

3.0 OUR ORGANISATION

3.1

CHIEF EXECUTIVE OFFICER'S REPORT



Resilience and strength symbolised the 2013/14 year for Latrobe City Council and our community.

In a year notable for both challenges, such as the Morwell mine fire, and achievements, it was an honour to be appointed the acting Chief Executive Officer.

This report highlights the year past which has helped build our capabilities as an organisation and looks into the future to continually deliver quality service for the Latrobe City community.

In March this year, we undertook an organisation structure review which resulted in changes in the organisation structure. The previous five divisions have been restructured into four divisions – Community Liveability, Community Infrastructure and Recreation, Planning and Economic Sustainability and Corporate Services. This new structure will allow us to have further cost efficiencies, better synergies, improvement in Council and CEO support, through the provision of the Policy and Support team, plus have the capability to focus on emergent opportunities and maximise the technical competencies of our staff.

On that note, I am pleased to announce that Council has delivered on its 2013/14 budget and we have completed the 2014/15 budget process that aligns with the Council Plan.

This year, Latrobe City Council made notable achievements on local, state and federal levels. Strategies and plans were developed for the betterment of the community such as the Latrobe City Municipal Public Health and Wellbeing Plan and the 2014-2019 Latrobe City Natural Environment Sustainability Strategy.

Through the delivery of key projects and works via our capital works program, community facilities were assessed, managed, refurbished, replaced and upgraded accordingly to suit our community's needs.

Notable projects this year included the Moe Olympic Pool projects, the Yallourn North Town Hall Redevelopment and the Morwell Skate Park.

On the economic front, we continued to advocate to state and federal governments for research and development of innovative uses of brown coal. We are pleased with the announcements of funding for the Advanced Lignite Demonstration Projects by the Victorian Government this year which we hope will contribute towards the establishment of employment and investment opportunities within Latrobe City and will make use of our abundant brown coal resources in a more sustainable way.

In February this year, Council and the community were faced with a major challenge of the bush and mine fires. The emergency incident, which was extended over a 45 day period, was a stressful event. I appreciate the adverse conditions our community and staff had to endure as we continued to live and work in the area. I am exceptionally proud of the service delivery level that the staff provided during that period. Being the only Council area affected by this incident, we greatly appreciated the support provided to us by the state government and its various state agencies who worked collaboratively with our staff in order to serve the community as a whole.

As a key regional city in Victoria, I am pleased with the successes we have achieved this year and look forward to further achievements in the upcoming year. I believe, as an organisation, we are positioned to commence 2014/15 with positive energy supported by the new organisation structure and continue to provide a balanced quality of life for those who choose to work, live and play right here in Latrobe City.



