



WAGAIT SHIRE COUNCIL
STRATEGIC
PLAN

2025 - 2035

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Message from our President and CEO

We are pleased to present Wagait Shire Council's Strategic Plan 2025 – 2035, commencing on 1 July 2024. This Plan sets out the Council's direction and focus over the next ten years for our unique local government area. It will guide how we plan our annual activities and prioritise our efforts, while also ensuring we remain adaptable and responsive to new opportunities or circumstances as they arise.

Wagait Shire is a special place. We have an enviable way of life and a strong and connected community surrounded by a diverse and thriving natural environment. Building on the feedback of our constituents, and guided by the local knowledge and leadership of our Councillors, this Plan is centred on preserving and protecting the lifestyle and things we love about Wagait Shire, while making sure we are delivering the amenities, services and infrastructure our residents need.

We also recognise there are challenges that we as a Council need to plan and prepare for, and key policy and legal settings that may have significant impacts on our operations that we need to keep in the front of our mind. Where there are important matters outside of Council's control, we are committed to strongly advocating for our community in line with our priorities and needs.

We look forward to working with Councillors, Council staff, our community and stakeholders to deliver on this vision and goals of this plan over the next ten years and sharing our progress each year through our annual reports.



NEIL WHITE

President



VIRGINYA BOON

Chief Executive Officer

About Wagait Shire Council

Wagait Shire Council is the local government body responsible for the local government area of Wagait Shire.

Wagait Shire Council was first established in 1995 as the Cox Peninsula Community Government Council and was renamed to Wagait Shire Council in 2008.

The Council consists of five Councillors, who are elected by public vote and serve a four-year term. The Council President and Deputy President are elected by the Council Members at the first meeting of the Council following an election.

About the Wagait Shire area

Wagait Shire is a local government area in the Northern Territory known for its welcoming community spirit, spectacular beaches and unique natural environment.

First established in the early 1960s, the township is located on the Cox Peninsula across the harbour from the Darwin Central Business District and can be accessed from Darwin by a 15-minute ferry ride or a 90 minute (129 kilometre) drive on sealed roads.

Facing the Darwin Harbour, the area has several significant coastal sites, including sites holding sacred meaning for the traditional owners, the Larrakia people, as well as historical military sites that were built after the Bombing of Darwin in World War II.

Acknowledgment of Country

Wagait Shire Council acknowledges the Larrakia people as the traditional owners of the land and waters of Wagait Shire. To the Larrakia, the Cox Peninsula area is known as Kenbi.

Wagait Shire Council pays respect to Larrakia elders past, present and emerging and is committed to continuing to work together to build a bright and strong future for all, including through our ongoing collaboration with the Larrakia representative organisations.

