

**2018-2019 Annual Plan Actions**  
**Quarterly Progress Report**  
**For period ending 30 September 2018**

# Annual Plan Actions



At least 80% of target achieved



Between 60% and 79% of target achieved



Less than 60% of target achieved or Not Started

— Yet to commence


## Priority Area 1 - A creative and innovative city

**10-Year Goal:** *To foster creative and innovative people and industries*

**Key Direction:** *To establish appropriate mechanisms to support the retail sector*


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIVED</i>
Greater Launceston Transformation Project (GLTP) - City Deal Agreement - Participate in the GLTP Smart City project in conjunction with the partner Councils, the State Government (Office of the Co-ordinator General) and contractors to the project. - Utilise and embed the technology, data and related project outcomes to support Council's strategic decision making and operational activities.	In Progress	Corporate Services	15	
<p><b>PROGRESS COMMENTS</b>                      Training has been delivered for all Councils in the assorted software components of the project. Staff from all Councils are now spending time growing understanding of the software capabilities and data sets. A one week test data set was provided by Telstra to Sensing Value to support the training roll out. A presentation of data capability is under development for regional General Managers.</p>				

**Key Direction: To support and promote alternative uses of underutilised buildings**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Macquarie House - Complete the redevelopment of Macquarie House to facilitate the Macquarie House Innovation Hub project and accommodate Enterprise Tasmania as the principal tenant of the site.	In Progress	Facilities Management	20	
<b>PROGRESS COMMENTS</b> A new timeline has been developed and a contractor has now been appointed. Demolition and the lift pit have both been completed and restoration work is 20% progressed.				

**Key Direction: To promote the wide variety of learning opportunities within Launceston**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Continue to roll out the Asset Based Community Driven Engagement (ABCDE) Learning Sites approach to Mowbray.	Yet to Commence	Development Services	-	-
<b>PROGRESS COMMENTS</b> This action is due to commence from 1 January 2019.				

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Cultural Strategy - City Deal Agreement Develop and commence implementation of a Cultural Strategy by completing action endorsed in the 'Towards a Cultural Strategy for Launceston' report.	In Progress	Creative Arts and Cultural Services	25	
<b>PROGRESS COMMENTS</b> Cultural Strategy - Consultation/Stakeholder Engagement: - Prospectus - this was part of the QVMAG Feasibility Study, the report of which has been delivered to the General Manager and presented to Council in a workshop. - Engage Consultant to deliver in accordance with Procurement Processes  Robyn Archer AO retained on ongoing basis - Contract for Services being drafted; Hirst Projects to meet with Robyn Archer and then formally engaged to deliver Cultural Strategy				

Scoping Cultural Strategy:

- Your Voice Your Launceston survey to be released October; Arts & Culture e-newsletter in CCD Graphic Design - to be released October; Hirst Projects to commence consultancy late October.


Develop Partnership with the University of Tasmania as part of Feasibility


- Develop contacts with key UTAS staff - This has been happening on an informal basis: GM continues engagement with David Adams and James McKee around the Inveresk Precinct Masterplan (City Deal); EOAC is on judging panel for Ephemeral Art Project (Dr Kim Lehman), working on Artist Residency Programs/Collaboration; CCD Director is giving opening address at the upcoming UTAS Cultural Value in the Regions Symposium. Establish internal working group with key tasks to liaise on UTAS relocation to Inveresk Pending start of CCD Director. Identify areas of cooperation such as research, access to collections and staff involvement in programs Pending start of CCD Director.

## Priority Area 2 - A city where people choose to live

**10-Year Goal: To promote Launceston as a unique place to live, work, study and play**


**Key Direction: To continue to offer an attractive network of parks, open spaces and facilities throughout Launceston**


ACTION	STATUS	DIRECTORATE	% COMPLETE	TARGET ACHIEVED
Gorge Reimagining - Continue to implement action plan to support the preferred future for the Cataract Gorge Reserve and Trevallyn Nature Recreation Area. Specific focus to include: - Path resealing & accessibility along the loop track - Stone edging & safety fencing along tracks - Weed control - Lighting along the Suspension Bridge and Gorge Restaurant entrances - Playground redevelopment to reduce flood impact - Access and Information at Kings Bridge and First Basin entrances.	In Progress	Infrastructure Services	87	
<p><b>PROGRESS COMMENTS</b>            Strategic outcomes achieved with delivery of projects across environmental management, maintenance and amenities, governance, access and linkages, events, interpretation information and promotion.</p>				

