

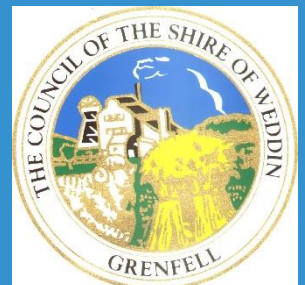
# ANNUAL REPORT 2022-23

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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.*



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# 1. WELCOME

## 1.1. MESSAGE FROM THE MAYOR

Welcome to the presentation of the 2022-2023 Annual Report. I acknowledge that Weddin Shire Council meets on Wiradjuri Country.

This last financial year has seen our local government area go through some significant challenges with again. There were a further two natural disaster declared events which has impacted Council ability in reinstating the roads as we awaited funding at the end of the financial year. Council staff have had to combat adverse working conditions to repair the roads in the confinement and limitation of the bureaucracy of the different levels of approval for funding. We saw the Newell Highway shut for seven weeks, which significantly impacted the other shire roads. But I commend the staff for all of their involvement in the process. At the time of reporting, we believe that the Shire has had over \$20 million in road damages and now awaits state and federal funds to assist us in our recovery.

We continued with the Grenfell Main Street Renewal and Beautification project, which at the end of the financial year was nearing completion after some significant challenges.

We established Council's Audit, Risk and Improvement Committee who will be an advisory body to Council to help steer us in the right direction. During this time, we were successful with a number of grants including the inclusive playspace in Taylor Park and freedom camping in our villages.

I wanted to acknowledge the hard work that the Weddin Shire Council staff do during this peak period of time. On behalf of the Weddin Shire Councillors, I present to you this year's Annual Report and continue to look at delivering community driven projects and outcomes for a better Weddin.

**Cr Craig Bembrick**  
**MAYOR**

*Bringing us together*



## 1.2 MESSAGE FROM THE GENERAL MANAGER

I acknowledge that we work and live on Wiradjuri Country. It is with great joy to be in the position to present my team's Annual Report for the 2022-2023 period. Since commencing with Weddin Shire Council in July 2022, I have set a number of strategic goals and projects that needed to be achieved. The first one being the Grenfell Main Street Renewal Project. Following the project recommencement or 're-set' we have changed the way we have delivered this project by providing a product that will not only have longevity, overcame some significant geotechnical obstacles. I cannot present an annual report without a heartfelt thanks to our two Project Engineers, Mike Ryan and Bob Cohen and our local contractors who delivered this project in the 're-set'.

Council is still delivering on a number of road construction projects through the declared natural disasters. Our Council team have had to brave the impacts of wet weather, saturated subsoils and delays with funding to undertake the reconstruction works but continue to do the best with what they can. In this reporting period of (2022-23), the Weddin Local Government Area has been declared for:

- AGRN1030 – 4 August 2022 onwards
- AGRN1034 – 14 September onwards

We continue to have a diverse workforce and welcomed some new expertise to complement our existing dynamic workforce. Our team includes not only our employees, our contractors and our volunteers. Thank you to, my team, for your contribution to our workforce.

Council introduced a number of communication touchpoints to help and improve our branding. This include Council Mobile Hub days in our villages, more information provided in the Grenfell Record and social media platforms through Facebook. During this time, we also exhibited a new style to the Operational Plan for the 2023-24 period and publically exhibited 14 draft policies during this time for Council's adoption.

Ensuring that Council is meeting its reporting and compliance needs have been a focus in this reporting period but will continue to be a strong focus moving forward.

Whilst the operating environment was difficult during this period and reflected in Council's Annual Financial Statement. The last couple of years has seen more road damage claims than in the history of our Council. The financial year will lead to further improvements coming into the new financial year.

I present to you our Annual Report for the 2022-2023 period.

**Noreen Vu**  
**GENERAL MANAGER**







Photo: Cr Craig Bembrick (Mayor), Noreen Vu (General Manager) and Cr Paul Best (Deputy Mayor)



# 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



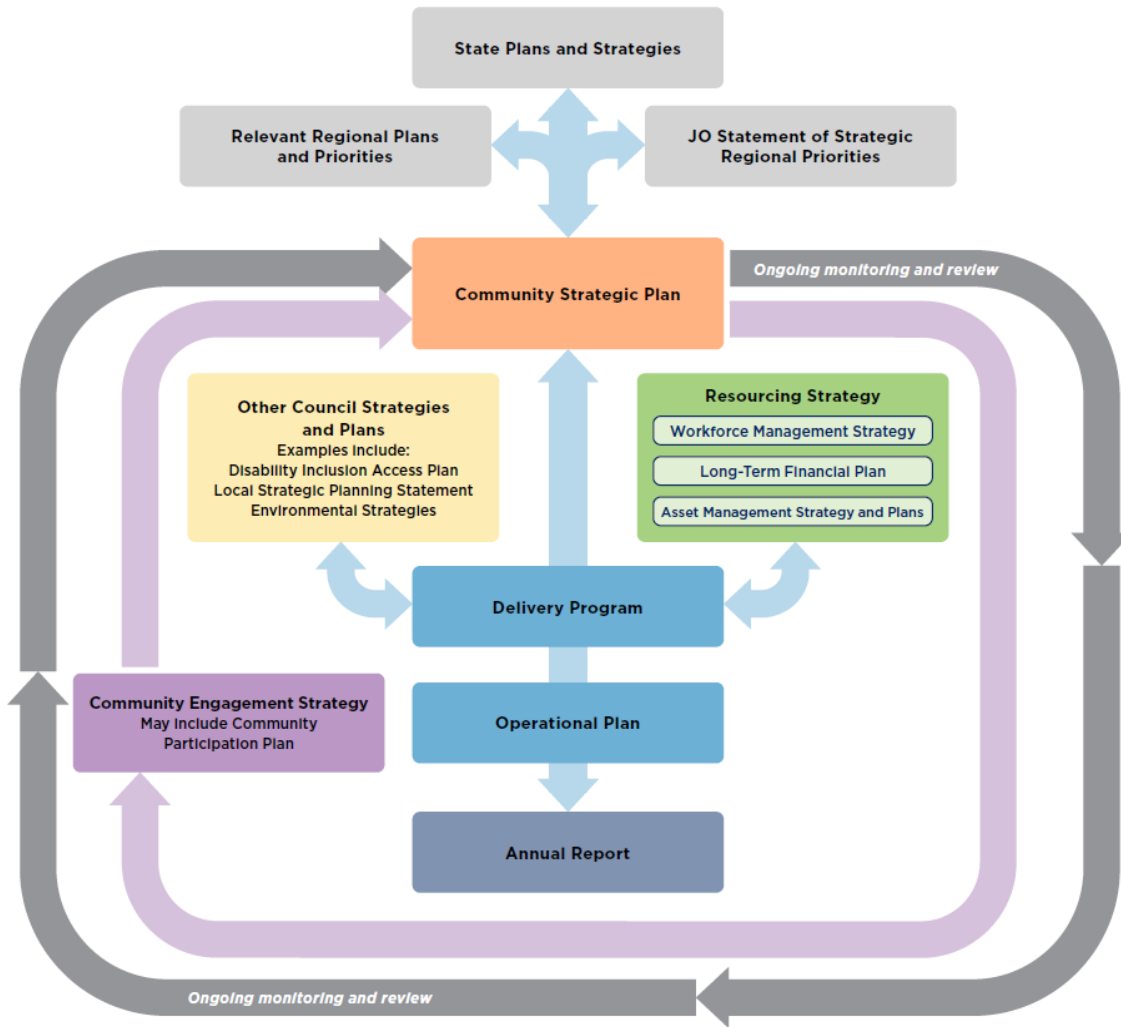


Figure 1: Integrated Planning and Reporting Framework

## 1.2. HIGHLIGHTS

### **STRONG, DIVERSE AND RESILIENT LOCAL ECONOMY**

#### **TOURISM**

- New Weddin Mountains Region branding launched with new website, VIC fitout, visitor guide and promotional collateral developed. Grant funding received to upgrade Grenfell Art Gallery, install EV charger and provide freedom camp areas in villages. Visitors recorded through the Visitor Centre exceeded 21/22 number by over 1000.

#### **LOCAL ECONOMY**

- The Grenfell Main Street Project was near completion at the time of report being written. Successfully grant funded, the project re-set has seen a Main Street project delivered with precision and longevity in mind. A job well done by our Project Engineers, Mike Ryan and Bob Cohen and our local contractors.

### **CULTURALLY RICH, VIBRANT AND INCLUSIVE COMMUNITY**

- Council introduced a number of touchpoints with our community, including Council Mobile Hubs, improved communications in the Grenfell Record and social media presence. Council publically exhibited documents throughout the year to allow for inclusivity from our community. A job well done by Council's Executive team.
- Council held an Australian Citizenship Ceremony on Australia Day, welcoming two conferees who took their pledge of commitment to Australia.

#### **EVENTS**

- Light up the Night. On Saturday 18 February 2023, Grenfell came alive with live music and a night sky lit up with 100 drones. Funded through the Reconnection Regional NSW Community Events Program, the event was by Council staff and saw over 2,500 attendees. The event hit the aim of the program with over 73% of people coming from within the local government area to reconnect after the pandemic. A job well done by our Tourism and Events team.
- The 2023 June Long Weekend saw a highly successful Henry Lawson Festival of Arts. The long weekend saw up to 10,000 attendees, with social media analytics showcasing an organic reach of 83,442 and a paid reach of 122,517 with top hits from Sydney, Grenfell, Canberra, Young and Cowra. The festival brought back the Parade. A job well done by our section 355 Committee - Henry Lawson Festival of Arts.

## ROAD CONSTRUCTION

- Major road upgrades in New Forbes Road and Pullabooka Road are nearing completion. The New Forbes Road included construction for the road to be widened to a B Double standard with over \$4.3 million invested. Pullabooka Road saw over \$4.6 million invested to undertake pavement rehabilitation of existing seal as well as widening the seal from 5m to 7m and renew a number of concrete culverts. A job well done by our Infrastructure Services Team.

## ANIMAL CONTROL

- Keeping Cats Safe at Home desexing and microchipping programs saw 93 cats desexed and microchipped through the program last financial year. In total, Council has achieved a record 181 cats desexed and microchipped through the program. Council had set a target of 100 cats through a twelve month period but successfully completed this within the first four months of administering this project. A job well done by our Environmental Services Team and our Regulatory Officer.

## 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 2022-2023 period for the Financial Statements and Audit Report to 22 December 2023. The Financial Statements will be updated once audited.



Figure 2: Holly, Indie and Josh celebrating Local Government Week 2023



## 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

**38%**

of 15 year olds and above have completed tertiary studies and/or training compared with 52.1% of NSW

**3,604**

**PEOPLE**

Estimated resident population

**51.3**

Median Age compared with 39 years old NSW

**\$198**

Median weekly rent compared with \$420 NSW

**51.2% Males**  
**48.8% Females**

**975**  
families

**54.8%**

Working age population (aged 15-64)

**75.9%**

people own their house outright or own with a mortgage compared with 64% NSW

**Agriculture 22.7%**  
**Local Government 3.9%**  
**Hospitals 3.6%.**

Industry of employment of employed people aged 15 years and over

**4.7%**

people identify as aboriginal compared with 3.4% NSW

**\$1,046**

median weekly household income compared to \$1,829 NSW

**36.9%**

people have one or more long term health condition compared to 27% NSW

Source (ABS, 2021 Census)



### 3.3. ORGANISATIONAL STRUCTURE

Council employs 104 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. Separately, includes the General Manager’s Office. The organisational structure based on function is represented below in Figure 4.

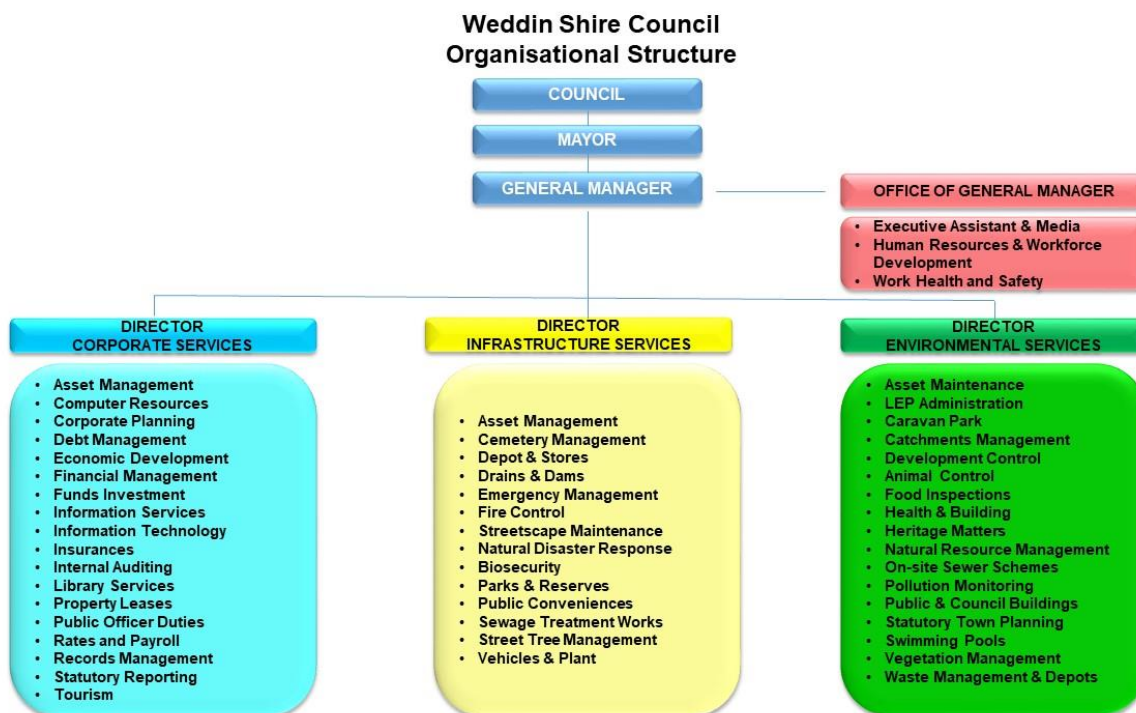


Figure 4: Weddin Shire Council Organisational Structure based on function



## **3.4. BENEFITS OF WORKING FOR COUNCIL**

Weddin Shire Council offers many benefits to come and work for us including the following:

- Nine-day fortnight.
- Four weeks annual leave per year.
- Three weeks sick leave per year.
- Access to carers leave, maternity and parental leave for supporting partners.
- Recognition of staff service.
- Employee Assistance Program (EAP) providing external and confidential counselling.
- Council provided hi-vis and safety work wear and Personal Protective Equipment (PPE).
- Ongoing training and development.
- Annual Union Picnic Day for relevant Union members.
- Encouragement to attend NAIDOC Day events.

