North Strategic Plan 2025-2030 to guide Council operations, infrastructure development, service delivery & circular economy	David Jolly	-

SERVICES

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
33%	01/07/2025	30/06/2026	Strategy 5.1 Improve accessibility to a range of quality services and programs by advocating and pursuing for local delivery. : 100%	John Brown	-
17%	01/07/2025	30/06/2026	→ Key Focus Area 5.1.1 Youth - Understand the needs of Break O'Day young people to better support and advocate for them. : 100%	John Brown	-
0%	01/07/2025	30/06/2026	→ 5.1.1.1 Youth Voice to Council - Establish a youth voice to Council, to enable the Youth Collective to share youth voices about issues important to young people and their advocates	Chris Hughes	-
0%	01/07/2025	31/03/2026	→ 5.1.1.2 Youth Strategy - Co-Design a Youth Strategy with the community for Break O'Day	Chris Hughes	Jenna Barr
50%	01/07/2025	30/06/2026	→ 5.1.1.3 Live4Life – Support and promote the work of Youth Live4Life in Break O'Day as a member of the Partnership Group and contribute to program outcomes as appropriate	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ Key Focus Area 5.1.2 Health and Mental Health - Improve health and mental health outcomes by ensuring programs reflect community needs and are accessible and inclusive. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 5.1.2.1 Local Services - Strengthen relations with all service providers to ensure the number of services to be delivered within our community continues to grow	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ 5.1.2.2 Mental Health - Participate in networks and activities to advocate for, and support delivery of, mental health initiatives and outcomes for our community	Chris Hughes	-
50%	01/07/2025	30/06/2026	→ 5.1.2.3 Leadership and Advocacy - Provide local leadership, advocacy and connection for service providers and community on health, mental health and wellbeing to ensure provision of services reflects community needs	Chris Hughes	Jenna Barr
47%	01/07/2025	30/06/2026	Strategy 5.2 Work collaboratively to ensure services and service providers are coordinated and meeting the actual and changing needs of the community. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Key Focus Area 5.2.1 Education Skills and Training - Improve employment pathways and outcomes and greater personal development through delivery of programs locally which meet the needs of Industry and the community. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 5.2.1.1 Education Pathways - Leverage findings from the East and Northeast Coast Education, Training and Employment Pathways report and workshop to identify priority next steps. Support the establishment and operation of a Study Hub to meet educational needs	John Brown	Dilara Bedwell
44%	01/07/2025	30/06/2026	→ Key Focus Area 5.2.2 Access and Inclusion - Foster a culture of inclusion within our community by facilitating equitable access to opportunities, information and services. : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ 5.2.2.1 Foster Opportunities - Provide leadership and work in partnership with community and service providers to create inclusive and equitable opportunities for everyone to feel valued and contribute meaningfully to their community	Chris Hughes	Jenna Barr
25%	01/07/2025	30/06/2026	→ 5.2.2.2 Reconciliation Action Plan - monitor situation with Reconciliation Tasmania	Chris Hughes	-
50%	01/07/2025	31/12/2025	→ 5.2.2.3 Local Action Plan - determine the approach with Council towards working with the local Aboriginal community to develop a Local Action Plan	Chris Hughes	Jenna Barr
50%	01/07/2025	30/06/2026	→ 5.2.2.4 Equitable Access - Advocate for, support, and facilitate actions to improve access to services, information and opportunities	Chris Hughes	Jenna Barr
50%	01/07/2025	30/06/2026	Strategy 5.3 Ensure Council services support the betterment of the community while balancing statutory requirements with community and customer needs. : 100%	John Brown	-