ACTION	STATUS	DIRECTORATE	% COMPLETE	TARGET ACHIEVED
Support - Regional Recreation Strategy - Develop a framework for delivery of a Regional Recreation Strategy in conjunction with sporting clubs, State Government and neighbouring Councils.	In Progress	Infrastructure Services	85	
<p><b>PROGRESS COMMENTS</b>            Community Sport and Recreation are undertaking a Northern Regional Sports Facility Strategy, focusing on major sports facilities. The delivery of this strategy will support the future direction of a Regional Recreation Strategy to develop a sports plan in partnership with neighbouring councils to identify and plan for all regional sporting activities. The framework is well advanced with strong collaboration with neighbouring councils.</p>				


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Complete the Riverbend Park development.	Not Started	Major Projects	0	
<b>PROGRESS COMMENTS</b> No comments recorded.				

**Key Direction: To support the CBD and commercial areas as activity places during day and night**


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Launceston City Heart - Brisbane Street Mall Redevelopment - City Deal Agreement Redevelopment of the Brisbane Street Mall as part of the Launceston City Heart Masterplan and Launceston City Deal.	In Progress	Major Projects	70	
<b>PROGRESS COMMENTS</b> The Brisbane Street Mall Redevelopment was awarded to The Baker Group Pty Ltd in March 2018 in accordance with Councils Code for Tenders and Contracts, Public Tender Policy. Extensive stakeholder sessions were undertaken prior to contract practical completion being nominated, as such the initial November completion was reduced by negotiation with the Contractor to September 2018. Currently the project is about 70% complete overall with the works on site estimated to be about 55% complete. Paving is 50% complete and both large overhead roofing structures are now in place.				

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Launceston City Heart - Wayfinding and Connectivity Implementation - City Deal Agreement Implementation of wayfinding treatments in the CBD (Launceston City Heart area).	In Progress	Major Projects	53	
<b>PROGRESS COMMENTS</b> The MPD has received approval for three (3) of the four (4) DA's. The approvals to date have been granted for signs along the North Esk Trail and within the QVMAG and City Park precincts. The remaining DA within the planning process, yet to be approved is the CBD building signs. To avoid any risks associated to potential scope changes or revision to any detail, the MPD has held off finalising documentation and releasing tenders until planning consent is granted to the final DA and naming of the North Bank park/precinct was confirmed. The prototype for the Digital Display is underway with the consultant finalising the testing and assembly of the prototype. It is anticipated that the prototype will be installed in the City of Launceston Information Centre.				


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Launceston City Heart - Implement Stage 2 Preliminary Planning.	Not Started	Major Projects	0	
<b>PROGRESS COMMENTS</b> No comments recorded.				

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
St John Street Bus Stops Redevelopment - City Deal Agreement Commence the redevelopment of St John Street (Central North and Central South) including Bus Stops as part of Stage 1 of the Launceston City Heart Masterplan.	Not Started	Major Projects	0	
<b>PROGRESS COMMENTS</b> No comments recorded.				

**Key Direction: To contribute to enhanced public health and amenity to promote a safe and secure environment**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Implement the Launceston site of the National Suicide Prevention project in partnership with Primary Health Tasmania.	In Progress	Development Services	15	
<b>PROGRESS COMMENTS</b> The Action Plan for the project is currently with Primary Health Tasmania and is likely to be finalised and approved by early October. Future reports will discuss progress against the actions.				

**Priority Area 3 - A city in touch with its region****10-Year Goal: To ensure Launceston is accessible and connected through efficient transport and digital networks****Key Direction: To improve and maintain accessibility within the City of Launceston area, including its rural areas**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Implement the short term objectives of the Parking Strategy.	In Progress	Facilities Management	10	
<p><b>PROGRESS COMMENTS</b> Presented action plan to Aldermen 30 July 2018. Timelines to be created for implementation. A workshop was held with Aldermen in August to discuss strategies for parking in the streets adjacent to the Launceston General Hospital. The Manager Parking (CoL) is working with the Director Corporate Services (LGH) on solutions.</p>				




**Priority Area 4 - A diverse and welcoming city**

**10-Year Goal: To offer access to services and spaces for all community members and to work in partnership with others to address the needs of vulnerable and diverse communities**

**Key Direction: To define and communicate our role in promoting social inclusion and equity**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Develop a Social Inclusion Framework.	Yet to Commence	Development Services	-	-
<b>PROGRESS COMMENTS</b> This action is due to commence from 1 January 2019.				