For senior management positions, benefits can also include relocation assistance, housing, paid professional memberships and leaseback vehicles (including private use).

### **3.4.1. STAFF HEALTH AND WELLBEING**

To assist with providing a health work life balance we encourage access to our Employee Assistance Program to provide external and confidential counselling to staff and their families 24 hours a day 7 days a week. At the time of preparing the Annual Report, Council had switched service providers to Lifeline Central West.

Staff have the flexibility to access two (2) days per calendar year of Health and Wellbeing Leave to monitor their own personal health. Council has provided Japanese Encephalitis Vaccine (JEV) for its staff. Skin checks were conducted during this financial year with 44 staff participating.

### **3.4.2. PROFESSIONAL DEVELOPMENT**

Each year Council provides numerous opportunities for staff, trainees and volunteers to attend training and professional development activities including seminars and conferences. This compliments more formal training activities undertaken in order to provide skilled and knowledgeable staff, resulting in better service to the community through the professional delivery of services and management of asset. For the reporting period, Council had over 271 attendance of staff who attended training and workshops. Council employees are proudly enrolled into a number of courses such as Certificate III Civil Construction; Horticulture; Heavy Commercial Vehicle Mechanical Technology; Information Services (Library); and Water Industry Operations.

## 3.5. 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.



Councillor Craig Bembrick  
**(MAYOR)**



Councillor Paul Best  
**(DEPUTY MAYOR)**



Councillor Michelle Cook



Councillor Phillip Diprose



Councillor Warwick Frame



Councillor Glenda Howell



Councillor Jason Kenah



Councillor Stuart McKellar



Councillor Jan Parlett

## 3.5.1. 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. The following table includes all Council meetings (Ordinary and Extraordinary) and section 355 committees of Council.

COUNCILLOR MEETING ATTENDANCE REGISTER											
1 July 2022 - 30 June 2023											
Meeting / Committee	Role	Total number of Meetings Held	Number of Meetings Attended								
			Mayor Cr Craig Bembriek	Deputy Mayor Cr Paul Best	Cr Michelle Cook	Cr Phillip Diprose	Cr Warwick Frame	Cr Glenda Howell	Cr Jason Kenah	Cr Stuart McKellar	Cr Jan Parlett
Council - Ordinary	Councillor	11	10	10	10	10	10	11	9	10	10
Council - Extraordinary	Councillor	1	1	1	1	1	1	1	1	1	1
Audit, Risk & Improvement	Member	1									
Bogolong Dam Precinct	Member	1	0	1						0	
Central NSW Joint Organisation (CNSWJO)	Member	4	3								
Central Tablelands Water	Member	6		5	6						
Floodplain Management Advisory	Member	2			1	1					
General Manager's Performance Review		2	2	2					2		2
Heritage	Member	5				5		4	2		
Inter-Agency Health	Member	3									3
Lachlan Regional Transport	Member	4					1				
NSW Public Libraries Association (NSWPLA)	Member	2			N/A	2					
Mid Lachlan Valley Team Bushfire Management	Member										
Quandialla Pool Committee	Member										
The Henry Lawson Festival of the Arts	Member	12				1		8			12
Weddin Health Council	Member	7									6
Weddin Landcare Steering Committee	Member	4				4					
Weddin Local Traffic	Member	5	2								
Weddin Rural Fire Service Senior Management Team	Member										
Weddin Shire Council Tourism	Member	4	1	2	2				4		
Weddin Shire Weeds	Member	2		1				2		0	



# 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 section 428 of the *Local Government Act 1993* and clause 217 of the *Local Government (General) Regulation 2021* Council is required to report on numerous mandatory and statutory requirements and these are listed below are for 2022/2023 as at 30 June 2023 unless otherwise stated.

### 5.1. LOCAL GOVERNMENT ACT 1993

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

Not applicable to this reporting period. The annual report of the year in which an ordinary election of councillors is held, contained council's achievements in implementing the community strategic plan over the previous four years and was included in last year's Annual Report 2021/2022.

#### 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 2022/2023.

### 5.3. LOCAL GOVERNMENT (GENERAL) REGULATION 2021

#### 5.3.1. Clause 132 - Rates and Charges Written Off

Amount of rates and charges written off during year. \$532.68 was written off in 2022/2023.

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

At the time of reporting four (4) Councillors had completed their Capability Plan in line with the Local Government Capability Framework. Councillors also attended as delegates a number of conferences including the:

Conference/Training/Meeting	Delegate	Date
LG NSW Elected Life/Code of Conduct	All. Cr Stuart McKellar on leave of absence.	2 July 2022
CNSWJO Councillor Induction	All	14 February 2023
Country Mayors Association	(Mayor) Cr Craig Bembrick  Cr Glenda Howell	5 August 2022 21 February 2023 26 May 2023 18 November 2022
LGNSW Annual Local Government Conference	(Mayor) Cr Craig Bembrick	22 – 25 October 2022
LGNSW Local Government Rural and Regional Summit	(Mayor) Cr Craig Bembrick	20 February 2023
Country Mayors Association Meet the Leaders/Political Leaders Forum	(Mayor) Cr Craig Bembrick	21 February 2023
National General Assembly Regional Forum	(Mayor) Cr Craig Bembrick	13 June 2023
National General Assembly of Local Government	(Mayor) Cr Craig Bembrick	14 – 15 June 2023
Australian Council of Local Government Forum	(Mayor) Cr Craig Bembrick	16 June 2023
Public Libraries Association Zone Meeting	Cr Phil Diprose	28 October 2022 9 March 2023
Meeting with Telstra CEO	Cr Jason Kenah	6 July 2023

### 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 2022/2023.



Figure 5: Canola fields across the Weddin Shire

### 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	Local Government (General) Regulation 2021
Councillor Fees/ Superannuation	\$113,832.00/ \$7,376.97	
Mayoral Fees	\$27,600.00	
Office equipment (Ipad)	\$0	217(1)(a1)(i) – Office equipment
Telephone calls	\$0	217(1)(a1)(ii) – Telephone/facsimile services
Attendance to conferences	\$2,758.00	217(1)(a1)(iii) – Delegate expenses
Induction and training	\$7,927.27	217(1)(a1)(iii)a – Provision for induction
Other training	\$0	217(1)(a1)(iv) – Other training
Interstate visits	\$8,002.04	217(1)(a1)(v) – Interstate visits travelling expenses (accommodation, transport). Cost includes inter/intrastate and other travel expenses.
Overseas visits	\$0	217(1)(a1)(vi) – Overseas visits travel
Expenses of spouse, partner or other person	\$0	217(1)(a1)(vii) – Expenses of spouse, partner or other person who accompanied a councillor
Expenses in the provision of care	\$0	217(1)(a1)(vii) – Expenses involved in the provision of care for a child, family member of a Councillor



Figure 6: Weddin Shire Council



### 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).

Contract	Successful Tenderer Name & Address	Contract Type or Contract Value (including GST)	Budgeted
<b>Spray Seal Services Council Roads &amp; Regional Roads T1.11.05</b>	Stabilised Pavements Australia 234 Wisemans Ferry Road, Somersby NSW 2250	Schedule of Rates	\$0.00
	Colas NSW Pty Ltd 3-5 Gibbon Road, Winston Hills NSW 2153	Schedule of Rates	\$0.00
	Country Wide Asphalt & Civil 168 Sangsters Road, Wodonga VIC 3690	Schedule of Rates	\$0.00
	State Asphalt Services Pty Ltd 90 Jedda Road, Prestons NSW 2170	Schedule of Rates	\$0.00
	Fenworx Pty Ltd 4 Foresight Avenue, Tomago NSW 2322	Schedule of Rates	\$0.00
	Roadworx & All Pavement Solutions 56 Marley Place, Unanderra NSW 2526	Schedule of Rates	\$0.00
<b>Spray Seal Services Newell &amp; Mid Western Highway T1.11.04</b>	Stabilised Pavements Australia 234 Wisemans Ferry Road, Somersby NSW 2250	Schedule of Rates	\$717,468.25
	Colas NSW Pty Ltd 3-5 Gibbon Road, Winston Hills NSW 2153	Schedule of Rates	\$492,623.85
	Country Wide Asphalt & Civil 168 Sangsters Road, Wodonga VIC 3690	Schedule of Rates	\$0.00
	State Asphalt Services Pty Ltd 90 Jedda Road, Prestons NSW 2170	Schedule of Rates	\$0.00
	Fenworx Pty Ltd 4 Foresight Avenue, Tomago NSW 2322	Schedule of Rates	\$0.00
	Roadworx & All Pavement Solutions 56 Marley Place, Unanderra NSW 2526	Schedule of Rates	\$0.00
<b>Stabilisation all Council Roads T1.11.06</b>	Stabilised Pavements Australia 234 Wisemans Ferry Road, Somersby NSW 2250	Schedule of Rates	\$0.00
	Downer Road Services 52 Eastern Creek Drive, Eastern Creek NSW 2766	Schedule of Rates	\$374,141.47

Contract	Successful Tenderer Name & Address	Contract Type or Contract Value (including GST)	Budgeted
	Country Wide Asphalt & Civil 168 Sangsters Road, Wodonga VIC 3690	Schedule of Rates	\$0.00
	Accurate Stabilising Pty Ltd 66 Kalaroo Road, Redhead NSW 2290	Schedule of Rates	\$0.00
	Fenworx Pty Ltd 4 Foresight Avenue, Tomago NSW 2322	Schedule of Rates	\$0.00
<b>Supply &amp; Asphalt Surfacing Main Street Grenfell LGP213-2</b>	Complete Road Seal 254 Copland Street, Wagga Wagga NSW 2650	\$473,350	Grant Funding multiple LRCI & R2R
<b>Processing Garden Organics, Wood, and timber. F398</b>	Davis Earthmoving Pty Ltd PO Box 19, Terrey Hills NSW 2084	Schedule of Rates	Budget varies depending on requirements
<b>Temporary Traffic Management Services T33/2022</b>	Eastcoast Traffic Management Services Pty Ltd 3/30 Maud Street, Maroochydore QLD 4558	Schedule of Rates	\$1,457,632.10
<b>Grenfell Waste Depot Management T35/2022</b>	Calvani Group Pty Ltd 237 Farnell Street, Forbes NSW 2871	\$226,363.64	\$226,363.64
<b>Road Stabilisation - New Forbes Road</b>	Stabilised Pavements of Australia Pty Ltd 234 Wisemans Ferry Road, Somersby NSW 2250	Schedule of Rates	\$565,617.80
	Accurate Stabilising Pty Ltd 66 Kalaroo Road, Redhead NSW 2290	Schedule of Rates	\$0.00
	Downer Road Services Pty Ltd 52 Eastern Creek Drive, Eastern Creek NSW 2766	Schedule of Rates	\$324,473.46
<b>Purchase of 72 East Street Units</b>	Walsh & Rose Pty Ltd 16 O'Brien Street Grenfell NSW 2810	\$1,540,000	Resolution of Council
<b>Project Management Main Street Upgrade</b>	Public Works Advisory Level 1, 346 Panorama Avenue, Bathurst NSW 2795	214988 Contract mutually terminated	Grant Funding - SCCF / R2R / LGRG / LRCI
<b>Spray Seal - New Forbes Road</b>	Downer Road Services Pty Ltd 52 Eastern Creek Drive, Eastern Creek NSW 2766	Schedule of Rates	\$402,017.00
	Boral Asphalt Locked Bag 5025, Parramatta NSW 2124	Schedule of Rates	\$553,129.98
<b>Supply and Delivery of Bulk Fuel</b>	Lowes Petroleum 17 Francis Street, Goondiwindi QLD 4390	Schedule of Rates >\$360,000	
	Oilsplus Holdings 34/38 Peisley Street, Orange NSW 2800	Schedule of Rates >\$360,000	Diesel - \$199,993.46 Petrol – \$7,638.83

Contract	Successful Tenderer Name & Address	Contract Type or Contract Value (including GST)	Budgeted
	Onsite Fuel Rural - Xpress Group Unit 15, 3 Lancaster Street, Ingleburn NSW 2565	Schedule of Rates >\$360,000	
	Park Lot 1, Creole Road, Albion Park Rail NSW 2527	Schedule of Rates >\$360,000	
<b>Supply and Installation of Solar PV System</b>	Solar Solutions PO Box 148, Wagga Wagga NSW 2650	\$213,551	\$213,551.00 Grant Funding - FAG
<b>Spray Seal - Pullabooka Road</b>	Downer Road Services Pty Ltd 52 Eastern Creek Drive, Eastern Creek NSW 2766	\$491,260	\$500,000.00
<b>Main Street Landscaping</b>	Dave Keogh Lot 1 Henry Lawson Way, Grenfell NSW 2810	\$250,000	
<b>Linemarking Services</b>	Avante Linemarking 113 Dunheved Circuit, St Marys NSW 2760	Schedule of Rates	\$0.00
	Central West Linemarking PO Box 6172, Dubbo NSW 2830	Schedule of Rates	\$143,052.60
	Oz Linemarking 49 Kitchen Road, Dandenong South VIC 3175	Schedule of Rates	\$0.00
<b>Sewer Mains Condition Assessment (CCTV) and Smoke Testing/Dye Testing</b>	Interflow Pty Ltd 254 Toongabbie Road GIRRAWEE NSW 2145	\$210,000	\$211,328.51 Upper Limit is \$230,000.00, additional 1.5km CCTV cleaning added in scope of work.



