

ANNUAL REPORT 2021-22



WEDDIN SHIRE COUNCIL



ACKNOWLEDGEMENT OF COUNTRY

Council acknowledges the Wiradjuri people as the traditional owners and custodians of the land on which it operates, respecting Elders past, present and emerging. Council seeks at all times to show respect to all people and cultures whose privilege it has to serve.

The name Weddin has its origins in the Wiradjuri word 'Weedin', which means a place to sit, stay or remain, relating to the mountains' status as a place where indigenous youths underwent a period of ceremonial isolation during the course of their initiation.



Contents

ACKNOWLEDGEMENT OF COUNTRY	2
1. WELCOME	5
1.2 MESSAGE FROM THE GENERAL MANAGER	6
1. INTRODUCTION	8
1.1. PURPOSE AND HOW TO READ THE ANNUAL REPORT	8
1.1.1. INTEGRATED PLANNING AND REPORTING FRAMEWORK	8
1.2. HIGHLIGHTS	10
1.3. FINANCIAL SUMMARY	10
3. OVERVIEW	11
3.1. THE WEDDIN SHIRE	11
3.2. WEDDIN SHIRE SOCIO ECONOMIC PROFILE	12
3.3. ORGANISATIONAL STRUCTURE	13
3.4. GOVERNANCE	14
3.4.1. COUNCILLOR MEETING ATTENDANCE AND REGISTER	15
4. DELIVERY PROGRAM AND OPERATIONAL PLAN PROGRESS REPORTING	16
5. STATUORY INFORMATION	17
5.1. LOCAL GOVERNMENT ACT 1993	17
5.2. SPECIAL RATE VARIATION GUIDELINES	17
5.3. LOCAL GOVERNMENT (GENERAL) REGULATION 2005	17
5.4. OLG CAPITAL EXPENDITURE GUIDELINES	30
5.5. CARERS RECOGNITION ACT 2010	30
5.6. DISABILITY INCLUSION ACT 2014	30
5.7. ENVIRONMENTAL PLANNING AND ASSESSMENT ACT 1979	30
5.8. ENVIRONMENTAL PLANNING AND ASSESSMENT REGULATION 2021	31
5.9. FISHERIES MANAGEMENT ACT 1994	31
5.10. ENVIRONMENTAL UPGRADE AGREEMENTS ENTERED INTO BY COUNCIL	31
5.11. SWIMMING POOLS ACT/SWIMMING POOLS REGULATION	31



5.12 GOVERNMENT INFORMATION (PUBLIC ACCESS ACT 2009/GOVERNMENT INFORMATION (PUBLIC ACCESS) REGULATION 2018 32

FINANCIAL STATEMENTS..... 33

 2021-2022 33

APPENDIX 34

 Appendix A - Delivery Program 2021-22 Update..... 34

1. STRATEGIC OBJECTIVES, OUTCOMES & DETAILED ACTIONS 35

APPENDIX 67

 Appendix B – End of Term Report..... 67



1. WELCOME

1.1. MESSAGE FROM THE MAYOR

It is with appreciation that I provide the foreword to Weddin Shire Council's Annual Report for 2021/2022.

This year has seen our local farmers go from experiencing one of the best seasons in recent drought-afflicted times, to managing unusually high rain events and flooding. The Public Health Order's around the global COVID-19 pandemic have continued to see restrictions and changing business and operating requirements, but we look forward with positivity as we move through this time with a strong sense of community and accomplishment as we now see positive signs for moving out of this period.

I have recently made comments congratulating both our community and Council for their efforts, patience and resilience through this time as we all worked together to protect ourselves, our families, communities, businesses and lifestyles. This was, and for some continues to be a very difficult time. Again I wholeheartedly thank the community of Weddin for their ongoing tolerance and understanding over the last 3 years of COVID-19.

The patience of our community has also been tested throughout 2021/2022 in respect of the Grenfell Main Street Renewal. Council officially started this major project on 22 December 2020 to beautify and reconstruct the Main Street and has faced many unseen challenges since beginning this major project. Council has engaged the project management services of Public Works Advisory and together with two highly experienced consultants are moving forward with a project "re-set", a thorough analysis of works required and clear plan of what the finished project should look like with the beautification including some fifty-seven (57) trees along the centre of the street and in the road shoulder adjacent to footpaths with varieties ensure a cooling effect in summer and vibrant colours in autumn. Council are liaising closely with local business owners to cause minimal disruption to businesses and traffic.

Another major project Council committed to deliver for the community is the Grenfell Sewerage Treatment Plant (STP) Upgrade. It was with great delight that I attended the official opening of the STP plant on 15 July with Steph Cooke MP who spoke passionately about watching this project unfold into the wonderful modern community facility it is today.



Another highlight of this year (although outside of the reporting period) has been the appointment of our new General Manager Noreen Vu, Noreen comes to Council with many years' experience across a broad range senior management roles and has extensive tertiary qualifications. Ms Vu has an obvious passion for the community and local government as well as an enthusiastic and concise manner which has made her a perfect fit in our community.

I would also like to acknowledge and thank the former General Manager Mr Glenn Carroll. During this time Glenn oversaw a substantial number of new community infrastructure. During the reporting period, we also saw all of our Directors step up and take on the reins, but I would like to make special thanks to the interim General Manager, Mr Max Kershaw. Despite his short three months with Council, his impact and influence was needed and greatly appreciated.

Council continues to place the highest of priorities to items outlined in the Community Strategic Plan and places high importance on providing safe, effective and important facilities to our community. Council looks forward to continuing the delivery of our community driven projects and look forward to growing our shire for the betterment of all.

Mayor Craig Bembrick

Bringing us together

1.2 MESSAGE FROM THE GENERAL MANAGER

I have the pleasure of presenting my team's Annual Report for the 2021-2022 period as we operate on Wiradjuri Country. I commenced with Weddin Shire Council on 4 July 2022 which is outside of this reporting period. However, it does not stop me from proudly presenting to the community on what my team have achieved in the reporting period. During this reporting period, we were in the thick of it with the COVID-19 Pandemic including mask mandates and lockdown restrictions. I know that our Council, like other Councils across NSW were working closely with NSW Health and other service partners to assist in the vaccine roll out.



We also experienced a cooler and wetter reporting period which did hamper Council's operations on our road networks, slowed down our mowing and slashing program and impacted on other maintenance activities that Council carries out. The Weddin Local Government Area had multiple declared natural disasters during this reporting period (2021-22) including:

- 9 November 2021 (onwards)
- 5 January 2022 (onwards).

During the reporting period, my team worked hard to prepare for a new website launch and ways to improve our communications. Although the fruits of this labour was not seen until the following reporting period, the legwork and dedication was done prior, and I must take the time out to acknowledge my team. We prepared for the official opening of our Sewerage Treatment Plant with significant dedication and coordination by our team. It can only get better from here.

While we are a small council, we are resourced with a diverse workforce and our team includes not only our employees, our contractors and our volunteers. Thank you to, my team, for your contribution to our workforce.

There were many times the Grenfell Main Street Renewal project started and stopped, (and started and stopped...). I acknowledge the angst and frustration in our community, in particular what our local business owners have gone through with this project. This time, next year, we will be reporting a completely different scenario!

Finally, I also wish to recognise that the reporting period had its challenges, multiple general managers, a local government election and a countback election, but folks - I truly believe we are on the other side.

Noreen Vu
GENERAL MANAGER



Mayor Craig Bembrick and General Manager Noreen Vu



1. INTRODUCTION

1.1. PURPOSE AND HOW TO READ THE ANNUAL REPORT

The Annual Report is the document by which Council communicates to the Weddin community the progress made with both the Delivery Program (Four-year program) and the Operational Plan (One-year program). These plans are wholly within Council's responsibility to deliver. The Annual Report is ultimately demonstrating if Council achieved what it set out to achieve, and if it did not, why. This progressed is conveyed in the Highlights section 2.2 below and in greater detail in Section 4 and Appendix A Delivery Program and Operational Plan Progress Reporting.

Within the Annual Report Council must undertake financial reporting in the form an 'easy to read' Financial Summary which is found in Section 2.4 of this Annual Report, as well as full Financial Reports found in Section 6.

Additionally, there are numerous mandatory and statutory requirements under the *Local Government Act 1993* and the *Local Government (General) Regulation 2021* which Council must report on in the Annual Report and these are found in Section 5.

1.1.1. INTEGRATED PLANNING AND REPORTING FRAMEWORK

The Annual Report is part of the Integrated Planning and Reporting framework (Figure 1 1) which the Office of Local Government requires all Local Governments in New South Wales to adhere to. It includes a suite of integrated plans that set out a vision and goals and strategic actions to achieve them. It involves a reporting structure to communicate progress to Council and the community as well as a structured timeline for review to ensure the goals and actions are still relevant.



“A progressive rural locality with a vibrant and welcoming community, rich in both heritage and the natural environment, with a diverse and resilient economy that supports local employment and business”

Our Community Vision from the Community Strategic Plan

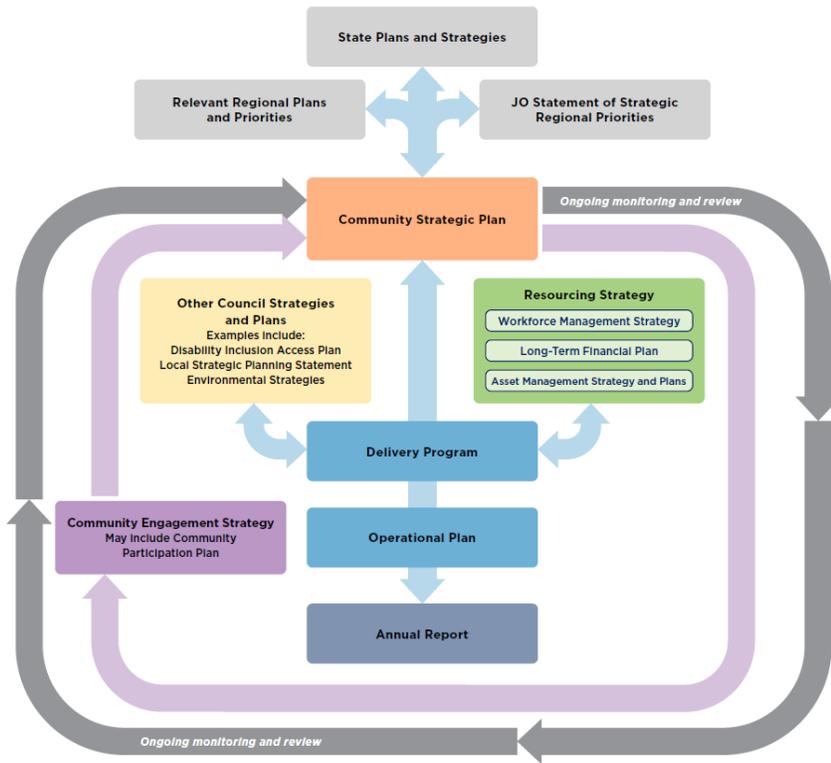


Figure 1: Integrated Planning and Reporting Framework



1.2. HIGHLIGHTS

STRONG, DIVERSE AND RESILIENT LOCAL ECONOMY

TOURISM

- The new dedicated tourism website www.visitweddin.com.au, new tourism branding – Weddin Mountain Region and the completed Destination Marketing Plan were all completed, supporting the development of our emerging and growing local tourism economy.

