



ANNUAL REPORT

2019/2020



"WEDDIN COUNCIL - WORKING FOR AND WITH THE COMMUNITY"

COUNCIL'S MISSION STATEMENT

For the future as in the past Weddin Shire Council and Staff will endeavour to achieve: -

- Proper maintenance and improvement of all services
- Assets and finances managed in a proper manner
- Improved communication with residents
- Promotion of tourism and development in a balanced manner
- High productivity and morale with a well-trained, motivated and safe workforce.

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1. COUNCIL OFFICES AND FACILITIES

**Council Chambers &
Administration Office**

Cnr Camp & Weddin Streets, GRENFELL NSW 2810
Business Hours: 8:30am – 4:00pm Monday to Friday
Phone: (02) 6343 1212
Email: mail@weddin.nsw.gov.au
Post: PO Box 125, GRENFELL NSW 2810
Website: www.weddin.nsw.gov.au

ServiceNSW Office

Cnr Camp & Weddin Streets, GRENFELL NSW 2810
Business Hours: 8:30am – 4:00pm Monday to Friday
Phone: (02) 6343 1212

Library

Grenfell Community Hub
88 Main Street, GRENFELL NSW 2810
Phone: (02) 6343 1334

**Community Technology
Centre (CTC)**

92 Main Street, GRENFELL NSW 2810
Phone: (02) 6343 1720
Email: ctc@grenfell.org.au

Art Gallery

Grenfell Community Hub
88 Main Street, GRENFELL NSW 2810
Phone: (02) 6343 1864
Email: gallery@grenfell.org.au

Arts and Tourism Office

Grenfell Community Hub
88 Main Street, GRENFELL NSW 2810
Phone: (02) 6343 2059
Email: claire@grenfell.nsw.gov.au

**Economic Development
Office**

Grenfell Community Hub
88 Main Street, GRENFELL NSW 2810
Phone: (02) 6343 2855
Email: edo@grenfell.nsw.gov.au

Caravan Park

10 Grafton Street, GRENFELL NSW 2810
Phone: (02) 6343 1194

Grenfell Aquatic Centre

Cnr Forbes & Melyra Streets, GRENFELL NSW 2810
Phone: (02) 6343 1756
Email: aquaticcentre@weddin.nsw.gov.au

Quandialla Swimming Pool

Second Street, QUANDIALLA NSW 2721
Phone: (02) 6347 1304

Works Depot 1C South Street, GRENFELL NSW 2810
Phone: (02) 6343 1748
Email: mail@weddin.nsw.gov.au

Noxious Weeds Office 1C South Street, GRENFELL NSW 2810
Phone: (02) 6343 2999

Animal Impounding Facility Memory Street, GRENFELL NSW 2810
Phone: (02) 6343 1540

Sewerage Treatment Works Memory Street, GRENFELL NSW 2810
Phone: (02) 6343 1578

Fire Control Centre Melyra Street. GRENFELL NSW 2810
Phone: (02) 6343 1027

2. COUNCIL AND COMMITTEE MEETINGS

2.1. COUNCIL

Meetings	held on the third Thursday of the month at 5:00pm
Public Attendance	members of the public are welcome to attend Council meetings except when otherwise resolved by Council to permit discussion of confidential matters
Correspondence	correspondence for consideration by Council must be received by Thursday in the week preceding the meeting

2.2. COMMITTEES

Art Gallery Committee	meets bi-monthly on the first Thursday of the month at 8:30am Not open to the public.
Bogolong Dam Committee	meets bi-monthly on the first Thursday of the month at 4:30pm Not open to the public.
The Grenfell Henry Lawson Festival of Arts Committee	meets monthly on the first Wednesday of the month at 7:00pm Open to the public.
Heritage Committee	meets bi-monthly on the first Thursday of the month at 4:30pm Not open to the public.
Noxious Weeds Committee	meets on the Monday in the week of the Council meeting at 5:00pm (not every month) Not open to the public.
Quandialla Swimming Pool Committee	meets on the fourth Thursday of the months of February, March, April, October and November at 10:00am Not open to the public.
Tourism Committee	meets bi-monthly on the first Thursday of the month at 3:30pm Not open to the public.
Other Committees	meet as and when required Meetings are advertised when members of the public may attend.

Note: Meeting times and days may vary on occasion. Some Committees may not meet every month. For confirmation please contact Council's Administration Office via Ph: (02) 6343 1212.

3. MESSAGE FROM THE MAYOR 2019/2020

The 2019/2020 financial year has been an extraordinary year with the drought impacting our Shire in the second half of 2019 and the COVID-19 Coronavirus pandemic in the first half of 2020.

As we responded to the challenges of COVID-19 we had to consider operational aspects of Council whereby it was critical that various services continue as well as initiating precautionary measures to safeguard the health and wellbeing of Councillors, staff and community members. Protecting the health and safety of these groups was a top priority as was protecting the elderly and those with pre-existing medical conditions.

There are a number of measures we took to eliminate or reduce the risk of contracting this potentially deadly virus such as:

- undertaking social distancing measures to reduce close physical and social contact we have with one another
- avoiding mass crowds and gatherings
- avoiding small gatherings in enclosed spaces
- attempting to keep a distance of 1.5 metres between people where possible
- avoiding shaking hands or generally having contact with other people
- avoiding visiting vulnerable people such as those in aged care if possible
- regularly washing hands with a hand sanitizer
- pay accounts via phone and internet banking.

As this is a very difficult time it is important that we remained patient, resilient, caring and respectful of each other in dealing with one of the worst pandemics in Australia's history.

While Council was dealing with this challenge, the 2019/2020 financial year saw the continuation of the Integrated Planning and Reporting (IPR) process which has seen Council continue to take a more strategic approach to asset management and the provision of services to our rate payers.

This process facilitated the development, review, endorsement and adoption of the following plans by Council:

- 2017-2026 – Community Strategic Plan
- 2017-2021 – Delivery Program
- 2020/2021 – Operational Plan
- Resourcing Strategy (including the Asset Management Plan (AMP), Long Term Financial Plan (LTFP) and Workforce Plan.)

While Council endorsed our strategic direction for the next ten years the 2017-2021 Delivery Program outlines various projects to be undertaken in the four-year period which are detailed below:

- Grenfell Main Street Upgrade
- Grenfell Sewerage Treatment Works Upgrade
- Facilitate Aged Care Development

Council's Resourcing Strategy indicates that these capital projects could be funded in the following ways:

- Loans
- Grant Funding
- Special Rate Variations

Planning for the Grenfell Main Street Upgrade and the Grenfell Sewerage Treatment Works Upgrade was undertaken during the year with works on these projects to commence in the 2020/2021 financial year. The completion of these projects will see our infrastructure assets further upgraded which is assisting in closing our assets infrastructure gap, effectively allowing us to continue to provide quality services to our residents.

Council was also granted \$1m grant funding under the Federal, Liberal and National Governments Drought Communities Program (DCP). The funding assisted in boosting local employment opportunities, stimulating local spending and addressed social and community needs as well as helping to ease pressures and share economic benefits for residents that were facing tough times due to drought. Fifteen projects were completed which included the Taylor Park toilets upgrade, netball and tennis court upgrades as well as various village halls upgrades.

Council was subsequently granted a further \$1m grant funding under the Federal, Liberal and National Governments Drought Communities Program (DCP) - Extension. The funding has been allocated by Council to projects such as the Grenfell Main Street Upgrade, off-leash dog park and a new toilet block at the Grenfell Racecourse. All projects will be completed in the 2020/2021 financial year.

Council's grant funding application under Round 1 of the Stronger Country Communities Fund (SCCF) which is part of the NSW Government's \$1.3 billion Regional Growth Fund was successful with Council receiving \$768,982 to undertake the Main Street infrastructure project. The project will involve upgrading drainage and guttering infrastructure in the Main Street as well as improving Main Street amenity.