Figure 7: Weddin Shire Council Depot

### **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 \$ 2,956.44 in 2022/2023.

### **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 2022/2023.

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

Total amount contributed or otherwise granted to financially assist others in 2022/2023 was \$34,891.45, which includes the donations to the villages and the Community Project Support vote and NAIDOC Committee donation. Community groups, organisations and business we supported during the reporting period include:

- Bimbi Progress Association
- Caragabal Country Club
- Caragabal Progress Group
- Cargo 2 Grenfell Fundraiser
- Central Western Association
- Criterion Hotel Christmas Markets
- Greenethorpe Soldiers Memorial Hall
- Grenfell Country Education Fund
- Grenfell Gunyah Craft Shop
- Grenfell P.A.H& I Association Inc
- Grenfell RSL Club Sub-Branch
- Lachlan and Western Regional Services
- Quandialla Progress Association
- The Grenfell Jockey Club Inc
- Weddin Community Native Nursery
- Weddin Mountain Muster
- Weddin NAIDOC Committee
- Our school communities (Caragabal Public School, Greenethorpe Public School, Grenfell Public School, Grenfell High School, St Joseph's Primary School, Quandialla Public School)





Figure 8: Pollie Pedal with the Hon. Angus Taylor MP visiting Grenfell on 5 and 6 October 2022

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

Statement of all external bodies that exercised functions delegated by Council. In 2022/2023 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 2022/2023 Council held a controlled interested 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 2022/2023.

**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.

Gender diversity in outdoor staffing ratios increased. Offer opportunity to those from traditionally disadvantaged sectors.

Dignity and Respect/Code of Conduct (formerly Bullying and Harassment) Workshop was carried out for all staff on 23 August 2023. There were no formal grievances lodged during the year or issues related to Equal Opportunity, amongst the general staff.



Figure 9: Mrs Deidre Carroll OAM, Cr Bembrick and Mr Terry Carroll OAM celebrating the Order of Australia Medal on Australia Day 2023

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

The General Manager is the only senior staff member as defined by the *Local Government Act 1993* employed by the Council. The General Manager's remuneration package as at 30 June 2023 totalled \$245,193.28 as per below.

Total value of the salary component of the package	\$221,894.37
Total amount of bonuses, performance or other payments	Nil
Total employers' contribution to superannuation	\$23,298.91
Total value of non-cash benefits	Nil
FBT on non- cash benefits	Nil
<b>Total</b>	<b>\$245,193.28</b>

### 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.23-08 the established relevant day was Wednesday 23 November 2022. Total number of persons performing paid work were 100 represented in the below table.

Labour force type	No. of persons
On a permanent full- time basis	52
On a permanent part-time basis	7
On a casual basis	34
Under a fixed- term contract	2
Senior staff under other employer arrangement	3
Apprentice or trainees	2
<b>Total labour force size</b>	<b>100</b>

### **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) (e1) – Levied an Annual Charge for Costal Protection Services**

Not applicable.

### **5.3.15 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 2022/2023 Council spent a total of \$69,994.39 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	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	
Seized	1	3	1	0	0	1	0	2	0	4	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	2	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

ANIMALS IN AND ARRIVING AT COUNCIL'S FACILITY	Jul		Aug		Sep		Oct		Nov		Dec		Jan		Feb		Mar		Apr		May		Jun		Total		
	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	
Animals in Council's Facility (Start of Month)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Abandoned or Stray	0	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0
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	3
Animals transferred from Seizure 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	2	2
Total Incoming Animals	1	2	1	1	0	0	0	5	0	2	0	1	0	1	0	1	0	2	0	0	0	0	0	0	0	1	8

ANIMALS LEAVING COUNCIL'S FACILITY	Jul		Aug		Sep		Oct		Nov		Dec		Jan		Feb		Mar		Apr		May		Jun		Total		
	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	Cat	Dog	
Released to owners	0	2	1	0	0	0	0	2	0	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	1	8
Sold	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
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
Restricted 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/Infant 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	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 Outgoing Animals	1	2	1	1	0	0	0	5	0	2	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	1	8
Total In Council's Facility (End of Month)	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	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	9	9	17	2

### Incidents Status by Victim Type

Status	# Victims -Adult	# Victims- under 16 years
Commenced	2	0

### Incidents by Location and Victim Type

Location Type	# Attacking Dogs	#Animal Victims	# Victims -Adult	# Victims - under 16 years
Private Property - Other	5	14	1	0
Public Place - Public road / Footpath	4	3	1	0
<b>TOTAL</b>	<b>9</b>	<b>17</b>	<b>2</b>	<b>0</b>

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

	No injury	Minor injury	Medical	Hospitalisation	Death	Total
Dog	5	0	1	0	0	6
Cat	0	0	0	1	0	1
Livestock	0	0	1	0	0	4
Other	0	10	0	0	0	10
<b>Total</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>12</b>

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

	No Injury	Minor	Medical	Hospitalisation	Death	Total
Adult	2	0	0	0	0	2
Supervised < 16	0	0	0	0	0	0
Unsupervised < 16	0	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

**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	2

**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	3
Controlled	0	7	2
Owner Present	1	5	3
Muzzle-Exempt Greyhound	0	8	1

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

Description	# Actions Taken
Investigation continuing	3
Other	6
TOTAL	9

**Attacking Dogs by Breed**

Breed	Cross Breed	Attacking Dogs
Australian Kelpie		1
Blue Cattle Dog		1
Bull Terrier (English)		1
Staffordshire Terrier		1
Rottweiler		3
Unknown		2



Figure 9: Caragabal Resident Mr Ray Budd, the owner of the 100<sup>th</sup> cat on the table, Gizelle Gailano, Luke Sheehan, Allison Knowles, Tess Baily, Melanie Cooper, Gemma Ma



## 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,
- Regulatory Officer 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 9: The RSCPA 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 2022/2023 with no applicable proposed capital works projects.

## **5.5 CARERS RECOGNITION ACT 2010**

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

Council is not considered a 'human services agencies' under the Act in 2022/2023 and therefore not required to report on compliance with the Act. The rights of carers are incorporated in Council's Disability Inclusion Action Plan.

## **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 2022/23.

## **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 2022/2023.

## 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 2022/2023.

## 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	2



Figure 10: Susie Davies, Cr Bembrick, Langley Proctor and Jeff Galimore from the Grow Grenfell Group at the Inspiration4 Space Boomerang unveiling

## 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 2022-2023.

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

In 2022-2023, Weddin Shire Council received seven (7) GIPA applications. Two (2) of these applications have not been recorded below as the applicants did not pay the statutory fee and not recorded below.

	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
<b>Total</b>	5	0	0	0	0	5	0	(1)*

\*One refund was issued following a referral to the Information and Privacy Commissioner however, the application was accounted for the previous financial year.

## 5.13 Anti-slavery Statement

Council must provide a statement of the action taken by the Council in relation to any issues raised by the Anti-slavery Commissioner during the year concerning the operations of the Council and identified by the Commissioner as being a significant issue. In accordance with section 428(4)(c) of the Local Government Act 1993, none was applicable.

Council must provide a statement of steps taken to ensure that goods and services procured by and for the Council during the year were not the product of modern slavery within the meaning of the *Modern Slavery Act 2018*. In accordance with section 428(4)(d) of the Local Government Act 1993, Council compliance with Modern Slavery is being supported regionally through the Central NSW Joint Organisation. All suppliers have been/are being provided to the Joint Organisation for risk assessment to be embedded into an ongoing program. CNSWJO



has a dedicated resource to support procurement including compliance with Modern Slavery Legislation.

Council recognises the importance of taking steps to ensure that goods and services procured by and for our council are not the product of modern slavery.

Our supply chain includes a variety of suppliers, contractors, partners. Council's highest categories of spend include fuel, electricity, bitumen and construction materials.

To ensure that goods and services procured by and for Council during the 22/23 year were not the product of Modern Slavery, Council:

- sought and implemented legal wording through the Joint Organisation to insert into Goods and Services Contracts and Procurement Specification Documentation;
- assessed suppliers' responses to modern slavery provided for each procurement process and the quotations and tenders received;
- is currently undertaking a risk assessment of active suppliers Councils through the Joint Organisation in terms of modern slavery; and
- the risk assessment will be completed by 30 June 2024 with an embedded regional program monitoring existing contractors and assessing new contractors.

# 6. ACKNOWLEDGEMENT OF LONGSTANDING STAFF

Council held an all of staff end of year celebration and acknowledged a number of long serving staff who have worked at Weddin Shire Council for over 10 years. We look forward to continuing on this new tradition. We acknowledged our team at an Inaugural Awards Ceremony for their years of service (as at 9 December 2022).

Vicki Carter – 45 Years  
Allan “Zippy” Hewen – 33 Years  
Stephen Wood – 32 Years  
Graham Eppelstun – 31 Years  
Warren Chapman – 22 Years  
Nathan Hocking – 22 Years  
Leanne Logan – 22 Years  
Kellie Frost – 19 Years  
Josh Dawes – 16 Years  
Alison Knowles – 16 Years  
Pat Smith – 15 Years

Mark Hewen – 15 Years  
Jim Fisher – 14 Years  
Auburn Carr – 14 Years  
Isabel Holmes – 14 Years  
Corey Clark – 14 Years  
Freuin Forsyth – 14 Years  
Peter Bean – 11 Years  
Steve Berry – 11 Years  
Bevan McAlister – 11 Years  
Alecia Hunter – 10 Years

On behalf of our community, thank you for your dedicated years with Weddin Shire Council



Figure 11: End of Year Inaugural Awards commemorating staff service on 9 December 2022

# FINANCIAL STATEMENTS

## 2022-2023

Council's financial reports are prepared in accordance with the Local Government Code of Accounting Practice and Financial Reporting in accordance with *Local Government Act 1993 s. 428(4)(a)*. Council sort an extension from the Office of Local Government our audit. The financial statements will be provided following the Audit.



# APPENDIX A


## Appendix A - Delivery Program 2022-23 Update






## 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	<b>A strong and progressive agricultural sector is maintained</b>	<b>Advocate</b>	<b>Managerial Engineering</b>	
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.	<b>Program Ongoing business as usual. Pullabooka Road – 11km currently being assessed for B Double route</b>
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.	<b>Business case in development by TfNSW with two sessions.</b>
1.1.3	Lobby for exceptional circumstances assistance when required	Committee currently disbanded.	Number of meetings attended by delegates.	<b>Committee disbanded.</b>
1.1.4	Support the development of locally branded products	Promote and support locally branded products that value-add to the Shire's agriculture industry.	Number and type of products supported	<b>Merchandise expanded to include more WMR branded product as well as products from local business.</b>
1.1.5	Seek opportunities to connect farming sector to business community	a) Encourage the provision of more farm stay/tour options in the Shire. b) Incorporate farm stay/tour opportunities in locally branded products e.g. From Paddock to Plate.	Number of times products incorporated	<b>Agritourism reforms introduced by NSW Government.</b>
1.1.6	Facilitate and support skills development opportunities to ensure stakeholders are in the best position to improve enterprise sustainability	Facilitate and support TAFE and other agencies to offer more meaningful placement and training.	Examples of facilitated placements	<b>TAFE and other RTO's were retained to provide a variety of State funded "Smart and Skilled" Training opportunities allowing Works staff, in particular, to upgrade skills and obtain qualifications in Civil Construction disciplines. Multiple apprenticeships offered and taken up</b>

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

Including Heavy Commercial Vehicle Automotive and Civil Construction.

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	a) Continue to promote the Grenfell Community Hub as a VIC to provide a tourist information service to visitors. b) Prepare plan to review VIC.	Number of visitors.	<b>Retained accreditation, business as usual. Annual accreditation is continually annually reviewed.</b> <b>Over 4,231 recorded visitors for 2022/23. Over 1000 more than 21/22</b>
1.2.2	Develop regional tourism collaboration: trails; self-drive apps; events 'What's on' promotion	a) Implement Council's Destination Management Plan.  b) Participate in Regional Tourism Conference with a view to promote Weddin Shire and identify collaboration opportunities.  c) Participate in Central NSW JO tourism group initiatives.	Number of targeted actions completed.  Number of relevant opportunities identified.  Number of relevant initiatives participated in.	<b>Numerous actions completed across all 6 priority areas such as tourism re-brand of shire, additional staff member, strengthening relationships and alliances</b>  <b>Delegate sent to LGNSW Destination &amp; Visitor Economy Conference. Attended and participated in DNCW DMP workshops as well as industry workshops through DNCW.</b>  <b>Participated in all initiatives such as 'Come out we're open' campaign funded through DNSW . Continue to participate in all PR opportunities.</b>
1.2.3	Leverage Weddin's heritage for potential tourism development	Assist the Grenfell Historical Society in the development of heritage and history support collateral.	Heritage program achieved.	<b>Council employs a Heritage Consultant to provide advice to Council.</b>  <b>Council offers a free heritage advisory service for property</b>

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

				owners within the Shire.
				Council has S355 Heritage Committee which includes a representative from the Grenfell Historical Society. Council actively seeks to collaborate with the Grenfell Historical Society regarding the history of the Weddin Shire.
1.2.4	Build on the success of existing events: Henry Lawson; ex-residents and supporters; food events	<p>a) Deliver a number of “smaller” festivals</p> <p>b) Upgrade Henry Lawson Festival website.</p> <p>c) Complete Grenfell tourism website upgrade</p> <p>d) Promote local events e.g. Bogolong Kart Race Days, Iandra Castle Open Days, Grenfell Rodeo, Caragabal Sheep Races etc.</p>	<p>Events programmed and delivered.</p> <p>Currency of content, number of website views/engagements.</p> <p>New website published</p> <p>Events evaluated and reported to Council.</p>	<p>‘Light Up the Night’ 2023 successfully held, funded by NSW Government.</p> <p>Australia Day funding received to hold additional Australia Day events.</p> <p>Youth School Holiday events held every school holidays, funded by NSW Government.</p> <p>S355 Committee upgraded website and undertook a content migration in 2023.</p> <p>New website launched in July 2022 in line with Councils new tourism branding – Weddin Mountains Region. Engagement being monitored.</p> <p>125,403 onsite events (page views, engagement, sessions, clicks, tel) during 2022/23.</p> <p>370,882 google search impressions.</p> <p>All events submitted to staff and through online submissions are promoted. Business as usual.</p>


