



# ANNUAL REPORT

2020/2021



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.

***"WEDDIN SHIRE COUNCIL - WORKING FOR AND WITH THE COMMUNITY"***

**COUNCIL'S MISSION STATEMENT**

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### 1. MESSAGE FROM THE MAYOR

It is with gratification that I provide the foreword to Weddin Shire Council's Annual Report for 2020/2021.

From local farmers experiencing one of the best seasons in recent drought-afflicted times, to Public Health Order restrictions isolating us state-wide, and indeed world-wide as the global COVID-19 pandemic continues, 2020/2021 has been truly memorable.

The impacts of Coronavirus evolved dramatically throughout the year; both Council and the Weddin community had to respond and adapt constantly. Council had to consider the operational services it provides that are essential to the community. A number of precautionary safety measures were established to enable Council to continue to provide these essential services whilst protecting the health and wellbeing of Councillors, staff and community members. This was, and continues to be a very difficult time; the community of Weddin should be congratulated for their ongoing resilience and patience as we deal with COVID-19.

The patience of our community has also been tested throughout 2020/2021 in respect of the Grenfell Main Street Renewal. Council officially this major project on 22 December 2020 and has been hard at work since then to overcome the many challenges that have arisen. The unrelenting wet weather experienced throughout the second half of the financial year, coupled with the inability of contractors to attend site due to COVID-19 restrictions, have wreaked havoc with project planning and delivery. Despite these setbacks, Council has managed to stick to budget and is set to complete this community-driven objective in early 2022.

Another major project Council committed to deliver for the community is the Grenfell Sewerage Treatment Plant (STP) Upgrade. Works on the new STP commenced just before the start of 2020/2021 and have progressed at a phenomenal rate with a completion date set for December 2021. This has been a greatly beneficial project; not only increasing the level of service Council will be able to provide for the community once finished, but also directly stimulating the local economy along the way with all contractors staying within the Shire throughout the duration of the project.

One of the highest priorities outlined in the Community Strategic Plan was the provision of improved health services to residents of Weddin Shire. Council has of course delivered a brand new Medical Centre with state-of-the-art health facilities in 2019, and has not stopped there in its pursuit of this community objective. The Weddin Wellness Plan has been developed and adopted by Council to better facilitate the coordination of health services in the Shire and a Wellness Network has been established to oversee its implementation. In 2020/2021 Council has undertaken extensive engagement with local stakeholders to develop an Action Plan that sets out the delivery activities required of the Wellness Network. The Network will now meet regularly to review the outcomes of the Plan and to facilitate strategic collaboration towards better service provision and delivery.

Council has also been successful in securing a large amount of funding in 2020/2021 for major roads projects, including: -

- Fixing Local Roads Program (Round 1)

Pullabooka Road: Rehabilitation	\$ 3,898,702
Nowlans Road: Gravel re-sheeting	\$ 504,800
Back Piney Range Road: Re-sealing	<u>\$ 213,410</u>
<b>Total</b>	<b>\$4,616,912</b>
  
- Fixing Local Roads Program (Round 2)

New Forbes Road: Rehabilitation	<u>\$ 4,355,492</u>
<b>Total</b>	<b>\$4,355,492</b>

This grant funding is allowing Council and the community to upgrade the infrastructure and amenity of our Shire; not only increasing the quality of life for current residents, but also attracting new residents to locate to Weddin and ultimately helping us achieve the overarching objective of the CSP together “*to grow our total resident population to in excess of 4,700 people by 2026*”.

I would like to take this opportunity to thank both my fellow Councillors and Council staff for their support, advice and hard work during the 2020/2021 financial year and indeed throughout the past five (5) years of my current term as Mayor.

Finally, on behalf of Weddin Shire Council I would like to acknowledge our wonderful community. The passion, friendliness and generosity of our residents is a testament to what is great about Weddin Shire and their support is integral in Council’s accomplishments.



CR MARK LIEBICH  
MAYOR



## 2. INTEGRATED PLANNING AND REPORTING

The Annual Report (AR) is a key component of the Integrated Planning and Reporting (IP&R) framework established in 2010 to assist NSW councils in planning strategically and holistically for the future. The IP&R framework has been updated to reflect legislative changes enacted through the *Local Government (Governance and Planning) Act 2016* and is summarised in the Process Flow Diagram pictured below.