John Mitchell

Image credit: Mr John Mitchell, Acting CEO, Latrobe City Council headquarters



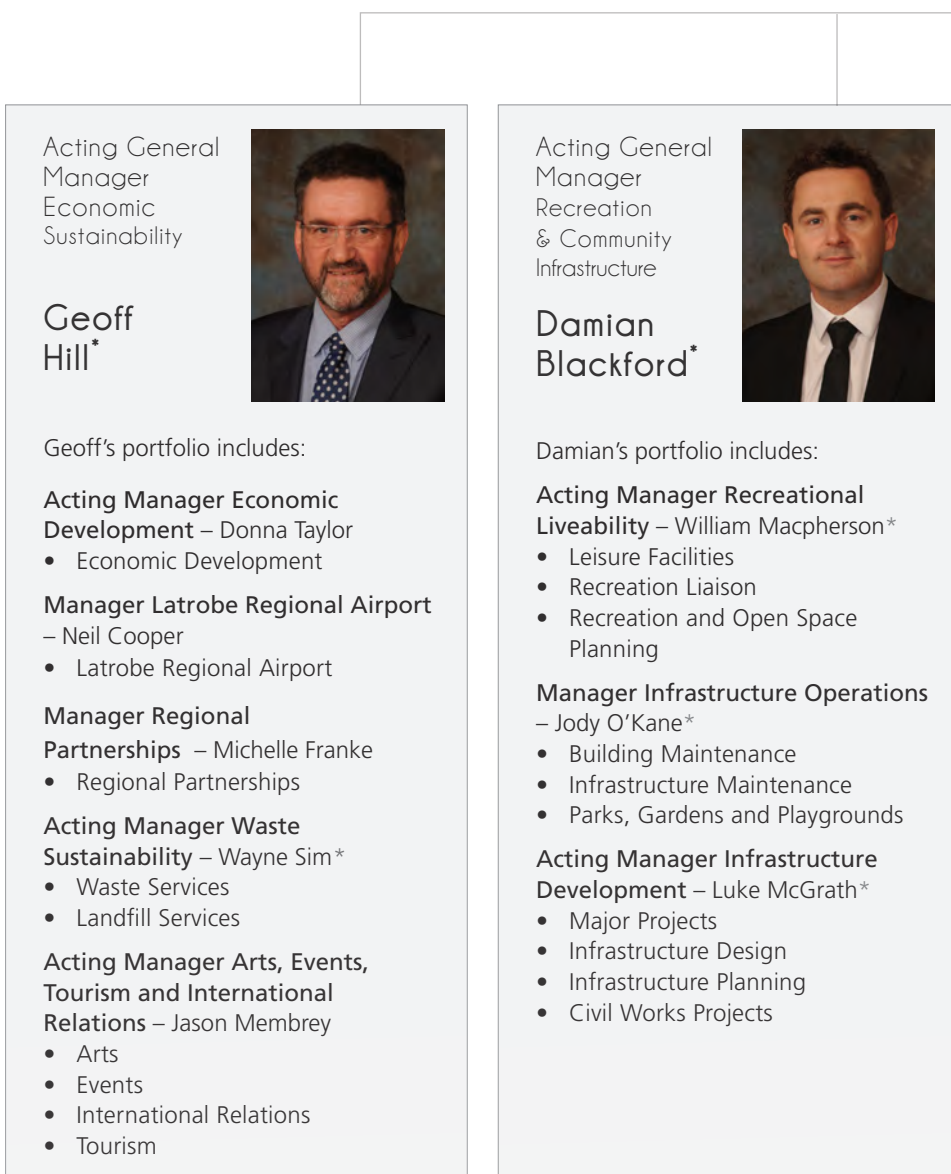


3.2

ORGANISATIONAL STR

Latrobe City Council continually strives to provide an efficient and effective organisational structure which will support the delivery of Latrobe 2026 and the Council Plan to strategically meet the challenges of the future as well as deliver good governance and quality services today. Each division is led by a General Manager, reporting to the Chief Executive Officer.

During the 2013/14 financial year, the Latrobe City Council Executive Team underwent significant changes. As at 30 June 2014 all General Manager's positions were held by acting arrangements.



* Senior Officer in accordance with the Local Government Act 1989

UCTURE

Acting Chief Executive Officer

John Mitchell*

John's role includes:

- Organisational Management
- Executive Office
- Mayoral and Council Support



Acting General
Manager
Organisational
Excellence

**Jamey
Mullen***



Jamey's portfolio includes:

Manager Corporate Strategy –

Nathan Misiurka

- Corporate Strategy

Manager People and Development

– Mary-Lou Dixon

- Human Resources
- Learning and Development

Manager Information Services –

Steve (Robert) McIlhatton*

- Information Management
- Information Services
- Geographic Information Systems

Manager Risk and Compliance –

Allison Down

- Strategic Risk and Compliance
- Occupational Health and Safety

Acting General
Manager
Community
Liveability

**David
Elder***



David's portfolio includes:

Manager Community Information

Services - Julie Kyriacou*

- Community Information
- Library Services
- Local Laws

Manager Bushfire and Recovery

(temporary appointment) - Jodie Pitkin*

Acting Manager Child and Family

Services – Ronda Bruerton*

- Early Learning and Care
- Early Childhood Health and Development

Manager Community Development

– Steve Tong*

- Aboriginal Liaison
- Community Strengthening
- Disability Access and Inclusion
- Emergency Management

Manager Community Health and

Wellbeing – Helen Taylor*

- Health Services
- Aged and Disability Services
- Social Support

Manager Healthy Communities –

Regina Kalb

- Healthy Communities

As of 30 June 2014, Michael Edgar held the position of General Manager Community Liveability and was absent for a substantial proportion of the 2013/14 financial year due to long service leave.

Acting General
Manager
Planning &
Governance

**Chris
Wightman***



Chris's portfolio includes:

Acting Manager Council

Operations, Legal Counsel – Stacey Greenwood*

- Council Operations – Legal Council
- Property and Statutory Services

Manager Finance - Matthew Rogers*

- Property and Rates
- Procurement
- Financial Services
- Payroll

Acting Manager Community

Relations - Emma Lewis

- Communications
- Community Engagement

Acting Manager Future Planning -

Gail Gatt*

- Strategic Planning
- Urban Growth

Manager Statutory Planning –

Debbie Tyson*

- Statutory Planning
- Building Services
- Environment Sustainability



3.3

OUR EMPLOYEES

Employee Profile

Latrobe City Council is committed to attracting, developing and retaining employees with a diverse range of qualifications, abilities and a passion for delivering quality services to the community. We value and celebrate the contribution of our people, working together in a spirit of honesty, teamwork and trust. Our priorities are formally described in the Latrobe City 'People Plan'.

As of 30 June 2014, Latrobe City Council employed 1,017 employees, comprising full time, part time and casual employees. The number of equivalent full time positions is 553.



LATROBE CITY STAFFING LEVELS

	2011/12		2012/13		2013/14	
	ACTUAL	FTE	ACTUAL	FTE	ACTUAL	FTE
Full Time	338		401		350	
Part Time	372		354		404	
Casual	223		260		263	
Total Employees	933	518	1015	555	1017	553

WORKFORCE PROFILE

	2011/12	2012/13	2013/14
Female	74%	74%	74%
Male	26%	26%	26%
Senior Officers ¹	1.7%	1.7%	2.1%

¹ In accordance with the Local Government Act 1989

WORKFORCE BY AGE AS AT 30 JUNE 2014

	2011/12	2012/13	2013/14
17-30 year olds	23%	25%	22%
31-50 year olds	41%	43%	42%
51-70 year olds	35%	33%	35%
70 + year olds	1.0%	.9%	1.0%

STAFF TURNOVER RATES

	2011/12	2012/13	2013/14
Turnover rate ²	7.2%	4.7%	12.0%

² Including seasonal and casual staff

Latrobe City Council's turnover of employees for 2013/14 was 12 per cent which was an increase from the previous period. Council carefully reviews feedback from departing employees to identify any issues leading to their departure.

WORKCOVER

The health and safety of employees continues to be a leading priority.

	2011/12	2012/13	2013/14
Standard claims	9	16	13
Minor claims	8	7	5
Claims closed	4	18	8
Total claims received	17	23	18

Latrobe City Council's WorkCover insurance premium for 2013/14 was \$1,188,807 which was an increase of \$261,233 compared with 2012/13.

Equal Employment Opportunity (EEO)

Latrobe City Council is committed to providing a workplace environment free from discrimination, harassment and bullying. All employees, contractors, volunteers and agents are entitled to be treated fairly and equitably on the basis of their abilities and merit. To support a discrimination free workplace, training for leadership staff, frameworks and procedures and a Corporate Induction Program are provided.

