



# Strategic Community Plan 2022 - 2032



SHIRE OF  
**KONDININ**

## Welcome from the Shire President

As part of its ongoing commitment to the Integrated Planning and Reporting regime established by the Department of Local Government, Sports and Communities, the Shire of Kondinin is proud to present the reviewed Strategic Community Plan for 2022-2023.

The Strategic Community Plan is required to have a major review every four years and a minor review every two years.

Community workshops were held in our towns to assess the wishes of the people of the area and to prioritize projects ranging from long term projects to immediate priorities for our communities. The plan is very comprehensive and allows for measuring of the success of projects in the future.

It is important that the Shire of Kondinin plans carefully to ensure that all groups in the community are represented as efficient and organized projects are responsibly financed implemented for the best results for the community.

It gives me great pleasure to present the Strategic Community Plan for the Shire of Kondinin.

*Cr Kent Mouritz*  
**President**

## Shire Vision and Values

### Our Vision

'To have a thriving and sustainable future'

### Our Mission

We will achieve our vision by;

- Providing leadership in the community,
- Having a positive outlook,
- Bringing the community together,
- Providing and facilitating appropriate facilities and services,
- Being forward looking, and
- Having pride in our Shire.

### Our Values

We will conduct our business with;

#### **Respect**

- Value people and places and the contribution they make to the Shire.
- Develop an environment of respect for different cultures
- Be appreciative of the aspirations of the community and what it does for itself

#### **Inclusiveness**

- Be receptive, proactive and responsive as an organisation
- Exist to help a community that has the capacity for self help
- Demonstrate leadership by promoting Council and community teamwork

## Our Commitment to the Community

The Shire of Kondinin is committed to providing quality services and infrastructure to the community, while being fiscally responsible to ensure the sustainability of the Shire and the community going into the future. This requires a measured approach to planning items, including the financial ramifications and benefits with careful implementation.

## How We Developed this Document

Our Strategic Community Plan reinforces our commitment to the people who live, work and visit our communities. The purpose of this document is to provide a clear purpose and strategic direction for our Shire, and to source the funding and support required to address the community priorities detailed later in this document.

It was developed based on

- The State Government's Blueprint for the region and other relevant policies, plans and strategies from both the State and Federal Governments.
- Community engagement on what is important to the people that live within our Shire.
- Input from Elected Members and Staff based on feedback they have received and their strong desire to deliver positive outcomes for their community.
- Current partnerships and projects already being delivered.

## Progress Reporting

The Shire of Kondinin has adopted a traffic light based Quarterly Update to report progress against the priorities as detailed in the Corporate Business Plan which will be shared via a Council Item and on the Shire web-site. In addition, results are formally communicated to the community annually via the legislated Annual Report.

## IPR Reviews

This Strategic Community Plan will be subjected to a minor review in 2023 and a major review requiring extensive community engagement in 2025 as legislated. In addition, the Corporate Business Plan will be reviewed and updated annually to reflect any changes to priorities, service levels and the budget.

## Summary of Community Engagement

| <b>ENGAGEMENT</b>              | <b>REACH</b> |
|--------------------------------|--------------|
| Community Workshop in Hyden    | 21           |
| Community Workshop in Kondinin | 19           |
| Council workshop               | 8            |
| Survey (hard copy and online)  | 50           |
| Individual Submissions         | 2            |
| <b>TOTAL</b>                   | <b>100</b>   |

## Strategic Priorities

Emerging issues raised by community members at the various engagement forums:

- Access to quality **housing** and diversity of housing
- **Road and footpath** maintenance, **strategic road improvements** e.g. Hyden Norseman Rd
- **Ambulance** sub centre buildings should be fit for purpose
- Retention and access to **health** services (advocacy role with the Hospital, retention of GP, sealing airstrips)
- Implementing the **sport and recreation facilities** plan
- The importance of and potential for **local tourism**
- Enhancement of the **main street aesthetics in our towns**, and improvement of **public housing** standards in Kondinin in particular
- High value on local **education** (advocacy role)
- **Bushfire** prevention and control
- Facilities, services and care available for **seniors**
- Developing our **young people**
- **Whole of community** approach to strategic priorities
- **Promoting ourselves**

## The Shires Role and Responsibilities

The work of local government is varied and affects the day to day lives of those in our community. This Plan lists the facilities and infrastructure that are maintained and renewed by the Shire of Kondinin and also provides a summary of the services that are delivered directly by the Shire. In addition, the Shire advocates for many other services which whilst they do not fall under the requirements of a local government, Council endeavours to ensure that these services are maintained where possible.