**Key Direction: To work in partnership with community organisations and other levels of government to maximise participation opportunities for vulnerable and diverse members of the community**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Job Pathways Project - City Deal Agreement Participate in and support the Jobs Pathway Project in partnership with the key stakeholders of the City Deal.	Not Started	Development Services	0	
<b>PROGRESS COMMENTS</b> No comments recorded.				

**Key Direction: To offer equitable access to services and facilities, including the design of public spaces that are accessible and suited to all abilities**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Review Council's Access Action Plan.	Not Started	Development Services	0	
<b>PROGRESS COMMENTS</b> Scoping of this will commence in October 2018.				


**Key Direction: To support the delivery of programs and events for people to connect with each other through participation in community activities & civic life**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Review the Event Sponsorship Guidelines in order to continue to attract a wider variety of events within the Launceston Municipality.	In Progress	Development Services	10	
<b>PROGRESS COMMENTS</b> Scoping for the review has commenced and it is anticipated that the project will be completed and approved by Council prior to Round 1 of 2019 which commences on 1 February.				


## Priority Area 5 - A city that values its environment

**10-Year Goal: To reduce the impacts on our natural environment and build resilience to the changing intensity of natural hazards**



**Key Direction: To contribute to air and river quality in Launceston by liaising with the community, business and other stakeholders**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Tamar River Health and Amenity - City Deal Agreement In partnership with key stakeholders, prioritise and implement recommendations of the River Health Action Plan.	Not Started	Infrastructure Services	0	
<p><b>PROGRESS COMMENTS</b> No comments recorded.</p>				

**Key Direction: To manage the risks of climate-related events particularly in the area of stormwater management**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Stormwater Management Plan - Analyse results of hydraulic modelling developed over the past 3 years to prepare stormwater management plans for key urban catchments.	In Progress	Infrastructure Services	25	
<p><b>PROGRESS COMMENTS</b> Hydraulic model build is complete, results are ready to for review and validation.</p>				


**Key Direction: To reduce our and the community's impact on the natural environment**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Waste Strategy Review - Undertake review of CoL Waste Strategy following completion of actions in 2011 Interim Waste Strategy.	Not Started	Infrastructure Services	0	
<b>PROGRESS COMMENTS</b> The new Waste Strategy was postponed until the completion of the final of five actions in the Launceston Resource Recovery and Waste Management Interim Strategy and Action Plan 2012; the establishment of a kerbside FOGO service and organics processing facility which was undertaken during the 2017/18 financial year.				
<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Sustainability Strategy - Develop an energy and greenhouse gas reduction action plan to enable City of Launceston to reduce its carbon footprint and better prepare for the potential impacts of future climate change.	Not Started	Infrastructure Services	0	
<b>PROGRESS COMMENTS</b> No comments recorded.				


## Priority Area 6 - A city building its future


**10-Year Goal: To drive appropriate development opportunities as well as infrastructure, land use planning and transport solutions**

**Key Direction: To advocate and collaborate to address regionally significant infrastructure and transport solutions**

ACTION	STATUS	DIRECTORATE	% COMPLETE	TARGET ACHIEVED
Launceston Transport Strategy - Develop a Transport Strategy for the municipality that captures the challenges and opportunities that come with the growth and development across the City, the relocation of the University of Tasmania to Inveresk and the trends and technological advances in sustainable transport planning and operation.	In Progress	Infrastructure Services	5	
<p><b>PROGRESS COMMENTS</b> Project initiation has commenced.</p>				

**Key Direction: To ensure the planning system at a local and regional level is effective and efficient**

ACTION	STATUS	DIRECTORATE	% COMPLETE	TARGET ACHIEVED
Northern Suburbs Revitalisation Plan - City Deal Agreement Facilitate the implementation of the Northern Suburbs Revitalisation Plan in conjunction with relevant stakeholders	In Progress	Development Services	60	
<p><b>PROGRESS COMMENTS</b> Northern Suburbs Revitalisation Plan development is well under way with the six pillars identified (health and wellbeing; infrastructure and public spaces; housing; education; transport; employment and economic growth). The consultation period has concluded and the plan is in the early stages of development. The plan is on track to be completed by 30 March 2019.</p>				