LOCAL ECONOMY

- Successful grant funded applications for the Grenfell Main Street Project. Although the project had geotechnical issues, the ability to receive these grants were a highlight.

CULTURALLY RICH, VIBRANT AND INCLUSIVE COMMUNITY

- Council adopted the Masterplan for the Bogolong Dam Precinct community.

1.3. FINANCIAL SUMMARY

The financial summary will be provided in line with the Financial Statements and Audit Report. Council has been granted an extension for the 2021-22 period for the Financial Statements and Audit Report to 15 December 2022.



Figure 2: Grenfell Commodities Silos

3. OVERVIEW

3.1. THE WEDDIN SHIRE

The Weddin Shire is centered around and derives its name from the majestic Weddin Mountains. The name Weddin has its origins in the Wiradjuri word 'Weedin', which means a place to sit, stay or remain, relating to the mountains' status as a place where indigenous youths underwent a period of ceremonial isolation during the course of their initiation. The mountain range rises some 400 metres above the surrounding landscape and is of great significance both to the Wiradjuri people and residents of the local Shire. The Weddin Mountains National Park is our most prominent tourist attraction, with over 25,000 visitors annually.

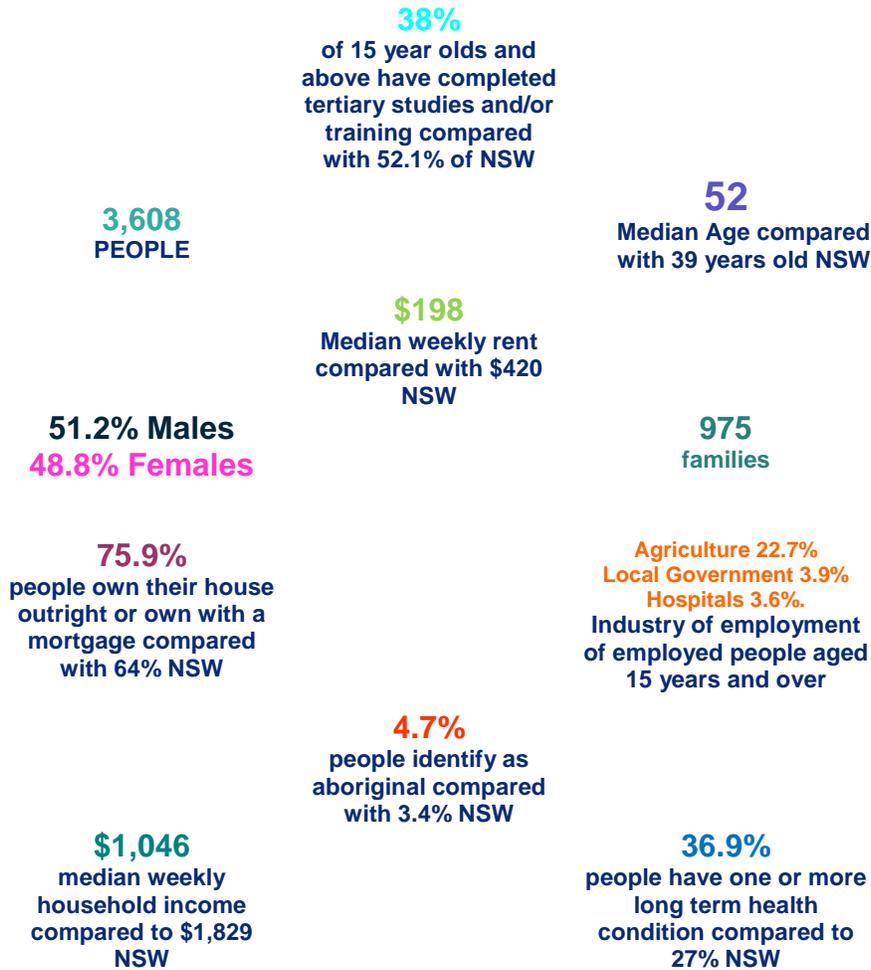
Geographically, the Shire is at the crossroads of the major thoroughfares from Sydney to Adelaide and Brisbane to Melbourne. The Shire covers over 3,400 square km, 94% is devoted to dry-land agriculture, 3% to national parks and 3% to state forests.



Figure 3: Location of Weddin Shire Council



3.2. WEDDIN SHIRE SOCIO ECONOMIC PROFILE



Source (ABS, 2021 Census)



3.3. ORGANISATIONAL STRUCTURE

Council employs approximately 80 people including casual, part-time, and full-time employees, fixed term contact personnel, employees employed under other employment arrangements, apprentices and trainees. Council has three directorates: Corporate Services; Infrastructure Services; and Environmental Services with the Director for each directorate reporting to the General Manager. The organisational structure is represented below in Figure 4.

Weddin Shire Council Organisational Structure

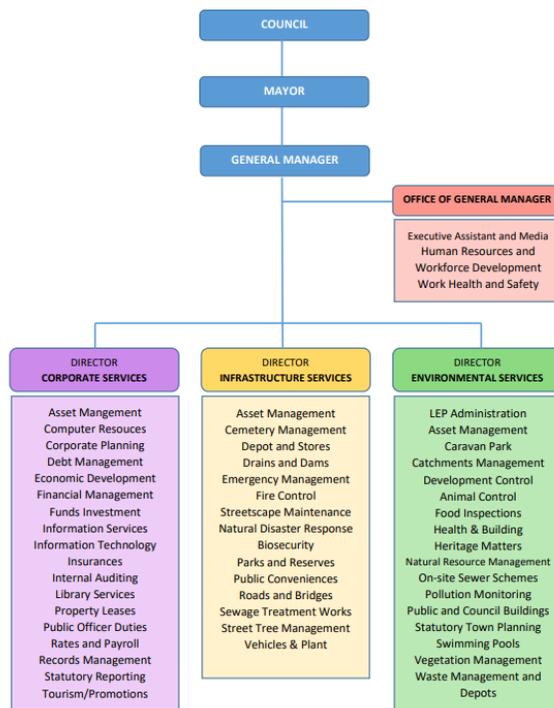


Figure 4: Weddin Shire Council Organisational Structure



3.4. GOVERNANCE

The Weddin Shire has a total of nine elected Councillors including the Mayor. The most recent local government election took place on 4 December 2021. After the election nine Councillors were elected to Council which included two new Councillors. Shortly after this election in March 2022, for varying reasons four Councillors resigned. Subsequently a countback election was conducted through the NSW Electoral Commission and four new Councillors (three first time elected) were elected and sworn in at the April 2022 Ordinary meeting.



Councillor and Mayor Craig Bembrick



Councillor and Deputy Mayor Paul Best



Councillor Michelle Cook



Councillor Phillip Diprose



Councillor Warwick Frame



Councillor Glenda Howell



Councillor Jason Kenah



Councillor Stuart McKellar



Councillor Jan Parlett



3.4.1. COUNCILLOR MEETING ATTENDANCE AND REGISTER

Council keeps a register of the attendance of Councillors at required events such as Council meetings and Committee meetings where they are official delegates of Council. There are many other meetings/events/projects attended or contributed to by Councillors which are not included in the attendance register. After the December 2021 Election 9 Councillors were elected to Council which included 2 new Councillors. Shortly after this election within a period of one week in March 2022, for varying reasons 4 Councillors resigned. Subsequently a countback election was conducted through the NSW Electoral Commission and 4 new Councillors were elected and sworn in at the Ordinary April 2022 meeting. The following table includes all Council meetings (Ordinary and Extraordinary) and section 355 committees of Council.

MEETING	ROLE	TOTAL HELD	CR CRAIG BEMBRICK	CR PAUL BEST	CR MICHELLE COOK	CR PHILLIP DIPROSE	CR WARWICK FRAME	CR GLENDA HOWELL	CR JASON KENAH	CR STUART MCKELLAR	CR JAN PARLETT	CR CARLY BROWN	CR MARK LIEBICH	CR GEOFF MCCLELLAND	CR JOHN NIVEN	CR STEPHEN O'BYRNE	CR CHAD WHITE
Council - Ordinary	Councillor	10	10	9	5	10	3	3	3	10	8	5	6	1	5	4	1
Council - Extraordinary	Councillor	10	9	10	5	10	2	2	2	7	6	5	5	1	3	4	1
Bogalong Dam	Member	2		1									2				
The Grenfell Henry Lawson Festival of Arts Committee	Member	10				7				7		1	1			1	
Floodplain Management Advisory Committee	Member	1										1			1		
Heritage	Member	0															
Quandilla Swimming Pool	Member	8				7						5			3		
Tourism	Member	1		1						1		1					
Weddin Shire Weeds	Member	0															
Weddin Local Traffic	Member	3															



4. DELIVERY PROGRAM AND OPERATIONAL PLAN PROGRESS REPORTING

The overarching Community Strategic Plan, Weddin 2026 which sits above the Delivery Program and Operational Plan outlined six strategic objectives across four key themes; economic, social, environmental and civic leadership, and these are shown below.

NO.	STRATEGIC OBJECTIVE	KEY THEME
1	Collaborative wealth building (strong, diverse and resilient local economy)	Economic
2	Innovation in service delivery (healthy, safe and educated community)	Social
3	Democratic and engaged community supported by efficient internal systems.	Civic Leadership
4	Culturally rich, vibrant and inclusive community.	Social
5	Sustainable natural, agricultural and built environments.	Environmental
6	Shire assets and services delivered effectively and efficiently.	Economic

Outlined in Appendix A is the progress made on delivering and achieving Weddin Shire Council's Delivery Program and Operational Plan.



5. STATUTORY INFORMATION

In accordance with the *Local Government Act 1993* and the *Local Government (General) Regulation 2021* Council is required to report on numerous mandatory and statutory requirements and these are listed below are for 2021/2022 as at 30 June 2022 unless otherwise stated.

5.1. LOCAL GOVERNMENT ACT 1993

5.1.1. Act s 428(2) - State of Our Shire Report

The annual report of the year in which an ordinary election of councillors is held, must contain council's achievements in implementing the community strategic plan over the previous four years. This is included as the State of Our Shire document as Appendix B.

5.1.2. Act s 54P(1) - Environmental Upgrade Agreement

Nil.

5.2. SPECIAL RATE VARIATION GUIDELINES

5.2.1. Guidelines 7.1 - Special Rate Variation

Report on activities funded via a special rate variation of general income. There was no special rate variation in 2021/2022.

5.3. LOCAL GOVERNMENT (GENERAL) REGULATION 2005

5.3.1. Clause 132 - Rates and Charges Written Off

Amount of rates and charges written off during year. There were no rates written off in 2021/2022.