5.62km²

land area

286

private dwellings

14.1 km

of internal roads

387

rated properties

424

2021 Census population

463

2022 Estimated Resident Population*

16%

Population aged between 0 and 17 years

36.1%

Population aged 60 years and over

52

Median age

2.1

Average number of people per household

81.5

Estimated population density per square km

7.9%

Indigenous population

3.7%

Unemployment rate

\$1,355

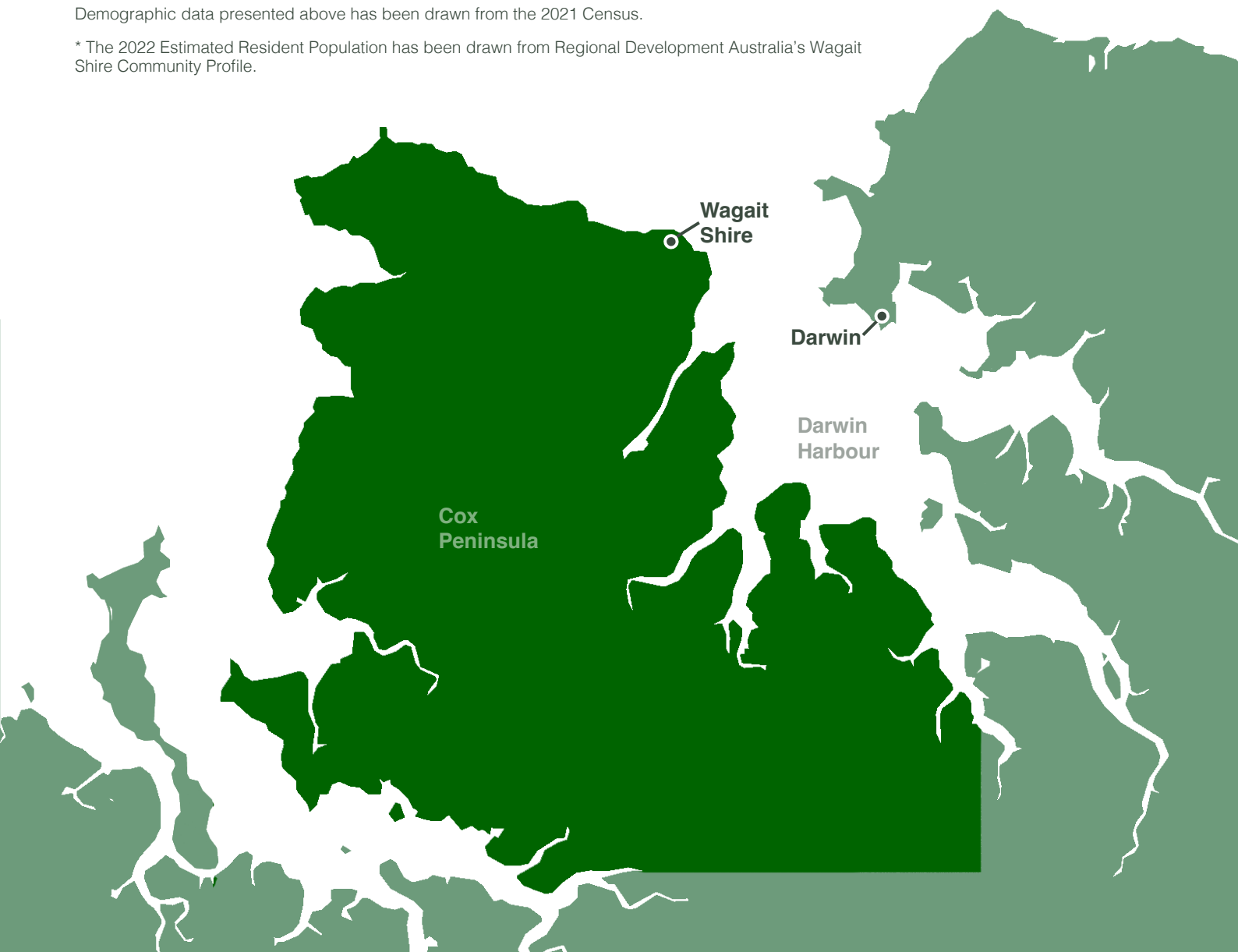
Median weekly household income

56.8%

Of the population aged 15 years and over hold educational qualifications

Demographic data presented above has been drawn from the 2021 Census.

* The 2022 Estimated Resident Population has been drawn from Regional Development Australia's Wagait Shire Community Profile.



Understanding this Plan

This Strategic Plan sets out our vision for Wagait Shire and the Council for the next ten years, for the Financial Years 2025 - 2035, and will guide the development of the Shire's annual Shire Plan during this period. The purpose of this plan is to establish the high level direction of the Council, guiding its efforts in realising its vision for Wagait Shire and effectively delivering on its goals under each focus area. Scheduled for review every five years or as necessary, this plan remains adaptable, ensuring its continued alignment with community needs, legislative requirements and changes in the broader context in which we operate.