Employee Assistance Program

Council understands the importance of providing effective support services to its staff. The Employee Assistance Program is a confidential and professional source of support, accessible to all staff. Counselling and coaching sessions are confidential, short-term and solutions focussed.

Industrial Relations

Latrobe City Council Enterprise Agreement 2012- 2015 was negotiated, submitted and subsequently approved by Fair Work Australia in August 2012 with an expiry date of 30 July 2015. The organisation also works with a consultative committee that meets quarterly to proactively and collaboratively monitor the progress of the agreement.

Learning and Development

We are committed to providing employees with high quality and diverse learning and development opportunities. The skills and knowledge obtained support employees to work effectively and contribute to the organisation's success, providing excellent outcomes for our community.

Employees can undertake internal and external programs as well as study providing a diverse range of opportunities. Programs range from an introduction to leadership through to technical skills development.

Learning and development initiatives support attraction and retention of our workforce.

During 2013/14, Latrobe City's learning and development opportunities for employees included:

- 122 Employees completed internally facilitated leadership programs (compared to 101 in 2012/13)
- 24 Employees completed externally facilitated programs (compared to 18 in 2012/13)
- 14 Employees were supported to undertake tertiary and further education through the Latrobe City Council's Study Assistance Program (compared to 20 in 2012/13)

Careers@Latrobe

A broad range of career options are available at Latrobe City Council. During 2013/14 we recruited for 160 positions. Positions consisted of temporary and permanent roles for casual, part time and full time positions to meet seasonal and peak service delivery requirements.

Current vacancies are advertised on Latrobe City Council's website: www.latrobe.vic.gov.au/Careers and through a variety of other advertising media.



AWARDS & RECOGNITION

External Recognition

Latrobe City Council promotes a culture of performance excellence, continuous improvement and innovation resulting in great outcomes for our community. Awards achieved by business units and individual officers during 2013/14 include:



Image credits (left to right, top to bottom):
Australian Garden Project in China,
Award for Excellence, Latrobe City Council
employees Joanne Brunt and Steve Tong,
Neil Cooper, Fraser Orr, Latrobe City Council
Annual Report 2012/13.



JOANNE BRUNT

COORDINATOR EMPLOYMENT DEVELOPMENT

Wurreker Award, Local Government Employer – October 2013

Awarded by the Victorian Aboriginal Education Association Incorporated (VAEAI), for recognition of Latrobe City Council's contribution to growing success in Aboriginal employment, education and training.

The Wurreker award recognises how high quality training can open up new directions for Aboriginal people. This promotion of excellence provides an inspiring example of the potential within our communities and has a real impact on all stakeholders who support the ongoing development of the strategy.

National Awards for Local Government Category Winner, Youth Employment – June 2014

This award was presented for the Steps to the Future Indigenous Employment Program. The award recognises the effectiveness of the Indigenous Employment program in supporting Young Aboriginal and Torres Strait people to gain ongoing employment. The program provides support for trainees through mentoring, work placements and support to employers.

National Awards for Local Government Award for Excellence – June 2014

Awarded in recognition of the Latrobe City Council's highly successful Steps to the Future Indigenous Employment Program that was judged the winner in the Youth Employment category. The Award for Excellence is presented to the initiative judged to be the most outstanding from the six category winners.



NEIL COOPER

GENERAL MANAGER LATROBE REGIONAL AIRPORT

Award for Individual Excellence – September 2013

Awarded by the Australian Airports Association for "Contribution to the Airport Industry in willingly providing advice and assistance to other member airports".



FRASER ORR

BUILDING SURVEYOR INTERN

2013 Holmesglen Outstanding Student Award, Higher Education – March 2013

Latrobe City Council's Fraser Orr was recognised as a top three finalist in the higher education category for his academic achievements while studying his Graduate Diploma of Building Surveying with Latrobe City Council. The higher education category takes into account all students studying at or above degree level.

Graduate – Regional Building Surveyor Internship Program – April 2014

Fraser Orr was one of five Victorian interns to complete this program sponsored by Regional Development Victoria and the Victorian Building Authority. This two year program was designed to enable rural and regional councils to recruit and educate talented young individuals. In order to fast track their development into competent and capable building surveyors, interns are exposed to various aspects of building control functions.

ARTS, EVENTS, TOURISM & INTERNATIONAL RELATIONS

Single Project - Australian Garden Project – November 2013

Awarded by Sister Cities Australia National Awards for establishment of the Australian Garden in our sister city Taizhou, China.

The annual award recognised the most outstanding and imaginative project that furthers the development of the local sister cities program within the community.

Youth Project – Youth Sports Exchange Program – November 2013

Awarded by Sister Cities Australia National Awards for a significant youth project which encouraged and stimulated youth participation in the local sister cities program.

CORPORATE STRATEGY DEPARTMENT

Australasian Reporting Awards Local Government Category Bronze Award – June 2014

Awarded for the *Latrobe City Council Annual Report 2012/13*



Internal Recognition - Excellence Awards

Latrobe City Council recognises that the contribution of employees is vitally important to the success of the organisation. Latrobe City Council has a Frequent Striver Program established to recognise employees who continuously strive for organisational excellence and recognises performance that exceeds expectations over and above position requirements.

During 2013/14, 126 Frequent Striver awards were presented to employees throughout the organisation.

Recognising Years of Service

Latrobe City Council is proud of the commitment and dedication of employees and the contribution they make to local government and the community. In line with the People Plan commitments to Value and Celebrate, the 'Years of Continuous Service Employee Recognition Operational Framework' was implemented during 2013/14 setting out guidelines to formally recognise our loyal employees with substantial continuous years of service with Latrobe City Council.