2025 – 2026 CORPORATE PLANNING ACTIVITIES PLAN

FINANCIAL ACCOUNTABILITY

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
44%	01/07/2025	30/06/2026	Financial Management	Raoul Harper	-
50%	01/07/2025	30/06/2026	→ Audit Panel - Meetings facilitated in accordance with legislative requirements, responding to all recommendations of the Panel : 100%	Raoul Harper	-
50%	01/07/2025	30/06/2026	→ Long Term Financial Plan - Strengthen the integration of financial and asset management systems and processes to ensure the Long-Term Financial Plan is informed by accurate asset data, lifecycle costs, and renewal priorities : 100%	Raoul Harper	David Jolly
50%	01/07/2025	30/06/2026	→ Internal Audit - Complete Council's internal audit schedule and implement high-priority recommendations to strengthen financial controls and risk oversight : 100%	Raoul Harper	Angela Matthews
55%	01/07/2025	30/06/2026	→ Service Level Agreements - Establish and implement service level agreements and contracts for Financial, Asset Management, and IT services to clarify responsibilities, performance expectations, and support consistent service delivery : 100%	Raoul Harper	Angela Matthews
50%	01/07/2025	31/03/2026	→ Depreciable Lives - Review depreciable lives for all major asset classes to ensure consistency with updated asset condition data and align depreciation charges with realistic asset consumption and report as required to Audit Panel and GM : 100%	Raoul Harper	Angela Matthews
0%	01/07/2025	30/06/2026	→ Financial Governance - Review and update key financial management policies to ensure alignment with current legislation, risk appetite, and long-term financial strategy	Raoul Harper	-
40%	01/07/2025	28/02/2026	→ Capital Project Scoping - Work with teams to ensure capital projects are properly scoped before budget consideration taking into account asset condition, usage & funding constraints. Embed consistent scoping standards to support better project planning & long-term decision-making	Raoul Harper	David Jolly
50%	01/07/2025	30/06/2026	→ Climate Risk - Integrate climate risk and resilience considerations into long-term asset and financial planning to ensure future service sustainability under changing environmental conditions	Raoul Harper	David Jolly
50%	01/07/2025	30/06/2026	→ Asset Revaluations - Plan and deliver Council's scheduled asset revaluations to ensure accuracy in financial reporting, alignment with condition data, and integration with depreciation and long-term planning	Raoul Harper	-
41%	01/07/2025	30/06/2026	Financial Sustainability : 100%	Raoul Harper	-
0%	01/07/2025	30/06/2026	→ Grant Funding Target - Coordinate and oversee the effective delivery of grant funding secured through competitive processes totalling \$250,000, with a target success rate of 75% to support Council's strategic priorities	Angela Matthews	-
50%	01/07/2025	30/06/2026	→ Grant Funding Strategy - Work with and support key staff to identify and target grant funding opportunities that reduce reliance on own-source revenue and support strategic infrastructure delivery	Raoul Harper	-
50%	01/07/2025	31/03/2026	→ Strategic Cost Recovery Initiatives - Develop and cost a stormwater upgrade plan for the St Helens Industrial Area, and explore long-term cost recovery options to inform any future charge modelling	David Jolly	Raoul Harper
75%	01/07/2025	30/06/2026	→ WTS Operational Analysis - Undertake operational analysis of Council's Waste Transfer Stations to assess service cost, recovery levels, and alignment with the Waste Management Strategy and Waste AMP development	David Jolly	Raoul Harper
50%	01/07/2025	30/06/2026	→ Financial Performance & Oversight - Maintain close oversight of Council operations to deliver the best possible underlying operating result, supported by quarterly reviews of financial performance, capital delivery, and key variances	Raoul Harper	-
50%	01/07/2025	30/06/2026	→ Rates & Other Revenue - Model and evaluate rating and revenue options to improve fairness, enhance cost recovery, and build long-term revenue resilience in line with Council's financial planning objectives	Raoul Harper	-
50%	01/07/2025	30/06/2026	→ Financial Oversight - Maintain oversight of operational and capital expenditure to ensure value for money, alignment with strategic priorities, and support for long-term financial sustainability	Raoul Harper	-
0%	01/07/2025	30/06/2026	→ Value for Money Reviews - Conduct targeted value for money reviews to identify savings, improve process efficiency, and support service realignment, with a target of \$40,000 in savings and 500 staff hours reallocated	Raoul Harper	-

