

UPPER MEDWAY IDB

STRATEGIC OBJECTIVES SUMMARY (2025-2030)



Focus on Practical Delivery

- Prioritise recruitment into ground teams over next 2-3 years
- Expand remit and watercourses managed
- Continue hybrid working practices to integrate ecology into maintenance



Catchment-Wide Management

- Explore opportunities beyond traditional district boundaries
- Develop and implement catchment-specific enhancement plans
- Strengthen relationships with NGOs and LPAs to aid works via PSCA



Improved Sustainability and Ecology

- Clarify the approach towards sustainability
- Increase NFM and NbS delivery across the catchment
- Establish metrics and monitoring against the Biodiversity Action Plan



Dynamic Organisational Structure and Staffing

- Reassess the need for inhouse administrative provision and outsourcing
- Continue to upskill staff to enable evolution of the new direction
- Explore the use of IT and modelling to enhance objective opportunities



Ongoing Financial Efficiency and Stability

- Stabilise the levy increases and minimise unbudgeted purchases
- Repurpose or reduce excess funds and assess Resilience Fund
- Continue to set a 2% increase maximum as an internal target



Enhanced Public Interaction and Perception

- Strengthen the Board public image as a valued service provider
- Increase transparency and community involvement through increased presence in flood management groups and parish council engagement



Provision of Infrastructure and Equipment

- Upgrade Lees Road site and replace aged machinery
- Expand maintenance assets and tooling to compliment increased staff
- Tender for local maintenance contracts and further PSCA opportunities