A number of employees have dedicated significant years of service to the organisation with just under 300 employees recognised in the first ceremony held on 29 August 2013 for their long serving contribution at the completion of 10, 15, 20, 25, 30, 35 and 40 plus years of service with Council.

During 2013/14, 55 employees celebrated notable lengths of service with Latrobe City.



Image credits (left to right, top to bottom): Latrobe City Council's 'Team Latrobe', Latrobe City Council Early Learning Centre and Meals on Wheels volunteers.

H.O.W

The Healthy Organisation Working Group (HOW) focuses on healthy eating, physical activity, mental health and wellbeing and help to stop smoking to assist staff to feel and perform even better at work.

During 2013/14 HOW implemented a range of activities and initiatives for staff including:

A renewed strategic direction

- The updated Healthy Organisation Workgroup Operational Framework and key principles was adopted.
- The renewed strategic direction was launched at a special event, where a HOW themed photobooth was hosted, future HOW activities discussed, a healthy competition launched and a healthy staff breakfast.
- Registered to participate in the Healthy Together Victoria, Achievement Program – Workplaces.
- The 'Workplace Health Check' program, which included 128 employees participating in health checks during 2013/14, was promoted and implemented.

Promotion of physical activity through events such as:

- 'Team Latrobe' running group culminating in participation in a local marathon event.
- Promotion of Premier's Active April, which saw 860 people across the municipality register for the month long event - a significant increase on the 200 from the previous year.
- Involvement in the launch of the sit-stand workstation initiative.
- Support of Cycling Challenge with incentives for participants and healthy catering provided.

Healthy eating initiatives included:

- Provision of healthy food options at the National Tree Planting Day event for staff.
- Masterchef 'Healthy Lunchbox' cooking initiative delivered with demonstration, tastings and recipes provided.

HOW aimed to increase the focus on mental health and wellbeing, through:

- Support of Laughter Workshops held in August 2013.
- Provision of massage to staff at a subsidised rate, to reduce stress and tension and provide reward and recognition to those assisting HOW.



3.5

CONNECTING WITH OUR COMMUNITY

Have your say

Latrobe City Council promotes community consultation activities in a number of ways to ensure our community is well informed and has the opportunity to have a say on the projects and initiatives that interest them. Some of the channels available to inform community members of community engagement activities include:

- 'Have your Say' section of the Latrobe City Council website.
- Community Sounding Board newsletter, available in email and hardcopy (90 members registered in 2013/14).
- Council Noticeboard in Latrobe Valley Express
- Public notices / advertisements in target print media.
- Links on Latrobe City Council social media pages.
- Personal invitation to target audiences.
- Face to face advice.

Latrobe City Council recognises that community members have different preferences for how they provide their feedback. Methods regularly available to support community participation include:

- Online surveys, polls and submissions.
- Hard copy surveys and submissions.
- Telephone surveys and discussions.
- One-on-one meetings with Latrobe City Council officers.
- Meetings with key stakeholders, community groups and individuals.

The methods available for community engagement participation and providing feedback vary dependent on the community engagement strategy adopted for the project/initiative.

During 2013/14 there were 27 'Have your Say' pages on Latrobe City Council's website requesting community participation on a range of strategies, plans, local laws and projects, including:

- Draft 2014-15 Budget (Excluding Fees & Charges) and 2014-18 Strategic Resource Plan.
- Latrobe Planning Scheme Review.
- Draft Latrobe Heritage Strategy.
- Natural Environment Sustainability Strategy for 2014-2019.
- Local Law No. 1 Amendment.
- Churchill West Development Plan.
- Review of Community Engagement Plan.



3.6

COMMUNITY PARTNERSHIP HIGHLIGHTS



Welcoming New Citizens

Welcoming new citizens is one of the highlights on the calendar for the Mayor who attended all six ceremonies (including a special Australia Day ceremony on 26 January 2014) to confer citizenship on the new citizens. The Mayor was joined by local members of state and federal government and Latrobe City Council's Youth Mayor (for 2014), Tearna Schumann, to officially welcome the new citizens before family and friends.

During 2013/14, 203 candidates, including 148 adults and 55 children, received Australian Citizenship. The predominant country of birth was India and Sudan, followed by the Philippines and the United Kingdom.

Citizenship Ceremonies are coordinated by Latrobe City Council on behalf of the Department of Immigration and Citizenship and in liaison with the Australian Electoral Commission.



Fire Prevention Assistance

Latrobe City Council's Municipal Fire Prevention Team and Home and Community Care (HACC) services undertook a unique initiative, identifying and assisting vulnerable community members living in high risk bushfire environments within Latrobe City.

Following the identification of these community members, an inspection of their properties was completed by Council Fire Prevention officers. Thorough inspections of the fire risks were undertaken and appropriate treatment options were recommended.

By utilising available HACC services funding, contractors were then engaged to assist these community members to make their properties safer in the event of being impacted by bushfire.

This initiative is a first for Latrobe City, where Latrobe City Council's Fire Prevention and HACC services worked together to assist vulnerable community members.

Image credits (left to right): above; Latrobe City Council Citizenship Ceremony participants, Sister Cities Festival 2014, Latrobe City Children's Expo, below: Latrobe City Council Citizenship Ceremony participants, Latrobe City landscape, Jaime Oliver's Ministry of Food participants, face painting at the Latrobe City Children's Expo.



Jamie Oliver's Ministry of Food

Jamie's Ministry of Food was an initiative that Healthy Together Latrobe (a partnership between Latrobe City Council and Latrobe Community Health Service) and the Victorian Government supported to help address overweight (34.2%) and obesity (19.7%) levels (source: Victorian Population Health Survey 2008) within Latrobe City. Initiatives such as Jamie's Ministry of Food Mobile Kitchen support our community to develop the skills, knowledge and confidence to prepare and enjoy great tasting, healthy meals.