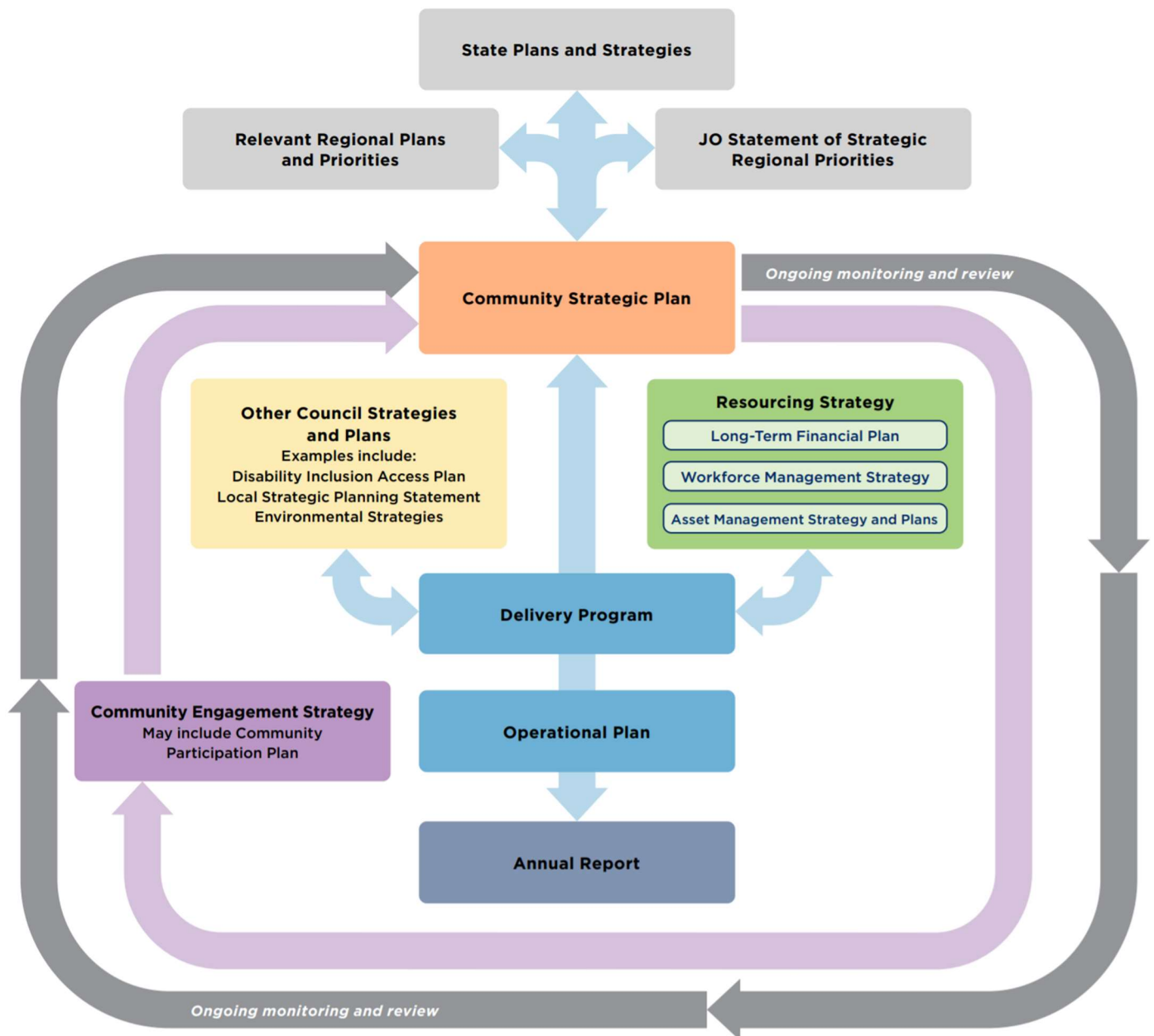


Figure 1: IP&R PROCESS FLOW DIAGRAM

The underlying principles of IP&R are that: -

- the community is engaged and determines the long-term vision and approach, with the main components being:
  - (1) Where are we now?
  - (2) Where do we want to be?
  - (3) How are we going to get there?
  - (4) How will we know when we've arrived?;
- after each Council election, a four-year Delivery Program of activities is derived from the above long-term Community Strategic Plan and progressively implemented during the term of the Council;
- each year, a 12-month Operational Plan is derived from the four-year Delivery Program and implemented by Council; and
- monitoring and reporting on progress of both the four-year Program and 12-month Plan is conducted at regular intervals, and at the end of each year in an Annual Report.