The development of this Strategic Plan was guided by Wagait Shire residents, key stakeholders, Council staff and Councillors through a range of engagements and a survey.

- **35** residents responded to the survey - approximately 10% of the adult population
- **71.4%** of community respondents have lived in Wagait Shire for more than 10 years
- **80%** of community respondents plan to still be living in Wagait Shire in 5 years time

Respondents said the things they like most about living in Wagait Shire are:

- **Friendly and welcoming residents**
- **Sense of community and belonging**
- **Natural beauty and scenic surroundings**

The plan was further shaped by considering our regional context and existing plans and strategies where Wagait Shire Council takes either a leading or partnership role in delivery.

Led by Wagait Shire Council	Led by others
<ul style="list-style-type: none"> • Waste Management Strategy 2022-2031 • Cloppenburg Park Landscape Master Plan - March 2021 • Road Network Investigation Report 2018 • Climate Change Risk Assessment and Adaption Planning 	<ul style="list-style-type: none"> • Tourism NT - Greater Darwin Region Destination Management Plan 2022 • Local Government Association of the Northern Territory - Local Government Strategy 2030 • Northern Territory Government – NT Infrastructure Plan and Pipeline 2022 • Mandorah Marine masterplan 2020 • Territory Emergency Plan • Northern Territory Planning Act 1999 • Northern Territory Planning Scheme 2020 • Greater Darwin Region Land Use Plan Towards 2023 – consultation paper • Darwin Regional Land Use Plan 2015 • Cox Peninsula Restricted Use Area • Darwin Harbour Strategy 2020-2025 • Darwin Regional Weeds Strategy 2021-2026

The legislative framework

Wagait Shire Council performs its functions under the *Local Government Act 2019*, which sets out the role of a council as:

- a. to act as a representative, informed and responsible decision maker in the interests of its constituency; and
- b. to develop a strong and cohesive social life for its residents and allocate resources in a fair, socially inclusive and sustainable way; and
- c. to provide and coordinate public facilities and services; and
- d. to encourage and develop initiatives for improving quality of life; and
- e. to represent the interests of its area to the wider community; and
- f. to exercise and perform the powers and functions of local government assigned to the council under this Act and other relevant legislation and regulatory guidelines.

Under the *Local Government Act 2019*, each council must have an annual plan for its area. For Wagait Shire Council, this is called the Shire Plan. The Shire Plan must contain a service delivery plan and the Council's budget for the relevant year. It must also contain or incorporate any long term community or strategic plan adopted by Council.

This Strategic Plan has been developed in alignment with the *Local Government Act 2019* and sets the long term vision and direction of Council. The annual Shire Plans outline how this direction and vision will be implemented each year.



Our Vision for Wagait Shire

Our vision is for Wagait Shire to:



Continue to be a friendly and safe local community, fostering a welcoming, cohesive and inclusive place for residents to call home



Boast amenities, services and infrastructure that support the existing population to thrive, as well as attract new residents and businesses

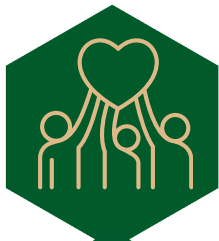


Sustainably protect and enhance our serene and pristine natural environment, and the unique lifestyle enjoyed by residents

Our Mission

In pursuit of our vision, we will work in collaboration with partners and residents and be an active advocate. We will maintain and develop amenities and infrastructure and deliver services that are inclusive, meet the needs of the community and encourage opportunity through stability and growth, while protecting the unique lifestyle and natural environment of Wagait Shire.

Our strategic focus areas



Community wellbeing and access to services



Sustainable local economy



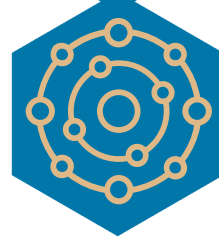
Environmental management and protection



Partnerships and advocacy for Wagait Shire



Amenities and infrastructure



Council governance and sustainability

Our strategic focus areas are designed to establish the foundations for achieving our vision for Wagait Shire. As we deliver on activities under each focus area, our commitment will remain centred on meeting the needs of our community and its residents, as well as effectively delivering our core local government responsibilities.