Jamie's Ministry of Food van rolled into town in September and over the course of its stay, more than 450 people participated in the cooking courses or volunteered their time to help. There were two cycles of cooking courses and the people who attended came from all walks of life. Their main motivation was to learn to cook simple, nutritious meals but everyone who attended took something unique from the experience.

"Providing a program that inspires our participants to get into the kitchen and cook healthy meals from scratch, using fresh ingredients is what our kitchen is all about. Participants walk away from our program with one of life's most important skills – the knowledge and ability to cook, how to shop and how to enjoy food in a way that benefits them and their families."

Emma Hannah, Food Trainer Jamie's Ministry of Food

Latrobe City Children's Expo

The fourth Children's Expo was delivered at Kernot Hall in October 2013.

Latrobe City families and children flocked to the free event for entertainment, fun and information on services and activities that are available to them. The event demonstrated the extensive Early Years network that exists in Latrobe City made up of families, community groups, services, businesses and government bodies. The Children's Expo demonstrated that we share the responsibility of building a better future for children and their families.

Latrobe City Council acknowledges its Children's Expo event partners: Best Start, GippsTAFE, Department of Education and Early Childhood Development, and Children's Week Council of Australia.

3.7

OUR VOLUNTEERS

18 per cent (just under 10,500) of Latrobe City residents reported participating in voluntary work in the latest Australian Bureau of Statistics Census (2011). In addition to benefitting many people, volunteering strengthens our whole community while keeping people active and connected to each other.

High Tea Celebrations for Morwell Meals on Wheels Volunteers

Latrobe City Council held a “Thank you High Tea” for Meals on Wheels volunteers who supported Morwell Meals on Wheels clients throughout the Hazelwood Mine Fire event. Acting General Manager Community Liveability, David Elder, thanked volunteers for their support to clients; for delivering meals and also monitoring client wellbeing while smoke and ash impacted the community.

As part of the celebrations the retirement and birthday of Ada Pigot was recognised – Ada not only turned 90 but had volunteered for Morwell Meals on Wheels for over 30 years, as well as supporting other numerous organisations in the community – Probus, Council of International Women and Central Gippsland Retired Persons Association.

Ada was presented with flowers, a gift and a cake to celebrate the occasion.



Latrobe Says Thanks

The ‘Latrobe Says Thanks’ event, held in May 2014, was an opportunity for members of the community to thank some of the wonderful Country Fire Authority volunteers involved in the fire-fighting effort during the Hazelwood Mine Fire and see the fire trucks up close.

As well as offering the community a chance of a relaxing afternoon, to browse the stalls, mingle and have some family fun time, it was also an opportunity to reflect on the superb efforts that the fire-fighters put in during the fire season.

The event was supported by GDF Suez, TRFM and Gold 1242, and included a variety of activities, stalls and entertainment along with food and drink. With approximately 1500 people attending, the event held in the Latrobe City Council corporate headquarters car park, included a party atmosphere, street performers, children’s activities and food stalls.







3.8

CONNECTING WITH OUR YOUTH

Youth Council

The Latrobe City Youth Council provides an opportunity for local young people to meet regularly and express their views on issues that affect them and their peers. The program aims to increase civic participation by local youth and develop their knowledge of issues that affect young people at federal, state, local government and community levels.

Youth councillors are appointed for a calendar year with a membership of up to 15 positions. The group is drawn from a range of schools, towns and ages to ensure youth councillors are representative of the diverse range of young people that reside in Latrobe City. Youth Council meetings are held fortnightly during school terms.



Image credits (top to bottom): Latrobe Says Thanks event, Latrobe City Youth Council 2014, Latrobe City Youth Council 2014 meeting with skate park users.

2013 YOUTH COUNCIL JUNE 2013 – DECEMBER 2013

Twelve young people were recruited to the 2013 Youth Council Program.

Youth Councillors:

- Samantha Heatherington
- Tearnna Schumann
- Hayden Stephens
- Matthew Bayley
- Marley Kincaid
- Tiffany Russell
- Josie Slater
- Andrew Dacton
- Crystal Bertoli
- Tim Beattie
- Daniel Frost
- Rory Smith

Key achievements included:

- Participation in the 2013 Sister Cities Youth Conference held in Broken Hill, New South Wales, where representatives had the opportunity to share ideas and expand their awareness of youth issues at a national level.
- Remembrance Day services held at the Morwell RSL.
- Re-development of the second version of the Youth Info Card which provides information on local support agencies and services for young people aged 12 to 25 in Latrobe City.
- A visit to Parliament House, Victoria with the opportunity to meet with Russel Northe, MP and other Victorian MP's to debate youth issues.
- UN-Youth Evatt Debating competition.
- Discussion with the Latrobe City Environmental Health Unit about local issues.
- Attended the Clean Coal Victoria presentation at the Premier Function Centre, Traralgon.
- Assisted the Community Development Team at the Community Safety Forum in October 2013.
- Attended the Halogen 10,000 Idea State Youth Conference.

2014 YOUTH COUNCIL JANUARY 2014 – JUNE 2014

Fourteen young people were recruited to the 2014 Youth Council Program.

Youth Councillors:

- Samantha Heatherington
- Tearnna Schumann
- Tim Beattie
- Daniel Frost
- Rory Smith
- Gregory Evans
- Nathan Smith
- Daniel Lithgow
- Natasha Exell
- Brodie Logue
- Kristen Schumann
- Arron Smith
- Luke Smith
- Harmony Nolan

Key achievements included:

- Presenting the young Australian of the year award at the annual Australia Day service held at Kernot Hall, Morwell.
- Youth Council was represented at several ANZAC Day services within the Latrobe area, performing a major role once again with the Morwell RSL.
- Participate in an awareness session hosted by Latrobe Community Health Services on the value of Social Connectedness around Volunteering as part of National Volunteers week.
- The opportunity to interact with several Latrobe City skate park users which allowed in-depth discussions on what is good and what could be improved with our local skate parks.
- Met with representatives from Latrobe Community Health Services to learn about problems and local issues caused by gambling.
- Met with representatives from Latrobe Regional Hospital Mental Health Unit to learn about the issues faced by Latrobe City residents who experience mental health issues.