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

1.2.5	Improve visitor experience: signage; destination plan; event calendar; product improvement	a) Maintain up-to-date Event Calendar that is targeted on Council websites.	Number of hits/ Engagements.	<b>Events page is the number 1 ranked page on visitweddin.com.au with over 5,000 views.</b>
		b) Enhance streetscape of Main Street	Visitor Satisfaction Survey	<b>Main Street Renewal Project is nearing completion.</b>
		c) Prepare a strategy for Caravanning in the Weddin Shire.	Strategy prepared	<b>Council owns and operates a Caravan Park in Grenfell.</b>
				<b>Council liaised with representatives from Caragabal, Quandialla and Greenethorpe to apply and receive grant funding to establish primitive camping grounds in these villages through upgrade of its facilities.</b>
		d) Complete rollout of Shire wide gateway signage	Number of signs installed	<b>Project commenced.</b>
	e) Prepare a feasibility study on alternative accommodation opportunities, e.g. home hosting	Feasibility study complete	<b>The CNSWJO are preparing an alternative accommodation strategy for the FY2024</b>	
1.2.6	Actively promote Grenfell and the surrounding areas as an attractive and interesting location for tourism.	a) Complete Weddin Shire Tourism re-brand with a new logo, imagery and content that focuses on the Shire's outdoor assets and scenically attractive setting.	New brand engagement, changes in visitor numbers.	<b>Completed – launched August 2022.</b>
		b) Re-vamp Weddin Shire Visitor Guide with e-book and PDF formats available.	Currency of content, availability of digital versions.	<b>Completed – launched August 2022</b>
1.2.7	Actively market opportunities for Main Street, street-level business activities taking advantage of recent planning changes	Work with property owners to investigate alternative purposes for vacant premises for alternative use including aged care, visitor accommodation, and shared-work spaces (or other innovative uses)	Visible redevelopment of vacant properties in Main Street	<b>Council provides a free Pre-Development Application service to members of the public.</b> <b>Advice provided to Real Estate agents regarding permissible uses of specific properties.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
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**SO #1 Collaborative wealth building (strong, diverse and resilient local economy)**

1.3	Ensure essential infrastructure and services to support business activity are available	Provider	All	
Strategic Action	Task Description	Measurement	Annual Comments	
<b>1.3.1</b>	Complete Grenfell Main Street Renewal	a) Complete project	Project completed	<b>Main Street Renewal Project is nearing completion. Lean mix concrete at 90% completion by the end of the financial year.</b>
		b) Maintain appropriate communication with key stakeholders, including business owners and community.	Reach and variety of communication media used	<b>Weekly updates were provided on Council's website. Facebook posts occurred averaging a 1400 person reach. Grenfell Record was regularly updated.</b>
		c) Install signage showcasing changes and benefits following project completion.	Signage installed.	<b>To be addressed in FY2024</b>
		c) Consolidate relationship with TAFE & assist re-location to main street	TAFE consider move	<b>Historical action.</b>
<b>1.3.2</b>	Support TAFE in offering additional vocation-based courses including digital delivery in collaboration with Young Country University Centre (CUC)	Support TAFE in conducting a range of courses in Weddin Shire.	Number of TAFE courses offered, number of enrolments at Grenfell CLC.	<b>Opportunities have been established with the local Grenfell CLC and online learning.</b>
<b>1.3.3</b>	Assist village progress associations with village improvements	a) Facilitate meetings in villages and Grenfell to determine appropriate assistance.	Number of meetings held	<b>Council Mobile Hubs were organised in the villages as a way to engage. Attendance by Council to Progress Group Meetings.</b>
		b) Work with the Caragabal Water Scheme as an advocacy partner to assist in delivering the water scheme project.	Project delivered.	<b>Central Tablelands Water has presented a Caragabal Water Supply Feasibility Study. Further information is being sourced for this study. Council is not the lead.</b>
<b>1.3.4</b>	Address digital transformation: target	a) Refer Digital Strategy for particular tasks	Review carried out.	<b>Reviewed as required in response to</b>

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

	new technology business; facilitate digital skill development and marketing strategy	b) Undertake review of Grenfell Internet Centre's capacity to meet current and future community needs.	Review carried out.	<b>evolving technology and funding opportunities.</b> <b>Ongoing business as usual.</b>
<b>1.3.5</b>	Develop Trade Waste Policy	Develop trade waste policy in accordance with Trade Waste Guidelines	Policy developed.	<b>For FY2024. Training scheduled for existing staff on Trade Waste Policy to be developed and implemented for Weddin Shire.</b>
<b>1.3.6</b>	Review appropriateness of location of Community facilities including Library, Museum, Gallery, VIC and internet centre to meet existing and future needs	Undertake review	Review completed	<b>No review undertake due to no operational budget allocated to this.</b>
<b>1.3.7</b>	Develop engagement opportunities for Council and Villages	Review and consider logistics to conduct occasional Council meetings/activities in Villages	Review completed	<b>Council Mobile Hubs were organised in the villages as a way to engage. Attendance by Council to Progress Group Meetings.</b>

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	Develop local land use Strategy..	Strategy developed	Liaised with Department of Planning regarding review of Weddin LEP 2011. Application to DPE for grant funding submitted however Council was unsuccessful.
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	a) Plan and undertake exchange forums that stimulate inter-industry connections and development.	Forum held, number of workshops held, joint gathering held.	Workshop cancelled due to flooding. Looking to reschedule.
		b) Encourage the establishment of Grenfell Main Street working group to coordinate and promote businesses in Main Street	Working group established.	FY2024 Working Group to be explored as part of Small Business Month 'resilience' focus.
1.4.3	Encourage the provision of quality medical facilities: foster/research aged care facility investment; investigate digital health CRC facilities; skills development	a) Research CRC process and linkage with University sector (CSU; UC or other) and health sector (NSW Health). [Weddin Wellness Plan]	Number of forums held.	Ongoing business as usual.
		b) Explore support and development models used by Rural Doctors Network and similar organisations	Development models discussed	FY2024 includes a CNSWJO Memorandum of Understanding with RDN that was in preparation this financial year.
		c) Support local disability and aged care programs, including LiveBetter	Level of support provided	Office accommodation rented to LiveBetter
1.4.4	Advocate and support improved facilities for housing the aged	a) Support funding applications for additional units in conjunction with Grenfell and District Senior Citizens Welfare Committee.	Commitment to support new facilities by NSW Government	Council provided support for the recent Growing Regions Program (EOI)

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

		b) Prepare an Advocacy strategy to expand the MPS in line with NSW health's Clinical Service Plan	Advocacy strategy completed	Ongoing as business as usual
		c) Investigate provision of 'levels' of service e.g. High/Intensive care, 'mid-tier' care, independent assisted living	Levels of service documented	Ongoing as business as usual
1.4.5	Provide/facilitate transport service, especially to support the aged	a) Provide local transport (taxi) service, or investigate UBER style service	Services are fit for purpose	Ongoing. New arrangements made with point-to-point regulations
		b) Support and advocate for expansion of community transport service	Services are fit for purpose	Ongoing business as usual.
		c) Support Seniors Week activities at the Library, Cinema, and other venues	Number of seniors participating	Due to a number of staff turnover, the Library did not hold any activities for Seniors Week for this FY. Looking to organise and facilitate for 23/24
1.4.6	Provide a specific area for industrial development and promote its availability	a) Acquire and develop new industrial land subject to the consideration of a business plan that identifies opportunities and cost-effectiveness.	Business plan developed and considered; land acquired.	Liaised with Department of Planning regarding review of Weddin LEP 2011 including identifying future industrial areas. Grant submitted to DPE however was unsuccessful.
		b) Review incentives offered by Council for relevance and possibility of including development timeframe	Review completed	Policy was revoked as it was unfunded and not utilised, with strategic direction to be provided in the revised Economic Development Strategy.
1.4.7	Attract new and diverse business, particularly those that utilise new technology as well as those that allow working remotely.	a) Implement Digital Strategy actions	Level of implementation	All available allotments sold within the subdivision. Council resolved to provide water main in Phil Aston Place for fire fighting purposes. Telecommunication facilities made available to allotments in industrial area.




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


		b) Promote footpath trading and dining options	Number of options	Ongoing as business as usual.  Council waived section 68 for Main Street businesses for this financial year and next year.
Strategic Outcome		Council Role	Directorate(s)	Key Theme
1.5	<b>The Local Economic Development Strategy (LEDS) establishes mechanisms to foster partnerships to advance economic activity</b>	Facilitator	Corporate	
Strategic Action		Task Description	Measurement	Annual Comments
1.5.1	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.	<b>Maintain strong relationships with neighbouring council and NPWS relationships. Discussed with neighbouring council VIC staff.</b>
1.5.2	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.	Number of interested businesses referred.	<b>Continue to connect with Biz Connect and REWIRE.</b> <b>FY 2024 Collaborative Interagency forum to be delivered as part of Small Business Month.</b>
		b) Monitor application of Council's policy for incentives.	Number and value of applications received.	<b>No applications received.</b> <b>Policy was revoked as it was unfunded and not utilised, with strategic direction to be provided in the revised Economic Development Strategy.</b>
1.5.3	Cooperate and liaise with village progress associations in	Include village opportunities in Grenfell promotional material.	Village opportunities included in promotional material.	<b>Liaised with villages for SCCF-round 5 application and new visitor guide.</b>

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

expanding economic base in villages

<b>1.5.4</b>	Review Weddin Local Economic Development Strategy (LEDS) 2017-2021)	Review LEDS in meeting the emerging needs of Weddin’s business economy as well as its cohesion with the Wellness Plan, DMP and Regional Economic Development Strategy (REDS).	Review completed	<b>This review is scheduled for FY2024.</b>
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Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>1.6</b>	<b>Weddin Shire is promoted as a place to live, work and invest</b>	<b>Advocate Facilitator</b>	<b>Corporate</b> 
Strategic Action	Task Description	Measurement	Annual Comments
<b>1.6.1</b>	Develop a dynamic marketing strategy to endorse Weddin Shire as a place to live, work and invest	a) Develop a marketing strategy that targets defined audiences.	<b>FY2024 New Economic Development Strategy to be developed.</b>
		b) Consider the currency of “Move to Grenfell” promotional material.	<b>Update information on Council’s website and Visit Weddin as business as usual.</b>
<b>1.6.2</b>	Provide and promote available land zoned for development	Develop local land use strategy	<b>Liased with Department of Planning regarding review of Weddin LEP 2011 including identifying future industrial areas. Grant submitted to DPE however was unsuccessful.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>1.7</b>	<b>A proactive environment exists to support responsible mining</b>	<b>Facilitator</b>	<b>Environmental</b> 
Strategic Action	Task Description	Measurement	Annual Comments
<b>1.7.1</b>	Provide inception and pre-Development Application (DA) meetings to prospective applicants	Proactively offer inception and pre-DA meetings to prospective applicants.	<b>Pre-DA meetings offered to prospective applicants. General advice provided to members of the public regarding proposed developments and the lodgement of</b>

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


applications using the  
NSW Planning Portal

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

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.1 <b>Quality medical facilities are encouraged and appropriate digital and physical facilities are available</b>	<b>Facilitator</b>	<b>Managerial</b>	
Strategic Action	Task Description	Measurement	Annual Comments
2.1.1 Facilitate medical services to residents; including a digital service into homes (especially for the aged)	a) Monitor the Community Service Obligations as agreed by the Grenfell Medical Centre and Weddin Street Surgery operators	Obligations met.	<b>Meetings with both operators have occurred.</b>
	b) Reassess current medical facility lease terms with the view to incentivise co-location	Assessment carried out.	<b>Lease for Weddin Street Surgery was undergoing negotiations. Grenfell Medical Centre was not due to expire.</b>
	c) Support retention of local GPs.	Number of local GP's	<b>Housing and subsidised rent is provided.</b>
	d) Seek replacement GPs as required in consultation with Area Health Service.	Replacement GPs secured as required.	<b>No GPs left the area in the reporting period. We also welcomed a new doctor at MedCirc (Weddin Street)</b>
	e) Investigate viability of services available to village residents, particularly aged care.	Investigation carried out	<b>Council did not have a designated role to undertake this in the last financial year.</b>
2.1.2 Facilitate dental and chiropractic services to residents	Ensure services continue to be provided.	Provision of service	<b>Subsidised rent is provided.</b>
2.1.3 Engage a Partnership Agent to facilitate relationships and communication with partner organisations and projects [Wellness Plan & ABCs]	a) Re-engage a Partnership Agent to facilitate the delivery of the Wellness Plan actions, in collaboration with the Wellness Network.	Partnership Agent re-engaged and Wellness Network meeting 4 times a year.	<b>The Weddin Wellness Plan has been put on hold for the interim. However during the financial year, the Weddin Interagency re-established as a working group.</b>
	b) Facilitate discussion with key stakeholders including the Aboriginal community	Discussions held	<b>Ongoing as business as usual</b>
	a) Work in partnership to develop options for residential care hostel accommodation	Options developed	<b>Council did not receive any enquiries regarding the development of</b>