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Launceston Planning Scheme - Prepare the local provisions of the Launceston Planning Scheme for translation to the new statewide planning scheme framework.	In Progress	Development Services	58	
The work program has been outlined and conformed following consultation with the Council. It is anticipated that the Local Provisions Schedule including zoning and overlay maps will be ready for informal advertising with the community by mid-2018. Submission to Tasmanian Planning Commission anticipated by Christmas 2018.				

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Relbia Area Plan - Commence development of an area plan for Relbia.	Yet to Commence	Development Services	-	-
<b>PROGRESS COMMENTS</b> No comments recorded.				


## Priority Area 7 - A city that stimulates economic activity and vibrancy

**10-Year Goal: To develop a strategic and dedicated approach to securing economic investment in Launceston**


**Key Direction: To provide an environment that is conducive to business and development**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
University of Tasmania (UTAS) Relocation - City Deal Agreement Engage with the UTAS on the project to relocate to Inveresk to ensure it integrates with the precinct and City in a planned manner.	In Progress	General Manager	80	
<p><b>PROGRESS COMMENTS</b></p> <p>Council staff have engaged strongly with UTAS over the course of the year to progress the necessary planning works for such a complex project. Matters around the subdivision of the site have been resolved, together with road naming and underground infrastructure provision. Work is continuing on the planning work for the proposed Planning Scheme amendment for the precinct, which includes land use, people movement /transport, parking (etc). Additionally, a Planning Scheme Amendment is currently being sought to facilitate the relocation of the National Automobile Museum of Tasmania from its Willis Street site to Lindsay Street. It is anticipated that this matter will be determined early in the 2018/19 financial year.</p>				

**Key Direction: To promote and attract national and international events and support the sector to ensure a diverse annual events calendar**


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Implement the Cool Season Strategy to attract more events during the cooler season in partnership with Tourism Northern Tasmania and Business Events Tasmania.	In Progress	Development Services	25	
<p><b>PROGRESS COMMENTS</b></p> <p>In this last quarter, the biggest bid under the Cool Season Strategy was successful. The collaborative bid with a number of partners for the rights to host the Special Olympics in 2022 was announced on 5 September 2018.</p>				

**Key Direction: To facilitate direct investment in the local economy to support its growth**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Continue implementation of actions outlined in Horizon 2021: City of Launceston Economic Development Strategy.	In Progress	General Manager	10	

**PROGRESS COMMENTS**

Currently working with the Northern Tasmanian Development Corporation (NTDC) to develop a population strategy for the Northern region, including the City of Launceston. An internal economic development working group has been established and works are progressing to implement the actions outlined in the Horizon 2021 report.

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
City Deal Agreement - Continue to work with the Commonwealth and State Government to successfully implement all of the City of Launceston's commitments under the City Deal program to deliver a range of economic and social benefits to the City.	In Progress	General Manager	10	

**PROGRESS COMMENTS**

The City Deal is a five-year plan to make Launceston one of Australia's most livable and innovative regional cities, with growing incomes and falling levels of disadvantage. In the first 12 months of implementation, the City Deal has already delivered some important results for Launceston.

**Key Achievements:**


- Investing \$95 million to improve the health of the Tamar Estuary and commenced delivering on the River Health Action Plan's 12 recommended projects.
- Improving the livability of the Launceston City Centre through the City Heart project. The Civic Square and Brisbane Street Mall reconstruction have been completed.
- Funding and land titles to support the University of Tasmania's relocation of its main campus from Newham to Inveresk have been settled. The project is receiving a total of \$260 million, the largest single infrastructure investment in Launceston's history.
- Helping make Launceston a Smart City by investing \$3.5 million in the Greater Launceston Transformation Project, including the development of five 3D digital city models. This is in addition to delivering a new Low-Power Wide-Area Network (LoRaWAN) and a range of other 'smart city' and data related commitments, including the release of 34 Launceston datasets on data.gov.au, supporting city planning.
- Developing a more coordinated and integrated approach that supports emerging new technologies, entrepreneurship, and cultural development - key enablers to deliver City Deal projects. The ability to develop single, coherent knowledge platform around latest technologies and sensing capabilities, is crucial in shaping the future of the city and the region.