Youth Leadership Program

The Latrobe City Youth Leadership Program aims to empower and build the capacity of local young people through a nine-month leadership program. The program covers leadership styles, identifying strengths and personal growth areas, networking with community leaders, investigating career options and making new friends.

Latrobe City Council thanks the following participants for their commitment to the program:

- Riley Smith
- Glen Robinson
- Sharni Bennett
- Tanika Bottomley
- Carly Talbot
- Nathan Smith
- Kristen Schumann
- Gregory Evans
- Daniel Lithgow
- Natasha Exell
- Brodie Logue

Key topics covered included:

- **Diversity within the Community**
Students had the opportunity to learn about differences within the local population, including presentations from Vision Australia and Deaf Access Victoria. Experiences with mental illness were spoken about and a presentation was given about life growing up Koorie.
- **Monash University/Federation University**
The students had the opportunity to experience life at the Gippsland Campus, having the chance to attend several lectures including, Primary Education, Science and Visual Arts.
- **Parliament House**
Students had the opportunity to visit Parliament House, Victoria with a guided tour by local member, Russel Northe, which was followed by an informative discussion around youth issues.
- **Public Speaking**
Students learnt the art of structuring a speech, and were provided with an opportunity to refine their skills and overcome their fears when speaking to a large audience or during interviews.
- **Community Engagement Program**
Students visited a local Early Learning Centre allowing them to interact with some of the younger members of the community. This was followed by an in-depth presentation by the Latrobe City Home and Community Care services.

2014 Youth Leadership Program

During 2014 the Youth Leadership Program, which has run for almost twenty years, was reformatted and improved with the focus to engage with local skate park users, something which previously had not been done.

In partnership with YMCA Action Sports and Victorian Skateboarding Association, Latrobe City Council will manage the Latrobe Skate and BMX League (LSBL) facilitated by the Youth Leadership Programs at various skate parks throughout the Latrobe City local government area during 1 January - 31 December 2014.

The new leadership program, named Latrobe City Skatepark Committee, has a clear focus on learning outcomes and measurable objectives and was recruited through various means including; presentations at local secondary schools, various youth service providers, advertisements in the local paper and social media. The most productive recruitment activity was word of mouth around the skate parks.

Several training days were held for program participants in early 2014, with the focus on building the capacity of each individual within the group and encouraging the ability to deliver four skate park events in Latrobe City by December 2014.

Program Purpose:

Unlike other recreation facilities, skate parks and their associated sports do not use club structures or a formal process to engage patrons and the broader community. The purpose of the LSBL is to provide a formal process and build capacity of young people that patronise skate parks within local communities.

This is achieved by:

- Conducting sports specific training including, but not limited to, coaching, officiating and event management.
- Developing skate park "Volunteer Committees" and connecting them through LSBL events.
- Delivering a series of consistent structured events that celebrate the skills and talents of young people and athletes on a local and regional level.

Up to June 2014, Latrobe City has engaged with over 1000 young people who visit and use the various Latrobe City skate parks and has hosted four major skate park events, all of which were extremely well attended by both males and females aged between 6 – 35 years of age:

- Saturday 5 April 2014
- Sunday 27 April 2014
- Friday 30 May 2014 (under lights)
- Saturday 14 June 2014

Youth Sector Activities July 2013 – June 2014

- Hosted the Victorian Regional FReeZA Summit.
- **A key contributor to the continuation of RYAN (Regional Youth Affairs Network) on a quarterly basis.**
- Assisted "BlaK MistiQ" - an indigenous dance program for secondary school-aged females with seeking funding opportunities.
- **Hosted the Annual Gippsland Regional Round of the Evatt Trophy - a Victorian UN-Youth debating competition.**
- Supported Headspace to deliver the FReeZA program.
- **Supported CREATE foundation by attending monthly meetings.**
- Facilitated the monthly (Latrobe Youth Network) LYN meeting.
- **Attended regular (Gippsland Youth Commitment) GYC Transition and Re-engagement meetings.**
- Hosted and assisted the delivery of "Deadly Health Race" - a health awareness program for indigenous secondary school students.
- **Attended monthly Advisory Committee – Gippsland Youth Leadership and Participation Project.**
- Assisted with the Road Safe Bike Challenge.
- **Attended bi-monthly L2P Program Steering Committee Meeting.**
- Participated in the Clean Coal Victoria Consultation.
- **Presented on the role of Local Government to the Commercial Road Primary School, Morwell.**
- Presented on the role of Local Government to the Crinigan Road Primary School, Morwell.
- **Presented on the role of Local Government to the Moe and Newborough Primary Schools.**
- Presented on the role of Local Government at the Gippsland Education Precinct (GEP).
- **Worked with (Baw Baw Latrobe Local Learning and Employment Network) BBLLEN on the various projects.**
- Assisted with KEMPE "Read the Play" program
- **Monthly participation with the "StraightTALK" Program run by The Smith Family.**
- Participated as an active member of the monthly LV Sports and Recreation Network Meeting hosted by Latrobe Community Health Services.
- **Assisted with the Victorian Regional Living Expo.**
- Assisted students to gain work experience hours.
- **Attended the Bass Coast Youth Service Providers Meeting.**
- Attended the Baw Baw Youth Service Providers Meeting.
- **Attended the Wellington Youth Service Providers Meeting.**

3.9

COMMUNITY GRANTS 2013/14



Latrobe City Council's Community Grants Program assists not-for-profit, largely volunteer, community-based organisations to implement projects and activities which meet identified community priorities that benefit Latrobe City residents by:

- Strengthening community connections
- Developing an accessible and inclusive community
- Encouraging community initiatives that promote self-sufficiency and innovation, and
- Helping to strengthen local participation in the planning and implementation of services.