Council's grant funding application under Round 2 of the Stronger Country Communities Fund (SCCF) was also successful with Council and community groups receiving \$1.537 million for projects such as the Lawson Park amenities upgrade, Bogolong Dam site and water access upgrade and Caragabal Country Club greens and clubhouse renewal.

Council's grant funding application under Round 3 of the Stronger Country Communities Fund (SCCF) was also successful with Council and Community groups receiving \$766,618 to fund projects such as the Bogolong Dam site upgrade, Grenfell Main Street Upgrade, Caragabal Hall refurbishment and repairs to the Grenfell Country Club clubhouse.

This grant funding is allowing Council and the Community to upgrade our infrastructure and amenities which is not only increasing the quality of life for residents it is also attracting new residents to locate to the Weddin Shire which will ultimately increase our population and enable us to maintain services.

The Weddin Wellness Plan has also been formally adopted by Council which identifies the future health needs of residents in the Weddin Shire particularly in the area of aged care. A new ambulance station was also constructed which has enhanced and assisted in developing the health precinct in Grenfell.

Council's Roads Maintenance Council Contract (RMCC) with the Roads and Maritime Services (RMS) on SH6 and SH17 continued during 2019/2020 with very good results. Council is accredited to conduct upgrade works to the nominal value of \$2,000,000 for each individual project which is very beneficial to Council and the community. Other major works were conducted on various main and local roads with maintenance works also undertaken in Grenfell and the villages.

In regards to planning Council adopted a Local Strategic Planning Statement (LSPS) that details future land use in the Weddin Shire for the next twenty (20) years. Development of a land use strategy is also in progress to facilitate the development and submission of planning proposals to allow the Local Environment Plan (LEP) to be amended if required.

Council also continues to invest in plant and equipment and information technology allowing staff to operate in a much more efficient and effective environment. Council also completed maintenance works at the Sewerage Treatment Works allowing the treatment works to continue to comply with Environment Protection Authority (EPA) requirements.

Other ancillary works included the continuation of the Emu Creek Rehabilitation project, Quandialla Pool improvements, Quandialla drainage and footpath works, the continuation of the Caragabal Park upgrade and Garbage Tip works.

I would like to take this opportunity to thank both Councillors and staff for their support, advice and assistance during the 2019/2020 financial year. I look forward to working with Council's team in the future to continue to deliver the projects identified and prioritised in the Integrated Planning and Reporting (IPR) process.



CR MARK LIEBICH
MAYOR

4. PERSONNEL AND PROFESSIONAL AGENTS 2019/2020

4.1. COUNCILLORS

Mayor:	Cr M Liebich
Deputy Mayor:	Cr P Best
Councillors:	Cr C Bembrick Cr P Best Cr C Brown Cr P Diprose Cr M Liebich Cr S McKellar Cr J Niven Cr S O'Byrne Cr J Parlett

4.1.1 COUNCILLORS' ATTENDANCES

The Council attendance register shows 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. Please see Figures 1 and 2 on the following page for Councillor attendance records for 2019/2020.

4.2. EXECUTIVE STAFF

General Manager:	Mr G Carroll
Director Corporate Services	Mr L Gibson
Director Engineering:	Mr J Rath
Director Environmental Services:	Mr B Hayes – until 28/02/2020) Mr A Lindsay – commenced as Acting DES 02/03/2020

4.3. PROFESSIONAL AGENTS

Auditors:	NSW Auditor General Audit Office of NSW GPO Box 12 SYDNEY NSW 2001
Solicitors:	Gordon Garling Moffitt 129 Main Street GRENFELL NSW 2810
Banker:	Westpac 195 Summer Street ORANGE NSW 2800

Figure 1: 2019/2020 MEETING ATTENDANCE

Meeting Attendances	Total Held	Cr Liebich	Cr Niven	Cr Best	Cr Brown	Cr Parlett	Cr McKellar	Cr Bembrick	Cr Diprose	Cr O'Byrne
Council	11	11	11	9	10	10	9	11	11	11
Heritage	2				1	1			2	
Tourism	3	1*		2	3	2				1
Noxious Weeds	3		3	0			2			
Art Gallery	4		3		2	2				
Bogolong Dam	3	3		3						2
Floodplain	1	1	1		1					
Local Traffic	5	5								
Central NSW JO	2	2			1*					
Central Tablelands Water Delegates	7			7				7		
Mid Lachlan Valley Team Bushfire Management Committee	2						1			
Arts Outwest	8				7					
ArtState Tamworth	1				1					
Weddin Landcare	5								5	
Central West Zone NSW Public Libraries Association	4								4	
Weddin Interagency	5					5				
Weddin Health Council	7					5				
Suicide Prevention Working Party	10					8				

Figure 2: 2019/2020 PROFESSIONAL DEVELOPMENT ATTENDANCE

Name of Training	Cr Liebich	Cr Niven	Cr Best	Cr Brown	Cr Parlett	Cr McKellar	Cr Bembrick	Cr Diprose	Cr O'Byrne
Roles, Responsibilities and Relationships Workshop Blackadder Associates 10/07/2020	Y	Y	Y	Y	Y	Y	N	Y	N

5. STATUTORY DISCLOSURES – *Local Government Act 1993*

The following matters are required to be reported by Council under Section 428 of the *Local Government Act 1993*. Figures given are for 2019/2020.

(a) Financial Reports

See Appendix A

(b) Performance Report on IP&R Implementation

See Appendix B

(c) Report on the State of the Environment

See Appendix C

(d) Major Roadworks

See Appendix D

(e) Councillor Fees, Expenses and Facilities

Fees: Annual fees for Councillors of the Weddin Shire for 2019/2020 were determined by Council within the limits approved by the Local Government Remuneration Tribunal as follows: -

Councillor	\$12,160 pa
Mayor	\$26,530 pa (additional)

Total expenditure on Councillor fees for 2019/2020 is as follows: -

Councillors fees	\$109,440.72
Mayoral fees	\$26,530.08

Expenses and Facilities: In accordance with Council policy, the total cost of expenses and provision of facilities for Councillors of the Weddin Shire for 2019/2020 was \$17,958 as detailed below: -

i) equipment and telecommunications	\$0
ii) telephone calls	\$0
iii) conference and seminars	\$0
iv) training	\$4,358
v) interstate visits	\$0
vi) overseas visits	\$0
vii) expenses for spouses	\$0
viii) child care	\$0
ix) travelling expenses	\$9,633
x) Council meeting sustenance	\$1,429
xi) insurance	\$2,538
Total	\$17,958

(f) Senior Staff

Council's only designated 'Senior Staff' position is that of the General Manager.

Payments for the year totalled \$205,000 with deductions for superannuation made from the total package. Charges for private vehicle use were paid post tax.

(g) Overseas Travel

There was no overseas travel undertaken by Councillors or Council staff during 2019/2020.

(h) Contracts

Council awarded the following contracts over \$150,000 during 2019/2020: -

Contractor	Description	Amount
Haslin Constructions	Construction of Grenfell Sewer Treatment Plant	\$11,503,941.00
Interflow	Sewer Relining	\$198,733.95
	Total	\$11,702,674.95

(i) Summary of Legal Proceedings

Council costs in regard to legal proceedings for 2019/2020 amounted to \$5,633.48.

These expenses were incurred in relation to subdivision of industrial land, lease preparation, review of a letter of communication and government advice.

(j) Subsidised Works on Private Land

Council has a policy of hiring plant to approved local community organisations for fuel costs only. No work was carried out under this policy in 2019/2020.