5.3.2. Reg cl 186 - Mayor and Councillor training and professional development

The Mayor and Councillor Induction training was organized during this reporting period however did not occur until the following. Councillors will be entering into a Capability Plan in line with the Local Government Capability Framework in the next reporting period. Councillors also attended as delegates a number of conferences including the:

• LG NSW Special Conference	Mayor Craig Bembrick
• National Congress Roads Conference	Deputy Mayor Paul Best
• Public Libraries Association Zone Meeting	Clr Phil Diprose
• Australian Local Government Association Conference	Deputy Mayor Paul Best

5.3.3. Reg cl 217(1)(a) - Overseas visits – Mayor and Councillors

Details, including purpose of overseas visits by councillors, council staff or other persons representing council. There were no overseas visits in 2021/2022.

5.3.4. Clause 217(1)(a1) - Councillor Expenses

Total cost during the year of the payment of expenses of, and the provision of facilities to councillors in relation to their civic functions.

EXPENSE ITEM	AMOUNT
Councillor Fees	106,432.99
Mayoral Fee	27,060.00
Delegate Expenses	6,715.62
Conference/Workshops	8,928.37
Training	0
TOTAL	\$149,139.98





Figure 5: Example of water across roads and fallen trees damage across the Shire.

5.3.5. Clause 217 (1) (a2) - Contracts Awarded by Council

Details of each contract awarded (other than employment contracts & contracts less than \$150,000).

Contractor	Contract Purpose	Contract Value	Budgeted
State Asphalt Services Pty Ltd	Supply & lay asphalt Main Street	\$444,037	Y
Armsign	Weddin Gateway signage	\$305,922	Y
David Keogh Plant Hire	Culvert renewal Pullabooka Rd	\$174,564	Y
Downer EDI	Pavement stabilisation of Pullabooka Rd	\$488,476	Y
Downer EDI	Spray sealing Pullabooka Rd	\$491,260	y
Metele Pty Ltd T/A Wagga Trucks	Supply of water tanker	\$258,241	Y
Stabilised Pavements Australia	State and regional roads heavy patching program	\$818,928	Y



5.3.6. Clause 217(1)(a3) - Summary of Legal Proceedings

Summary of the amounts incurred by the council in relation to legal proceedings amounted to \$70,471.55 in 2021/2022.

5.3.7. Clause 217(1)(a4) -Subsidies Private Works

Include resolutions made concerning work carried out on private land. Council did not subsidise any private works in 2021/2022.

5.3.8. Clause 217(1)(a5) -Donations and Contributions under Section 356

Total amount contributed or otherwise granted to financially assist others in 2021/2022 was \$12,621.24

5.3.9. Clause 217 (1) (a6) - Delegations to External Bodies

Statement of all external bodies that exercised functions delegated by Council. In 2021/2022 there were no delegations made by Council for any functions.

5.3.10. Clause 217 (1) (a7) - Companies in which Council held a Controlling Interest

Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which council held a controlling interest. In 2021/2022 Council held a controlled interest in Central Tablelands Water at 33%.

5.3.11. Clause 217 (1) (a8) - Partnerships, Cooperatives, Joint Ventures to which Council was a party

Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies (whether or no incorporated) in which the council participated during the year. Council did not participate in any of these bodies in 2021/2022.



5.3.12. Clause 217 (1) (a9) - Equal Employment Opportunity (EEO)

Council continued to adhere to the provisions set out in the Local Government Act 1993 and the standards set in Its Equal Opportunity Policy/Plan as established in 2017.

Gender balance and equity was maintained in interview panels and selection committees. The existing diversity, including ethnicity in the workforce, facilitated this approach.

Additional support for these processes was achieved in March 2022 with improved Human Resources involvement. Further effort began, to increase gender diversity in outdoor staffing ratios and to offer opportunity to those from traditionally disadvantaged sectors.

Arrangements were made before year end for the provision of a Dignity and Respect/Code of Conduct (formerly Bullying and Harassment) Workshop early in the New Financial Year. There were no formal grievances lodged during the year or issues related to Equal Opportunity, among the general staff.



Figure 6: Clr Diprose, Workshop Supervisor Robert Dawes, Clr Frame and Clr Kenah at the Depot.

5.3.13. Clause 217 (1) (b) - General Manager remuneration

Council went through substantial change associated with the General Manager position during 2021/2022. The substantive General Manager at the beginning of the financial year was no longer employed effective 21 October 2021. Between that date and the end of the financial year, 30 June 2022, the position was occupied either by existing staff Directors or contractors, acting as General Manager. Either higher duties allowances were paid or contractor hourly rates and conditions. These arrangements continued whilst the search for an appropriate incumbent progressed with assistance from LGNSW and others.

Total value of the salary component of the package	\$665,077
Total value of non-cash benefits	\$22,533 (car + phone)
FBT on non- cash benefits	\$18,204
Total	\$705,814

5.3.14 Clause 217 (1) (c) Senior Staff – remuneration

Statement of the total remuneration packages of all senior staff members (other than the General Manager) expressed as the total (not of the individual members).

There were no Senior Staff members within the definition set out in the *Local Government Act 1933*. None were employed using the Standard Contract of Employment for senior staff (other than General Manager) of Local Councils in New South Wales.

All employed senior staff including Directors/Managers were employed under Local Government Award Conditions.



5.3.15 Clause 217 - Workforce Statistics

As required and in accordance with the Office of Local Government Circular No.22-20 the established relevant day was Wednesday 25th May, 2022.

Total number of persons performing paid work were 81 represented in the below table.

Labour force type	No. of persons
On a permanent full- time basis	56
On a permanent part-time basis	3
On a casual basis	7
Under a fixed- term contract	10
Senior staff under other employer arrangement	4
Apprentice or trainees	1
Total labour force size	81

During the Financial Year Council provided training opportunities to ensure workforce skill development and career enhancement opportunities. In addition to Government funded training Council expended in excess of \$75,000 on this training and development. Courses were provided in the following: --

Confined Spaces, First Aid, Traffic Control, Jetmaster, Civica, Road Inspection and unsealed Roads, the Civil Liability Act, Workplace Health and Safety, Asset management and Public Works Engineering.

5.3.16 Clause 217 (1) (e) - Stormwater Management Services (if levied)

Stormwater Management Services are not levied by Council.

5.3.17 Clause 217 (1) (f) -Companion Animals Act and Regulation

Council's activities during the year in relation to enforcing, and ensuring compliance with, the provisions of the Companion Animals Act 1988 (CA Act) and the Companion Animal Regulation 2018.

In 2021/2022 Council spent a total of \$82,638.55 on animal control.



DOG AND CAT SEIZURE REPORT FOR 2021/2022

COUNCIL SEIZURE ACTIVITY	Jul		Aug		Sep		Oct		Nov		Dec		Jan		Feb		Mar		Apr		May		Jun		Total		
	Cat	Dog																									
Seized	1	3	1	0	0	0	1	0	2	0	0	0	0	5	0	1	0	0	0	0	0	0	0	0	0	2	16
Returned to Owner	0	3	0	0	0	1	0	0	0	4	0	0	0	5	0	1	0	0	0	0	0	0	0	0	0	0	14
Transferred to Council's Facility	1	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Check (zero)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2	6	3	0	0	1	0	4	0	4	0	0	5	0	1	0	2	32									

ANIMALS IN AND ARRIVING AT COUNCIL'S FACILITY	Jul		Aug		Sep		Oct		Nov		Dec		Jan		Feb		Mar		Apr		May		Jun		Total		
	Cat	Dog																									
Abandoned or Stray	0	2	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	2	0	0	0	0	0	0	0	0	10
Surrendered	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Animals transferred from Secure Activities	1	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
TOTAL	1	2	1	1	0	0	2	2	0	2	0	1	0	1	0	1	0	2	0	1	14						

ANIMALS LEAVING COUNCIL'S FACILITY	Jul		Aug		Sep		Oct		Nov		Dec		Jan		Feb		Mar		Apr		May		Jun		Total		
	Cat	Dog																									
Released to owners	0	2	1	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	8
Sold	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Released to Organisations for Rehoming	0	0	0	1	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Died at Council's Facility/other than euthanased)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stolen from Council's Facility	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Escaped from Council's Facility	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other (reason if entered)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Euthanased	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Restored Dogs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dangerous Dogs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Owners Request	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Due to illness/Disease or Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Feral/Infrant Animal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unsuitable for rehoming	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unable to re-home	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Euthanased	0																										
Total Outgoing Animals	1	2	1	1	0	0	0	5	0	2	0	1	0	0	1	0	2	0	1	8							
Total In Council's Facility (End of Month)	0																										

(Total Outgoing Animals = Total Incoming Animals - Animals in Council's Facility end of month)



DOG ATTACK REPORT

Incidents by Incident Status

Status	# Incidents Entered	# Attacking Dogs	# Animal Victims	# Human Victims
Commenced	6	7	5	1

Incidents Status by Victim Type

Status	# Victims -Adult	# Victims- under 16 years
Commenced	1	0

Incidents by Location and Victim Type

Location Type	# Attacking Dogs	#Animal Victims	# Victims -Adult	# Victims - under 16 years
Private Property - Other	4	2	1	0
Public Place - Public road / Footpath	3	3	0	0
TOTAL	7	5	1	0

Incidents Involving Animals by Victim Category/Severity (may be >1 victim per incident)

	No injury	Minor injury	Medical	Hospitalisation	Death	Total
Dog	0	1	0	0	0	1
Cat	0	0	0	0	0	0
Livestock	0	2	1	0	1	4
Other	0	0	0	0	0	0
Total	0	3	1	0	1	5



Incidents involving humans by Victim Category/Severity (may be >1 victim per incident)

	No Injury	Minor	Medical	Hospitalisation	Death	Total
Adult	1	0	0	0	0	1
Supervised < 16	0	0	0	0	0	0
Unsupervised < 16	0	0	0	0	0	0
Total	1	0	0	0	0	1

Incidents breakdown involving humans by Victim Category/Severity/Age Classification (may be >1 victim per incident)

Age Classification	Severity	Total
Adult (16 years+)	No injury	1

Incidents by previously declared Dangerous; Menacing or Restricted Dogs (may be >1 attacking dog per incident)

Type	Attacking Dogs	Incidents
Dangerous	0	0
Restricted	0	0
NOI to Restrict	0	0
Menacing	0	0

Attacking Dogs by Circumstance

Circumstance	Yes	No	Unknown
Provoked	0	6	1
Controlled	1	5	1
Owner Present	1	5	1
Muzzle-Exempt Greyhound	4	0	3



Attacking Dog Action by Action Taken (may be >1 action per attacking dog)

Description	# Actions Taken
Investigation continuing	6
Other	1
TOTAL	7

Attacking Dogs by Breed

Breed	Cross Breed	Attacking Dogs
Australian Kelpie	Australian Cattle Dog (Red)	1
Australian Kelpie	Unknown	2
Bull Terrier (English)		1
Cross (cattle dog)		1
Unknown		2