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


				<b>residential care hostel accommodation.</b>
		b) Work in partnership with agencies and families and carers to develop strategies to attract service providers to Weddin to ensure the community has access to services through the NDIS and home-care packages	Strategies developed and regularly assessed for effectiveness	<b>Council did not have a designated role to undertake this in the last financial year.</b>
		c) Work with Wellness Network to continue advocacy for Grenfell MPS Clinical Services Plan	Implementation of Grenfell MPS Clinical Services Plan recommendations	<b>Advocacy undertaken wherever possible.</b>
<b>2.1.4</b>	Explore opportunities to develop Cooperative Research Centre (CRC) for remote health delivery over the long term [ABCs]	Acting as advocate, Council to explore such opportunities.	Number of opportunities sought.	<b>Advocacy undertaken wherever possible.</b>
<b>2.1.5</b>	Work with local, national and state health agencies to identify existing developments in the government and non-government health sector that may provide opportunities for the Weddin community in regard to chronic disease management and prevention [ABCs]	Prepare a plan/roadmap to undertake this action.	Plan/roadmap prepared.	<b>Advocacy undertaken wherever possible.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>2.2</b> Health education is promoted and developed, services are accessible and people are encouraged to take personal responsibility for their health	<b>Advocate</b>	<b>Managerial</b>	
Strategic Action	Task Description	Measurement	Annual Comments
<b>2.2.1</b>	Encourage training and skills development in health care provision for a diverse and	a) Acting as advocate, Council to explore such opportunities to encourage skills development.	Number of opportunities sought. <b>Advocacy undertaken wherever possible.</b>




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

	sustainable labour market, utilising the TAFE Connected Learning Centre in Grenfell (CLC) and Young Country University Centre (CUC) [ABCs]	b) Continue to support Rural Doctors Network with an annual financial contribution.	Annual Contribution	<b>Business as usual.</b>
2.2.2	Explore opportunities with health agencies for health promotion, prevention and early intervention programs to reduce risk of chronic disease [Wellness Plan & ABCs]	Build on existing strong relationships with health agencies to help facilitate this action.	Number of opportunities sought.	<b>Advocacy undertaken wherever possible. Although the Wellness Plan was an unfunded project.</b>
2.2.3	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.	<b>Ongoing business as usual. Services provided.</b>
2.2.4	Facilitate the activities of the multi-agency Weddin Wellness Network in overseeing the implementation of the Wellness Plan.	a) Maintain Council delegate as a member of the Network.	Number of meetings attended.	<b>Council is a delegate on the Weddin Interagency Group</b>
		b) Review outcomes of the Wellness Plan and develop an ongoing sustainability strategy for facilitating coordination and partnerships.	Review carried out annually.	<b>The Wellness Plan was an unfunded project and Council did not have a designated role to undertake this.</b>
		c) Advocate the expansion of telehealth models of care to support improved integration of care and access to specialist services.	Telehealth models expanded past base use in 2020.	<b>Advocacy undertaken wherever possible.</b>
		d) Work with relevant partners to facilitate coordination of specialist clinics and programs across services.	Annual reporting of specialist clinic types, number/frequency and locations.	<b>Council did not have a designated role to undertake this.</b>


Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.3 <b>Community and local transport options are encouraged and available</b>	<b>Advocate</b>	<b>Corporate</b>	
Strategic Action	Task Description	Measurement	Annual Comments

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

2.3.1	Publicise and assist in the local provision of transport	Advocate and support the expansion of Weddin Community Transport services.	Availability of service(s).	<b>Council provides support when requested.</b>
		Maintain provision of local taxi service.	Availability of taxi service.	<b>Ongoing. New arrangements made with point-to-point regulations. Council provided maintenance services where required.</b>
		Explore private ride share options by seeking private sector involvement.	Findings considered by Council.	<b>Market forces influence service provision around major events.</b>
Strategic Outcome		Council Role	Directorate(s)	Key Theme
2.4	<b>Adequate aged care services are provided to meet the current and future needs of the community</b>	<b>Advocate</b>	<b>Managerial Corporate</b>	
Strategic Action		Task Description	Measurement	Annual Comments
2.4.1	Improved facilities for housing the age	a) Support funding applications for additional units in conjunction with the Grenfell Senior Citizens' Welfare Committee.	Letters of support provided	<b>Council provided support for the recent Growing Regions Program (EOI)</b>
		b) Prepare an Advocacy Strategy to expand the Grenfell MPS in-line with NSW Health's Clinical Services Plan.	Strategy prepared	<b>Advocacy undertaken wherever possible.</b>
		c) Investigate distribution of service levels available to residents that is, primary, secondary, tertiary	Investigation carried out.	<b>Council did not have a designated role to undertake this.</b>
2.4.2	Work with appropriate partners to research models of cooperative investment in aged care facilities [ABCs & LEDS]	Research all options available and funding, including cost-benefit, value propositions. Service delivery and providers.	Research completed	<b>Research completed</b>
2.4.3	Facilitate the provision of Seniors Week activities	Provide and promote a range of Seniors Week activities at Grenfell Library, Cinema etc.	Number of participants.	<b>Due to a number of staff turnover, the Library did not hold any activities for Seniors Week for this FY. Looking to</b>

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

organise and facilitate for 23/24

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.	Number of complaints from NSW RFS	<b>Service Level Agreements followed. Nil number of complaints from NSW RFS</b>
	b) Delegates to attend meetings as appropriate.	Number of appropriate meetings attended.	<b>Attendance to meetings achieved and Ongoing business as usual.</b>
2.5.2 Raise public awareness of responsible pet ownership and animal control	a) Respond promptly to complaints and breaches.	Complaints and breaches attended to within 5 days.	<b>Ongoing business as usual.</b>
	b) Maintain impound facility to a suitable standard.	Number of inspections carried out.	<b>Ongoing business as usual.</b>
2.5.3 Support local emergency units	a) Submit annual contributions (Emergency Services Levy).	ESL submitted by stipulated deadline.	<b>Completed.</b>
	b) Cooperate with local units.	Number of requests addressed appropriately.	<b>Ongoing business as usual.</b>
2.5.4 Control and eliminate public health nuisances	a) Monitor high risk locations at regular intervals.	Number of complaints reduced.	<b>Regular inspection undertaken and action taken where deemed necessary.</b>
	b) Respond promptly to complaints.	High priority matters attended to within 48 hours.	<b>High priority matter action within 48 hours where resources permitted.</b>
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.	<b>All high and medium food businesses inspected in accordance with Food Regulation Partnership.</b>


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

				Temporary food businesses inspected at Henry Lawson Festival, Light of the Night event, and Grenfell Show.
2.5.6	Promote home swimming pool safety	a) Issue media releases.	At least 2 media releases issued.	Swimming Pool safety information advertised in local newspaper and 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.
				All complaints regarding unfenced swimming pools investigated and appropriate action taken.
2.5.7	Investigate opportunities to build community connectedness and reduce isolation of the farming community [Wellness Plan]	Wellness Network to collaborate with the Rural Adversity Mental Health Program (RAMHP), Centre for Rural and Remote Mental Health and LHD partnership program to discuss opportunities for support	Opportunities for support explored	Council did not have a designated role to undertake this action, it is a delegate to the Weddin Interagency and meets with relevant agencies as required.
2.5.8	Explore opportunities to build community capacity in regard to mental health and drug and alcohol issues [Wellness Plan]	Contact RAMHP to access educational resources and programs such as Books on Prescription; Mental Health First Aid or other similar strategies	List of resources accessed	MHFA delivered by other service partners.
2.5.9	Floodplain management	a) Support Floodplain Management Advisory Committee.	Number of meetings held	Two (2) meetings held
		b) Complete Bimbi Floodplain Study and review recommendations.	Recommendations considered by Council.	Project near completion
2.5.10	Provide clean and well-maintained public conveniences	a) Implement regular cleaning schedule; increase for events.	Number of complaints received.	All requests actioned in a timely manner.
		b) Plan for the construction of new amenities and	Project completed	Project commenced

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

		seating at Grenfell Cemetery		
<b>2.5.11</b>	Liaise with Essential Energy to ensure a safe and effective street lighting network is maintained in Grenfell and the villages	a) Promptly report defects to Essential Energy. b) Implement lighting in new subdivision to relevant standards.	Defects reported within 5 days.  Relevant standards met.	<b>Defects reported in a timely manner. Ongoing</b>  <b>Ongoing business as usual.</b>
<b>2.5.12</b>	Lobby for an increase to Police presence in the Shire	Make representations to the local member.		<b>No action, however noting that Council Officers work closely with the local police in the Weddin LGA.</b>
<b>2.5.13</b>	The Weddin Resilience (Adverse) Event Plan will be current and meet the needs of our community	The Resilience Plan will consider: a) Natural resource management b) Economic diversification and community resilience c) Communication and coordination And recognise these stages of resilience planning: 1 Prevention 2 Preparedness 3 Response 4 Recover	The Weddin Resilience Plan is up to date	<b>The Weddin Pre-Event Recovery Plan is currently in progress in conjunction with NSW Reconstruction Authority</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
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<b>2.6</b>	<b>Local education institutions are effectively supported with a primary focus on targeted program delivery and fit-for-purpose facilities</b>	<b>Facilitator</b>	<b>All</b>	
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Strategic Action	Task Description	Measurement	Annual Comments
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<b>2.6.1</b>	Encourage education achievement	a) Continue to support all school Presentation Days.	All schools supported.	<b>All Schools received contributions requested.</b>
		b) Sponsor the Council Youth Achievement Award as part of Australia Day Awards.	Academic Award presented.	<b>Australia Day Award presented in 2023.</b>
		c) Review Australia Day Award for youth determination process.	Review completed.	<b>Determination processes to all schools.</b>
		a) Collaborate with The Henry Lawson High	Number of requests fulfilled.	





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

2.6.2	Assist with vocational training e.g. work experience, traineeships	School in providing work experience to interested students.		
		b) Offer school-based traineeships as appropriate.	Number of traineeships offered.	
		c) Investigate the provision of part-time traineeship opportunities	Investigation findings considered	<b>Appointment of Permanent Part Time for staff willing to undertake training (e.g. Information Services (Library) qualifications).</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
2.7 <b>Lifelong learning opportunities are provided with a focus on digital learning supported in fit-for-purpose facilities</b>	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	a) 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.	<b>The library continues to offer high level of service to all residents.</b>
	b) Undertake review of current service level, ensuring that it meets current community needs	Review completed	<b>The service review of the library is a focus for FY2024.</b>
2.7.2 Provide high standard of Information Technology (IT) facilities via the Grenfell Internet Centre	a) Maintain and fund Internet Centre; provide a range of services to users; upgrade facilities as funds permit.	Number of users, annual income.	<b>The Grenfell Internet Centre is providing Tech Savvy Tuesdays at the Library.</b>
	b) Review current service level and objectives.	Review completed	<b>The Grenfell Internet Centre is providing Tech Savvy Tuesdays at the Library.</b>

## WSC DELIVERY PROGRAM & OPERATIONAL PLAN 2022-2023 Annual Update


### 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	Provide training for s. 355 Committee Members	Number of participants	Offered to Henry Lawson Festival however due to the agenda, could not be fitted in. Focus for FY2024 for all groups.
		Offer governance coaching to community organisations.	Number of offers made.	Governance coaching course is programmed for FY2024
3.1.2	Progress establishment of a Youth Council	a) Liaise with local youth groups (ages 12-24 years), including The Henry Lawson High School student representative council.	Number of engagements	The Tourism and Events team undertook consultation with youth across the shire to plan future school holiday events. School holiday events for youth continue to be offered, funded by NSW Government.
		b) Develop a Charter for proposed Youth Council.	Charter developed	Council does not have a designated role to undertake this function.
		c) Liaise and collaborate with Cowra Council to provide skills development opportunities.	Number of opportunities provided.	Conversations at a senior management level occurs at a regular basis.
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.	Administrative support and IT functions have been resourced for the services provided, however noting that additional resources would alleviate the increasing workload

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				and compliance requirements.
<b>3.2.2</b>	Coordinate strategic/long-term planning	a) Review resource levels required to comply with all legislative obligations.	Reviews completed	<b>Ongoing as business as usual, however acknowledging that Council will need to consider legislative obligations under ARIC and into the future.</b>
		b) Carry out all IPR processes in accordance with planning and reporting cycle.	Cycle adhered to.	<b>Ongoing as business as usual</b>
<b>3.2.3</b>	Provide sound financial planning and reporting	Ensure financial and accounting practices conform to best practice.	All internal and external audit recommendations implemented.	<b>Completed.</b>


Strategic Outcome	Council Role	Directorate(s)	Key Theme
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<b>3.3</b>	<b>Village progress associations' activities are supported</b>	<b>Facilitator</b>	<b>All</b>	
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Strategic Action	Task Description	Measurement	Annual Comments
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<b>3.3.1</b>	Support village progress associations' activities	a) Liaise with and support village progress associations.	Number of activities supported.	<b>Attendance by Council to Progress Group Meetings. Correspondence to requests from groups.</b>
		b) Continue to provide annual financial contribution to each village.	b) Continue to provide annual financial contribution to each village.	<b>Actioned and part of the Operational budget.</b>
<b>3.3.2</b>	Increase Council presence in each of the villages	Consider the logistics of regular village visitations.	Findings considered by Council.	<b>Council Mobile Hubs were organised in the villages as a way to engage. Attendance by Council to Progress Group Meetings.</b>


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Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>3.4 Council provides support to leaders across the Shire</b>	<b>Facilitator</b>	<b>All</b>	
Strategic Action	Task Description	Measurement	Annual Comments
<b>3.4.1</b> Engage and consult with community organisations	Conduct survey of grant funding sought by all community groups and NFP organisations in Shire.	Number of groups/organisations surveyed.	<b>FY2024 incorporates a community satisfaction survey which focuses on priorities for town and villages</b>
<b>3.4.2</b> Foster strong volunteering values of community	Build an accurate register of volunteers willing to participate in community initiatives.	Register compiled	<b>Business as usual. 2018 Register updated from time to time.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>3.5 All major groups in the community and a broad section of community members have the opportunity to contribute to major decisions</b>	<b>Provider</b>	<b>All</b>	
Strategic Action	Task Description	Measurement	Annual Comments
<b>3.5.1</b> Undertake robust consultation with community	a) Investigate the viability of utilising Have Your Say Platform – targeted to vital proposed policy changes.	Findings considered by Council.	<b>At this stage it was unfunded, however policies are exhibited via Council website. Hardcopy, and public consultation sessions held where applicable. Noting in the past Council did not exhibit individual policies but in bulk. Council partnered with the CNSWJO for a Community Satisfaction Survey which begins FY2024.</b>
	b) Update Digital Community Panel. Invite new members	Panel data up-to-date; segment representation on panel	<b>Digital Community Panel was utilised for the 2022 community strategic plan consultation. An update can be reviewed in FY2024.</b>

