Pyrenees
Shire Council

Council Plan
2025–2029

Version 5.0 23/06/2025

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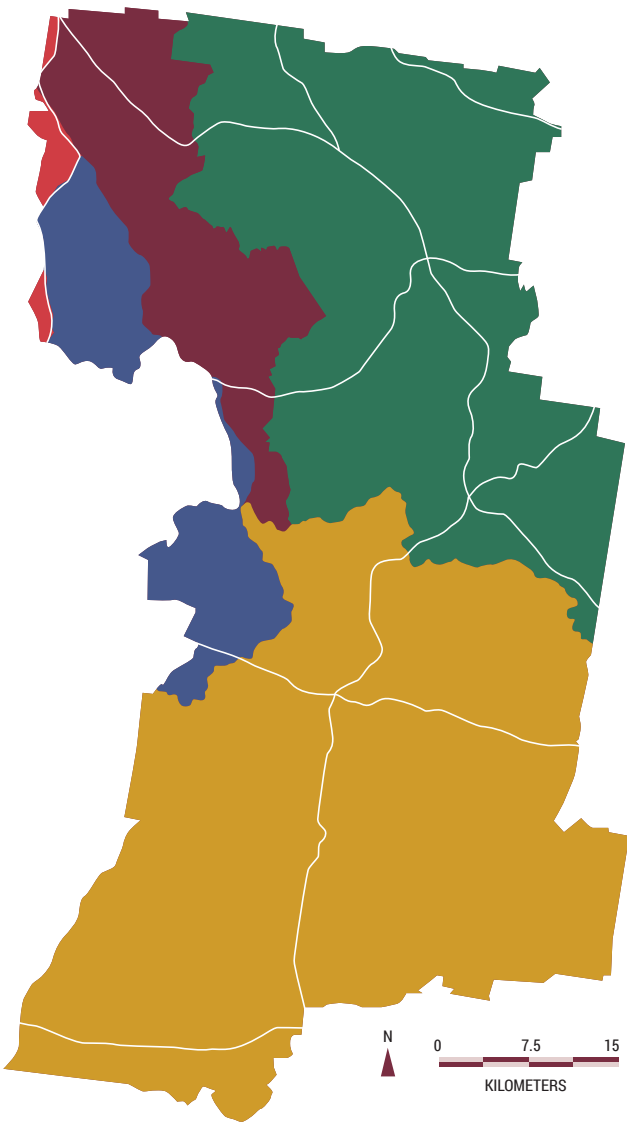# Acknowledgement of Country

We acknowledge the people past and present of the Wadawurrung, Dja Dja Wurrung, Eastern Maar, Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Nations.
We pay our respects to their Ancestors and Elders, recognise and respect their customs, stewardship and continuing connection to Country.

- ■ Barengi Gadjin Land Council Aboriginal Corporation
- ■ Wotjobaluk
- ■ Dja Dja Wurrung Clans Aboriginal Corporation
- ■ Eastern Maar Aboriginal Corporation
- ■ Wadawurrung Traditional Owners Aboriginal Corporation

VISION

Council's Vision 2025–2029

We put our Pyrenees communities at the centre of all decision-making. Through our focus on wellbeing, community connections, and supporting all life stages, we aim to create vibrant, resilient, inclusive communities where visitors and residents want to live, invest and thrive.

Our Vision is for a vibrant shire where economic growth and innovation go hand-in-hand with supporting key industry sectors, the natural environment and small-town sustainability.

Community Vision 2021–2031

Our Vision is for inclusive, happy and healthy connected communities that create sustainable and welcoming townships, natural environments and rural areas.

We attract diversity through promoting innovation, growth and partnerships, while addressing climate and community needs such as reliable and responsive infrastructure, affordable services and housing whilst protecting our natural environments.

UNDERPINNING PRINCIPLES

1. Community-Centric and Responsive Culture

Council fosters an enabling culture that listens, responds proactively, and works in partnership with communities to address their needs and wellbeing.