Figure 7: One of our cats participating in the RSPCA Keeping Cats Safe at Home Program



Incidents by Time/Day

Hour/Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Total
1:00	0	0	0	0	0	0	0	0
2:00	0	0	0	0	0	0	0	0
3:00	0	0	0	0	0	0	0	0
4:00	0	0	0	0	0	0	0	0
5:00	0	0	0	0	0	0	0	0
6:00	0	0	0	0	0	0	0	0
7:00	0	0	0	0	0	0	0	0
8:00	0	0	0	0	0	0	0	0
9:00	0	0	0	0	0	0	0	0
10:00	0	0	0	0	0	0	0	0
11:00	0	0	0	0	0	0	0	0
12:00	0	0	0	0	0	0	0	0
13:00	0	0	0	0	0	0	0	0
14:00	1	1	0	0	1	0	0	3
15:00	0	0	0	0	0	0	0	0
16:00	0	0	0	0	0	0	0	0
17:00	0	0	0	0	0	0	0	0
18:00	0	0	0	0	0	0	0	0
19:00	0	0	0	0	0	0	1	1
20:00	1	0	0	0	0	0	0	1
21:00	0	0	0	0	0	0	0	0
22:00	0	0	0	0	0	0	0	0
23:00	1	0	0	0	0	0	0	1
24:00	0	0	0	0	0	0	0	0
Total	3	1	0	0	1	0	1	6



ADDITIONAL COMPANION ANIMAL REPORTING AND COMMENTARY

Council commenced the RSPCA Keeping Cats Safe at Home Program which is a four-year project.

During the year Council regularly delivered communications to the community including; provided information and pamphlets to the local schools; media releases in local paper and on social media; Ranger provided talks to schools and other community groups.

For unclaimed animals, Council deliver the following communications to rehome and/or have these animals claimed; Council contacted at least three rehoming organisations; advertised the animal on social media, Council's website and in the local paper with an aim to rehome as many animals as possible.

Council has three off leash areas. One (1) at Greenethorpe and two (2) in Grenfell.



Figure 8: Vet Tess Bailey at Lachlan Valley Vets working on our RSPCA Keeping Cats Safe at Home Program

5.4 OLG CAPITAL EXPENDITURE GUIDELINES

5.4.1 Capital Expenditure Review

Report on certain proposed capital works projects where a capital expenditure review has been submitted. This is not applicable to Council in 2021/2022 with no applicable proposed capital works projects.

5.5 CARERS RECOGNITION ACT 2010

5.5.1 S. 8(2) – Carers Recognition Act Compliance

In 2021/2022 the Act is not applicable due to the nature of Council's functions and operations.

5.6 DISABILITY INCLUSION ACT 2014

5.5.6 S. 13(1) – Disability Inclusion Action Plan Implementation

Council adopted the Disability Inclusion Action Plan in the 2018 financial year. The plan demonstrates Council's commitment to improving access and inclusion and identifies what Council can do to promote and achieve equality for residents and visitors to the Weddin Shire Local Government Area (LGA).

5.7 ENVIRONMENTAL PLANNING AND ASSESSMENT ACT 1979

5.7.1 S. 7.5(5) – Compliance with and effect of Planning Agreements

No planning agreements have been entered into by Council in 2021/22.



5.8 ENVIRONMENTAL PLANNING AND ASSESSMENT REGULATION 2021

5.8.1 Cl. 35A – Contributions and Levies

Council does not have a section 7.11 or 7.12 contributions policy in 2021/2022.

5.9 FISHERIES MANAGEMENT ACT 1994

5.9.1 S. 220ZT(2) – Recovery and Threat Abatement Plans

Council is not involved in any Recovery and Threat Abatement Plans in 2021/2022.

5.10 ENVIRONMENTAL UPGRADE AGREEMENTS ENTERED INTO BY COUNCIL

None applicable.

5.11 SWIMMING POOLS ACT/SWIMMING POOLS REGULATION

5.11.1 S. 22F(2) and Cl. 23 – Details of Inspections of Private Swimming Pools

INSPECTION LOCATION	NO.
Tourist and Visitor	0
More than 2 dwellings	0
Certificate of compliance	2
Certificate of non-compliance	0



5.12 GOVERNMENT INFORMATION (PUBLIC ACCESS ACT 2009/GOVERNMENT INFORMATION (PUBLIC ACCESS) REGULATION 2018

5.12.1 S. 125(1) and Cl. 8, Schedule 2 – Information included on government information public access activity

(a) details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review.

No internal reviews were carried out during 2021-2022.

(b) the total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications),

In 2021-2022, Weddin Shire Council received seven (1) GIPA applications. No applications were withdrawn during the year.

	Access grant in full	Access grant in part	Access grant not granted	Information already available	Application withdrawn	Decided within statutory timeframe	Not decided within time	Application fee refunded
Members of the public	1	0	0	0	0	0	1	1
Total	1	0	0	0	0	0	1	1



FINANCIAL STATEMENTS

2021-2022

Council's audited financial reports prepared in accordance with the Local Government Code of Accounting Practice and Financial Reporting in accordance with *Local Government Acts 428(4)(a)*.

A full copy of the [Audited 2021-2022 Financial Statements](#) is available here.



APPENDIX

Appendix A - Delivery Program 2021-22 Update



WSC OPERATIONAL PLAN

1. STRATEGIC OBJECTIVES, OUTCOMES & DETAILED ACTIONS

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.1 A strong and progressive agricultural sector is maintained	Advocate	Managerial Engineering	
Strategic Action	Task Description	Measurement	Annual Comments
1.1.1 Progressive upgrade of roads to B Double + Higher Mass Limits (HML) standards etc.	Carry out road upgrading and improvement programs e.g. FAG, Roads to Recovery, State Highways, Regional Roads.	Number of kms of road upgraded.	Program Ongoing business as usual.
1.1.2 Promote rail freight where feasible	Continue participation in rail alliance for re-opening Blayney-Cowra-Demondrille rail line, including Greenethorpe spur line.	Number of meetings attended by delegates.	Business case in development by TfNSW.
1.1.3 Lobby for exceptional circumstances assistance when required	Committee currently disbanded.	Number of meetings attended by delegates.	This matter is business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.2 Weddin Shire's tourism potential is maximised	Facilitator Provider	Corporate Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
1.2.1 Review VIC changes to assess effectiveness	Continue to promote the Grenfell Community Hub as a VIC to provide a tourist information service to visitors.	Number of visitors.	Retained accreditation and complied with changes to accreditation criteria.
1.2.2 Develop regional tourism collaboration: trails; self-drive apps; events 'What's on' promotion	a) Liaise with Heritage Advisor for available grants for property restoration and promotional opportunities.	Number of relevant applications submitted.	2 Local Heritage Grant applications received and approved.
	b) Continue promotion of Main Street and O'Briens Hill.	Main Street and O'Briens Hill included in all promotional material.	Assist with updates to community and visitors on Main St progress. Both included in 2022 official visitor guide.

WSC OPERATIONAL PLAN

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

(cont.)	Develop regional tourism collaboration: trails; self-drive apps; events 'What's on' promotion	<p>c) Monitor grant opportunities and interested tour operators.</p> <p>d) Participate in Central NSW JO tourism group initiatives.</p>	<p>Number of relevant applications submitted and tour operator enquiries responded to.</p> <p>Number of relevant initiatives participated in.</p>	<p>Continue to liaise with tour operators and Historical Society volunteers to book town tours.</p> <p>Continue to liaise with tour operators and Historical Society volunteers to book town tours.</p>
1.2.3	Develop destination marketing: weekend trading; heritage history development	Destination marketing and management plans prepared.	Completed.	This Destination Management Plan has been completed.
1.2.4	Build on the success of existing events: Henry Lawson; ex-residents and supporters; food events	<p>a) Support and promote the Henry Lawson Festival, race days, Weddin Mountain Muster etc.</p> <p>b) Upgrade Henry Lawson Festival website.</p> <p>c) Maintain Grenfell tourism website.</p>	<p>Level of support/contribution, number of public bulletins issued.</p> <p>Currency of content, number of website views/engagements.</p> <p>Currency of content, number of website views/engagements.</p>	<p>Promotions of all events through social media, new tourism website and other relevant industry channels.</p> <p>S355 Committee upgraded website in time for 2022 event.</p> <p>New website launched in July 2022 in line with Council's new tourism branding – Weddin Mountains Region. Engagement being monitored.</p>
1.2.5	Improve visitor experience: signage; destination plan; event calendar; product improvement	<p>a) Implemented tourism and heritage plans for O'Briens Hill.</p> <p>b) Install accessible cabin at Grenfell Caravan Park.</p>	<p>Level of implementation of plans.</p> <p>Cabin installed.</p>	<p>Looking for appropriate funding. Implementation of heritage plan Ongoing business as usual. Council investigating safety issues with abandoned mine shafts.</p> <p>Cabin not installed. Council reviewing caravan operations.</p>
1.2.6	Actively promote Grenfell and the surrounding areas as an attractive and interesting location for tourism.	<p>a) Re-brand Weddin Shire with a new logo, imagery and content that focusses on the Shire's outdoor assets and scenically attractive setting.</p> <p>b) Re-vamp Weddin Shire Visitor Guide with e-book and PDF formats available.</p>	<p>New brand engagement, changes in visitor numbers.</p> <p>Currency of content, availability of digital versions.</p>	<p>Completed – launched August 2022.</p> <p>Due for completion November 2022.</p>
cont				