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<b>3.5.2</b>	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.	<b>Council publically exhibited 14 policies, as well as strategic documents like the Operational Plan during 2022/2023.</b>
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Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>3.6</b>	<b>The community has a good grasp of the role of Council and Councillors as well as how best to raise issues and concerns</b>	<b>Provider</b>	<b>Managerial</b>
			
Strategic Action	Task Description	Measurement	Annual Comments
<b>3.6.1</b>	Provide regular publicity in Council Newsletter	Publish weekly column in Grenfell Record and website; include all contact details.	Number of weekly columns published.
			<b>Ongoing business as usual. Column provided and now includes Mayoral column.</b>
<b>3.6.2</b>	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.
			<b>Induction workshops organised Councillors with LGNSW and CNSWJO.</b>
<b>3.6.3</b>	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.
			<b>Webcasting provided. This is now business as usual.</b>
<b>3.6.4</b>	Improve user experience of Council's website	Adopt a customer-focused approach to website experience.	Breakdown of website engagements per page
			<b>Council migrated to a new website platform at the start of the financial year with a focus of accessibility.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>3.7</b>	<b>Different avenues of communication are effectively leveraged to engage community in local leadership and Council activities</b>	<b>Provider</b>	<b>All</b>
			
Strategic Action	Task Description	Measurement	Annual Comments




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


<b>3.7.1</b>	Develop a Communication Strategy and relevant policy	Develop comprehensive strategy that maps out how best to utilise different avenues of communication to effectively engage community.	Strategy developed	<b>Designated for FY2024.</b>
<b>3.7.2</b>	Distribute information through appropriate communication networks	a) Publish relevant information on Council website and Facebook page, Grenfell Tourism website, Facebook page and Instagram, the Grenfell Record etc.  b) Assist and collaborate with existing radio bulletin providers to formalise regular broadcast of local news and information.	Number of articles/posts published, article/post engagement.  Bulletins broadcast regularly.	<b>Minimum of 4 posts a week on tourism social media channels with high engagement. Article in bi-monthly magazine.</b> <b>Road condition reports published as required and now on One Roads.</b> <b>Weddin Project updates published and community updates provided on a regular basis.</b>  <b>Ongoing as business as usual.</b>
<b>Strategic Outcome</b>		<b>Council Role</b>	<b>Directorate(s)</b>	<b>Key Theme</b>
<b>3.8</b>	<b>Position Weddin Shire as a leader in rural digital connectivity</b>	<b>Advocate</b>	<b>Corporate</b>	
<b>Strategic Action</b>		<b>Task Description</b>	<b>Measurement</b>	<b>Annual Comments</b>
<b>3.8.1</b>	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  b) Undertake Digital Connectivity program	Strategies developed.  Strategy developed.	<b>Villages have all now established Progress Committees/Associations. Council strongly advocates on matters relating to digital connectivity. Council also entered into a contract with Regional NSW for the federal Region connectivity Program grant with actions to be implemented in the FY2024.</b>  <b>Ongoing liaison with Regional Development. As above.</b>

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


3.8.2	Facilitate a digitally connected CBD	Facilitate free Wi-Fi throughout Main Street	<b>Free WIFI available from the Community Hub.</b>
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Strategic Outcome	Council Role	Directorate(s)	Key Theme	
3.9	<b>Achieve continuous organisational improvement</b>	Provider	Managerial	
				
Strategic Action	Task Description	Measurement	Annual Comments	
3.9.1	Continually review internal systems to facilitate ongoing organisational improvement	a) Continually review internal systems as part of Organisational Improvement Plan (OIP) working document.	Plan reviewed annually.	<b>Council does not have funding for the OIP however is focused on delivering a Business Continuity Plan and Service Review process for FY2024.</b>
		b) Carry out OIP Action Plan for each year	Number of actions completed to schedule.	<b>Not applicable, however improvements in general have been business as usual.</b>
		c) Embed OIP priorities in strategic plans.	Priorities embedded	<b>As above.</b>
3.9.2	Undertake review of service levels and develop action plans to facilitate continuous organisational improvement	a) Undertake review of service levels across organisation	Review completed	<b>Service review is programmed in for FY2024</b>
		b) Update Service Level Agreement.	Agreement updated	<b>As above.</b>
		c) Continually monitor and review service levels in accordance with OIP.		<b>Council does not have funding for the OIP however is focused on delivering a Business Continuity Plan and Service Review process for FY2024.</b>
3.9.3	Comply with legislated Audit, Risk, and Improvement Committee (ARIC) requirements	Continue to participate in establishment of regional ARIC through CNSWJO.	Regional ARIC established	<b>Regional ARIC was not established and Council underwent a process to nominate an independent Chair and members to meet for the first time in FY2024.</b>

## 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	a) 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.	<b>Public swimming pool operated in accordance with NSW Health requirements.</b>  <b>Finalised audit of Grenfell and Quandialla Public Pools with Royal Lifesaving Society and Council insurer.</b>  <b>Draft Management Plans for each swimming pool developed.</b>
	b) Review existing business case for upgrades to Quandialla Swimming Pool.	Review completed	<b>Identified upgrade works necessary to facility as part of audit. Investigated funding opportunities for upgrade works.</b>
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	a) Regularly mow, clear and maintain all parks, reserves and sporting facilities to agreed community standard	Maintenance works completed to schedule.	<b>Ongoing business as usual.</b>
	b) Complete upgrade of goalposts at Bembrick Oval	Goalposts upgraded	<b>Goalposts completed by Club.</b>
4.1.3 Liaise with local sporting organisations to develop an updated Sport and Rec Facilities Plan	Update Plan to include accurate details of: <ul style="list-style-type: none"> <li>seeking grants to help fund projects;</li> <li>working collaboratively with other facility owners and community/sporting groups; and</li> <li>delivering projects within budget.</li> </ul>	Plan updated	<b>This will be considered within Council's resources for FY 2024</b>

SO #4 Culturally rich, vibrant and inclusive community

4.2	Recreational facilities and events are maintained and developed	Provider	All	
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Strategic Action	Task Description	Measurement	Annual Comments
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4.2.1	Provide opportunities and improve facilities for local youth	a) Provide free use of sporting fields for junior clubs and schools.	No charge incurred, fields usage.	Ongoing business as usual. As per Council's fees and Charges.
		b) Adopt reduced admission prices for school age children where applicable	Implemented in annual Fees and Charges	Reduced admission charges for schools and recognised Royal Life Program included in fees and charges policy.
		c) Maintain skatepark in clean and safe condition.	Number of complaints received, number of safety hazards identified.	All requests actioned in a timely manner.
		d) Continue to seek grants for Youth Week activities in conjunction with The Henry Lawson High School.	Application submitted by due date.	Spring Break 2022 – Inflatable Obstacle Course. Summer Break 2023 – Bring the Beach to The Bush Pool Party Autumn Break 2023 – Youth Fest Neon Party Winter Break 2023 – Chatter & Splatter, Boppin Bingo, Movie Night, Ice Hockey ACT trip.
		e) Investigate opportunities for a bike track facility.	Investigation carried out.	Investigations will arise when funding opportunities present itself.
		f) Investigate expansion of skatepark facility to cater for all rider types	Investigation carried out.	Investigations will arise when funding opportunities present itself.
		g) Investigate construction of adventure playground.	Investigation carried out.	Inclusive playspace funded through SCCF Round 5 for Taylor Park.
4.2.2	Explore possibility of providing an indoor Community All-Purpose Centre	Investigate interest in an indoor community centre to serve the following purposes:	Survey undertaken	Partly investigate through the attempt to purchase the old Grenfell Ambulance Station.


**SO #4 Culturally rich, vibrant and inclusive community**


		<ul style="list-style-type: none"> <li>• a wet-weather venue for community events and sports;</li> <li>• hosting community recreation groups e.g. yoga classes;</li> <li>• hosting youth-oriented activities etc.</li> </ul>		
4.2.3	Develop Bogolong Dam Precinct for public use	Implement Bogolong Dam Precinct Masterplan in defined stages as funds permit.	Stages defined; number of stages completed.	<b>No works carried out due to discussions with funding bodies on the need to focus on dam stability and safety.</b>
4.2.4	Collaborate with NPWS to promote and enhance visitor experience of Weddin Mountains	Prepare a project plan in conjunction with NPWS.	Plan prepared.	<b>Actively work with NP on various projects including signage, drone shoot etc</b>
4.2.5	Implement Recreation Plan capital works	a) Henry Lawson Oval: check and replace/repair all damaged sprinkler heads.		<b>All sprinklers are in working condition</b>
		b) Henry Lawson Oval: repair front entrance gates plaques.	Plaques repaired	<b>This was not a funded action, however no suitable grants were available.</b>
		c) Henry Lawson Oval: erect large mesh containment fence behind soccer goals.	Large mesh containment fence installed	<b>This was not a funded action, however no suitable grants were available.</b>
		d) Henry Lawson Oval: Improve ambulance access point to Top Oval.		<b>Ongoing as business as usual.</b>
		f) Grenfell Golf Course: upgrade grounds.		<b>This was not a funded action, however Council will support the Club with any future grant applications</b>
		g) Vaughn Park: install new picnic facilities.	New Picnic facilities installed	<b>This was not a funded action, however no suitable grants were available.</b>
		h) Endemic Gardens: prepare plan for stage two development.		<b>To be completed FY 2024</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
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**SO #4 Culturally rich, vibrant and inclusive community**

<b>4.3</b>	<b>Cultural and arts facilities and events are maintained and developed</b>	<b>Facilitator</b>	<b>Corporate</b>	
Strategic Action		Task Description	Measurement	Annual Comments
<b>4.3.1</b>	Support major arts and cultural events.	Provide funding as appropriate, assist with publicity and promotional activity	Amount of funding provided, level of support provided.	<b>Actively promote all events in the shire. LOS provided for community grant applications.</b> <b>Building on success of 2022 Light up the Night, seeking funding to hold future events.</b>
<b>4.3.2</b>	Provide for and support local cultural organisations	Assist with funding and publicity as appropriate.	Level of support provided.	<b>Council provides support when requested.</b>
<b>4.3.3</b>	Continue to deliver and develop Henry Lawson Festival in some form	a) Create a Project Plan for Council's level of support based on the needs of the Committee	Plan created	<b>A joint operating protocol document was drafted to step out a project plan for Council's level of support and provided to the Committee, but was not adopted.</b>
		b) Review 2022 Henry Lawson Festival	Review completed	<b>Completed by Event Manager.</b>
<b>4.3.4</b>	Audit all community and cultural facilities and installations in the Shire.	Scope audit and prepare relevant project plan with timeframe.	Plan prepared	<b>Items are all identified in the DMP and are ongoing.</b>
<b>4.3.5</b>	Develop new cultural facilities and events	Identify facility and event deficiencies.	Findings considered by Council	<b>Actively promote all events in the shire.</b> <b>Light Up the Night and Youth Break events all funded by NSW Government.</b> <b>Insufficient funding to fund events ourselves.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme	
<b>4.4</b>	<b>People from diverse cultures find Weddin a welcoming and accepting place</b>	<b>Facilitator</b>	<b>Managerial</b>	
				
Strategic Action		Task Description	Measurement	Annual Comments
<b>4.4.1</b>	Welcome all newcomers to Shire	a) Develop a strategy to encourage existing residents to utilise their	Strategy developed	<b>A consideration for FY2024</b>


**SO #4 Culturally rich, vibrant and inclusive community**

		networks to invite potential new residents		
		b) Continue to distribute welcome letter to all new residents	Number of letters sent.	<b>Letters issued to new residents advertising local services and numbers</b>
		a) Prepare a discussion paper on holding an annual welcome function for new residents; including incorporating other events and different possible venues e.g. Art Gallery openings, landra Castle Open Day etc.	Discussion paper completed.	<b>A consideration for FY2024.</b>
<b>4.4.2</b>	Develop and maintain activities and facilities to support minority groups throughout the Shire	Develop inclusive social activities program.	Program developed	<b>Ongoing as business as usual.</b>

Strategic Outcome		Council Role	Directorate(s)	Key Theme
<b>4.5</b>	<b>Weddin is seen as encouraging a strong sense of community and connectedness</b>	<b>Facilitator</b>	<b>Managerial Corporate</b>	
Strategic Action		Task Description	Measurement	Annual Comments
<b>4.5.1</b>	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 participants/engagement	<b>Ongoing business as usual with Council Mobile Hubs introduced and drop in sessions for multiple consultation processes.</b>
		b) Promote community activities and maintain events calendar.	Level of promotion, relevance/accuracy of events calendar.	<b>Visit Weddin updated with latest information. Visit Weddin social media provides the LGA wide updates on a weekly basis.</b>
<b>4.5.2</b>	Provide a number of welcoming public gathering spaces	Consider a portion of Teston Street with community garden gathering space		<b>This was not actioned due Main Street development and is currently unfunded.</b>


## WSC DELIVERY PROGRAM & OPERATIONAL PLAN 2022-2023 Annual Update

### SO #5 Sustainable natural , agricultural and built environments

Strategic Outcome		Council Role	Directorate(s)	Key Theme
5.1	<b>Environmental regulations and controls in Council's sphere of operations are implemented</b>	<b>Provider Regulator</b>	<b>Engineering Environmental</b>	
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, with consideration given to reducing Primary Production Zone so as to increase population.	LEP reviewed.	<b>Liaised with Department of Planning regarding review of Weddin LEP 2011. Application to DPE for grant funding submitted however Council was unsuccessful.</b>
		b) Attend to DAs and issue certificates in accordance with <i>EP&amp;A Act</i> .	DAs and certificate applications determined appropriately.	<b>DA's and certificate determined in accordance with legislative requirements.</b>
		c) Maintain and review use of Planning Portal.	Number of applications lodged through Portal.	<b>All development application, construction certificate and complying development certificate lodged via planning portal.</b>
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.	Inspections carried out to schedule.	<b>Ongoing program.</b>
		b) Spray weeds on road reserves.	Number of infestations not sprayed	<b>Ongoing program.</b>
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.	<b>All environmental complaints investigated and action taken where appropriate.</b>
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.	<b>A stand alone State of Environment Report is no longer required under the Local Government Act 1993.</b>
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.	<b>Ongoing business as usual.</b>