(k) Donations and Contributions

A total of \$1,158,175.01 was donated or contributed by Council under Section 356 of the *Local Government Act 1993* during 2019/2020 as detailed below: -

Organisation	Description	Amount
Heritage Local Building Fund	2019/2020 Heritage Assistance Program	\$14,757.59
Grenfell Senior Citizens	Donation - Preparation of Grant Application	\$25,000.00
Ronald McDonald House Charity	Donation	\$1,000.00
Mrs K L McCue	Donation - Weddin Day Therapy Art Program	\$300.00
Grenfell Historical Society	Donation	\$800.00
Grenfell Picnic Race Club	Donation - Grant Application Assistance	\$500.00
Grenfell Voices Against Violence	Donation - LoveBites Program	\$200.00
The Grenfell Jockey Club	Donation	\$200.00
Grenfell Gunyah Craft Shop	Donation - Rates 2019/2020	\$367.96
Grenfell PAH & I Association	Donation - Rates 2019/2020	\$537.50
Grenfell Country Club	Donation to Grant Application Assistance	\$500.00
Scout Association	Donation - Rates 2019/2020	\$170.00
Weddin Community Native Nursery	Donation - Rates 2019/2020	\$290.74
The Grenfell Christian Bookshop	Donation - Rates 2019/2020	\$367.96
Grenfell Rugby Union Club	Clubhouse Upgrades and Scoreboard	\$65,264.69
Caragabal Country Club	Bowling Green and Clubhouse Renewal	\$144,063.67
Grenfell Bowling Club	Squash Courts Upgrades	\$12,857.95
Grenfell Country Club	New Tennis Courts	\$49,248.99
Greenethorpe Soldiers Memorial Hall	Greenethorpe Soldiers Memorial Hall Upgrades	\$51,518.98
Weddin Mountain Muster	Weddin Mountain Muster Stables	\$77,455.44
Grenfell PAH & I Association	Grenfell Showground Portable Grandstands	\$28,861.23
Grenfell Bowling Club	Grenfell Netball Courts Upgrades	\$88,122.31
Grenfell Country Club	Grenfell Country Club Tennis Courts Upgrade	\$78,306.91
Caragabal Progress Association	Caragabal Memorial Hall Upgrades	\$54,283.55
Quandialla Progress Association	Quandialla Memorial Hall Upgrades	\$58,538.61
Grenfell Preschool and Long Day Care	Green Space Project	\$30,128.37
Grenfell Rugby Union Club	Replace Lights Bembrick Oval	\$46,631.96
Grenfell Soccer Club	Club House Building Extension	\$38,000.00
Grenfell Rugby Union Club	Bembrick Oval Sustainable Water Source	\$124,549.56
Central Tablelands Water	Quandialla and Grenfell Water Access Standpipes	\$93,256.01
Caragabal Village Water Supply	Repairs to Water Supply	\$28,335.59
Grenfell Food Hall	Donation - Purchase of Capital Items	\$3,441.12
Country Education Foundation	Donation	\$500.00
Quandialla Pool Committee	Annual Contribution to Quandialla Pool	\$30,000.00
Grenfell Lions Club	Contribution to Railway Station Showers	\$5,000.00
The Henry Lawson High School	Contribution to Backflips Against Bullies Program	\$491.50
The Henry Lawson High School	Donation - Presentation Day 2019	\$100.00
Grenfell Public School	Donation - Presentation Day 2019	\$100.00
Greenethorpe Public School	Donation - Presentation Day 2019	\$100.00
Caragabal Public School	Donation - Presentation Day 2019	\$100.00
St Joseph's Primary School	Donation - Presentation Day 2019	\$100.00
Quandialla Central School	Donation - Presentation Day 2019	\$100.00
Village Progress Associations	Village Australia Day Contributions	\$750.00
Grenfell RSL	Donation - ANZAC Day Service	\$950.00
Grenfell RSL	Donation - ANZAC Dawn Service	\$795.00
Koori Kids	Donation NAIDOC Week	\$450.00
Caragabal Village Water Supply	Donation	\$181.82
Quandialla Progress Association	Donation - Quandialla Streetscape Project	\$600.00
	Total	\$1,158,175.01

(l) Delegations to External Bodies

External bodies which exercised functions delegated by Council during 2019/2020 are as follows: -

External Body	Delegated Function
➤ Central Tablelands Water	- water supply to Grenfell, Quandialla and some rural areas
➤ Cowra Council	- water supply to Greenethorpe and nearby rural areas
➤ Grenfell Historical Society	- operation of the Grenfell Museum
➤ Grenfell Rotary Club	- approved maintenance and upgrading of Rotary Park
➤ Rural Fire Service	- activities in accordance with the Service Level Agreement

(m) Controlling Interests

Nil

(n) Partnerships, Co-Operatives and Joint Ventures

Council was a member of three (3) local government strategic alliances during 2019/2020 as follows: -

- Mid Lachlan Alliance with the Councils of Forbes, Lachlan and Parkes
- City/Country Alliance with Hawkesbury City Council
- Joint Rail Alliance with the Councils of Blayney, Cowra and Hilltops

Council is also a member of the Central West Regional Organisation for Councils (CENTROC), together with nine (9) other Councils. This organisation has developed a strong training arm and offered a number of joint tenders such as signage and linemarking. Council's representatives regularly attend meetings of the board of management and other sub-groups to demonstrate support for the arrangement.

Council is also currently a member of the Central West NSW Joint Organisation (CNSWJO) with nine (9) other Councils. The principle functions of the CNSWJO are to establish strategic regional priorities, provide regional leadership and identify opportunities for inter-government co-operation.

Joint Venture – NetWaste

There was one organisation in which Council (in conjunction with other Councils) held a joint interest during 2019/2020 which was NetWaste. NetWaste is a collaborative waste management project originally sponsored by the Central West (CENTROC) and Orana (OROC) regional organisations of Councils. It emerged as a response to the challenges to change solid waste planning and service delivery amongst local Councils.

NetWaste covers over 30 members. It has a view to improve the planning and delivery of waste management services across the region. To this end, a Subregional Strategic Plan has been compiled and an Action Plan formulated with several joint waste related contracts implemented.

Council was not involved in any other partnership, co-operatives or joint ventures during 2019/2020.

(o) Human Resource Activities

During 2019/2020 Council operated under the *Local Government State Award 2017*.

The three (3) Directors and one (1) Acting Director were employed under contract for 2019/2020 as per the *Local Government (State) Award 2017*.

Industrial Relations at Council remain good and there is close and constant liaison between management and union representatives.

The **Award Restructuring Consultative Committee** did not meet during 2019/2020.

The annual **staff assessments** for the majority of staff were completed by the end of December 2019, with the remaining assessments being completed promptly after the employees' return from leave.

The **Organisational Structure** was reviewed and adopted as part of the Operational Plan for 2019/2020 in June 2019. The structure, as seen in Figure 3, shows the functional roles relating to each Department below the level of Director.