### Key Achievements since the 2016 - 2026 Strategic Plan

Our Shire has achieved the following since our last major Strategic Community Plan review.

- ✓ Hyden Recreation Centre upgrades
- ✓ Kondinin Community Recreation Centre upgrades
- ✓ Karlgarin town site upgrades
- ✓ Additional staff housing
- ✓ Additional aged housing
- ✓ Continuing Community Grants program
- ✓ Improved Recreation Facilities in towns
- ✓ Ongoing road maintenance and construction programs including footpaths
- ✓ Medical services provided through Health Centre
- ✓ Tourism promotion in conjunction with Roe Tourism
- ✓ Kondinin Caravan Park upgrades
- ✓ Tourism facilities upgrades
- ✓ Ongoing development of Wave Rock
- ✓ Increased use of social media for relaying information
- ✓ Development of Community Garden facility
- ✓ Upgrades to standpipes and water resources

## Our Demographics Tell Us

### Where we are now

- **873<sup>1</sup> people** call Kondinin, Karlgarin, Hyden and the local government area home
- **Our population** growth rate is -4.14%
- **Median age** is 43yrs
- **Our community:** 6.4% are **Indigenous**, 39.9% are couple families with children, and 10.3% are one parent families. However, we also have a **lot of couples with no children** (48%)
- **We have an ageing population:** The percentage of the resident population from 40 to 79 years is noticeably higher than the State average. However, we average similar numbers of people, when compared to the state average, in the 0-4yrs, 30-34yrs<sup>2</sup>
- **We have varied levels of affluence in the community:** family (\$1,570) and household income (\$1289) is below WA and Australian averages, but personal weekly (\$784) income is above. Average annual income is \$38K
- **We have low unemployment:** 2.8%<sup>3</sup> compared to state average of 7.8%
- **71.1% of our workforce is full time** and a majority of our workforce works more than 40hrs a week (65.1%)<sup>4</sup>
- **We have high car ownership rates:** because we have no public transport access. We like to walk to work and social activities but also our geographical isolation requires us to travel longer distances
- **We have high volunteerism:** 42.6% of residents undertake voluntary work, well above the state (19%) and national average (19%)
- **A small proportion changed address in the last 5yrs:** 35.2%
- 29.9% of people **rent their residence in the Shire**<sup>5</sup>
- **989 SEIFA Score** which indicates a level of disadvantage across the communities

### Where we will be in 10yrs

- **Population may decline by 2031:** Predicted population of 740<sup>6</sup>

## Shire Risks and Challenges

| <b>INTERNAL</b>   |
|---|
| Accessibility and streetscape amenity<br>Increasing compliance<br>Cost of tourism (inadequate financial representation on our books)<br>Competing for external funding<br>Multiple townsites across the Shire |
| <b>EXTERNAL</b>   |
| Good quality housing, particularly in the Kondinin Town Site  |

<sup>1</sup> .id National Demographic indicators 2016 / Census 2016

<sup>2</sup> Census 2016

<sup>3</sup> INSIGHT RAI

<sup>4</sup> Census 2016

<sup>5</sup> .id 2016

<sup>6</sup> WA Tomorrow Band C Report 11

Ready access to appropriate health and disability services  
Appropriate housing for elderly  
Capitalising on Marketing and Tourism Opportunities  
Unkempt private yards in Kondinin  
Retention of student numbers at Kondinin Primary School  
Closure of 3 Tier Rail  
Role of the mine in the eastern part of the Shire  
Profitability of agriculture and impact of the weather  
Population decline  
Changing demographics – ageing  
Poor telecommunications  
Diversity of employment opportunities across the Shire  
Federal and state government pushing services onto local government without adequate funding  
Volunteer fatigue  
Access to skilled labour  
Health pandemic / endemic  
Sealing of Hyden – Norseman Rd  
Natural disasters