Delivering on our vision for Wagait Shire and addressing the Shire's challenges isn't the responsibility of Wagait Shire Council alone. Where matters are not within Wagait Shire Council's control or responsibility, we will strongly advocate for the community and its needs and make sure there is close collaboration between all stakeholders.

Under each strategic focus area, we have highlighted specific areas that will require Wagait Shire Council to undertake ongoing advocacy and leadership to ensure we are working towards our vision and meeting the needs of the community.

What do we mean when we say we will advocate?

We will work to persuade decision makers and leaders in the Northern Territory and Australian governments, local businesses and organisations, other local governments and representative bodies that impact on our operations and our region to act in the best interests of our community and in line with our goals as a Council.

This can be done in a number of ways, including through active lobbying, meetings, submissions and correspondence.



Community wellbeing and access to services

It is crucial that Wagait Shire residents and visitors have access to essential services and feel a sense of belonging and social connectedness.

We will achieve this by maintaining existing services, proactively seeking and securing required funding, where funding allows, expanding the range of activities and services available to residents and visitors, and advocating for the needs of the community.

What we will do

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- | | |
|--|---|
| Access to key services | <ul style="list-style-type: none">• Continue to work with residents and key stakeholders to assess community needs and identify priority service areas, and actively advocate for and facilitate opportunities that are identified• Provide support to existing service providers to ensure the existing level of service is maintained, and opportunities for growth can be seized where appropriate• ADVOCACY SPOTLIGHT: Advocate and provide leadership to ensure Wagait Shire residents and visitors have access to critical services to support social, emotional and physical wellbeing including primary and allied health services, aged care and disability services and education• ADVOCACY SPOTLIGHT: Work with government and operators to ensure ferry services, and other public transport services provided are appropriate, reliable and affordable for Wagait Shire residents |
| Community programs | <ul style="list-style-type: none">• Continue to deliver and refine community programs to preserve community social and emotional wellbeing, with a particular focus on youth and seniors• Seek and secure funding to support the delivery of community programs• Develop and implement a Youth Action Plan and a Seniors Action Plan in collaboration with residents and key stakeholders to provide opportunity through events, programs and other activities• Ensure community programs are meeting the needs of the community and reflect key demographics, working collaboratively with residents |
| Social and recreational community activities and events | <ul style="list-style-type: none">• Consult with residents and key stakeholders to identify opportunities for activities and events that will meet the needs of the community and will positively impact on the liveability of Wagait Shire• Lead and facilitate community activities and events that contribute to the social and emotional wellbeing of residents and sustainably attract visitors, including Wagait Arts Festival, community markets, ANZAC Day, Remembrance Day, Australia Day |
| Community safety | <ul style="list-style-type: none">• Continue to deliver services that maintain community safety• Proactively consult with residents and key stakeholders to assess and identify future priorities and opportunities for community safety |
-

Emergency preparedness and response

- Lead and participate in emergency management planning, preparation, response and recovery
- Coordinate Wagait Shire's Emergency Management Committee and develop appropriate emergency management plans in consultation with residents and key stakeholders
- Provide effective communications to residents in the case of an emergency
- Provide support to local businesses and organisations to ensure they are prepared and can deliver services as required as part of a coordinated and effective emergency response

Support for local community groups

- Provide support to local organisations and groups when appropriate to foster community spirit and cohesiveness, including through access to Council venues, administration and logistics support
-

Measures of success

- Community activities, events and community programs are regularly delivered in line with plans, within budget and are responsive to community needs and cater to different demographics
- Youth Action Plan is developed and implemented
- Seniors Action Plan is developed and implemented
- Improved access to critical services such as health and education within the community
- Community activities and events are well attended
- Wagait Shire is prepared in the case of an emergency, and residents are aware of their role in any event
- Local community groups are well supported and have the tools they need to operate effectively