The **workforce** at Weddin Shire is traditionally very stable and turnover is usually minimal. Indoor staff appointments during 2019/2020 included: -

- 2 x Acting Arts/Tourism Officer (temporary job-share)
- Casual VIC Officer
- Casual Administration Officer
- Special Projects Engineer
- Acting Director Environmental Services
- 4 x Casual Library Assistants

Outdoor staff appointments during 2019/2020 included: -

- Truck Driver
- Casual Lifeguard
- Trainee Biosecurity Officer
- appointment of Gravel Truck Driver
- 2 x General Labourers
- 2 x Casual Labourers

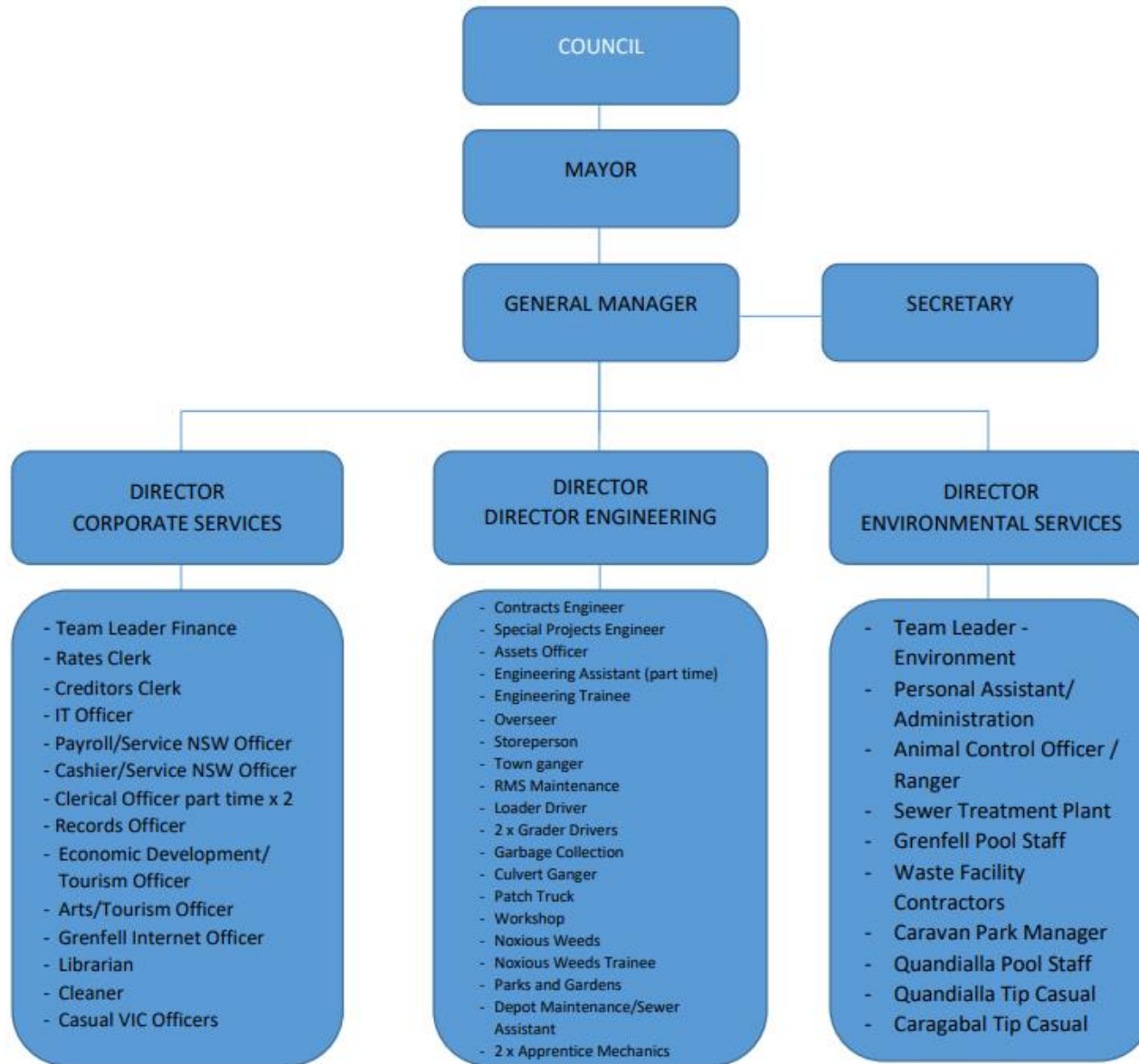
Council employs **trainees and apprentices** to offer local youths an opportunity to gain experience or a trade. The following trainee and apprentice positions were offered/maintained during 2019/2020: -

- 1 x Parks and Gardens Apprenticeship
- 2 x Mechanic Apprenticeships
- 1 x Biosecurity Traineeship
- 1 x Engineering Traineeship

Staff **professional development and training** is a major investment for Council. During 2019/2020 the total cost of training including wages, travel, accommodation and other costs was \$56,546.24. The following table details the professional development and training undertaken by staff during the year: -

Training Organisation	Duration (days)	No. of Attendees	Description	Amount
TAFE NSW	1	12	Confined Spaces Training	\$3,109.09
TAFE NSW	1	3	White Card Training	\$436.36
TAFE NSW	2	30	Chainsaw Operating Training	\$14,400.00
OCTEC Ltd		1	Civil Construction Supervisor Course	\$880.00
ChemCert	1	1	Weeds Control Bundle	\$470.00
T. C. Training Pty Ltd	1	3	TC & ITCP Training	\$2,160.00
T. C. Training Pty Ltd	1	3	White Card Training	\$450.00
Barry Petersen	1	11	Excel Training	\$3,300.00
T. C. Training Pty Ltd	1	2	TC & ITCP Training	\$1,440.00
Trainer Services Pty Ltd	1	9	Chemical Training	\$2,475.00
Australian Institute of Local Government Rangers	1	1	Rangers Workshop	\$707.27
TAFE NSW		1	Cert IV Civil Engineering Supervision - 50%	\$1,200.00
University of Southern Queensland			Course Fees - 50%	\$6,815.43
Barry Petersen	1	3	Excel Training	\$900.00
Barry Petersen	1	4	MS Access Training	\$1,200.00
Chartis Technology	1	2	QGIS Training	\$2,200.00
TAFE NSW	9	5	Diploma Leadership & Management - 50%	\$4,685.00
Australian Institute of Local Government Rangers	1	1	Rangers Workshop - Nyngan	\$60.00
			Total	\$46,888.15

Figure 3: 2019/2020 ORGANISATIONAL STRUCTURE



(p) Equal Employment Opportunity

An Equal Employment Opportunity Management Plan was previously adopted by Council to guide the consideration of Equal Employment Opportunity matters.

Council continually observes the guidelines of this Plan in conjunction with recruitment, promotion and training activities. Vacancies are advertised internally and externally, and interview panels include an independent community member as well as a gender balance where appropriate.

Council has adopted a Policy for Resolution of Grievance which is applied to any complaints by staff to ensure a speedy and fair resolution.

Oversight of the implementation of the Equal Employment Opportunity Management Plan is the responsibility of the Award Restructuring Consultative Committee, which comprises representatives of management and staff.

(q) Multicultural Services

The Weddin Shire has a relatively low population of indigenous and ethnic residents, and there is no known population which does not speak English. Consequently, there was no demand throughout 2019/2020 for additional services from people with diverse cultural and linguistic backgrounds. Brochures in various languages containing information on such matters as social security, immunisation and building services are available for members of the public but are rarely, if ever used.

There were two (2) Citizenship Ceremonies carried out in 2019/2020.

(r) Disability Inclusion Action Plan (DIAP)

Weddin Shire Council's DIAP, which aims to ensure that local services, facilities and programs provided by Council are as inclusive as they can be for all individuals was adopted by Council in June 2017.

Outcomes achieved through the WSC DIAP include: -

- new and improved footpaths, including widening, handrails and ramps for ease of access as well as the provision of more accessible car spaces as part of the Grenfell Main Street Renewal project;
- new accessible toilets at Taylor Park (Grenfell's first MLAK keyed accessible toilet), Henry Lawson Oval amenities building and the amenities block at the Grenfell Racecourse;
- Council's communications incorporate language and formats that promote inclusion.

The underlying basis of Council's DIAP is about supporting the fundamental basic right of choice for people with disability in our community. Weddin Shire Council's desire is to recognise and ensure people with disability have the same right to choose how to live, work and enjoy community life as we all do.