## Community Priorities 2022 - 2032

| STRATEGIC PRIORITIES   | WE KNOW WE ARE SUCCEEDING WHEN   |
|--|--|
| <b>1. COMMUNITY</b>  |  |
| 1.1 Community members have the opportunity to be active, engaged and connected                       | We hold well attended local events and activities  |
|  | We collaborate with CRCs and local organisations to deliver community programs and activities  |
|  | Positive engagement and co-design of projects with young people occurs                         |
|  | We are showcasing local artists and attracting cultural events to our communities              |
| 1.2 Facilitate and advocate for quality health services, health facilities and programs in the Shire | Local health facilities, visiting allied health and volunteer health services are retained     |
|  | Seniors have access to local support services and social programs                              |
|  | Achieve and update the Aged Friendly Community Plan  |
|  | Achieve and update the Disability Access Inclusion Plan  |
| 1.3 Celebrate our pioneers, community members and protect our heritage                               | Cemetery access and aesthetics are improved  |
|  | Shire owned heritage buildings and places of interest are maintained and managed appropriately |
| 1.4 Recreational and social spaces encourage active and healthy lifestyles                           | Achievement of the Sport and Recreation Facilities Plan  |
|  | Parks, nature reserves and community spaces are green, tidy, accessible and activated          |
| 1.5 Support local volunteer organisations  | Clubs and service organisations feel supported   |
|  | Community Grant Scheme is well subscribed  |

|   |   |
|---|---|
| 1.6 Support emergency services planning, risk mitigation, response and recovery | We collaboratively plan service delivery and respond to emergency situations (LEMC)     |
|   | St Johns Sub Centres are well resourced and fit for purpose                             |
|   | Resourced bush fire brigades and support to meet compliance and encourage participation |
|   | Local police service is retained  |

| STRATEGIC PRIORITIES   | WE KNOW WE ARE SUCCEEDING WHEN   |
|--|--|
| <b>2. ECONOMY</b>  |  |
| 2.1 Support the diverse industry across the Shire                | Townsite entrances, Shire verges and aesthetics are tidy, green and welcoming                          |
|  | We support and advocate for the agricultural industry in our Shire                                     |
|  | Coordinated communication and promotion of business, employment and lifestyle opportunities occurs     |
|  | Passive spaces in central business districts are activated   |
|  | Business activity increases in industrial areas  |
|  | Improved telecommunications (including data) service across the Shire and reduced number of blackspots |
| 2.2 Safe and efficient transport network enables economic growth | Achievement of our Road Construction program   |
|  | Collaboration and demonstrated progress towards the sealing of Hyden-Norseman Rd                       |
|  | Current footpaths are maintained and expansion across the townsites occurs                             |
|  | We actively participate in Roe Tourism to receive local benefit  |

|  |  |
|--|--|
| 2.3 Coordinated planning and promotion of the visitor and tourist experience   | RVs can access townsites and park close to amenities and businesses                          |
|  | Visitors receive timely and up to date information on experiences, attractions and amenities |
|  | Complete the Hyden Visitor Centre with additional funding                                    |
| 2.4 Housing meets existing and future community needs for families and workers | Shire housing stock is well maintained and expanded upon                                     |
|  | We advocate for improved State Government and Public Housing stock                           |
| 2.5 We facilitate and support learning and education programs and services     | Apprentices and trainees are part of the Shire workforce                                     |
|  | The Hyden childcare service is retained  |
|  | Primary Schools are retained   |

| STRATEGIC PRIORITIES  | WE KNOW WE ARE SUCCEEDING WHEN  |
|---|---|
| <b>3. ENVIRONMENT</b>   |   |
| 3.1 Maintain a high standard of environmental health and waste services | Participation in the Roe EHO Scheme ensures our compliance and local businesses with environmental health legislation |
|   | Community is educated about waste avoidance, reduction and reuse  |
|   | Transfer stations are accessible, safe and tidy   |
| 3.2 We conserve and protect our natural environment                     | Community participates in the management of invasive species  |

| STRATEGIC PRIORITIES       | WE KNOW WE ARE SUCCEEDING WHEN                      |
|----------------------------|---|
| <b>4. CIVIC LEADERSHIP</b> |   |
|                            | RoeROC and regional groupings deliver local benefit |

|   |  |
|---|--|
| 4.1 Skilled, capable and transparent team             | We are inclusive and our communities feel heard  |
|   | We engage with the community on key projects and we provide regular, transparent communication |
|   | Elected members are trained and feel supported   |
|   | The capability of our organisation is continually improved                                     |
|   | We celebrate our community successes   |
| 4.2 We are a compliant and resourced Local Government | External audits and reviews confirm compliance with relevant Local Government legislation      |
|   | Financial sustainability in achieving community aspirations                                    |
|   | Strategic Resource Plan - ratios   |