2. Effective Engagement and Transparent Communication

Council ensures timely, clear, and constructive communication and engagement with the community, valuing local knowledge, empowering community to identify opportunities and develop solutions.

3. Collaboration and Accountability

Council values and drives internal and external collaboration through proactive partnerships to achieve improved outcomes while remaining accountable and transparent in its financial and resource management.

4. Sustainable Service Delivery and Strategic Focus

Council effectively delivers services to meet identified community needs, prioritising strategic alignment, outdoor maintenance, and long-term sustainability in all services and projects.

STRATEGIC PRIORITIES

Pillar 1: Support and grow Liveable Places, Connected Communities

A. Promote inclusivity and accessibility for all life stages by creating welcoming spaces and supporting diverse social, cultural, and recreational activities.

B. Improve community safety and wellbeing through accessible health services, active lifestyles, mental health support, and effective local laws that ensure a high standard of safety and amenity.

C. Enable responsible development and population growth through strategic planning, affordable housing, and community-driven township planning that reflects local identity.

D. Strengthen community outcomes by fostering partnerships, supporting volunteers, and encouraging civic engagement to build capacity and deliver improved services.

Pillar 2: Promote a Diversified, Thriving Economy

A. Support the growth and diversification of new and existing businesses, with a focus on key sectors, innovation, and attracting investment.

B. Deliver coordinated and facilitated planning and economic development outcomes to support community aspirations and foster business and tourism growth.

C. Promote and support community events and the visitor economy to celebrate local culture, promote tourism, and stimulate the local economy.

D. Advocate for improved transport infrastructure, support job creation, and invest in workforce development to enhance connectivity and economic opportunities.

Pillar 3: Preserve, promote and enjoy the natural environment

A. Preserve and manage biodiversity and natural assets for long-term community benefit and environmental sustainability.

B. Mitigate risks, build community resilience, and enhance responsiveness to natural disasters through proactive planning and collaboration.

C. Support local industries and communities in adapting to climate change through sustainable practices and strategic adaptation efforts.

D. Promote responsible waste practices by reducing landfill, improving resource recovery, and advocating for accessible, efficient, and rural-appropriate waste services.

Pillar 4: Planning and Building Infrastructure for current and future needs

A. Plan, build, and maintain essential infrastructure – including water, waste, sewerage, roads, bridges, and community assets – to support liveability, resilience, and growth.

B. Address communication disadvantage and advocate for all communities to have reliable access to mobile, internet, and emergency services through strong advocacy and investment.

C. Support the local community by facilitating appropriate land use planning outcomes.

D. Advocate for fair renewable energy development, access to critical water supplies, and effective maintenance of natural and built assets to reduce impacts on communities and the environment.

Pillar 5: Community-Centric Leadership and Proactive Service Delivery

A. Foster a values-driven, inclusive culture where residents and community needs are central to all decision-making. Empower leadership at all levels to be responsive, accountable, and aligned with Council and community priorities.

B. Work constructively and in partnership with individuals and communities to anticipate needs, solve issues early, and deliver outcomes that build trust and resilience.

C. Ensure timely, clear, and consistent communication and build strong community relationships, underpinned by transparency and meaningful engagement.

D. Deliver high quality services and maintain public spaces efficiently, applying a strategic lens to all projects, and continuously improving systems and resource allocation.

PERFORMANCE MEASURES

Pillar 1: Measures – Support and grow Liveable Places, Connected Communities			Source
a.	Community satisfaction	3% improvement in scores for Appearance of Public Areas (2024 – 69)	Local Government Performance Reporting
b.	Community satisfaction	3% improvement in scores for Recreational Facilities (2024 - 68)	Local Government Performance Reporting
c.	Planning permits	>85% planning permits issued within required timeframes (2023/24 - 67.7%)	Local Government Performance Reporting
		>90% of applicants achieved a planning outcome that resulted in their request being approved	Planning Applicant Satisfaction Survey 2025
d.	Community Action Plans	10 district level Community Plans developed within four years	Project Status Reporting
		Facilitate local initiatives through funding support of Community Plans > $50,000	Community Grants Status Reporting
e.	Township Framework Plans	Complete for two main towns – Avoca and Beaufort	Project Status Reporting
f.	Community facility accessibility	Improve the proportion of council-owned community facilities that comply with established accessibility standards	Accessibility Audit