(s) Community Engagement

Council continued to regularly consult and communicate with the Weddin community throughout 2019/2020 in the following ways: -

- Council publishes a weekly newsletter in the local newspaper, The Grenfell Record, which provides commentary on matters of importance or relevance and is accompanied by advertisements and public notices as required. Some additional advertising is required on occasion.
- The weekly newsletter is forwarded to the six (6) schools in the Shire for inclusion of the relevant sections in their own publications. This is particularly important in the villages of Greenethorpe, Caragabal and Quandialla where the school newsletter acts as a local information bulletin.
- As part of Council's notification policy, relevant Development Applications are notified and advertised for public comment.
- The above information is also made readily available on Council's website with important news, public notices and updates automatically distributed to an established mailing list.
- Council maintains a Facebook page to assist in informing the Weddin residents of its activities generally and more specifically in regards to strategic objectives.
- Council maintains a Grenfell Tourism website and Visit Grenfell Facebook page that include current events calendar and updates as well as relevant visitor information for those travelling to and through Grenfell and surrounding areas.
- Council services such as the Grenfell Library, Economic Development Group and Internet Centre engage with and advise the Weddin community online via a number of Facebook pages and websites
- It is recognised that topical news spreads quite quickly through the local community via the many social, recreational and business networks present. This process is assisted by Councillors and Senior Staff being well-known and approachable within these networks.

Council provided and/or supported the following activities for children of the Weddin Shire during 2019/2020: -

- assistance with the delivery of the Youth Week program at The Henry Lawson High School
- support provided to LoveBites domestic violence program at The Henry Lawson High School
- facilitation of work experience placements and school-based traineeships
- donations to each of the school presentation days
- financing and operation of public swimming pools at Grenfell and Quandialla
- provision and maintenance of playground equipment in the parks at Grenfell, Caragabal, Greenethorpe and Quandialla
- maintenance of a number of playing fields and ovals for general sporting use
- maintenance of the Skatepark in Vaughn Park
- provision of story-telling, craft activities and playgroups at the Library

(t) Bush Fire Hazard Reduction Activities

There are eleven (11) Rural Fire Brigades in the Weddin Shire under the control of the Rural Fire Service (RFS).

The township of Grenfell is covered by NSW Fire and Rescue.

Vacant allotments in Grenfell and the villages were inspected for excessive growth during 2019/2020 and owners were encouraged to slash, mow or graze to reduce vegetation.

Rural property owners are required by public notice to establish and maintain 3 metre-wide firebreaks appropriate to the *Rural Fires Act 1997*. Residential properties in villages are required to keep grass and weed growth below 150mm.

No Section 66 Notices were issued during 2019/2020 to those not complying with the public notice. However, 28 letters were sent to owners of blocks requiring treatment.

Council carried out its annual hazard reduction programme on firebreaks around the villages of Bimbi and Caragabal during 2019/2020. Council also continued burning off in conjunction with Rural Fire Brigades around the rubbish tips at Grenfell, Quandialla and Caragabal, including spraying and clearing with heavy machinery. Firebreaks were inspected throughout the year around the Company Dam Reserve north of Grenfell and upgraded where necessary.

Ongoing maintenance was carried out on all tankers and equipment during the year.

(u) Stormwater Management

Council did not levy any charges for stormwater management services during 2019/2020.

(v) Companion Animals Management

Council's activities under the *Companion Animals Act 1998* and Regulation during 2019/2020 were as follows: -

- Pound data collection returns were submitted to the Department on 21 September 2020
- There were 7 dog attacks reported during 2019/2020
- there were thirty (30) education programs carried out in 2019/2020 via the local print media
- Expenditure relating to companion animals management and activities totalled \$76,967.21 as per below

	Income (\$)	Expenditure (\$)
Companion Animals Registration	\$5,323.00	
Registrations Commission	\$3,569.60	
Impounding Fees, Fines and Costs	\$2,437.00	
Impounding Facility Grant	\$4,000.00	
Staff		\$61,568.55
Vehicle		\$14,941.38
Other Costs		\$457.28
Total	\$15,329.60	\$76,967.21

Council's companion animals management procedures for 2019/2020 were as follows: -

- animals that are impounded or surrendered must be microchipped and registered prior to their release. Council encourages the desexing of animals with reduced fees and education of potential pet owners.
- Animals surrendered to Council are advertised for sale in the local newspaper as well as on Council's website and Facebook page and NSW Rehoming Organisations are notified where appropriate. A list of people wanting particular breeds of dogs is kept by the Animal Control Officer; if these dogs come into Council's possession these interested persons are contacted.
- Council provides two (2) off-leash areas: one is located at South Street and the other at Grenfell Arboretum (Gooloogong Road). Dog tidy bags are supplied at each off-leash area for pet owners to use. The South Street off-leash area is currently being upgraded by Council as part of the Drought Communities Program (DCP) – Extension.
- Enforcement of an impounding fee has encouraged pet owners to be more responsible.

(w) Additional Information

Council does not have any Category 1 business activities.

Council has one (1) Category 2 business activity – Grenfell Sewerage.

There were no competitive neutrality complaints received during 2019/2020.

6. STATUTORY DISCLOSURES – *Government Information (Public Access) Act*

Council received one (1) application under the *Government Information (Public Access) Act* during 2019/2020 with the information released as requested.

7. STATUTORY DISCLOSURES – *Privacy and Personal Information Protection Act*

Council adopted its Privacy Management Plan on September 2017. This Plan was developed in line with the Local Government Model Plan prepared by the Department of Local Government.

Council staff continue to observe the twelve (12) Information Protection Principles in their daily routine.

There were no reviews conducted under Part 5 during 2019/2020.

8. STATUTORY DISCLOSURES – *Public Interest Disclosures Act*

Council adopted its Policy for Public Interest Disclosures on 17 August 2017.

The Policy establishes an internal reporting system for the reporting of disclosures of corrupt misconduct, maladministration or serious and substantial waste of public money by Council, its staff and Councillors. The system enables such internal disclosures to be made to the Disclosure Co-ordinator, a nominated Disclosure Officer, or the Mayor, as an alternative to the General Manager.

This Policy is designed to complement normal communication channels between supervisors and staff. Staff are encouraged to continue to raise appropriate matters at any time with their supervisors but, as an alternative staff are given the option of making a protected disclosure in accordance with this Policy.

There were no disclosures made under the *Public Interest Disclosures Act 1994* during 2019/2020.

9. STATUTORY DISCLOSURES – *Environmental Planning & Assessment Act*

Council had no planning agreements in force during 2019/2020.

APPENDIX A
Financial Reports for 2019/2020

Council is required under the *Local Government Act 1993* to prepare financial reports for each year that comply with the prescribed standards, including the “Local Government Code of Accounting Practice and Financial Reporting” and the “Local Government Asset Accounting Manual”, both published by the Division of Local Government.

Council must also refer the annual Financial Reports for external audit, and this was carried out by The NSW Auditor General for the financial year ending 30 June 2020.