WSC OPERATIONAL PLAN

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.3 Ensure essential infrastructure and services to support business activity are available	Provider	All	
Strategic Action	Task Description	Measurement	Annual Comments
1.3.1 Grenfell Main Street upgrade including heritage and streetscape – undertake community consultation and develop a strategic plan	Continue Main Street Renewal.	Renewal completed.	Construction works are Ongoing business as usual. Consultation has been undertaken.
1.3.2 Support TAFE in offering additional vocation-based courses including digital delivery in collaboration with Young Country University Centre (CUC)	Implement LEDS actions.	Number of TAFE courses offered, number of enrolments at Grenfell CLC.	A number of training opportunities have been established with the local Grenfell CLC which will continue into the next financial year.
1.3.3 Assist village progress associations with village improvements	a) Develop and operate community recycling stations at Caragabal, Greenethorpe and Quandialla.	Regular collections completed to schedule, operator appointed.	Recycling stations installed at Caragabal and Quandialla. Expansion of kerbside waste collection service approved to Caragabal, Quandialla, Bimbi and Greenethorpe.
	b) Implement drainage improvements at Quandialla.	Village drainage plan developed.	Program Ongoing business as usual.
	c) Work with the Caragabal Water Scheme as an advocacy partner to assist in delivering the water scheme project.	In progress; in conjunction with Central Tablelands Water.	In Progress.
1.3.4 Address digital transformation: target new technology business; facilitate digital skill development and marketing strategy	a) Develop digital and marketing strategies.	Brief to develop strategies prepared.	Ongoing business as usual with some level of implementation including tourism footage and new website in progress.
	b) Investigate digital health CRC implementation.	Investigation commenced.	Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.4 Existing businesses and new industries are supported and encouraged so as to increase job opportunities	Facilitator	Corporate Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
1.4.1 Complete and implement findings from rural land use strategy	Continue to liaise with Department of Planning, Industry and Environment as well as Department of Primary Industries to implement Council's decisions from the strategy.	Level of implementation of strategy findings.	Liaised with Department of Planning regarding review of Weddin LEP 2011.
1.4.2 Foster and maintain a strong and progressive agricultural sector: collaborative exchange forums; brand and skills development; bring together farming and other business sectors	Undertake one (1) exchange forum; industry to drive brand and skills development workshops; conduct one (1) joint gathering of ag and town businesses.	Forum held, number of workshops held, joint gathering held.	Workshop cancelled due to flooding. Looking to reschedule.
1.4.3 Encourage the provision of quality medical facilities: foster/research aged care facility investment; investigate digital health CRC facilities; skills development	Refer to LEDS	LEDS actions developed.	Ongoing business as usual.
1.4.4 Maintain and develop sporting recreational and cultural facilities and events: Main Street development and support; ongoing sports maintenance; review multi-use hall access/options	Refer to LEDS	LEDS actions developed.	Ongoing business as usual.
1.4.5 Provide a specific area for industrial development	a) Continue progressive development of Industrial area in Memory Street, Grenfell.	Level of development.	All available allotments sold within the subdivision. Council resolved to provide water main in Phil Aston Place for fire fighting purposes. Telecommunication facilities made

WSC OPERATIONAL PLAN

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

b) Source funding for future purchase of Industrial land.

Amount of funding sourced.

available to allotments in industrial area.

Liaised with Department of Planning regarding review of Weddin LEP 2011 including identifying future industrial areas.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.5 Availability of land zoned for development and vacant premises is provided and promoted	Facilitator	Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
1.5.1 Promote availability of industrial land and incentives offered by Council; refine incentives to target favoured industry operators	<p>a) Promote available industrial land and Council's business incentives.</p> <p>b) Identify possible businesses for targeting and review incentives for relevance.</p>	<p>Incentives included in promotional material, number of blocks sold.</p> <p>Target businesses identified, relevance of reviewed incentives.</p>	<p>No enquiries to EDO officer.</p> <p>Economic Development Strategy will be developed in the 2024 Financial Year.</p>

Commented [LW-EA-G1]: Cr Diprose is happy with the content however would be interested to know where the intent to do a new EDS came from ? For advice please.

Commented [NV-GM2R1]: Cool... don't need to give advice it is the status.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.6 The Local Economic Development Strategy (LEDS) establishes mechanisms to foster partnerships to advance economic activity	Facilitator	Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
1.6.1 Partner with neighbouring shires and National Parks & Wildlife Service (NPWS) to leverage our local natural landscape and tourism attractions (existing and potential) by arranging (initially) day trips/tours/walking trails etc.	Liaise with neighbouring councils and NPWS to identify potential tour operators for local attractions.	Number of tour operators identified.	<p>Tour operator has identified trail to WM.</p> <p>Strong relationship built with NPWS.</p>

WSC OPERATIONAL PLAN

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

1.6.2	Partner with NSW Government business support departments to encourage local businesses to expand and increase employment	a) Refer interested businesses to NSW Trade and Investment for assistance. b) Monitor application of Council's policy for incentives.	Number of interested businesses referred. Number and value of applications received.	Continue to connect with Biz Connect and REWiRE. No applications received.
1.6.3	Cooperate and liaise with village progress associations in expanding economic base in villages	Include village opportunities in Grenfell promotional material.	Village opportunities included in promotional material.	Liaised with villages for SCCF-round 5 application and new visitor guide.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.7	The LEDS provides an integrated path to expand aged care facilities and services	Advocate Facilitator	Corporate
			
Strategic Action	Task Description	Measurement	Annual Comments
1.7.1	Improve facilities for housing the aged	Investigate funding for additional units in conjunction with Grenfell and District Senior Citizens Welfare Committee.	Number of relevant applications submitted.
			Council provided support for the recent Building Better Regions Application R6.
1.7.2	Facilitate transport service, especially to support the aged.	Maintain provision of local taxi service.	Availability of taxi service.
			Taxi Service operating.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.8	A proactive environment exists to support responsible mining	Facilitator	Environmental
			
Strategic Action	Task Description	Measurement	Annual Comments
1.8.1	Provide inception and pre-Development Application (DA) meetings to prospective applicants	Proactively offer inception and pre-DA meetings to prospective applicants.	Number of applicants offered meetings.
			Pre-DA meetings offered to prospective applicants. General advice provided to community regarding proposed developments.

WSC OPERATIONAL PLAN

SO #1 Collaborative wealth building (strong, diverse and resilient local economy)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.9 There is a policy position on renewable energy development	Facilitator	Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
1.9.1 Actively consider adoption of renewable energy technology	a) Participate in initiatives (e.g. CNSWJO) to minimise energy use.	Number of initiatives participated in.	Participated in initiative to development Renewable Energy Action Plan (REAP).
	b) Develop Renewable Energy Action Plan for Council facilities and infrastructure.	Action Plan developed by December 2021.	REAP developed and adopted by Council in July 2021.
1.9.2 Encourage development and property owners to adopt sustainable technology	Include relevant information on Council's website.	Information included on website.	All applicable development were required to comply with BASIX and Section J of the Building Code of Australia.
Strategic Outcome	Council Role	Directorate(s)	Key Theme
1.10 Advocacy strategies for all capital funding and policy initiatives are prepared and actioned	Facilitator	Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
1.10.1 Complete and execute advocacy strategies for all capital funding and policy initiatives	Prosecute advocacy plans.	Plans actioned for every major project.	Advocacy Plan has been developed in such that it includes areas that Council would advocate for in the Community Strategic Plan.

Commented [LW-EA-G3]: Cr Diprose has asked if all Councillors could see a copy of the Advocacy Plan. Please provide to Liz to disseminate to Councillors.

Commented [NV-GM4R3]: I can't find it in the system but my response would be that the CSP is our advocacy plan.

WSC OPERATIONAL PLAN

SO #2 Innovation in service delivery (healthy, safe and educated community)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.1 Quality medical facilities are encouraged and appropriate digital and physical facilities are available	Facilitator	Managerial	
Strategic Action	Task Description	Measurement	Annual Comments
2.1.1	Facilitate dental and chiropractic services to residents	Ensure services are being provided.	Provision of services. Services provided.
2.1.2	Facilitate medical services to residents; including a digital service into homes (especially for the aged)	a) Support local GPs with subsidised accommodation and housing.	Support provided for full year. Services provided.
	b) Seek replacement GPs as required in consultation with Area Health Service.	Replacement GPs secured as required.	No GPs left the area in the reporting period.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.2 Health education is promoted and developed, services are accessible and people are encouraged to take personal responsibility for their health	Advocate	Managerial	
Strategic Action	Task Description	Measurement	Annual Comments
2.2.1	Support our Grenfell Connected Learning Centre (CLC) in developing and delivering health industry vocation courses; using Grenfell Health and in collaboration with Young Country University Centre (CUC)	Support initiatives by Area Health Service for local courses.	Level of support provided. Promotion of courses. Attendance by staff in courses.
2.2.2	Work with Western Area Health and local industry to support community wellness to ensure residents are employment-ready	Support initiatives for provision of proactive health and fitness programs.	Reduction in Benchmarks to 100. Ongoing business as usual. Services provided.

WSC OPERATIONAL PLAN

SO #2 Innovation in service delivery (healthy, safe and educated community)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.3 Community and local transport options are encouraged and available	Advocate	Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
2.3.1 Publicise and assist in the local provision of transport	Cooperate with Weddin Community Transport for improved services; seek private sector involvement.	Availability of service(s).	Council provides support when requested.
Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.4 Adequate aged care services are provided to meet the current and future needs of the community	Advocate	Managerial Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
2.4.1 Support additional aged care facilities and services	Lobby in collaboration with Area Health Service for additional or replacement aged care facilities and services as needs identified in Weddin Wellness Plan.	Number of relevant applications submitted.	Letters of support provided.
2.4.2 Implement Weddin Wellness Plan	Weddin Wellness Planning Network to continue to oversee Plan implementation.	Number of actions completed.	The Weddin Wellness Plan has been put on hold for the interim.
Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.5 Public health and safety opportunities are maximised in appropriate facilities and through effective integrated programs	Facilitator Provider Regulator	Engineering Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
2.5.1 Collaborate with the Rural Fire Service (RFS)	a) Negotiate and comply with NSW Rural Fire Service Level Agreement. b) Delegates to attend meetings as appropriate.	Number of complaints from NSW RFS Number of appropriate meetings attended.	Service Level Agreements followed. Attendance to meetings achieved and Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #2 Innovation in service delivery (healthy, safe and educated community)				
2.5.2	Suppress any nuisance within the community caused by noisy or straying animals	a) Respond promptly to complaints and breaches.	Complaints and breaches attended to within 5 days.	Ongoing business as usual.
		b) Maintain impound facility to a suitable standard.	Number of inspections carried out.	Ongoing business as usual.
2.5.3	Support local emergency units	a) Submit annual contributions (Emergency Services Levy).	ESL submitted by stipulated deadline.	Completed.
		b) Cooperate with local units.	Number of requests addressed appropriately.	Ongoing business as usual.
2.5.4	Control and eliminate public health nuisances	a) Monitor high risk locations at regular intervals.	Number of complaints reduced.	Regular inspection undertaken and action taken where deemed necessary.
		b) Respond promptly to complaints.	High priority matters attended to within 48 hours.	High priority matter action within 48 hours where resources permitted.
2.5.5	Ensure all places of public accommodation and food premises are properly equipped and maintained	Implement schedule of inspections; attend as appropriate.	Inspections carried out to schedule.	All high and medium food businesses inspected in accordance with Food Regulation Partnership.
2.5.6	Promote home swimming pool safety	a) Issue media releases.	At least 2 media releases issued.	Swimming Pool safety information made available on Council website and at Council Administration Building.
		b) Carry out pool inspections as per regulatory schedule.	Inspections carried out to schedule.	Private swimming pools inspected where application for swimming pool certificate of compliance submitted.
2.5.7	Provide clean and well-maintained public conveniences	Implement regular cleaning schedule; increase for events.	Number of complaints received.	All requests actioned in a timely manner.
2.5.8	Provide and maintain a safe and effective street lighting network to cater for the current and future development of Grenfell and the villages	a) Promptly report defects to Essential Energy.	Defects reported within 5 days.	Defects reported in a timely manner. Ongoing
		b) Implement lighting in new subdivision to relevant standards.	Relevant standards met.	Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #2 Innovation in service delivery (healthy, safe and educated community)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.6 Local education institutions are effectively supported with a primary focus on targeted program delivery and fit-for-purpose facilities	Facilitator	All	
Strategic Action	Task Description	Measurement	Annual Comments
2.6.1 Encourage education achievement	a) Continue to support all school Presentation Days.	All schools supported.	All Schools received contributions.
	b) Maintain Academic Achievement Award as part of Australia Day Awards.	Academic Award presented.	Australia Day Award presented in 2022.
2.6.2 Assist with vocational training e.g. work experience, traineeships	a) Cooperate with The Henry Lawson High School in providing work experience to interested students.	Number of requests fulfilled.	Council had four students during the reporting period. This has been a positive program. Program to continue into the future. Cooperated with Henry Lawson High School to train swimming pool lifeguards. DES provided presentation to students around job opportunities with Council.
	b) Consider school-based traineeships as appropriate.	Number of traineeships offered.	No suitable roles available.