ADVOCACY SPOTLIGHT

We are committed to ongoing advocacy and collaboration to support overall community wellbeing and access to critical services that are outside the direct control of Wagait Shire Council. This will include ongoing advocacy and leadership in the following areas:



Health Services



Aged Care and Disability Services



Education



Provision of ferry services and other public transport



Environmental management and protection

Wagait Shire boasts a unique natural environment and it is important for Wagait Shire Council to work together with residents and key partners to ensure this is maintained and protected for future generations.

We will achieve this by actively listening to the concerns of residents and others, working collaboratively with traditional owners and other landowners on the Cox Peninsula, taking a proactive approach to manage climate change issues, and respecting and protecting our natural flora and fauna through a range of initiatives and programs, where funding allows.

What we will do

Waste management

- Implement the Waste Management Strategy 2022-2031 in collaboration with residents, Belyuen Community Government Council and other key stakeholders
- Support the implementation of the Waste Management Strategy by communicating with residents and providing educational tools
- Assess and identify future priorities and opportunities for waste management in consultation with residents and key stakeholders

Climate change management

- Review and update Wagait Shire Council's Climate Change Risk Assessment and Adaption Plan and Action Plan for Climate Change in consultation with residents and key stakeholders
- Prepare for, respond to and cope with climate induced changes in line with relevant plans

Land and coastline management

- Monitor and provide controls for fire hazard reduction in collaboration with key stakeholders and residents
- Identify opportunities for partnership arrangements or local management groups to support land and coastline management
- Investigate opportunities and appetite to regulate land clearing on residential blocks
- **ADVOCACY SPOTLIGHT:** Proactively advocate for the protection of coastal areas and cultural sites of significance
- **ADVOCACY SPOTLIGHT:** Work with residents and key stakeholders to manage and protect the coastal Restricted Use Area and identify opportunities for improved localised management of this area

Local wildlife protection and management

- Work in partnership with Kenbi Rangers, the Northern Territory Government and other key stakeholders to manage and protect local wildlife
 - Communicate effectively with residents and visitors on wildlife protection and management practices and how they can positively contribute
 - Participate in and consider the impacts of medical entomology work undertaken by the Northern Territory Government's Public Health Unit on Wagait Shire
-

Feral animal management

- Effectively implement and communicate local by-laws for companion animal management and other relevant legislation in relation to the care, custody and control of domestic and feral animals
- Assess and identify ongoing feral animal concerns and implement appropriate controls to address these in collaboration with residents and key stakeholders

Invasive species management

- Monitor and provide controls to reduce the impacts of listed weeds in collaboration with key stakeholders and residents
 - Assess and identify potential risks and put in place appropriate risk management practices in collaboration with residents and key stakeholders
 - Continue to work collaboratively with the Northern Territory Weed Management Branch to identify problem weeds in Wagait Shire and develop strategies to reduce these
-

Measures of success

- Waste Management Strategy is implemented and waste facility is effectively operating
- Improved localised management of the Restricted Use Area
- Local wildlife in Wagait Shire is thriving
- Reduction in feral animals and invasive weed species in Wagait Shire boundaries
- Wagait Shire is taking an active approach to climate change initiatives

ADVOCACY SPOTLIGHT

We are committed to ongoing advocacy and collaboration to support land and sea management and environmental protection activities that are outside the direct control of Wagait Shire Council. This will include ongoing advocacy and leadership in the following areas:



**Restricted Use Area
management and
protection**



**Protection of
coastal areas and
marine life**



Amenities and infrastructure

To preserve and enhance the liveability and quality of life for the residents of Wagait Shire, it is important to provide access to thoughtfully designed amenities and infrastructure that cater to the needs of the community.