A full copy of the 2019/2020 Financial Reports may be obtained from Council’s Administration Office or on Council’s website <http://www.weddin.nsw.gov.au/council/information-policies-and-reports/financial-statements>

Strategic Objectives and Detailed Activities Performance Report for 2019/2020

ITEM	ACTION	REPORT
SO#1	Strong, Diverse and Resilient Local Economy	
1.1	Maintain strong and progressive agricultural sector	<p>Lobbying continued to reopen the Blayney-Demondrille rail line.</p> <p>Continue to carry out road upgrades under the FAG, R2R, Regional Roads, State Highway and National Highway programme and Fixing Country Roads.</p> <p>Secured funding for a Shire wide connectivity project that will support agricultural innovation to be delivered in partnership with the Department of Regional NSW.</p> <p>Skill and Capacity Building workshops conducted with the support of a Small Business Week grant.</p> <p>Lobbying for exceptional circumstances assistance conducted.</p> <p>Delivered first round of Drought Communities Program funding with a second round also approved. This included water access improvements.</p> <p>Council facilitated emergency water carting to the Caragabal village and surrounds with the support of NSW State Government emergency funding.</p>
1.2	Maximise Weddin Shire’s tourism potential	<p>Continued support provided to local events including maintaining an events calendar and promotion of local events and the Shire generally.</p> <p>Fortnightly grant funding information distributed as well as targeted grant information distributed to relevant groups when opportunities identified.</p> <p>Continued operation of accredited VIC, liaised with local stakeholders regarding current “what’s on” information and liaised with/distributed relevant information to surrounding VIC’s.</p> <p>Industrial Estate land promoted resulting in sales.</p> <p>Caravan Park operating and maintained to 3 Star Standard.</p> <p>Applications for Local Heritage Grants and Heritage Advisor Grants submitted.</p> <p>Active social media presence maintained with regular updates.</p> <p>Participated in Centroc tourism group initiatives, in particular the successful #wewantyouback campaign.</p> <p>Planned and carried out various tourism signage upgrades throughout the Shire.</p> <p>Developed a new Destination Management Plan (DMP) in consultation with the Shire community to provide future strategic direction for tourism.</p>

ITEM	ACTION	REPORT
1.3	Provide infrastructure and services to support business activity	<p>Secured funding for Grenfell Main Street Renewal project. Planning and consultation process completed. Works to commence next financial year.</p> <p>TAFE programs promoted internally to staff and to wider community.</p> <p>Numerous staff undertaking TAFE training.</p> <p>Support provided to staff members to undertake training via the training and expenses policy.</p> <p>Industrial waste management services provided.</p> <p>Grenfell Internet Centre maintained to provide continued IT services support to local businesses. Group and individual training conducted by CTC.</p> <p>Skill and capacity building workshops held including workshop to maximise local impact of the buy from the bush campaign.</p> <p>Recycling at Caragabal and Quandialla being monitored and working well.</p> <p>Quandialla drainage plan developed.</p> <p>Secured funding for a Shire wide connectivity project that will support innovation in business to be delivered in partnership with the Department of Regional NSW.</p>
1.4	Support and encourage existing businesses and new industries	<p>Continued liaison with and support of Central NSW BusinessHQ and RDA Central West.</p> <p>Created a virtual Weddin Shire Council Economic Development group to use as a forum for the distribution of relevant information. This was of particular importance given the impact of the COVID-19 pandemic.</p> <p>Potential investors made aware of Council's incentive policies and opportunities.</p> <p>Grant funding information distributed fortnightly as well as targeted grant information distributed to relevant groups when opportunities identified.</p> <p>All Industrial Estate land sales completed. Funding provision made for future purchase of industrial land, Council facilitated access to power and making provisions for future NBN.</p> <p>Health and aged care needs analysis completed (Weddin Wellness Plan).</p> <p>Medical Centre operating well.</p> <p>Upgrades to Shire sporting, recreational and cultural facilities being undertaken with the support of various grant programs.</p>
1.5	Provide and promote land zoned for development and vacant premises	<p>Industrial land promoted. Prospectuses distributed to promote the Weddin Shire.</p> <p>Strategies being developed for Businesses, Industrial and Residential zones to support LEP Review.</p> <p>Potential new businesses contacted by EDO.</p> <p>LSPS in progress with extensive consultation completed.</p> <p>Meetings held with property owners to outline positive impact of zoning changes.</p>

ITEM	ACTION	REPORT
1.6	Foster partnerships to advance economic activity	<p>Networks maintained with surrounding Shires in order to leverage these partnerships for the benefit of our Shire.</p> <p>Continued liaison with and support of Central NSW BusinessHQ and RDA Central West.</p> <p>Support provided to host NSW Department of Industry Business Connect Business Bus.</p> <p>Service NSW agency operating out of Council's administration office.</p> <p>Village progress societies consulted.</p> <p>Department of Human Services Access Point provided out of Community Technology Centre.</p> <p>Participated in review of strategy for new Functional Economic Region.</p> <p>Participated in planning for the delivery of Inland Rail.</p> <p>Explored potential opportunities flowing from Inland Rail and the Parkes Special Activation Precinct (SAP).</p> <p>Extensive consultation with various partnering stakeholders in relation to the new Destination Management Plan (DMP).</p> <p>Secured various funding partners and via these partnerships delivered numerous upgrades to public infrastructure throughout the Shire including to non-Council owned assets.</p>
1.7	Provide expanded aged care facilities and services	<p>Weddin Wellness Plan completed and project agent engaged.</p> <p>Taxi Service maintained so as to maintain a subsidised form of public transport for the community including the aged.</p> <p>Support provided to numerous community organisations with strong connections to aged community members supporting social cohesion and connections for our elderly community members.</p> <p>Library house bound and MPS service maintained.</p> <p>Seniors resources maintained at the library.</p> <p>Department of Human Services Access Point operated out of CTC.</p> <p>Grenfell Internet Centre services maintained including individual IT skills lessons, IT information distribution and free IT classes in seniors week.</p> <p>Seniors IT classes held.</p> <p>Donation and assistance provided to the Grenfell and District Senior Citizens association to facilitate a grant funding application for the expansion of aged care housing.</p>
1.8	Support responsible mining	<p>Mining operations are in closure and care mode.</p>
1.9	Encourage renewable energy development	<p>CEEP grant obtained through CENTROC for sewer relining and smoke detection.</p> <p>DA packs including renewable advice.</p> <p>Contact made with OEH to investigate solar Power Purchase Agreement (PPA).</p> <p>Council continues to plan for the roll out of renewable energy and has had discussions with a renewable energy provider regarding the installation of solar power at Council facilities.</p>
1.10	Prepare and action advocacy strategies for all capital funding and policy initiatives	<p>Grants applications and approaches for funding supported by ongoing use of advocacy strategies.</p> <p>Council also continues to provide advocacy support for community groups and other stakeholders to secure funding for infrastructure and services within the Weddin Shire.</p> <p>Successful grants received including Stronger Country Community Funds, Drought Communities Program and Regional Cultural Fund.</p>

ITEM	ACTION	REPORT
SO#2	Healthy, safe and educated community	
2.1	Encourage quality medical facilities	<p>Grenfell Medical Centre completed.</p> <p>Negotiations for lease of new Medical Centre completed.</p> <p>Dr Patrick Akhiwu continues to operate from the Main Street Surgery. Dr Neil Premaratne is operating from the Weddin Street Surgery.</p> <p>Local GP's also being supported with subsidised housing.</p> <p>Chiropractor operating out of Council premises. Dental Services being provided to residents out of Council premises.</p> <p>Health and Aged Care future needs analysis undertaken with Weddin Wellness Plan completed and project agent appointed.</p>
2.2	Promote and develop health education	<p>Council continues to actively liaise with the various health service providers within the Shire to drive improvements in health.</p> <p>Council staff continue to be involved in the suicide prevention project.</p> <p>Wellness Plan to be used to develop health education opportunities.</p>
2.3	Encourage community and local transport	<p>Taxi service maintained to provide subsidised form of public transport.</p> <p>Assistance provided to Community Transport to try and secure grant funding.</p>
2.4	Provide adequate aged care services	<p>Support provided to numerous community organisations with strong connections to aged community members supporting social cohesion and connections for our elderly community members.</p> <p>Donation and assistance provided to the Grenfell and District Senior Citizens association to facilitate a grant funding application for the building of more units.</p> <p>Department of Human Services Access Point operated out of CTC.</p> <p>House bound and MPS library service maintained.</p> <p>Seniors resources maintained at the library.</p> <p>Ongoing advocacy support via Council's Wellness Plan to drive improvements in health services including aged care services.</p>
2.5	Maximise public health and safety	<p>Complaints and inspections attended to as appropriate. Home swimming pool inspections program developed and adopted, inspections to commence.</p> <p>RFS SLA adopted and completed with no complaints, all RFS meetings attended, assistance given to SES as required. Public toilets maintained.</p> <p>All meetings attended by delegates and Director Engineering.</p> <p>Co-operation with local emergency services units as requested. Annual contributions submitted to facilitate local emergency activities.</p> <p>Cleaning schedule for toilets and street cleaning etc adhered to, including for special events.</p> <p>Street lighting operating satisfactorily.</p> <p>No new streetlights installed.</p> <p>Finance and administrative support provided to facilitate RFS activities.</p>
2.6	Support local education institutions	<p>Support provided to all schools within the Shire for their presentation days to assist in encouraging educational achievement.</p> <p>Education and training opportunities for Council staff supported and encouraged.</p> <p>Australia Day academic award continued to recognise academic achievement.</p> <p>THLHS classes hosted for careers information session at Council administrative offices.</p> <p>Students hosted for school-based traineeships and work experience placements where appropriate.</p>