WSC OPERATIONAL PLAN

SO #2 Innovation in service delivery (healthy, safe and educated community)

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.7 Lifelong learning opportunities are provided with a focus on digital learning supported in fit-for-purpose facilities	Provider	Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
2.7.1 Provide a library service/facility which largely satisfies the needs of the community for learning, study and social connectedness	Maintain and fund Grenfell Library; update book stocks, provide community access, work with schools to provide exam study spaces, continue housebound service and deposit stations at Greenethorpe and Quandialla.	Level of service provided.	The library continues to offer high level of service to all residents.
2.7.2 Provide high standard of Information Technology (IT) facilities via the Grenfell Internet Centre	Maintain and fund Internet Centre; provide a range of services to users; upgrade facilities as funds permit.	Number of users, annual income.	Approx. 3180 customers for the reporting period. \$75,000.

Commented [NV-GM5]: Shouldn't put this here. Not if we are trying to close it down.

WSC OPERATIONAL PLAN

SO #3 Democratic and engaged community supported by efficient internal systems

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.1 Opportunities are provided to develop leadership skills in the community	Provider	Corporate	

Strategic Action	Task Description	Measurement	Annual Comments
3.1.1 Arrange meeting training for community organisations	Offer coaching to community organisations.	Number of offers made.	No events held due to COVID restrictions.
3.1.2 Progress establishment of a Youth Council	Liaise with The Henry Lawson High School student representative council.	Council established with budget.	No interest in establishment to date.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.2 The integrated planning and reporting process is fully implemented	Provider	All	

Strategic Action	Task Description	Measurement	Annual Comments
3.2.1 Provide and maintain effective administrative support	Provide well-staffed administration services with modern IT for all functions of Council.	Number of vacancies in organisational structure, availability of adequate IT equipment.	No vacancies in administrative support and IT functions appropriate for the services provided.
3.2.2 Coordinate strategic/long-term planning	Carry out reviews of Community Strategic Plan and Delivery Program as prescribed in the <i>Local Government Act 1993</i> .	Reviews completed as prescribed.	Completed with new 2022-23 plans adopted.
3.2.3 Provide sound financial planning and reporting	Ensure financial and accounting practices conform to best practice.	All internal and external audit recommendations implemented.	Completed.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.3 Village progress associations' activities are supported	Facilitator	All	

Strategic Action	Task Description	Measurement	Annual Comments
3.3.1 Liaise with and support organisations	Arrange one (1) consultation workshop in each village per year.	Workshops held in each village.	Due to COVID-19 other forms of consultation were utilised including digital platforms.

WSC OPERATIONAL PLAN

SO #3 Democratic and engaged community supported by efficient internal systems

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.4 The existing leadership network is harnessed and actively leveraged across the shire	Facilitator	All	
Strategic Action	Task Description	Measurement	Annual Comments
3.4.1 Engage and consult with community organisations including use of Digital Community Panel	Address community organisations as requested, seek input where appropriate including using the digital Panel dissected by segments.	Results of annual satisfaction survey.	Ongoing when required.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.5 All major groups in the community and a broad section of community members have the opportunity to contribute to major decisions	Provider	All	
Strategic Action	Task Description	Measurement	Annual Comments
3.5.1 Engage and consult with community groups, including use of the Digital Community Panel	Address community groups and organisations where appropriate; seek community input including by way of digital Panel dissected by segments.	Results of annual satisfaction survey.	Community consultation held for development of new tourism branding and new website. Ongoing business as usual. Exhibited via Council website. Hardcopy, and public consultation sessions held.
3.5.2 Ensure all proposals, plans and policies are publically exhibited before their formal adoption	Place relevant information on public display for a period of 28 days for perusal and comment by the community; consider all submissions made.	Public exhibition carried out as required; all submissions addressed appropriately.	Extension of kerbside waste collection service to villages publically exhibited for 28 days. REAP publically exhibited for 28 days.

WSC OPERATIONAL PLAN

SO #3 Democratic and engaged community supported by efficient internal systems

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.6 The community has a good grasp of the role of Council and Councillors as well as how best to raise issues and concerns	Provider	Managerial	
Strategic Action	Task Description	Measurement	Annual Comments
3.6.1 Provide regular publicity in Council Newsletter	Publish weekly column in Grenfell Record and website; include all contact details.	Number of weekly columns published.	Ongoing business as usual. Column provided and now includes Mayoral column.
3.6.2 Develop Governance courses for intending/potential Councillors	Arrange workshop(s) for intending/potential Councillors in accordance with NSW Electoral Commission (NSWEC) information webinars.	Workshop(s) held.	Induction workshops organised for new Councillors.
3.6.3 Webcast all Council and Councillor-only Committee meetings as per <i>Local Government (General) Regulation 2005</i>	Maintain systems to webcast all relevant meetings in Council Chambers to website and Facebook page.	All relevant meetings webcast.	Webcasting provided. This is now business as usual.
Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.7 Internet and social media is effectively leveraged to engage community in local leadership and communication, including Panel engagement	Provider	All	
Strategic Action	Task Description	Measurement	Annual Comments
3.7.1 Distribute information and engage community with video and specific articles; via Council website and Facebook page, Grenfell Tourism website, Facebook page and Instagram	Publish relevant articles/posts on Council website and Facebook page, Grenfell Tourism website, Facebook page and Instagram etc.	Number of articles/posts published, article/post engagement.	Minimum of 4 posts a week on tourism social media channels with high engagement. Article in bi-monthly magazine. Road condition reports published as required. Weddin Project updates published and community updates provided on a regular basis.

WSC OPERATIONAL PLAN

SO #3 Democratic and engaged community supported by efficient internal systems

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.8 Internet access advocacy in the villages and rural sector is proactive and collaborative with community expectation	Advocate	Corporate	

Strategic Action	Task Description	Measurement	Annual Comments
3.8.1 Proactively advocate for adequate internet access for all residents of the Shire; including lobbying for black spot funding	a) Develop advocacy strategies in partnership with villages	Strategies developed.	Villages have all now established Progress Committees/Associations. Council strongly advocates on matters relating to digital connectivity.
	b) Undertake Digital Connectivity program	Strategy developed.	Ongoing liaison with Regional Development.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.9 Internal systems efficiencies are reviewed and an action plan developed	Provider	Managerial	

Strategic Action	Task Description	Measurement	Annual Comments
3.9.1 Undertake review of internal systems as part of the MLA Innovation Fund Project and develop action plans to facilitate continuous organisational improvement	a) Continually review internal systems as part of Organisational Improvement Plan (OIP) working document.	Plan reviewed annually.	Ongoing business as usual.
	b) Develop and undertake OIP Action Plan for 2021/2022.	Action Plan developed, number of actions completed.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
3.10 Review service level efficiencies and an action plan developed	Provider	Managerial	

Strategic Action	Task Description	Measurement	Annual Comments
3.10.1 Undertake review of service levels as part of the MLA Innovation Fund Project and develop action plans to	a) Continually review service levels as part of Organisational Improvement Plan (OIP) working document.	Plan reviewed annually.	Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #3 Democratic and engaged community supported by efficient internal systems

facilitate continuous organisational improvement

b) Develop and undertake OIP Action Plan for 2021/2022.

Action Plan developed, number of actions completed.

Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #4 Culturally rich, vibrant and inclusive community

Strategic Outcome	Council Role	Directorate(s)	Key Theme
4.1 Sporting facilities and events are maintained and developed	Provider	Engineering Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
4.1.1 Ensure that the Council swimming pools are managed and maintained in a manner which enables and encourages frequent use	Manage and maintain the Grenfell Aquatic Centre and Quandialla Swimming Pool in compliance with health standards and best practice.	Number of issues arising from health inspections, patron attendance.	Public swimming pool operated in accordance with NSW Health requirements. Commenced audit of Grenfell and Quandialla Public Pools with Royal Lifesaving Society and Council insurer.
4.1.2 Manage and maintain parks, reserves and sporting facilities in a safe and attractive condition which encourages frequent use by residents and visitors consistent with agreed service levels	Regularly mow, clear and maintain all parks, reserves and sporting facilities to agreed community standard	Maintenance works completed to schedule.	Ongoing program.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
4.2 Recreational facilities and events are maintained and developed	Provider	All	
Strategic Action	Task Description	Measurement	Annual Comments
4.2.1 Provide opportunities and improve facilities for local youth	<ul style="list-style-type: none"> a) Provide free use of sporting fields for junior clubs and schools. b) Adopt reduced admission prices for school age children where applicable c) Maintain skatepark in clean and safe condition. d) Continue to seek grants for Youth Week activities in conjunction with The Henry Lawson High School. 	<ul style="list-style-type: none"> No charge incurred, fields usage. Implemented in annual Fees and Charges Number of complaints received, number of safety hazards identified. Application submitted by due date. 	<ul style="list-style-type: none"> Ongoing business as usual. As per Council's fees and Charges. Reduced admission charges for schools included in fees and charges policy. All requests actioned in a timely manner. Completed.

WSC OPERATIONAL PLAN

SO #4 Culturally rich, vibrant and inclusive community

		e) Investigate development of Youth Centre all-purpose building.	Investigation commenced.	Ongoing business as usual.
4.2.2	Develop a strategic plan including identification of options for the management of Bogolong Dam Precinct for public use	Prepare and implement Bogolong Dam Precinct Masterplan.	Plan developed, level of implementation.	Masterplan Complete.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
4.3 Cultural and arts facilities and events are maintained and developed	Facilitator	Corporate	

Strategic Action	Task Description	Measurement	Annual Comments
4.3.1 Support major arts and cultural events: Henry Lawson Festival of Arts; GoldFest	Provide funding as appropriate, assist with publicity and promotional activity	Amount of funding provided, level of support provided.	<p>Goldfest no longer active.</p> <p>Actively promote all events in the shire. LOS provided for community grant applications.</p> <p>Building on success of 2022 Light up the Night, Reconnecting Regional NSW - Community Events Funding to hold the 2023 event.</p>
4.3.2 Provide for and support local cultural organisations	Assist with funding and publicity as appropriate.	Level of support provided.	Council provides support when requested.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
4.4 People from diverse cultures find Weddin a welcoming and accepting place	Facilitator	Managerial	

Strategic Action	Task Description	Measurement	Annual Comments
4.4.1 Arrange introductory welcome functions and embrace diversity	Encourage existing residents to utilise their networks to invite possible new residents and welcome them to Weddin.	At least two (2) media releases issued.	Letters issued to new residents advertising local services and numbers.