**SO #5 Sustainable natural , agricultural and built environments**

<b>5.1.6</b>	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> .	Complaints and/or reports addressed appropriately.	<b>All environmental complaints investigated and action taken where appropriate.</b>
		b) Participate in NetWaste Household Chemical CleanOut.	Chemical CleanOut day held.	<b>Chemical cleanout day held at Grenfell Waste Facility.</b>
		c) Continue to provide support to drumMUSTER facilities.	Level of support provided.	<b>Drum Muster sites at Grenfell, Quandialla and Caragabal Waste Facilities continued to be supported.</b>
		d) Monitor environmental impact of private farm spraying on public roadsides in conjunction with EPA.		<b>No Council referrals were made to the EPA.</b>
<b>5.1.7</b>	Make adequate provision for urban stormwater.	a) Maintain existing system; upgrade as funds permit.	Maintenance works carried out to schedule.	<b>Ongoing business as usual. Stormwater upgrades were carried out in the Main Street.</b>
		b) Complete stormwater installation as part of Main Street Renewal.	Stormwater infrastructure installed.	<b>Program near completion.</b>
<b>5.1.8</b>	Implement Integrated Water Catchment Management (IWCM) Strategic Study outcomes	Prioritise and progressively implement funded IWCM Strategic Study actions.	Approved actions implemented to schedule.	<b>Ongoing business as usual.</b>
<b>5.1.9</b>	Manage the Sewerage Scheme	Operate the Grenfell Sewerage Scheme to comply with environmental and regulatory requirements.	Number of breaches of EPA Licence conditions.	<b>All correct practices followed. Nil breaches recorded</b>
<b>5.1.10</b>	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&amp;A Act</i> , heritage guidelines and building controls.	Assessment reports adequately completed for all applications.	<b>Heritage considered as part of all development application assessments.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>5.2 Waste reduction and recycling is encouraged, with a focus on the villages</b>	<b>Provider</b>	<b>Environmental</b>	
Strategic Action	Task Description	Measurement	Annual Comments

**SO #5 Sustainable natural , agricultural and built environments**


5.2.1	Continue to review recyclables collection for Grenfell	a) Operate recyclables collection system; monitor for improvements.	Fortnightly collection service provided.	Ongoing business as usual.
		b) Develop additional recyclables education program	Program developed and implemented.	Ongoing as business as usual
5.2.2	Investigate regular waste services for all villages	a) Expand kerbside collection to villages of Caragabal, Bimbi, Caragabal and Quandialla.	Expansion completed.	Expansion completed.
		b) Maintain recycling stations at Caragabal, Greenethorpe and Quandialla.	Stations maintained.	Ongoing business as usual.
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 and actioned as resolved.	Ongoing business as usual.
		b) Develop long-term plan for waste facilities that implement approved review recommendations.	Plan developed, EPA standards met	Short term contract awarded for the continued operation of the Grenfell Waste Facility to allow long term plan for the site to be finalised.  Service reviews and operational reviews of each waste facility to be undertaken in 2023/24 financial year.  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 Encourage sustainability and environment projects	a) Deliver wetlands component of Bogolong Dam Precinct Masterplan.	Wetlands established	Works around Bogolong Dam were not carried out due to discussions with funding bodies on the need to focus on dam stability and safety.




**SO #5 Sustainable natural , agricultural and built environments**

		b) Monitor grant opportunities for wetlands at Grenfell Sewerage Treatment Works.	Number of relevant applications submitted.	<b>Continually monitoring for grant opportunities</b>
		c) Promote local sustainability and environment initiatives.	Level of promotion.	<b>Ongoing business as usual.</b>
		d) Maintain Council delegate to Weddin Landcare Steering Committee.	Number of meetings attended.	<b>Delegate maintained.</b>
<b>5.3.2</b>	Encourage local businesses to adopt best practice environmental operations	a) Distribute information brochures; provide advice as appropriate.	Level of promotion.	<b>Ongoing business as usual.</b>
		b) Ensure businesses comply with trade waste requirements.	Number of breaches of compliance.	<b>Ongoing business as usual.</b>


Strategic Outcome		Council Role	Directorate(s)	Key Theme
<b>5.4</b>	<b>Council operations see an improvement in environmental outcomes</b>	<b>Provider</b>	<b>Engineering Environmental</b>	
Strategic Action		Task Description	Measurement	Annual Comments
<b>5.4.1</b>	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.	<b>Regular collection service completed.</b>
<b>5.4.2</b>	Provide ecologically sustainable landfills with minimal adverse environmental impacts	a) Operate landfills at Grenfell, Caragabal and Quandialla to EPA guidelines.  b) Continue to participate in waste mulching programs in collaboration with NetWaste.  c) Consider ecological sustainability and environmental impacts in the development of long-term plan for Council's waste facilities.	EPA guidelines met - no exception  Waste mulching carried out where appropriate.  Considerations included in plan.	<b>No EPA breaches identified during the year.</b>  <b>Mulching completed by Netwaste contractor.</b>  <b>Ongoing business as usual.</b>
<b>5.4.3</b>	Carry out a programme of street tree planting and maintenance in	Develop a Masterplan for urban planting to be utilised by Council and developers	Masterplan developed.	<b>This was an unfunded action.</b>

**SO #5 Sustainable natural , agricultural and built environments**

	order to preserve and enhance the natural environment	Consider possible partnership with Weddin Community Native Nursery, service groups and local high school in delivery urban tree planting program	Number of trees planted	Wherever possible this is considered.
<b>5.4.4</b>	Consider adoption of alternative environmentally-friendly practices where appropriate	a) Implement Renewable Energy Action Plan (REAP) for Council facilities and infrastructure..	Number of actions carried out.	<b>Continued to investigate funding opportunities ad liaise with JO to implement further actions identified in REAP.</b>
		b) Participate in initiatives to minimise non-renewable energy use e.g. CNSWJO electricity procurement.	Number of initiatives participated in.	<b>Council has submitted a number of grant applications through the CNSWJO and is currently participating in the Business Case for the Nexus Between Energy Security and Emissions Reduction in Central NSW due to be delivered in the 2024 FY.</b> <b>Solar panels installed across council buildings.</b> <b>EV Charger installed beside the Grenfell Aquatic Centre.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme
<b>5.5</b>	<b>There is a policy position on renewable energy</b>	<b>Facilitator</b>	<b>Environmental</b>
			
Strategic Action	Task Description	Measurement	Annual Comments
<b>5.5.1</b>	Actively consider adoption of renewable energy technology	a) Participate in regional initiatives for rollout of renewable energy technologies such as electric vehicle (EV) charging stations	Number of initiatives participated in.
		b) Install LED lighting as part of Grenfell Main Street Renewal.	Street lighting installed.
<b>5.5.2</b>	Encourage development and property owners to adopt sustainable technology	a) Enforce relevant NSW Government regulations.	Number of breaches
			<b>EV Charger installed beside the Grenfell Aquatic Centre, as well as a number of initiatives investigating EV chargers through the CNSWJO.</b> <b>Western end streetlights were installed.</b> <b>All new building required to comply with BASIX requirements and Section J, Energy Efficiency, of the</b>

SO #5 Sustainable natural , agricultural and built environments



				National Code.	Construction
5.5.3	Formalise development of Council policy for renewable energy and climate change.	a) Seek input from Digital Panel on climate change and energy issues to inform next steps.  b) Identify existing practice for inclusion in the Policy	Input sought and reported to Council.  Policy adopted by Council.		
Strategic Outcome	Council Role	Directorate(s)	Key Theme		
5.6	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		
5.6.1	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.	
5.6.2	Promote and facilitate sustainable agricultural practices	Implement actions from Resilience Plan.	Number of actions completed.	Council had commenced negotiations with CSIRO for a drought resilience study. Actions for FY 2024.	
5.6.3	Increase resilience through developing skills and capacity	Partner with external bodies to deliver workshops and training in topics including <ul style="list-style-type: none"> <li>• sustainable agriculture,</li> <li>• carbon farming,</li> <li>• drought lotting livestock,</li> <li>• joining livestock in drought,</li> <li>• pasture recovery,</li> <li>• water and wind erosion,</li> <li>• agronomic strategies in drought,</li> </ul>	Number of workshops planned and completed.	Council had commenced negotiations with CSIRO for a drought resilience study. Actions for FY 2024.	

SO #5 Sustainable natural , agricultural and built environments

		<ul style="list-style-type: none"> <li>• computer skills and using the internet,</li> <li>• Mixed Farming Enterprises</li> <li>• Adapting to a Changing Climate.</li> </ul>		
5.6.4	Maintain political focus on adverse events in regional and rural areas	Hold State / Federal roadshows/ forums to bring representatives to the region to better understand the ongoing implications of an adverse event such as drought or Covid. Important given Covid has pushed events such as the drought crisis or impacts of drought off the media.	Number of roadshows/ forums planned and completed	<b>Council participated in roadshows and forums with CNSWJO, Country Mayors Association and LGNSW as well as other opportunities.</b>
5.6.5	Maintain political focus on drought	a) Regional advocacy to investigate options to offer rate relief on drought affected farmland.  b) Advocate for development of a government designed insurance product for seasonal variability.	Results of Advocacy	<b>Council had commenced negotiations with CSIRO for a drought resilience study. Actions for FY 2024.</b>
5.6.6	Maintain political focus on adverse events that impact rural areas	For Example, advocate for Farm Management Deposits to be further incentivised to encourage better cash flow management.	Results of Advocacy	<b>This action was not carried out.</b>
5.6.7	Affordable, safe and reliable access to stock feed.	Investigate the development of a regional buying group to purchase fodder in bulk, securing continuity of supply and locking in a price.	Results of Advocacy	<b>This action was not carried out.</b>
5.6.8	Improved climate monitoring.	Advocate for installation of more modern weather stations across the shire (Caragabal and Greenethorpe) so better data can inform decision making on drought declarations.	Results of Advocacy	<b>This action was not carried out.</b>
5.6.9	Mobile digital access on farm	Advocate for digital farm access through a variety of technologies	Results of Advocacy	<b>Council entered into an arrangement with Regional NSW on Digital Connectivity.</b>

SO #5 Sustainable natural , agricultural and built environments

Actions to be rolled out in FY 2024.


Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.7 The heritage of built areas is preserved	Facilitator Provider Regulator	Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
5.7.1 Implement heritage planning controls	Ensure compliance with heritage planning controls within LEP.	Controls considered in determination of all applications.	<b>Heritage considered as part of all development application assessments.</b>
5.7.2 Provide free heritage service	Arrange appointments during bi-monthly Heritage Advisor visits.	Number of appointments, no charge incurred.	<b>Free heritage advice service provided to the public.</b>
5.7.3 Provide grants for preservation work	a) Apply for annual grants for local building program.	Application submitted by due date.	<b>Annual grants application applied for and approved.</b>
	b) Monitor other grant opportunities.	Number of relevant applications submitted.	<b>Ongoing business as usual.</b>
5.7.4 Promote heritage features of Main Street	Continue promotion of Main Street, highlighting heritage features.	Main Street heritage features highlighted in promotional material.	<b>Promotional images of Main St utilised across all mediums.</b>
Strategic Outcome	Council Role	Directorate(s)	Key Theme
5.8 There is an enhancement of broader landscape connectivity for native fauna	Facilitator	Engineering Environmental	
Strategic Action	Task Description	Measurement	Annual Comments
5.8.1 Support flora and fauna corridor projects	a) Arrange studies of selected corridors as funds permit.	Approved studies carried out.	<b>Ongoing business as usual.</b>
	b) Enlist support from NSW Forestry to help identify endangered species.		
5.8.2 Review Council's Roadside Vegetation Management Plan	Carry out review; include impact of spray drift.	Review completed.	<b>For FY 2024.</b>
5.8.3 Support 'tree days'	Liaise with local schools to discuss their needs/goals in relation to 'tree days' and	All schools contacted.	<b>Ongoing business as usual.</b>



### SO #5 Sustainable natural , agricultural and built environments

		develop more appropriate actions for joint schemes.	
<b>5.8.4</b>	Facilitate implementation of the 'Keeping Cats Safe at Home' initiative	Work with RSPCA and Weddin Landcare to implement the Keeping Cats Safe at Home Initiative.	<b>93 cats desexed and microchipped in the financial year</b>

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	<ul style="list-style-type: none"> <li>a) Maintain public parks in Grenfell and villages.</li> <li>b) Carry out a comparative cost-benefit analysis of using Council staff and contractors to maintain parks and gardens</li> <li>c) Undertake Vaughn Park beautification.</li> <li>d) Maintain grounds and access roads to Company Dam.</li> <li>e) Continue to develop Dam Safety Emergency Plans (DSEPs)</li> <li>f) Maintain and operate Grenfell Community Hub including Library, Art Gallery, Cinema and Internet Centre.</li> <li>g) Review layout of the building and services offered at Community Hub and prepare a feasibility study of potential changes to meet current and future needs.</li> <li>h) Maintain and operate Grenfell Aquatic Centre and Quandialla Swimming Pool.</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance works completed to schedule.</li> <li>Comparison considered by Council.</li> <li>Beautification undertaken.</li> <li>Number of complaints received.</li> <li>Plans developed.</li> <li>Hours available to the public Satisfaction and importance survey</li> <li>Review completed.</li> <li>Number of complaints received, total attendance.</li> </ul>	<ul style="list-style-type: none"> <li><b>Continues to be a high priority. Ongoing business as usual.</b></li> <li><b>To be incorporated into service review process.</b></li> <li><b>Continues to be a high priority. Ongoing business as usual.</b></li> <li><b>All requests actioned in a timely manner.</b></li> <li><b>Continues to be a high priority. Ongoing business as usual.</b></li> <li><b>Continues to be a high priority. Ongoing business as usual.</b></li> <li><b>Lack of funding and resources to undertake review and prepare a study.</b></li> <li><b>Ongoing business as usual.</b></li> <li><b>Total number of visits to Grenfell Aquatic Centre during the 2022/23 season was 20,992. No reportable accidents or incidents occurred at the facility.</b></li> <li><b>Total number of visits to Quandialla during</b></li> </ul>