ITEM	ACTION	REPORT
2.7	Provide lifelong learning opportunities	<p>TAFE courses advertised internally and to wider community to support ongoing provision of TAFE services in Grenfell.</p> <p>Library resources continually reviewed and updated with various e-resources implemented.</p> <p>Library supports special events and programs for all ages.</p> <p>Children's magic desktop computer station at Library implemented.</p> <p>Borrow Box eBooks subscription implemented via a library zone collaborative.</p> <p>The Grenfell Internet Centre supports the ongoing development of IT skills in the community.</p> <p>IT classes regularly held including free seniors week classes.</p> <p>IT articles submitted to the Grenfell Record, School Newsletters etc. and presentations and training conducted for community projects.</p> <p>Support provided to the local Country Education Foundation to support educational opportunities of the Shire's youth</p>

ITEM	ACTION	REPORT
SO#3	Democratic and engaged community	
3.1	Develop leadership skills in the community	<p>Council staff encouraged and supported to take an active role in the community.</p> <p>Volunteers of community organisations encouraged and supported.</p> <p>Community volunteer database maintained.</p> <p>Staff actively participate in numerous community organisations and by doing so foster the development of community leadership skills.</p>
3.2	Implement integrated planning and reporting process	<p>IP & R documents implemented and reviewed on an ongoing basis. The 2017-2026 Community Strategic Plan (CSP) and the 2017-2021 Delivery Program commenced 1 July 2017.</p> <p>Ongoing liaison with Council's auditor undertaken to ensure Council's accounting practices conform to best practice.</p> <p>Accounting standards are monitored and any new requirements incorporated into Councils procedures.</p> <p>New Improvement Plan being developed out to be incorporated into Councils Resourcing Strategy.</p>
3.3	Support Village Progress Societies' activities	<p>Liaison undertaken with village progress associations.</p> <p>Grant funding for village improvements facilitated by Council.</p>
3.4	Consult with community on major decisions	<p>Community groups consulted where appropriate e.g. Main Street Upgrade, Quandialla regarding drainage improvements.</p> <p>Community networks leveraged to inform Council's strategic planning including in the development of Council's Destination Management Plan (DMP).</p> <p>Community groups are encouraged to provide feedback to and assist Council where relevant.</p> <p>Council policies and projects advertised publically for feedback and comment.</p> <p>Community members welcomed to address Council.</p> <p>Social media and website presence maintained to engage with and inform the community.</p> <p>Council is increasingly using technology platforms to engage and consult with our community e.g. use of Digital Community Panel.</p>
3.5	Educate community on the role of Councillors and the Council	<p>Weekly column placed in Grenfell Record and website.</p> <p>Website and social media presence in addition to weekly column.</p> <p>Council webcasting it's meetings to enhance its engagement with the community.</p>
3.6	Leverage internet and social media to engage community in local leadership and communication	<p>Regular updates made via website and other social media platforms such as Facebook in addition to consistent Grenfell Record articles to engage and inform the community.</p> <p>Survey Monkey surveys undertaken to inform the Council planning and decision making process.</p> <p>Council is increasingly using technology platforms to engage and consult with our community.</p>
3.7	Advocate internet access in the villages and rural sector	<p>Funding secured for a Shire connectivity project to be delivered in partnership with the Department of Regional NSW.</p>

ITEM	ACTION	REPORT
SO#4	Culturally rich, vibrant & inclusive community	
4.1	Maintain and develop sporting facilities and events	<p>Numerous sporting facilities throughout the whole Shire have been upgraded with the assistance of grant funding facilitated by the Council.</p> <p>All sporting facilities mowed, cleared and maintained regularly, including for special events, with no complaints.</p>
4.2	Maintain and develop recreational facilities and events	<p>Numerous recreational facilities throughout the whole Shire have been upgraded with the assistance of grant funding facilitated by the Council.</p> <p>Reserves and all parks mowed and maintained with no complaints.</p> <p>Free usage by schools granted as requested. Skate park maintained in a clean condition.</p> <p>Sporting groups consulted to inform recreational and sporting needs analysis/strategy/plan being completed.</p> <p>Bogolong Dam construction works ongoing. Precinct management plan to be developed.</p> <p>Youth Week grant obtained.</p> <p>Marketing and promotional support provided to various events.</p>
4.3	Maintain and develop cultural and arts facilities and events	<p>Arts and Tourism Officer position supported.</p> <p>Numerous events supported financially as well as with administrative and promotional support.</p> <p>Ongoing support of the Art Gallery. Secured a grant to purchase new technology to facilitate virtual Art Gallery Exhibitions.</p> <p>Tourism staff organised promotional support of numerous local events and maintained an event calendar.</p> <p>Grant to fund Community Arts Centre repairs/upgrades secured. Works underway.</p>
4.4	Ensure people from diverse cultures find Weddin a welcoming and accepting place	<p>Prospectus distributed to market the Weddin Shire to a diverse range of prospective residents.</p>
4.5	Ensure Weddin is seen as encouraging a strong sense of community and connectedness	<p>Community members encouraged to join community and Council committees and groups.</p> <p>Support provided to numerous community groups.</p> <p>Special events held and supported for all age groups and interests.</p> <p>Community volunteers invited to assist with events where appropriate via volunteer database. A Better Community Strategy (ABC's) developed to pursue a better community.</p> <p>Staff encouraged to be actively involved in community groups.</p> <p>Council have facilitated various community assets upgrades fostering social connectedness and providing opportunities for our community members to come together which has been of particular importance given the impact of the recent drought.</p>
4.6	Implement an inclusive social activities planning programme	<p>Seniors Weeks IT classes held in addition to regular IT Classes.</p> <p>Taxi service maintained to provide access to a form of public transport.</p> <p>Movie service maintained at Community Hub.</p> <p>Conference room made available for employment agencies and social groups/activities.</p> <p>Access Point Services established in CTC for the Department of Human Services.</p> <p>Volunteer "thank you" events held.</p> <p>Various social connectedness events hosted by the library for all ages.</p>

ITEM	ACTION	REPORT
SO#5	Cared for natural, agricultural & built environments	
5.1	Implement environmental regulations and control in Council's sphere of operations	DA's being processed in appropriate and timely manner. State of Environment Report completed. Heritage advice applied to applicable DA's. Urban stormwater maintained. Emu Creek maintenance plan adopted. Grenfell sewerage scheme operating well and within statutory limits. Bogolong Dam Management Plan to be developed. Storm water systems maintained satisfactorily. IWCM actions to be carried out as funds become available. Domestic and commercial waste as well as recycling collected as per schedule.
5.2	Encourage waste reduction and recycling	Grenfell, Greenethorpe and Quandialla recycling services operating well. Caragabal services deferred. Program for education for recycling in schools and reminders to residents as to recyclable materials.
5.3	Educate the community on sustainable practices	No grants available at this stage.
5.4	Improve environmental outcomes of Council operations	Garbage collection services operating well. Landfills operated as prescribed. Mulching of Greenwaste and construction of new putrescible waste cell undertaken. Domestic, commercial waste and recycling carried out satisfactorily including e-waste, oils, chemicals and metal/steel recycling programs. Solid Waste Management strategic review carried out for Grenfell, Caragabal and Quandialla facilities. Review of revel tiles commenced. Trees planted depending on climatic conditions.
5.5	Support the local agricultural industry in adopting sustainable and environmentally friendly farming practices	Local forums publicised in Council newsletter. Tree planting carried out as season allows. Skill and capacity building workshops held.
5.6	Preserve the heritage of built areas	Free Heritage Advisory service provided. Local heritage grants programs administered.
5.7	Enhance broader landscape connectivity for native fauna	Support given to schools for Tree Day as required. Roadside vegetation study for all roads in Weddin Shire completed.
5.8	Review levels of parks services in villages	Being reviewed as part of MLA 'Fitness Campaign' project. Upgrades made to Caragabal Park.