HUMAN RESOURCES

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
50%	01/07/2025	30/06/2026	Elected Members : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Professional Development - Facilitate participation of Councillors in Professional Development through the program being developed by the Local Government Division and the development of a training plan for individual Councillors : 100%	John Brown	Molli Brown
50%	01/07/2025	30/06/2026	→ Financial Management Capability - Support Councillors to build financial management knowledge and understanding financial management through strengthening budget ownership, cost awareness, and alignment with long-term financial goals across the organisation	John Brown	Raoul Harper
75%	01/07/2025	30/06/2026	Council Advocacy : 100%	John Brown	-
100%	01/09/2025	31/12/2025	→ State Budget - Provide a submission to the 2026-2027 State Budget community consultation process advocating for local priorities : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Election Priorities - develop and maintain a priority projects document which would be pursued when a State or Federal election is called : 100%	John Brown	-
65%	01/07/2025	30/06/2026	Wellbeing Program : 100%	John Brown	-
59%	01/07/2025	30/06/2026	→ Workplace Wellbeing - Ongoing review of the Mental Health and Wellbeing Plan for Council staff that creates a mentally safe workplace : 100%	Erica McKinnell	Simone Ewald-Rist
70%	01/07/2025	30/06/2026	→ Employee Wellbeing - Ongoing consultation with workers to identify and implement actions to support wellbeing and a mentally safe workplace by following the Mental Health and Wellbeing Plan and the People Matter survey : 100%	Erica McKinnell	Simone Ewald-Rist
33%	01/07/2025	30/06/2026	Workforce Development : 100%	John Brown	-
40%	01/07/2025	31/03/2026	→ HR Plan - Develop an HR Plan on a Page, which establishes the overall vision for our HR system, identifying and prioritising the components which Council requires to meet organisational needs over the next 5 years : 100%	John Brown	Erica McKinnell
0%	01/07/2025	30/06/2026	→ HR Plan Implementation - Commence implementation of the HR Plan in line with the identified priorities : 100%	Erica McKinnell	-
59%	01/07/2025	30/06/2026	→ Psychosocial Safety - continue to develop and build our approach within the workplace responding to this change to WHS : 100%	Erica McKinnell	Simone Ewald-Rist

CORPORATE RISK

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
59%	01/07/2025	30/06/2026	Risk Management/Work Health & Safety : 100% → Risk Register - Review risk register items twice a year for high and annually for all other risks : 100%	Raoul Harper	-
59%	01/07/2025	30/06/2026	→ Workplace Safety - Guide managers through risk management processes that identify psychosocial hazards, assess associated risks, and ensure controls are implemented to eliminate/minimise these risks. Control measures should be regularly reviewed : 100%	Simone Ewald-Rist	-
59%	01/07/2025	30/06/2026		Simone Ewald-Rist	-