WSC OPERATIONAL PLAN

SO #4 Culturally rich, vibrant and inclusive community

Strategic Outcome	Council Role	Directorate(s)	Key Theme
4.5 Weddin is seen as encouraging a strong sense of community and connectedness	Facilitator	Managerial Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
4.5.1 Encourage involvement in Council especially at the annual workshops and in community activities	a) Encourage community input in Council e.g. workshops, online surveys	Number of community representatives at workshops, number of survey participants.	Ongoing business as usual.
	b) Promote community activities and maintain events calendar.	Level of promotion, relevance/accuracy of events calendar.	Website updated with latest information.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
4.6 The community has ownership of an inclusive social activities planning program	Facilitator	Corporate	
Strategic Action	Task Description	Measurement	Annual Comments
4.6.1 Develop and maintain activities and facilities to support target and disadvantaged demographic groups throughout the Shire	Support community organisations with local initiatives.	Level of support provided.	Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #5 Sustainable natural , agricultural and built environments				
Strategic Outcome	Council Role	Directorate(s)	Key Theme	
5.1	Environmental regulations and controls in Council's sphere of operations are implemented	Provider Regulator	Engineering Environmental	
Strategic Action	Task Description	Measurement	Annual Comments	
5.1.1	Plan and regulate the orderly arrangement and use of land i.e. Town Planning	a) Review Weddin Shire LEP. b) Attend to DAs and issue certificates in accordance with <i>EP&A Act</i> . c) Maintain and review use of Planning Portal.	LEP reviewed. DAs and certificate applications determined appropriately. Number of applications lodged through Portal.	Ongoing business as usual. DA's and certificate determined in accordance with legislative requirements. All development application, construction certificate and complying development certificate lodged via planning portal.
5.1.2	Ensure the control of weeds on both public and private land	a) Carry out inspections of private property and issue notices as appropriate. b) Spray weeds on road reserves.	Inspections carried out to schedule. Number of infestations not sprayed	Ongoing program. Ongoing program.
5.1.3	Ensure compliance with environmental regulations	Attend to all matters in accordance with the relevant Act and/or Regulation	Number of breaches of compliance.	All environmental complaints investigated and action taken where appropriate.
5.1.4	Prepare appropriate State of Environment Report.	Prepare State of Environment Report as required by <i>Local Government Act 1993</i> .	Report submitted by due date.	State of Environment Report submitted.
5.1.5	Implement sustainability actions as identified in the Regional Environment Sustainability Action Plan (RESAP)	Prioritise and progressively implement funded RESAP actions.	Approved actions implemented to schedule.	Ongoing business as usual.
5.1.6	Identify and minimise sources of pollution in order to preserve and improve the natural environment	a) Attend to complaints and reports promptly in accordance with <i>POEO Act</i> . b) Participate in NetWaste Household Chemical CleanOut.	Complaints and/or reports addressed appropriately. Chemical CleanOut day held.	All environmental complaints investigated and action taken where appropriate. Chemical cleanout day held at Grenfell Waste Facility.

WSC OPERATIONAL PLAN

SO #5 Sustainable natural , agricultural and built environments

		c) Continue to provide support to drumMUSTER facilities.	Level of support provided.	Drum Muster site established at Quandialla Waste Facility. Drum Muster sites at Grenfell and Caragabal Waste Facilities continued to be supported.
5.1.7	Make adequate provision for urban stormwater.	a) Maintain existing system; upgrade as funds permit. b) Install adequate stormwater infrastructure as part of Main Street Renewal.	Maintenance works carried out to schedule. Stormwater infrastructure installed.	Ongoing business as usual. Program near completion.
5.1.8	Implement Integrated Water Catchment Management (IWCM) Strategic Study outcomes	Prioritise and progressively implement funded IWCM Strategic Study actions.	Approved actions implemented to schedule.	Ongoing business as usual.
5.1.9	Manage the Sewerage Scheme	Operate the Grenfell Sewerage Scheme to comply with environmental and regulatory requirements.	Number of breaches of EPA Licence conditions.	All correct practices followed for all reported incidents.
5.1.10	Ensure all building work meets relevant codes and standards with regard to aesthetics and the area's heritage	Inspect and attend in accordance with <i>EP&A Act</i> , heritage guidelines and building controls.	Assessment reports adequately completed for all applications.	Heritage considered as part of all development application assessments.

Strategic Outcome	Council Role	Directorate(s)	Key Theme	
5.2 Waste reduction and recycling is encouraged, with a focus on the villages	Provider	Environmental		
Strategic Action	Task Description	Measurement	Annual Comments	
5.2.1	Continue to review recyclables collection for Grenfell	Operate recyclables collection system; monitor for improvements.	Fortnightly collection service provided.	Ongoing business as usual.
5.2.2	Investigate regular waste services for all villages	a) Investigate future of rural waste depots. b) Review recycling stations at Caragabal, Greenethorpe and Quandialla.	Investigation carried out. Review carried out.	Ongoing business as usual. Ongoing business as usual. Kerbside waste pickup extended to Caragabal, Quandialla, Bimbi and Greenethorpe.

WSC OPERATIONAL PLAN

SO #5 Sustainable natural , agricultural and built environments

5.2.3	Investigate waste collection options; service review	a) Evaluate recommendations arising from strategic review of Council's solid waste management.	Number of recommendations evaluated.	Ongoing business as usual.
		b) Develop long-term plan for waste facilities that implement approved review recommendations.	Plan developed.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.3 The community is made aware of sustainable practices	Facilitator Provider	Environmental	

Strategic Action	Task Description	Measurement	Annual Comments
5.3.1 Partner with Central West Local Land Services to encourage sustainability and environment projects: habitat connectivity, wetlands at sewerage treatment works	a) Monitor grant opportunities for wetlands at Grenfell Sewerage Treatment Works.	Number of relevant applications submitted.	Ongoing business as usual.
	b) Promote local sustainability and environment initiatives.	Level of promotion.	Ongoing business as usual.
5.3.2 Encourage local businesses to adopt best practice environmental operations	a) Distribute information brochures; provide advice as appropriate.	Level of promotion.	Ongoing business as usual.
	b) Ensure businesses comply with trade waste requirements.	Number of breaches of compliance.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.4 Council operations see an improvement in environmental outcomes	Provider	Engineering Environmental	

Strategic Action	Task Description	Measurement	Annual Comments
5.4.1 Collect and dispose of domestic, commercial and industrial waste to landfill	Operate collection services for domestic and commercial waste in Grenfell.	Regular collection services provided.	Regular collection service completed.
5.4.2 Provide ecologically sustainable landfills with	a) Operate landfills at Grenfell, Caragabal and Quandialla to EPA guidelines.	Number of breaches of EPA guidelines.	No EPA breaches identified during the year.

WSC OPERATIONAL PLAN

SO #5 Sustainable natural , agricultural and built environments

minimal adverse environmental impacts	<p>b) Construct domestic garbage cells.</p> <p>c) Continue to participate in waste mulching programs in collaboration with NetWaste.</p> <p>d) Consider ecological sustainability and environmental impacts in the development of long-term plan for Council's waste facilities.</p>	<p>Cells constructed.</p> <p>Waste mulching carried out where appropriate.</p> <p>Considerations included in plan.</p>	<p>Ongoing business as usual. Council reviewing operation of waste facilities.</p> <p>Mulching completed by Netwaste contractor.</p> <p>Ongoing business as usual.</p>
5.4.3 Carry out a programme of street tree planting and maintenance in order to preserve and enhance the natural environment	Implement annual street tree planting program as funds permit.	Level of implementation.	Program Ongoing business as usual.
5.4.4 Consider adoption of alternative environmentally-friendly practices where appropriate	Install solar technology on Council's main buildings.	Solar panels installed.	Procurement commenced for the installation of solar to service Council's high energy use sites.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.5 There is support for local agricultural industry un adopting sustainable and environmentally-friendly farming practices in the context of climate change	Facilitator	Environmental	

Strategic Action	Task Description	Measurement	Annual Comments
5.5.1 Support and promote local and regional sustainability forums; public developments	Publicise relevant forums in Council newsletter, on Council website and Facebook page.	Number of relevant forums promoted.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.6 The heritage of built areas is preserved	Facilitator Provider Regulator	Environmental	

Strategic Action	Task Description	Measurement	Annual Comments
------------------	------------------	-------------	-----------------

WSC OPERATIONAL PLAN

SO #5 Sustainable natural , agricultural and built environments

5.6.1	Implement heritage planning controls	Ensure compliance with heritage planning controls within LEP.	Controls considered in determination of all applications.	Heritage considered as part of all development application assessments.
5.6.2	Provide free heritage service	Arrange appointments during bi-monthly Heritage Advisor visits.	Number of appointments, no charge incurred.	Free heritage advice service provided to the public.
5.6.3	Provide grants for preservation work	a) Apply for annual grants for local building program. b) Monitor other grant opportunities.	Application submitted by due date. Number of relevant applications submitted.	Annual grants application applied for and approved. Ongoing business as usual.
5.6.4	Promote heritage features of Main Street	Continue promotion of Main Street, highlighting heritage features.	Main Street heritage features highlighted in promotional material.	Promotional images of Main St utilised across all mediums.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
-------------------	--------------	----------------	-----------

5.7 There is an enhancement of broader landscape connectivity for native fauna

Facilitator

Engineering
Environmental



Strategic Action	Task Description	Measurement	Annual Comments	
5.7.1	Support corridor projects	a) Arrange studies of selected corridors as funds permit. b) Implement outcomes as funds permit.	Approved studies carried out. Level of implementation.	Continues to be a high priority. Ongoing business as usual. Continues to be a high priority. Ongoing business as usual.
5.7.2	Support 'tree days'	Liaise with local schools for joint schemes. Promote and support relevant initiatives by Weddin Landcare etc.	All schools contacted. Number of relevant initiatives publicised.	Ongoing business as usual. Ongoing business as usual.