**Priority Area 8 - A secure, accountable and responsive Organisation****10-Year Goal: To communicate and engage consistently and effectively with our community and stakeholders****Key Direction: To develop and consistently use community engagement processes**


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Develop and implement a Community Engagement Framework.	Not Started	General Manager	0	
<b>PROGRESS COMMENTS</b> No comments recorded.				


**10-Year Goal: To seek and champion collaboration to address major issues for Northern Tasmania****Key Direction: To lead the implementation of the Greater Launceston Plan by collaborating on relevant initiatives**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Develop a framework for the review of the Greater Launceston Plan.	In Progress	General Manager	10	
<b>PROGRESS COMMENTS</b> An initial workshop has been completed to scope the breadth of the review and discussions have commenced with the General Managers of the Northern Councils to seek their involvement in the review.				


**10-Year Goal: To continue to meet our statutory obligations and deliver quality services****Key Direction: To continually improve our service delivery and supporting processes**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Implement an End of Term report for the outgoing Council prior to the commencement of the 2018 Local Government Election.	In Progress	General Manager	80	
<b>PROGRESS COMMENTS</b> Draft End of Term report prepared. Will be submitted for Council consideration at their November meeting.				


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Complete a review of the Council's Corporate Strategic Plan 2014-2024.	In Progress	General Manager	80	
<b>PROGRESS COMMENTS</b> A draft Corporate Strategic Plan has been prepared, which will be submitted for consideration by the new Council in late 2018 or early 2019.				


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Develop a four year resourcing and delivery plan.	In Progress	Corporate Services	25	
<b>PROGRESS COMMENTS</b> A template is under development for the four-year resourcing and delivery plan. EMT to workshop content on 2 October 2018 and then a joint EMT and SMT workshop will be held in mid-November 2018.				

**10-Year Goal: To continue to ensure the long term sustainability of our Organisation****Key Direction: To strategically manage our assets, facilities and services**


<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Inveresk Masterplan - Engage with UTAS and precinct stakeholders to conclude the development of the Inveresk Masterplan.	In Progress	Facilities Management	75	
<b>PROGRESS COMMENTS</b> A workshop briefing has been provided to Aldermen and the project plan and timeline has been endorsed. Key Stakeholder engagement has occurred to date. However, due to recent changes foreshadowed by UTAS to their Masterplan the CoL Masterplan has now been deferred until 2019.				

**Key Direction: To maintain a financially sustainable organisation**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Finalise Council's Strategic Asset Management Plan.	In Progress	Corporate Services	65	
<b>PROGRESS COMMENTS</b> Feedback on the final draft of the SAMP (Strategic Asset Management Plan) was sought from Aldermen at the Workshop on 3 September 2018. The Audit Panel will consider the SAMP on 29 September 2018.				

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Complete review of Council's Long Term Financial Plan.	In Progress	Corporate Services	10	
<b>PROGRESS COMMENTS</b> Feedback on the final draft of the LTFP (Long Term Financial Plan) was sought from Aldermen at the Workshop on 3 September 2018. The Audit Panel will consider the LTFP on 29 September 2018.				

**Key Direction: To strengthen our workforce capabilities**

<i>ACTION</i>	<i>STATUS</i>	<i>DIRECTORATE</i>	<i>% COMPLETE</i>	<i>TARGET ACHIEVED</i>
Implement an organisational development program, with a focus on organisational culture, Lean and leadership development.	In Progress	Corporate Services	10	
<p><b>PROGRESS COMMENTS</b></p> <p>Organisational culture - the Human Synergistic's Survey to measure our current culture has been completed and team action planning has been conducted organisation wide.</p> <p>Lean - investment in Lean training has commenced. Certificate 4 participants are delivering workplace lean projects as part of the study. EMT and SMT and some coordinators have participated in the Lean Leader program (34 in total have done Lean Leader).</p> <p>Leadership development - EMT and SMT are progressing on the leadership development program which is aligned to achieving a constructive culture for the City of Launceston. A cultural road map for CoL is being developed.</p>				