ORGANISATIONAL EFFICIENCY

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
50%	01/07/2025	30/06/2026	Local Government Reform : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Local Government Reform - Participate actively in the Future of Local Government Review process with a focus on achieving the best outcome for the Break O'Day area : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Northern Region Shared Services - Pursue joint procurement and shared services opportunities involving Northern Region Councils : 100%	John Brown	-
63%	01/07/2025	30/06/2026	Break O'Day Organisation : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Development Services - Undertake a Service Delivery Review focused on structure, systems and processes : 100%	Jake Ihnen	Erica McKinnell
75%	01/07/2025	31/12/2025	→ Works Department - Implement the next stage of the Works Department Services Delivery Review : 100%	David Jolly	Erica McKinnell
60%	01/07/2025	30/06/2026	Management Systems : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Digital Transformation - Progress with implementation of Digital Transformation systems and processes to both assist and enhance the customer experience both internally and externally as per the Digital Transformation Operational Plan 2023 - 2025 : 100%	Angela Matthews	Raoul Harper
50%	01/07/2025	30/06/2026	→ PlanBuild - Carry out Live Testing & Implementation of State Government PlanBuild Project : 100%	Jake Ihnen	-
50%	01/07/2025	30/06/2026	→ Digital Platforms - Pursue simplification of digital platforms by minimising duplication of applications & reduce the use of applications that have similar capacity by consolidating 3rd party solutions into Office 365 licensing where possible : 100%	Angela Matthews	-
100%	01/07/2025	31/12/2025	→ IT Strategy - Develop an IT Strategy that sets clear priorities for system integration, digital service delivery, cybersecurity, and infrastructure renewal—aligned with Council's long-term service, risk, and financial planning objectives	Raoul Harper	-
50%	01/07/2025	31/03/2026	→ Cyber Security - Prepare a Cyber Security Plan that defines roles, risk controls, and response protocols to improve system resilience and protect Council's data and digital infrastructure	Raoul Harper	-
5%	01/07/2025	30/06/2026	Customer Service : 100%	John Brown	-
5%	01/07/2025	30/06/2026	→ Customer Service - implement and review processes to follow up with customers and listen to their feedback to guide processes and options for improving customer service : 100%	Angela Matthews	-
38%	01/07/2025	30/06/2026	Asset Management : 100%	David Jolly	-
50%	01/07/2025	30/06/2026	→ Council's Works Program - Integrate revised asset management system improvements using Modelve for informed decision-making into Council operations : 100%	David Jolly	Raoul Harper
35%	01/01/2026	28/02/2026	→ Strategic Asset Management Plan - Update the Strategic Asset Management Plan in alignment with the LTFP and Financial Management Strategy and consolidated asset registers : 100%	Raoul Harper	David Jolly
40%	01/07/2025	31/12/2025	→ Asset Management Plans - Revise infrastructure asset management plans to facilitate the update of the Strategic Asset Management Plan 2025-2035	David Jolly	Eddie Biernat
80%	01/07/2025	30/09/2025	→ Building Asset Management Plan - Develop a Building Asset Management Plan to facilitate the update of the Strategic Asset Management Plan 2025-2035	David Jolly	Jake Ihnen
25%	01/07/2025	30/09/2025	→ Unsealed Roads Assessment - Seek professional services to undertake an unsealed roads condition assessment to inform the development of Unsealed Roads Asset Management Plan	Raoul Harper	David Jolly
50%	01/07/2025	31/12/2025	→ Unsealed Roads Asset Management Plan - Develop an Unsealed Roads asset Management Plan based on the latest condition assessment to facilitate the update of the Strategic Asset Management Plan	David Jolly	-
50%	01/07/2025	31/12/2025	→ Waste Infrastructure Asset Management Plan - develop a Plan for Council's Waste infrastructure for incorporation in an update of the Strategic Asset Management Plan	David Jolly	-
15%	02/02/2026	30/04/2026	→ Toilet Replacement Program - Review and update the 10 Year Toilet Replacement program	Jake Ihnen	-
0%	01/07/2025	30/06/2026	→ St Helens Aerodrome - undertake a review of the current Master Plan for the Aerodrome	David Jolly	-
45%	01/07/2025	30/06/2026	Public & Environmental Health : 100%	Jake Ihnen	-
50%	01/07/2025	30/06/2026	→ Food Premises - Deliver a regular program of Food Premises inspections : 100%	Jake Ihnen	-
40%	01/12/2025	31/03/2026	→ Water Quality Monitoring - Undertake monitoring and reporting in recreational waters : 100%	Jake Ihnen	-
50%	01/07/2025	30/06/2026	Stakeholder Management : 100%	John Brown	-

Current ...	Start D...	Due Date	Goal	Owner	Co-owners
50%	01/07/2025	30/06/2026	→ Local Government Association of Tasmania (LGAT) and Australian Local Government Association (ALGA) - Participate actively at the State and National level in Local Government matters including policy development : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Northern Tasmania Development Corporation (NTDC) - Participate in NTDC activities focused on developing the regional economy : 100%	John Brown	-
50%	01/07/2025	30/06/2026	→ Legislative Reviews - Participate in reviews of legislation affecting Local Government : 100%	John Brown	-
90%	01/07/2025	30/06/2026	Emergency Management : 100%	John Brown	-
90%	01/07/2025	31/12/2025	↳ Municipal Emergency Management Plan - Review the current plan to ensure it is in line with the Tasmanian Emergency Management Plan - 2 year review : 100%	Chris Hughes	-
0%	01/07/2025	30/06/2026	Strategy & Corporate Planning : 100%	John Brown	-
0%	01/01/2026	30/06/2026	↳ Break O'Day Council Strategic Plan - establish the process to be followed in developing the Strategic Plan to replace the current Break O'Day Council Strategic Plan which will expire in 2027	John Brown	-