ITEM	ACTION	REPORT
SO#6	Well maintained & improving Shire assets and services	
6.1	Meet community expectations of Council operations	<p>Public facilities in Grenfell and the villages maintained and upgraded on equitable basis.</p> <p>Property/rating maintained up to date and all rates notices issued on time.</p> <p>Sewerage Treatment Plant detailed design phase completed. Emu Creek Management Plan adopted and O'Briens Tributary drainage improvement being completed.</p> <p>Grant opportunities constantly reviewed and information distributed.</p> <p>Hub building services maintained and operated.</p> <p>861m of sewer pipe rehabilitated.</p> <p>Working with Centroc for sewer main rehabilitation and smoke detection project.</p> <p>Revaluation of road infrastructure in progress with output to inform maintenance programs and service levels.</p>
6.2	Maintain and improve Council's transport infrastructure	<p>All drainage and channels in Grenfell and Villages maintained. Emu Creek floodplain upgrade and maintenance works completed. Quandialla drainage plan developed.</p> <p>State, Regional, urban and rural roads, footpaths and drainage structures maintained in good order. Completed 1 major culvert replacement.</p> <p>Company Dam grounds and facilities maintained.</p> <p>Streetlight faults reported as required.</p> <p>Preparation updating data base and existing road network is complete.</p> <p>Re-evaluation of all road assets in Weddin Shire being carried out on an ongoing basis.</p> <p>Urban streets maintenance is in progress.</p> <p>Maintenance on rural roads in progress.</p> <p>Highways/regional roads improved in accordance with Council adopted standards.</p> <p>Secured funding for Grenfell Main Street Renewal project. Planning and consultation process completed. Works to commence next financial year.</p>
6.3	Maintain and improve structural assets	<p>All structural assets maintained as funds permit within the relevant asset management plans levels of service.</p> <p>Grenfell, Bimbi and Caragabal cemeteries maintained to a high level.</p> <p>Cemetery records maintained.</p> <p>Construction at lawn cemetery beam has been installed from 26 February, 2018.</p> <p>Minor repairs carried out on Council Administration building.</p>
6.4	Position Weddin Shire Council as an 'employer of choice.	<p>Employees encouraged and supported to identify and undertake continuing professional development and training.</p> <p>Regular WHS meeting held.</p> <p>High level of WHS attained.</p> <p>PPE and all necessary tools is in progress.</p>
6.5	Maintain and improve a modern plant fleet	<p>Light vehicles replaced as per policy. Plant maintained to high order.</p> <p>Equipment has been provided to staff.</p>
6.6	Manage classified roads on behalf of Roads and Maritime Services	<p>State, National and regional roads maintained within RMS standards.</p> <p>Maintenance of state road in accordance with new RMCC with RMS in progress.</p> <p>No complaints from RMS have been received in terms of Regional Road maintenance.</p>

ITEM	ACTION	REPORT
6.7	Support the 'Destination 2036' initiative	<p>Centroc membership maintained and activities supported where relevant to our Shire, including JO pilot planning and development, community infrastructure prioritisation matrix development, joint tenders and joint initiatives.</p> <p>Improvement Plan developed and incorporated into Resourcing Strategy to ensure ongoing financial sustainability and continuous improvement.</p>
6.8	Foster partnership with NSW State and Federal government departments	<p>Continued liaison with key health sector stakeholders via Council's Wellness Plan to advance health services in the Shire.</p> <p>Liaison with and participation in Central NSW JO Tourism and Country and Outback NSW tourism initiatives.</p> <p>Continued lobbying efforts in regard to Weddin Shire Council activities, grant funding submissions and capital projects with all levels of government.</p> <p>Service NSW outlet continues to operate from Council's administrative offices.</p> <p>Liaison with State and Federal Government departments undertaken where appropriate eg. Liaised with RMS in regards to the management of Bogolong Dam, liaison with NSW Medicare Local and NSW Rural Doctors Network regarding planning of proposed Medical Centre, NSW Trade and Investment for potential presenters to Weddin Development Committee.</p> <p>Utilise Floodplain grant from Office of Environment and Heritage for Emu Creek Management Plan and O'Briens Tributary Drainage Improvement.</p>

APPENDIX C
Report on the State of the Environment for 2019/2020

Weddin Shire Council is required under the *Local Government Act 1993* to prepare a Supplementary State of the Environment Report each year to support the comprehensive report of 2013.

Such a Supplementary Report must: -

- (a) identify any new environmental impacts since Council's last State of the Environment Report; and
- (b) update the trends in environmental indicators that are important to each of the eight environmental sectors specified below.

There are eight environmental sectors as follows: -

- [i] land;
- [ii] air;
- [iii] water;
- [iv] biodiversity;
- [v] waste;
- [vi] noise;
- [vii] Aboriginal heritage; and
- [viii] non-Aboriginal heritage.

In relation to each environmental sector, the report must consider the following: -

- management plans relating to the environment;
- special Council projects relating to the environment; and
- the environmental impact of Council activities.

Copies of the 2019/2020 Supplementary State of the Environment Report as well as the comprehensive report may be obtained from Council's Administration Office or on Council's website <http://www.weddin.nsw.gov.au/environmental-services/state-of-environment-report>

APPENDIX D
Major Roadworks Completed in 2019/2020

	Road Name	Segment(s)	Chainage Start	Chainage End	Length (km)	Number	Area (m ²)	Description	Date
HIGHWAYS	SH6 (Mid Western Highway)				1.1			Greenethorpe-Bumbaldry Rd Intersection Upgrade	July 2019
					3.2			Rehabilitation of full pavement width	July 2019
						1		Culvert Replacement	July 2019
		6020 6025 6150 6325 6330					31000	Reseal	October 2019
		6015 6020 6295					2200	Heavy patching	
		SH17 (Newell Highway)	17546					11000	Reseal
	17541 17546 17555 17560 17562						2900	Heavy patching	October 2019
	REGIONAL ROADS	Nil							
LOCAL ROADS	Matchetts Road		0.000	2.765	2.765			Gravel Re-Sheet - 6m width	April 2020
	Adelargo Road		21.299	22.121	0.822			Gravel Re-Sheet - 6m width	April 2020
			23.177	23.961	0.784			Gravel Re-Sheet - 6m width	April 2020
	Goodes Lane		0.154	2.558	2.404			Gravel Re-Sheet - 6m width	April 2020
	Bald Hills Road		5.407	6.331	0.924			Gravel Re-Sheet - 6m width	December 2019
	Barkers Road		0.000	1.050	1.050			Gravel Re-Sheet - 6m width	June 2020

Note:

- Maintenance works are not included in the above table
- Seal (final seal): the final seal placed over a primer sealed road segment
- Reseal: seal placed over a final sealed or resealed road segment