MINOR CAPITAL WORKS

1st Glengarry Scouts - Replace deck on scout camp accommodation building

1st Newborough Scout Group
- Plumbing upgrades

1st Traralgon Scout Group
- Upgrade hall key locking system

1st Yinnar Scout Group - Electrical works

Adrenalin Paintball Club (Vic) Inc.
- Club house refurbishment

Advance Morwell Inc.
- Replacement of missing rose plants in CBD tubs, planting other plants in season

Australian Breastfeeding Association, Latrobe Group - Gazebo shelters

Boolarra Folk Festival Committee - Old Boolarra post office restoration project

Boolarra Memorial Hall Inc.
- Safety floor covering in men's toilets

Boolarra Pony Club Inc.
- Construct equestrian dressage arena

Cameron Street Pre-School
- Large play equipment

Carinya Preschool - Bike track and path

Churchill Bowls Club Inc. - Construct suitable toilet and kitchen facilities and improve access for people with disabilities

Churchill Preschool - Concrete path

Cooinda Hill Inc. - New oven

Cumberland Park Kindergarten
- Playground refurbishment

Eastern Valley Street Rodders Inc.
- Refurbishment of KC Wombat Building Crinigan South Reserve

Falcons 2000 Soccer Club
- Supply of maintenance materials

Flynn Tennis Club
- Veranda replacement on club rooms

Friends of Traralgon Railway Reservoir
- Conservation Reserve - Fencing of reserve in Hickox Street

Gippsland Acoustic Music Club Inc.
- Portable roll and fold staging

Glendonald Park Preschool
- Learning through play equipment

Glengarry Cricket Club - Top dressing of Fred King Oval, Glengarry Recreational Reserve

Glengarry Recreation Reserve Committee of Management - Self-propelled sprinkler

Good Beginnings Australia - Storage shed

Gormandale Cricket Club - New synthetic surfaces for two practice wickets

Hazelwood & Churchill Past Players & Officials Association

- Wireless electronic scoreboard

Hazelwood Cemetery Trust
- New lawn beam

Kay Street Preschool Parents Committee
- Grid-connected solar power system

Latrobe Cricket Club
- Perimeter fencing at Maryvale Reserve

Latrobe Orchestra Inc. - Portable public address / amplification equipment

Latrobe Theatre Company - Portable mirrors

Latrobe Valley Hockey Association Inc.
- Hockey facilities - coaches boxes

Latrobe Valley U3A Inc.
- Laptop computer, printer and software

Latrobe Valley Umpires Association
- Lighting upgrade of ground

Latrobe Valley Volleyball
- Electronic timer

Latrobe Valley Water Ski Club
- Refurbishing of ski jump

Lions Club Of Moe Inc.
- Renovation and maintenance of playground

Maryvale Crescent Preschool
- Soft landings for playground

Moe Amateur Swimming Club Inc.
- Banners and a gazebo shelter

Moe And District Netball Association Inc.
- PA system

Moe Cricket Club
- Bollard & safety rail upgrade

Moe Early Learning Centre Preschool
- Spare parts storage unit

Moe Football Netball Club
- Goal post safety netting

Moe Golf Club Inc.
- Painting external of clubhouse

Moe Lions Junior Football Club Inc.
- Behind the goal safety nets at Ted Summerton Reserve

Moe Little Athletics Centre
- Wireless timing gates

Moe Neighbourhood House
- Disability access project

Moe Pony Club Inc.
- Roller doors for new shed

Moe Senior Citizens Inc.
- Air conditioning unit

Monash Soccer Club
- Safe & secure storage with shelter

Morwell Cricket Club
- Change rooms upgrade

Morwell Croquet Club Inc.
- Split system air conditioner

Morwell Football Netball Club
- Social rooms flooring upgrade

Morwell Seniors Club
- Carpet bowling mat

Morwell Tennis Club
- Split system air conditioner

Morwell Town Common Development Plan Project Control Group
- Morwell town common historical sign

Newborough Bulldogs Junior Football Club - Tiered spectator seating

Newborough Football Netball Club
- Spectator shelter

Newborough Urban Fire Brigade
- Lighting equipment

Possums Of Yinnar Playgroup
- Equipment and craft materials

Rotary Club Of Morwell
- Installation of power supply outlets

St John Ambulance Latrobe Combined Division
- Defibrillators for use at community events

St Vincent's Cricket Club
- Synthetic cricket pitch

The Lions Club Of Traralgon Inc.
- LED lighting Loy Yang Latrobe Community Sound Shell

Toongabbie Mechanics Institute Committee Inc. - Rebuild entry ramp

Toongabbie Recreation Reserve Committee Inc.
- Landscaping old butter factory site

Traralgon & District Agricultural Society
- Updating of cladding on the pavilion wall

Traralgon & District Pony Club Inc.
- Ride on mower

Traralgon Baseball Club
- Upgrade batting cages

Traralgon Community Toy Library
- Shelving units

Traralgon Croquet Club Inc.
- New vehicle access gate

Traralgon East Senior Citizens Centre
- Carpet bowls mat

Traralgon Girl Guides - Kitchen upgrade

Traralgon Golf Club
- Clubhouse roofing renovations

Traralgon Olympians Soccer Club
- Portable goals

Traralgon Playgroup
- Painting of building - external

Traralgon Soft Tennis & Walking Group
- Portable PA system with wireless microphone