We will achieve this by maintaining, consulting on and, where funding allows, expanding the range of fit-for-purpose amenities and infrastructure that meet the needs of Wagait Shire and its residents.

What we will do

Roads and related infrastructure	<ul style="list-style-type: none">• Provide and maintain safe and compliant roads, drains and related infrastructure• Work with key partners and residents to improve road safety and infrastructure through the funding, development and implementation of a Local Roads Safety Audit and Management Plan
Parks, gardens and open recreational areas	<ul style="list-style-type: none">• Provide and maintain accessible parks, gardens and open recreational areas that support liveability and leverage the surrounding natural environment• Provide and maintain beach amenities and pedestrian access points, supporting sustainable enjoyment of these natural assets while also protecting the environment and wildlife• Implement the Cloppenburg Park Landscape Master Plan and actively work with residents to ensure any future developments are fit-for-purpose
Community accessibility	<ul style="list-style-type: none">• Provide and maintain fit-for-purpose footpaths and bike paths for ease of movement through community• Work with residents and visitors to better understand their movement patterns around the community so connectivity and accessibility can be improved
Council owned infrastructure	<ul style="list-style-type: none">• Determine future needs and opportunities for Council owned infrastructure including the Wagait Beach Community Centre, Library, hard and green waste facilities, municipal depot and Cloppenburg Park in collaboration with residents and key stakeholders• Maintain and further develop the Wagait Beach Community Centre and Library to ensure the assets are being utilised to their full potential and to promote liveability through utilisation for a variety of purposes• Fund, develop and implement a Council Grounds Masterplan to support sustainable growth and development• Maintain the Wagait Beach Clinic and work with key stakeholders on a Health Services Strategy to support community access to regular health services (more information on page 10 - Community wellbeing and access to services)

Major infrastructure

- **ADVOCACY SPOTLIGHT:** Implementation of the Mandorah Marine masterplan and planned upgrades to the Mandorah Marine facilities to improve accessibility, particularly to enhance disability access, and ensure facilities are fit-for-purpose for residents and visitors of Wagait Shire and surrounding communities
- **ADVOCACY SPOTLIGHT:** Work with key stakeholders to develop and implement a Water Security Masterplan for Wagait Shire to ensure access to reliable and secure water services
- **ADVOCACY SPOTLIGHT:** Work with key stakeholders to support future improvements to the submarine cable power supply and substation to ensure Wagait Shire has access to reliable and efficient power
- **ADVOCACY SPOTLIGHT:** Work with key stakeholders to ensure Wagait Shire has access to reliable and efficient telecommunications to support liveability and ensure connectivity in emergency situations

Measures of success

- Cloppenburg Park Landscape Master Plan is implemented
- Local Roads Safety Audit and Management Plan is developed and implemented
- Council Grounds Masterplan is developed and implemented
- Wagait Shire has safe and compliant roads, drains and related infrastructure
- Wagait Shire is accessible and inclusive for all residents and visitors
- Wagait Shire has access to reliable and appropriate water, power and telecommunications
- Increased number of people using parks, gardens and open recreational areas

ADVOCACY SPOTLIGHT

We are committed to ongoing advocacy and collaboration to secure crucial amenities and infrastructure for Wagait Shire that are outside the direct control of Wagait Shire Council. This will include ongoing advocacy and leadership in the following areas:



Mandorah
Marine facility



Telecommunications



Power



Water



Sustainable local economy

Wagait Shire will need to maintain its local economy and take advantage of opportunities where appropriate to ensure future sustainability and to support liveability, self-sufficiency and amenity.

We will achieve this by providing support to existing business, and new business and industry that aligns with the vision and goals set out in this Strategic Plan. We will focus on opportunities that create local employment and that complement the existing ecosystem.