Pillar 2: Measures – Promote a Diversified, Thriving Economy		Source
a. New business / investment attraction	Increase number of new businesses established annually	REM Plan
	Increase in local employment rates	REM Plan
b. Increase small business sector capability	Participant satisfaction rates and reported improvements in business operations.	Targeted survey data – baseline survey 2025, update survey 2026
c. Business confidence	Increase in the local business confidence index within 12 months	Targeted survey data – baseline survey 2025, update survey 2026
d. Business owner support by referrals made to business support agencies	>6 businesses receiving support through referrals made by Council	Targeted survey data
	Satisfaction with the Council support services provided	Local Government Performance Reporting
e. Residential growth based on government targets	Achieve annual residential growth based on government targets of 52 new residential building approvals (new houses) per year	Victorian Building Authority

Pillar 3: Measures – Preserve, promote and enjoy the natural environment		Source
a.	Climate change	Achieve a 20% reduction in operational emissions in Council buildings within 4 years	Emissions and Energy Reports
b.	Food and Organics Waste (FOGO)	Implementation of comprehensive service delivery (FOGO) by 1 July 2027	Project Status Reporting
c.	Kerbside waste collection	Increase waste diverted from landfill (2024 – 30.41%) to 50% within 4 years	Local Government Performance Reporting
d.	Fire prevention	90% of approved roadside slashing program delivered annually	Program delivery monitoring
e.	Visitor economy	Restoration of assets associated with bushfire affected trails and re-opened for visitor engagement with the natural environment. (e.g., trails, campsites and facilities)	DEECA / Parks Victoria

Pillar 4: Measures – Planning and Building Infrastructure for current and future needs		Source
a.	Road Management Plan compliance	Maintain >99% compliance to Plan intervention levels	Bi-annual compliance audits
b.	Increased digital connectivity and literacy	Percentage increase in households and businesses with access to high-speed broadband	Targeted survey data – baseline survey 2025, update survey 2026
		Number of participants in digital literacy programs	Library program registration data
c.	Industrial and commercial land availability	Initiate increased availability of serviced industrial / commercial land to attract private investment	Project Status Reporting
d.	Improved transport infrastructure	Percentage of identified end-of-life bridges renewed or replaced.	Capital Works Program
		Reduction in the number of weight-restricted bridges (2025 26/150 17%)	Capital Works Program
e.	Emergency water (for stock and fire emergencies)	Within 4 years achieve 100% coverage of accessible emergency water within 20km of any resident	Project Status Reporting

Pillar 5: Measures – Community-Centric Leadership and Proactive Service Delivery		Source
a.	Responsiveness and enquiries resolution	>80% resolution within 15 days of receipt for customer action requests, enquiries and complaints	CRMS Data
		Reduction in average processing times for service requests and enquiries	CRMS Data
b.	Community satisfaction	3% improvement in community satisfaction scores for Council Overall Performance (2024 – 55)	Local Government Performance Reporting
c.	Community engagement	3% improvement in community satisfaction scores for Consultation and Engagement (2024 – 52)	Local Government Performance Reporting
d.	Overall Council direction	3% improvement in community satisfaction scores for Overall Council Direction (2024 – 43)	Local Government Performance Reporting
e.	Staff development and engagement	3% improvement in staff satisfaction and engagement survey results	Annual staff survey
f.	Technology utilisation	Increase in online service adoption rates by the community	Website interaction statistics

Note: The measures contained above are aspirational and outcomes based, however some of these are influenced by external macro-economic and other factors outside Council control. Where data is not currently measured, baseline and achievement numbers will be determined by annual survey.