Traralgon South Hall Committee
- Replacement of stoves in kitchen

Traralgon South User Group
- Solar power system

Traralgon Swimming Club
- New website for Traralgon Swimming Club

Traralgon Tyers United Football & Netball Club Inc. - Tyers Recreation Reserve master plan enhancement project - part 3

Traralgon West Playgroup - Bike shed

Twin City Archers Gippsland Inc.
- Disabled access paths

Tyers Soccer Club - Tyers Recreation Reserve master plan enhancement project -part 3

Tyers Tennis Club - Tyers Recreation Reserve master plan enhancement project - part 3

West Traralgon Scouts - Replace weather boards and painting

Yallourn Association
(Run By Yallourn Old Girls' Association)
- Yallourn reunion banners for photos display

Yallourn Golf Club
- Upgrade watering system

Yallourn Newborough RSL Sub Branch
- Anzac centenary lighting project

Yallourn North Bowling Club
- Upgrade lighting

Yallourn North Cricket Club
- Upgrade of cricket nets

Yallourn North Elderly Citizens Club
- New fridge

Yallourn North Kindergarten
- Outdoor table and bench seats

Yallourn North Playgroup
- Storage shed shelving

Yinnar Bowls & Recreation Club Inc.
- Solar panels

Yinnar Preschool - Play equipment upgrade

Yinnar Recreation Reserve Committee
- Replacement of community BBQ'S

Yinnar Tennis Club
- Tennis net replacement

EVENTS

Art Resource Collective Inc. (Arc Yinnar)
- Fibre/textile art exhibition

Association Of Filipinos
- Australians In Gippsland - The Austral-Asia Quest 2013 & Filipino Fiesta 2013

Boolarra Pony Club Inc.
- Boolarra Pony Club gymkhana

Central Gippsland Kennel Club Inc.
- Central Gippsland Kennel Club Inc. Championship Show

Churchill & District News
- Junior fishing competition

Churchill Neighbourhood Centre Inc.
- Gumleaf Quilters 5th biennial quilt & craft exhibition

Filipino Seniors & Carers Support Group Of Gippsland Inc.
- Multicultural seniors celebration

Fil-Oz Senior Citizens In Gippsland
- Harmony Day/international food festival

Gippsland Australian Muslim Community Inc. - Eid Ul Adha festival

Gippsland Indonesian Australian Association Inc. - 68th anniversary of the Indonesian - independence (1945 - 2013)

Grand Strzelecki Track Inc.
- Duncan Orr Memorial run

Italian Australian Bocce Club
- Latrobe City mixed triples bocce classic championships

Italian Australian Coordinating Committee Of Gippsland
- Ballo Della Repubblica - celebrating Italian National Day

Latrobe Valley Mixed Dart League Inc.
- Darts Victoria Latrobe Classic

Latrobe Valley Philatelic Society Inc.
- Annual stamp and coin fair

Latrobe Valley Veterans Badminton LVBA Inc. - Latrobe Valley Victorian Teams Event

Latrobe Valley Yacht Club Inc.
- Sailing - open day

Moe Bowling Club Inc.
- Latrobe City Classic Pairs and Latrobe City Ladies Classic Pairs

Moe Traders Association
- Moe schools superstar

Morwell/Traralgon Kennel Club Inc.
- All breeds championship dog show

Pistons Car Club
- Hazelwood car and bike show

Polish Community Council Of Victoria
- Latrobe Valley Polish Seniors Club 25th year jamboree & seniors picnic

Traralgon And District Art Society
- Latrobe Valley Art Societies exhibition

Traralgon Fire Brigade
- Traralgon Fire Brigade 125th anniversary

Traralgon Harriers Athletics Club
- 47th Traralgon marathon running festival

Tyers Art Festival - GDF Suez Australian Energy 34th Tyers Art Festival

COMMUNITY DEVELOPMENT

Buddy Bear Volunteer Sewing Group
- Volunteer sewing program

Churchill And District News
- Churchill and District News publication

Gecc-Gippsland Interfaith
- "Talking faith" program

Gippsland Asbestos Related Diseases Support Inc. (GARDS)
- GARDS/ACV asbestos newsletter

Gippsland Ethnic Communities' Council
- Effective communications relating to CALD and religious communities

Gippsland Indonesian Australian Association Inc - Using music as an expression of cultural harmony

Gippsland Rainbow Collective Incorporated
- Community visibility project 2013/14

Gippsland Sudanese Association
- Ongoing community activities, volunteer support and small events

Interchange Central Gippsland
- Community newsletter

International Women's Group Inc.
- Monthly and annual community activities

Italian Elderly Citizen Group Morwell
- Promotion of Italian culture, social interaction and support for elderly citizens

Latrobe Valley U3A
- Educational courses to meet the needs of retirees in the Latrobe Valley

Latrobe Valley Volleyball
- Spikezone Program

Life Education Gippsland - Mobile learning centre for Latrobe Valley and Gippsland

Make Moe Glow Inc.
- New Moe visitors guide

Moe Ambulance Auxiliary - Gazebo

Morwell Historical Society Inc.
- Purchase of archiving material

Skateboarding Australia
- Skateboarding Australia Hub Program

The Big Boom Bang
- Latrobe Valley Drumming Inc. Program - Latrobe Valley Drumming

Traralgon And District Art Society Incorporated - Printing of brochures

Traralgon Neighbourhood Learning House - Business plan for Latrobe Valley community shed

Yallourn Association
- Virtual Yallourn website

Young Multicultural Voices Of Gippsland Action Group
- Young multicultural voices of Gippsland