What we will do

Support existing businesses and organisations	<ul style="list-style-type: none">• Proactively engage with existing businesses and organisations to ensure they have the support required to succeed in Wagait Shire, and be compliant with relevant regulations• Provide a transparent operating environment where existing businesses and organisations feel supported and valued
Attract new businesses	<ul style="list-style-type: none">• Identify and facilitate opportunities for new businesses that meet the needs of the community and support a self-sufficient economy in collaboration with residents, local businesses and key partners• Identify and facilitate opportunities for priority sectors outside of tourism that align with Wagait Shire Council's goals and vision for the community
Sustainable tourism industry	<ul style="list-style-type: none">• Work together with residents, local businesses and other key stakeholders to grow a sustainable tourism industry• Lead the promotion of Wagait Shire as a tourism destination with a commitment to protecting liveability and the unique natural environment• Work together with Tourism NT and other key partners to fund, develop and implement a Cox Peninsula Tourism Development Strategy• ADVOCACY SPOTLIGHT: Work together with Tourism NT and other key partners to implement the Greater Darwin Destination Management Plan in relation to Wagait Shire
Local employment	<ul style="list-style-type: none">• Consult with local businesses and residents to identify challenges and barriers faced with local employment and work together to overcome these• Proactively identify and facilitate opportunities that will contribute to an increase in local employment

Facilitate new opportunities

- Support residents and key stakeholders to take advantage of new business opportunities that align with Wagait Shire Council's vision and goals
 - **ADVOCACY SPOTLIGHT:** Work with the Northern Territory Government to address potential barriers to economic growth, including arrangements that restrict diversified land use in Wagait Shire
-

Measures of success

- Improvement in local business confidence
- Increase in local employment opportunities
- Wagait Shire is an attractive and sustainable tourism destination, with increased visitation
- Increase in the number of businesses operating within Wagait Shire
- Improved processes and support for new businesses entering the community

ADVOCACY SPOTLIGHT

We are committed to ongoing advocacy and collaboration on matters that affect the growth of a sustainable local economy that are outside the direct control of Wagait Shire Council. This will include ongoing advocacy and leadership in the following areas:



Land use restrictions



Sustainable tourism development



Partnerships and advocacy for Wagait Shire

Delivering on our vision for Wagait Shire and addressing the Shire's challenges isn't the responsibility of Wagait Shire Council alone.

Where matters are not within Wagait Shire Council's control or responsibility, we will strongly advocate for the community and its needs and make sure there is close collaboration between all stakeholders including Northern Territory and Australian governments, local businesses and organisations, other local governments and representative bodies and residents.

Council will remain adaptable, advocating for the evolving needs of Wagait Shire as circumstances evolve over the life of this ten year plan.

What we will do

Advocacy

- Proactively advocate for Wagait Shire's interests across Northern Territory and Australian governments, peak bodies and other key stakeholders
- Consult with Wagait Shire residents to ensure alignment on important issues and opportunities
- Proactively advocate for the interests of Wagait Shire and its residents when involved with the implementation of plans or strategies which are not led by Wagait Shire Council

Strategic stakeholder relationships

- Maintain and build strategic and trusted stakeholder relationships in pursuit of Wagait Shire Council's goals and vision for the community
- Act as a facilitator where appropriate to ensure stakeholder alignment on key priorities and issues
- Explore partnership opportunities with Belyuen Community Government Council and Coomalie Community Government Council to leverage resources, create efficiencies and work strategically on joint priorities

Partnership opportunities

- Work in partnership with other Local Government Areas, not-for-profit organisations and other key stakeholders to support our advocacy
- Work in partnership with key stakeholders to pursue funding opportunities to leverage resources and create strategic advantages
- Share resources with key partners where appropriate to leverage opportunities

Measures of success

- Active participation in regional committees and working groups
- Strong stakeholder relationships
- Increase in partnership and co-funding opportunities
- Regional alignment on goals and future opportunities





Council governance and sustainability

Wagait Shire Council needs to have strong foundations to ensure it can deliver on this Strategic Plan and achieve its vision for Wagait Shire.