WSC OPERATIONAL PLAN

SO #5 Sustainable natural , agricultural and built environments

Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.8 Levels of parks services in all villages are reviewed	Provider	Engineering	
Strategic Action	Task Description	Measurement	Annual Comments
5.8.1 Develop action plans to facilitate continuous organisational improvement in village parks services	Implement Improvement Plans for village parks.	Level of implementation.	Continues to be a high priority. Ongoing business as usual

SO #6 Shire assets and services delivered effectively and efficiently

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.1 Council operations have met reasonable community expectations and agreed service levels	Provider	All	

Strategic Action	Task Description	Measurement	Annual Comments
6.1.1 Upgrade and maintain on an equitable basis public facilities in Grenfell and the villages: public parks and spaces; public dams; picnic spots	a) Maintain public parks in Grenfell and villages.	Maintenance works completed to schedule.	Continues to be a high priority. Ongoing business as usual.
	b) Undertake Vaughn Park beautification.	Beautification undertaken.	Continues to be a high priority. Ongoing business as usual.
	c) Maintain grounds and access roads to Company Dam.	Number of complaints received.	All requests actioned in a timely manner.
	d) Continue to develop Dam Safety Emergency Plans (DSEPs)	Plans developed.	Continues to be a high priority. Ongoing business as usual.
	e) Maintain and repair footpaths in urban areas.	Footpath program completed to schedule, number of complaints received.	Program ongoing
	f) Report faults in urban street lighting schemes.	Faults reported to Essential Energy within two (2) days.	Ongoing business as usual.
	g) Maintain and operate Grenfell Community Hub including Library, Art Gallery, Cinema and Internet Centre.	Number of complaints received.	No complaints received.
	h) Maintain and operate Grenfell Aquatic Centre.	Number of complaints received, total attendance.	Grenfell Aquatic Centre maintained and operated to an acceptable standard.
	i) Maintain, operate and upgrade Quandialla Swimming Pool.	Number of complaints received, total attendance, pool upgraded.	Quandialla Swimming Pool maintained and operated. Upgrading works undertaken where budget allowed.
	j) Maintain, operate and upgrade Grenfell Caravan Park.	Star rating	Grenfell Caravan Park maintained and operated to acceptable standard. Star rating no longer applicable to park.
	k) Fence Caragabal Park as funds permit.	Fence erected.	Project complete.

WSC ANNUAL REPORT

(cont.)	Upgrade and maintain on an equitable basis public facilities in Grenfell and the villages: public parks and spaces; public dams; picnic spots	<p>l) Maintain Bogolong Dam and undertake Dam Precinct upgrade.</p> <p>m) Continue upgrade of Grenfell Cemetery toilets.</p> <p>n) Undertake beautification of Grenfell Cemetery.</p>	<p>Dam maintained, precinct upgraded.</p> <p>Upgrade completed.</p> <p>Cemetery beautified and maintained.</p>	<p>Ongoing business as usual.</p> <p>Project commenced.</p> <p>Ongoing business as usual.</p>
6.1.2	Meet or exceed minimum levels of service outlined in Sewerage Scheme	<p>a) Maintain and operate Grenfell Sewerage Treatment Plant to standards of Office of Water and Department of Primary Industries.</p> <p>b) Rehabilitate selected sewer mains.</p> <p>c) Implement strategies from Strategic Business Plan for Sewerage</p> <p>d) Inspect and attend septic tank applications as appropriate.</p> <p>e) Continue Sewer Treatment Plant Upgrade</p>	<p>Number of breaches of standards.</p> <p>Length of sewer pipe rehabilitated.</p> <p>Level of implementation.</p> <p>Assessment reports adequately completed for all applications.</p> <p>Upgrade completed.</p>	<p>Continues to be a high priority. Ongoing business as usual.</p> <p>Program Ongoing business as usual.</p> <p>Program Ongoing business as usual.</p> <p>All OSSM system application assessed in accordance with legislative requirements.</p> <p>Project complete.</p>
6.1.3	Manage an efficient rates system based on an up-to-date property information system	Maintain up-to-date property information system with computerised mapping	System maintained, currency of information.	Ongoing business as usual.
6.1.4	Maximise untied income from government and investment sources	Monitor grant an investment opportunities in accordance with Division of Local Government guidelines; apply where relevant.	All surplus funds invested at maximum compliant rates.	ALL available surplus funds are invested in line with Council's Investment Policy.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.2	Council's transport infrastructure is maintained and improved consistent with the Asset Management Plan	Provider	Engineering
			
Strategic Action	Task Description	Measurement	Annual Comments
6.2.1	Maintain an accurate register of all transport assets	Regularly inspect condition of all transport assets and update register accordingly.	Currency of register.
			Ongoing program.

WSC ANNUAL REPORT

6.2.2	Upgrade and maintain drainage in Grenfell and the villages	Maintain drainage channels and structures in Grenfell and the villages.	Number of complaints received.	Ongoing program.
6.2.3	Provide a management planning system to determine standards and priorities for a safe and effective road network	Update database of existing road network annually and review Asset Management Plan accordingly.	Currency of database.	Ongoing program.
6.2.4	Maintain and improve town/village streets in accordance with Council priorities	a) Maintain urban streets.	Maintenance works completed to schedule.	Ongoing program.
		b) Carry out urban improvement programs.	Programs completed to schedule.	Ongoing program.
		c) Continue Main Street Renewal	Renewal completed.	Project commenced.
6.2.5	Maintain and improve roads in accordance with Council priorities	a) Maintain regional and rural roads.	Maintenance works completed to schedule.	Ongoing program.
		b) Carry out road improvement/upgrade programs e.g. Highways, Regional Roads, FAG, Roads to Recovery.	Applications submitted by due date, programs completed to schedule.	Ongoing program. Procurement and project planning for the following: -Pullabooka Road Rehabilitation Works (construction commenced in the reporting period) -New Forbes Road Rehabilitation Works -Greenethorpe-Koorawatha Road Rehabilitation
6.2.6	Provide and maintain a network of safe and effective bridges, culverts and causeways in accordance with Council-adopted standards	Maintain major drainage structures in accordance with Council-adopted standards.	Maintenance works completed to schedule.	Ongoing program.
6.2.7	Provide and maintain a network of safe and effective footpaths in accordance with Council-adopted standards	a) Maintain urban footpaths in accordance with Council-adopted standards.	Maintenance works completed to schedule.	Ongoing program.
		b) Carry out new footpaving program as funds permit.	Nominated program completed to schedule.	Ongoing program.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.3 Council's structural assets are maintained and improved consistent with the	Provider	Engineering Environmental	

WSC ANNUAL REPORT

Asset Management Plan				
Strategic Action	Task Description	Measurement	Annual Comments	
6.3.1	Maintain an accurate register of all Council's structural assets	Regularly inspect condition of all structural assets and update register accordingly.	Currency of register.	Inspection of Council owned dwelling inspected. Other assets inspected as required.
6.3.2	Maintain and improve all structural assets: Depot; Administration Building; Hub; Sewerage Treatment Plant; Waste Depots	a) Manage and maintain all structural assets consistent with Asset Management Plan.	Maintenance works completed to schedule.	Ongoing business as usual.
		b) Replace Administration Building as funds permit.	Administration Building replaced.	Ongoing business as usual.
6.3.3	Maintain and improve all cemeteries in the Shire	a) Manage and maintain Council cemeteries at Grenfell, Caragabal and Bimbi.	Number of complaints/service requests.	Ongoing program. All requests actioned in a timely manner.
		b) Develop and implement Grenfell Cemetery Masterplan.	Plan developed, level of implementation.	Masterplan complete.
		c) Maintain up-to-date records.	Currency of records.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.4	Weddin Shire Council is positioned as an 'employer of choice'	Provider	All



Strategic Action	Task Description	Measurement	Annual Comments	
6.4.1	Develop a highly motivated, healthy and skilled workforce capable of delivering quality service to all residents	a) Provide all necessary tools and PPE.	Number of grievances received.	ALL Ongoing business as usual. Grievances are actioned in accordance with Council Procedures.
		b) Ensure compliance with Award conditions.	Number of breaches of Award conditions.	Ongoing business as usual.
		c) Maintain good relationships with Union personnel.	Number of grievances received.	Ongoing including meetings with the Union representatives
		d) Provide relevant training for employees.	Number of relevant training courses attended.	Ongoing business as usual.
		e) Undertake systems review.	Review carried out.	Ongoing business as usual.

WSC ANNUAL REPORT

		f) Undertake organisational improvements as per Organisational Improvement Plan (OIP).	Action Plan completed to schedule.	Ongoing business as usual.
		g) Undertake office refurbishment.	Refurbishment completed.	Incomplete.
6.4.2	Provide and maintain Council staff housing	Maintain staff housing as funds permit.	Number of reports/complaints received.	Staff housing provided and maintained.
6.4.3	Attain a high level of workplace health and safety	a) Support Work Health and Safety (WHS) Committee.	Number of meetings held.	Ongoing business as usual.
		b) Ensure correct practices are followed on job sites.	Number of incident reports received.	Ongoing business as usual.
		c) Implement recommendations from WHS Audit Report.	Number of recommendations implemented.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme	
6.5	A modern plant fleet is maintained and improved consistent with the Asset Management Plan	Provider	Engineering 	
Strategic Action	Task Description	Measurement	Annual Comments	
6.5.1	Maintain an accurate register of all plant items	Regularly inspect condition of all plant items and update register accordingly.	Currency of register	Ongoing business as usual.
6.5.2	Provide and maintain a an efficient and modern public works plant and vehicle fleet	a) Provide well-equipped and well-staffed workshop.		Ongoing business as usual.
		b) Maintain plant and vehicles.	Maintenance completed to schedule, repairs completed promptly as required.	Ongoing business as usual.
		c) Purchase new and replacement plant and vehicles as approved in Plant Replacement Program.	All plant and vehicle purchases are approved as per Replacement Program.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.6	Classified roads are managed on behalf of Transport for NSW (TfNSW)	Provider	Engineering 

WSC ANNUAL REPORT

Strategic Action	Task Description	Measurement	Annual Comments	
6.6.1	Maintain and upgrade the classified road network in association with Transport for NSW (TfNSW)	a) Maintain State Roads in accordance with TfNSW.	Number of complaints from TfNSW.	All requests actioned in a timely manner.
		b) Maintain Regional Roads as funds permit.	Number of complaints from TfNSW.	All requests actioned in a timely manner.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.7	The 'Destination 2036' initiative is supported and Weddin Shire Council engages and influences as Member Council of the Central West region	Provider	All



Strategic Action	Task Description	Measurement	Annual Comments	
6.7.1	Monitor and participate in Central NSW Joint Organisation (CNSWJO), Mid Lachlan Alliance (MLA) activities and South West Functional Economic Region (FER)	a) Maintain membership of CNSWJO.	Membership maintained.	CNSWJO continues to meet with active participation at the GMAC and Board levels.
		b) Participate in joint activities e.g. training, procurement, water security.	Number of relevant activities participated in.	Developed REAP in conjunction with JO.
		c) Seek opportunities for cross-council collaboration including resource sharing.	Level of collaboration.	Ongoing business as usual.

Strategic Outcome	Council Role	Directorate(s)	Key Theme
6.8	Liaison and partnership with NSW State and Federal Government departments is positive and productive	Provider	All



Strategic Action	Task Description	Measurement	Annual Comments	
6.8.1	Liaise with State and Federal Government departments; partner where appropriate	Liaise with State and Federal Government departments; partner where appropriate	Number of joint projects/initiatives.	Ongoing business as usual.

APPENDIX

Appendix B – End of Term Report