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				<p>the 2022/23 season was 2,231. No reportable accidents or incidents occurred at the facility.</p> <p>No complaints were received about with swimming pool facility during the season.</p>
		i) Maintain Grenfell Caravan Park	Currently do not have a Star rating. Costs Involved	<b>Grenfell Caravan Park maintained and operated to acceptable standard. Star rating no longer applicable to park.'</b>
		j) Fence Caragabal Park as funds permit.	Fence erected	<b>Project complete.</b>
		k) Continue upgrade of Grenfell Cemetery toilets.	Upgrade completed.	<b>Project commenced</b>
		l) Undertake beautification of Grenfell Cemetery.	Cemetery beautified and maintained.	<b>Additional trees for beautification were planted at the Grenfell Cemetery.</b>
<b>6.1.2</b>	Meet or exceed minimum levels of service outlined in Sewerage Scheme	a) Maintain and operate Grenfell Sewerage Treatment Plant to standards of Office of Water and Department of Primary Industries.	Number of breaches of standards.	<b>Continues to be a high priority. Ongoing business as usual.</b>
		b) Rehabilitate selected sewer mains.	Length of sewer pipe rehabilitated.	<b>Program Ongoing business as usual.</b>
		c) Update Strategic Business Plan for Sewerage account for new WTW.	Level of implementation.	<b>FY 2024 depending on resources.</b>
		d) Inspect and attend septic tank applications as appropriate.	Assessment reports adequately completed for all applications.	<b>All OSSM system application assessed in accordance with legislative requirements.</b>
<b>6.1.3</b>	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.	<b>Ongoing business as usual.</b>
<b>6.1.4</b>	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.	<b>All available surplus funds are invested in line with Council's Investment Policy.</b>

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.
6.2.2	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.
6.2.3	Maintain and improve town/village streets in accordance with Council priorities	a) Maintain urban streets. b) Report faults in urban street lighting schemes.	Maintenance works completed to schedule. Faults reported to Essential Energy within two (2) days.	Ongoing program. Ongoing business as usual.
6.2.4	Maintain and improve roads in accordance with Council priorities	a) Maintain regional and rural roads. b) Carry out road improvement/upgrade programs e.g. Highways, Regional Roads, FAG, Roads to Recovery.	Maintenance works completed to schedule. Applications submitted by due date, programs completed to schedule.	Ongoing program. Project nearing completion for: -Pullabooka Road Rehabilitation Works -New Forbes Road Rehabilitation Works. Project commencing for: -Greenethorpe-Koorawatha Road Rehabilitation
6.2.5	Provide and maintain a network of safe and effective bridges, culverts and causeways in accordance with Council-adopted standards	a) Maintain major drainage structures in accordance with Council-adopted standards. b) Complete major culvert replacements at Heathcotes Lane, Adelargo Road etc. c) Implement drainage improvements at Quandialla.	Maintenance works completed to schedule. Number of replacements completed. Village drainage plan developed.	Ongoing program. Culvert replacements have been impacted by inclement weather and site conditions. Village drainage plan is currently unfunded however Council continues to inspect the villages regarding

				their drainage concerns.
6.2.6	Provide and maintain a network of safe and effective footpaths in accordance with Council-adopted standards	<ul style="list-style-type: none"> <li>a) Maintain urban footpaths in accordance with Council-adopted standards.</li> <li>b) Improve footpath network accessibility to meet Disability Inclusion Action Plan (DIAP) objectives, including concrete footpath from Main Street to Silos</li> </ul>	<p>Maintenance works completed to schedule.</p> <p>Nominated program completed to schedule.</p>	<p><b>Ongoing program.</b></p> <p><b>A concrete footpath is unfunded.</b></p>
		<ul style="list-style-type: none"> <li>c) Extend walking and cycling path from Railway Station to Company Dam (via Brundah Street).</li> </ul>	Extension scoped.	<b>Extension scoped.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme	
6.3 <b>Council's structural assets are maintained and improved consistent with the Asset Management Plan</b>	Provider	Engineering Environmental		
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.	<b>Inspection of Council owned dwelling inspected. Other assets inspected as required.</b>
6.3.2	Maintain and improve all structural assets: Depot; Administration Building; Hub; Sewerage Treatment Plant; Waste Depots	<ul style="list-style-type: none"> <li>a) Manage and maintain all structural assets consistent with Asset Management Plan.</li> <li>b) Develop Masterplan for Administration Building.</li> </ul>	<p>Maintenance works completed to schedule.</p> <p>Masterplan developed.</p>	<p><b>Ongoing business as usual.</b></p> <p><b>During the valuation process an asset maintenance schedule was created for Council's assets.</b></p> <p><b>This an unfunded project, however</b></p>
6.3.3	Maintain and improve all cemeteries in the Shire	<ul style="list-style-type: none"> <li>a) Manage and maintain Council cemeteries at Grenfell, Caragabal and Bimbi.</li> <li>b) Implement Grenfell Cemetery Masterplan.</li> <li>c) Adopt and implement Caragabal Cemetery and Bimbi Cemetery Masterplans.</li> </ul>	<p>Number of complaints/service requests.</p> <p>Plan developed, level of implementation.</p> <p>Number of actions completed</p>	<p><b>Ongoing program.</b></p> <p><b>All requests actioned in a timely manner.</b></p> <p><b>Masterplan complete.</b></p> <p><b>Masterplans for the sites are not funded.</b></p>





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		d) 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.	<b>ALL</b> 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 regular meetings and correspondence with the Union representatives
		d) Provide relevant training for employees.	Number of relevant training courses attended.	Ongoing business as usual, however noting the increase in training and investment in our workforce.
		e) Undertake organisational improvements as per Organisational Improvement Plan (OIP).	Review carried out.	Council does not have funding for the OIP however is focused on delivering a Business Continuity Plan and Service Review process for FY2024.
		f) Revisit the 2019 Organisational Review.	Review completed.	A number of smaller departmental reviews have been undertaken
6.4.2	Provide and maintain Council staff housing	Maintain housing as per Asset Management Plan.	Asset Management Plan standards met.	Staff housing provided and maintained.
6.4.3	Maintain a high level of workplace health and safety	a) Support Work Health and Safety (WHS) Committee.	Number of meetings held.	This now forms part of the WHS and Staff Consultative Committee.
		b) Ensure correct practices are followed on job sites.	Number of incident reports received.	Ongoing business as usual, however a significant improvement in reporting systems and registers in the reporting period.

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		c) Implement recommendations from WHS Audit Report.	Number of recommendations implemented.	<b>WHS Report to State Cover actions have been implemented.</b>
<b>6.4.4</b>	Review workplace culture including employee satisfaction in the 2019 Organisational Review	Revisit the 2019 Organisational Review Report to inform a workplace cultural review	Revisit of the documentation completed and pathway to improved employee satisfaction mapped out	<b>This action was unfunded however noting that under a new General Manager and new directors and a new Council, moving forward this may be a consideration into future years.</b>

Strategic Outcome	Council Role	Directorate(s)	Key Theme	
<b>6.5</b>	<b>A modern plant fleet is maintained and improved consistent with the Asset Management Plan</b>	<b>Provider</b>	<b>Engineering</b>	
				
Strategic Action	Task Description	Measurement	Annual Comments	
<b>6.5.1</b>	Maintain an accurate register of all plant items	Regularly inspect condition of all plant items and update register accordingly.	Currency of register	<b>Ongoing business as usual.</b>
<b>6.5.2</b>	Provide and maintain a an efficient and modern public works plant and vehicle fleet	<p>a) Provide well-equipped and well-staffed workshop.</p> <p>b) Maintain plant and vehicles.</p> <p>c) Report on plant utilisation quarterly.</p> <p>d) Purchase new and replacement plant and vehicles as approved in Plant Replacement Program.</p> <p>e) Review Plant Replacement Program annually to ensure that charge out rates are market based and can fund plant replacement.</p>	<p>Maintenance completed to schedule, repairs completed promptly as required.</p> <p>Reported quarterly</p> <p>All plant and vehicle purchases are approved as per Replacement Program.</p> <p>Review completed annually</p>	<p><b>Ongoing business as usual.</b></p> <p><b>Ongoing business as usual.</b></p> <p><b>Workshop servicing information is provided to the Council every month.</b></p> <p><b>Ongoing business as usual, however noting that there is a lag in the industry for plant and vehicles.</b></p> <p><b>Ongoing as business as usual.</b></p>


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

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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.	<b>All requests actioned in a timely manner.</b>
		b) Maintain Regional Roads as funds permit.	Number of complaints from TfNSW.	<b>All requests actioned in a timely manner.</b>

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.	<b>CNSWJO continues to meet with active participation at the GMAC and Board levels.</b>
		b) Participate in joint activities e.g. training, procurement, water security.	Number of relevant activities participated in.	<b>Developed REAP in conjunction with JO as well as a number of regional initiatives.</b>
		c) Seek opportunities for cross-council collaboration including resource sharing.	Level of collaboration.	<b>Ongoing business as usual.</b>

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.	<b>Ongoing business as usual.</b>

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# **APPENDIX B**

## **Appendix B – Weddin Shire State of the Environment Report 2022-23**

# 2022-23

## Weddin Shire

# State of the Environment Report



A State of the Environment (SoE) Report is an important management tool which aims to provide the community and Local Council with information on the condition of the environment in the local area to assist in decision-making.

The data provided includes anecdotal data, where possible datasets have been obtained to provide the information. Council does not hold responsibility for the data accuracy.

### Environmental Indicators

A number of indicators have been identified and used to measure the state of the environment across Weddin Shire using data. The indicators are categorized into five themes:

- Land
- Biodiversity
- Water and Waterways
- People and Communities
- Towards Sustainability





# Biodiversity

Issue	Indicator	2022-23
Clear Habitat Loss	Total area in the National Parks Estate and Reserves (ha)	83.61
	Total area of State Forest (11 State Forests) (ha)	11,295
	Area protected in conservation reserves & under voluntary conservation agreements (ha)	1400
	Extent of Traveling Stock Reserves in LGA (km)	224.1
	Clearing complaints (number)	0
	Roadside vegetation management plan	Council has a policy
Priority weeds	Number of Declared priority weeds	91
	Invasive species (listed priority or WONS) under active management	13

# People and Communities

Issue	Indicator	2022-23
Active community involvement	Environmental volunteers working on public open space (Hours)	118
	Number of environmental community engagement programs	20
Indigenous Heritage	Number of Indigenous sites on AHIMS register	Data to be obtained
	Inclusion in DCPs & rural strategies (number)	0
	Development approvals on listed Indigenous sites (number)	0
Non-Indigenous Heritage	NSW Heritage Items (number)	2
	Locally listed heritage items (number)	107
	Heritage buildings on statutory heritage lists demolished/degraded in past year (number)	0
	Heritage buildings on statutory heritage lists renovated/improved in past year (number)	6

# Land

Issue	Indicator	2022-23
Contamination	Contaminated land sites—Contaminated Land Register (number)	1
	Contaminated sites rehabilitated (number)	0
Erosion	Erosion affected land rehabilitated—Weddin Landcare (3 Projects) (ha)	61
Land use planning and management	Number of development consents and building approvals (DAs, CDCs & CCs)	85
	Landuse conflict complaints (number)	3
	Loss of primary agricultural land through rezoning (ha)	0

# Water and Waterways

Issue	Indicator	2022-23
Industrial/Agricultural Pollution	Exceedances of license discharge consent recorded (number)	59
	Erosion & Sediment Control complaints received by Council (number)	1
Stormwater Pollution	Number of gross pollutant traps installed	0
	Total catchment area of GPTs (ha)	0
	Water pollution complaints (number)	0
Council water consumption	Number of irrigated (treated) Council managed parks, sportsgrounds, public open space	6
	Water used by Council for irrigation (treated ) (ML)	5.372
	Annual metered supply to Council from Central Tablelands Water (ML)	8.591

# Towards Sustainability

Issue	Indicator	2022-23
Waste Generation	Total waste entombed at primary landfill (tonnes)	1790.31
	Total waste entombed at other landfill (2 x villages) (tonnes)	60.00
	Average total general waste generated per person (Pop. 3608) (tonnes)	0.51
	Average cost of waste service per household (Kerbside)	\$385.00
Hazardous/Liquid Waste	DrumMuster collections—3 Sites (number of drums)	7,855
	Household Hazardous Wastes collected (tonnes)	3.366
Reduce	Greenwaste collected (diverted from landfill) (tonnes)	328.02
	E-Waste collected (diverted from landfill) (tonnes)	0
Recycle	Volume of material recycled (tonnes)	560.24
	Volume of material recycled per person (tonnes)	0.247
Littering and illegal dumping	Number of illegal waste disposal complaints to Council	5
Engineering, Infrastructure and Civil Works	New road constructed (km)	0
	Road upgrades (km)	28.1
Risk Management	Flood management plans/flood mapping—increase in area covered	Bimbi Flood Study completed
	RFS Hazard reduction burns (number)	0 Due to wet weather
Climate Change Mitigation	Office paper used by Council (A4 & A3 reams)	320
	Council sustainability & mitigation initiatives	EV Charger & Solar panels installed
Council Greenhouse Gas Emissions	Annual electricity consumption for Council controlled facilities (MWh)	650.5
	Annual bottled gas consumption for Council controlled facilities (L)	1328.4
	Total Council owned vehicles fuel consumption (KL)	306.10
	Council total operational electricity greenhouse gas emissions (tCO <sub>2</sub> -e/year)	214.36
Community Greenhouse Gas Emissions	Small scale renewable energy uptake (Residential) (kW installed)	3027
	Total Residential <10kW Solar Installations	632
	Total Commercial 10-100kW Solar Installations	120
	Annual CO <sub>2</sub> offset (Residential & Commercial) (tonnes)	4,960

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# APPENDIX C

## Appendix C - 2022-23 Audited Financial Statements

(To be attached)