We will achieve this by having the appropriate processes and systems in place, supporting our staff, managing our financial sustainability and securing alternative funding sources when required, effectively engaging and collaborating with all stakeholders and making sure we are compliant with all relevant legislation and regulations.

What we will do

Financial sustainability	<ul style="list-style-type: none">• Effectively preserve and manage our financial sustainability through responsible and compliant processes, in addition to the development of budgets as part of annual Shire Plans• Proactively identify and secure alternative funding sources to enable progress against our strategic focus areas• Appropriately identify and manage financial risks across our operations to ensure we can confidently fulfil our obligations and take advantage of suitable opportunities when they arise
Internal capability	<ul style="list-style-type: none">• Ensure Wagait Shire Council staff have the required capability and capacity to effectively perform their roles and provide the required support to Wagait Shire• Provide appropriate internal support and professional development opportunities to ensure staff and Councillors can effectively perform their roles and contribute to the implementation of this Strategic Plan• Have the appropriate policies and procedures in place to ensure we can effectively perform our responsibilities and achieve the goals set out in this Strategic Plan• Have appropriate processes and procedures in place to support business continuity• Continue to develop and imbed a risk identification and mitigation framework into all of Council's operations to ensure we can confidently fulfil our obligations and take advantage of suitable opportunities when they arise
Compliance and regulation	<ul style="list-style-type: none">• Have appropriate processes and procedures in place that are regularly reviewed to ensure compliance with relevant legislation and regulations• Comply with reporting obligations under the <i>Local Government Act 2019</i> and other relevant legislation• Keep up to date with changing laws and regulations that may affect Wagait Shire Council operations and/or Wagait Shire as a community
Boundary reform and amalgamation	<ul style="list-style-type: none">• Understand and advocate on any proposed boundary reform and/or Council amalgamation to ensure they are not to the detriment of the community and residents and align with the views and wishes of Council and residents

Internal and external communications

- Regularly communicate with residents and partners to support transparency, accountability, a positive relationship and alignment on vision and goals
 - Regularly communicate with Wagait Shire Council staff and Councillors to support a transparent and conducive working environment, enhancing motivation and staff retention
 - Use appropriate communication tools to ensure our engagement is broad, inclusive and accessible to our diverse audience, ensuring a consistent approach across all platforms
 - Seek regular feedback from residents and other key stakeholders on communication methods to ensure they are effective and helpful
 - Provide regular opportunities for feedback on Council operations through a variety of methods to encourage participation from residents
-

Measures of success

- Wagait Shire Council is financially sustainable
- Wagait Shire Council is compliant with relevant legislation and regulations
- Wagait Shire Council continues to proactively seek and secure grant funding
- Wagait Shire Council effectively performs its responsibilities
- Staff feel supported and can perform their roles effectively and efficiently
- Positions with Council are filled in a timely manner
- Staff are retained within the organisation
- Improved satisfaction with communications from both internal and external stakeholders
- Any boundary reform and Council amalgamation does not disadvantage Wagait Shire

ADVOCACY SPOTLIGHT

We are committed to ongoing advocacy and collaboration on matters that affect the future sustainability of Council and Wagait Shire that are outside the direct control of Wagait Shire Council. This will include ongoing advocacy and leadership in the following areas:



Boundary reform and amalgamation outcomes that do not detriment Wagait Shire and align with Council and community views

How we will measure success

Over the next ten years, we will measure our success against this Strategic Plan to ensure we are delivering on our goals and working towards our vision for Wagait Shire.

To do this, we will use a range of tools and sources to track progress against each of the strategic focus areas, including through:

- analysis and reporting on progress against Strategic Plan focus areas during development of Annual Reports
- resident and stakeholder surveys and consultation
- economic and community data from the Australian Bureau of Statistics and other official data sources





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