### **2.1. ANNUAL REPORT**

The Annual Report (AR) is an important point of accountability between a council and its community. The main focus of this report is to detail progress that has been made towards the strategic outcomes set out in the Delivery Program (DP) through the strategic actions included in the Operational Plan (OP), as these documents are wholly within Council's responsibility to deliver upon.

Given that 2020/2021 coincides with local government elections, this year's Annual Report will also include a State of our City Report that assesses progress with respect to the implementation and effectiveness of the Community Strategic Plan (CSP).

The Annual Report also includes some information that is prescribed by the *Local Government (General) Regulation 2021* to help the community better understand how Council has been performing both as a business entity and a community leader.

### 3. WEDDIN SHIRE COMMUNITY VISION

#### 3.1. OVERARCHING OBJECTIVE

From community consultations and as outlined in the Community Strategic Plan *Weddin 2026*, the overarching community objective is as follows: -

*“To grow our total resident population to in excess of 4,700 people by 2026.”*

Councillors reconfirmed the overarching objective at a workshop held in February 2017. Weddin Shire Council is not accountable for directly achieving this objective in its entirety but is tasked with working in collaboration with the community and all stakeholders to grow the population.

#### 3.2. COMMUNITY VISION

In 2026 Weddin Shire will be: -

*“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.”*

#### 3.3. COMMUNITY VALUES

The following values, determined from community input and Weddin Shire Councillors’ review, will guide our future choices and how we work together.

- W** Welcoming, friendly, caring and supportive community
- E** Equality of our people, willing to participate and work together
- D** Deep respect for our heritage and environment
- D** Devoted help-at-hand in times of need
- I** Inclusive decision-making and engagement
- N** New ideas, innovation, freedom of choice, and diversity

#### 3.4. STRATEGIC OBJECTIVES

The strategic objectives from Community Strategic Plan *Weddin 2026* are below and cover four key themes: Economic, Social, Environmental and Civic Leadership.

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.	Environment
6	Shire assets and services delivered effectively and efficiently.	Economic



### 3.5. FIT FOR THE FUTURE

The following highlights Weddin Shire Council’s ‘Fit for the Future’ commitments as highlighted in the *FFTF Improvement Action Plan* agreed by Council as well as the greater community and supported by efficient internal systems areas of the Community Strategic Plan.

Improvement Action Plan – Key actions as per FFTF reassessment submission			
	Action	Status: timeframes	
<b>Increase Income</b>	Review fees & charges	In Progress	Annually with budget
	Identify and implement new income streams	Ongoing	
	Review income estimates used in forecasts.	In progress	Annually with budget
	Implement SRV and have capacity to use future SRVs to fund new capital works.	In progress	Per approval
<b>Reduce Expenditure</b>	Action	Status: timeframes	
	Improve asset management data and strategic planning.	Ongoing	
	Review of overstated depreciation expenses.	Ongoing	Per valuation cycle
	Review of systems and processes to improve efficiencies – fiscal responsibility.	In progress	Per MLA project
	Workforce planning.	Not yet	
	Reduction in Councillor numbers (7) and formal meetings (6)		
<b>Build Capacity &amp; Skill and Improve Systems</b>	Action	Status: timeframes	
	Staff training initiatives.	Ongoing	
	Work collaboratively with other Councils, JO, OLG and stakeholders.	In Progress/Ongoing	e.g. MLA project, Medical Advocacy
	Improve customer interface.	MLA - commenced	
	Building community partnerships.	Ongoing	
<b>Economic Growth</b>	Action	Status: timeframes	
	Provide improved community amenity.	Ongoing	e.g. pool
	Review systems and link to IP&R to facilitate business activity.	In progress	MLA project & IP&R

## 4. WEDDIN SHIRE COUNCIL



Weddin Shire Council is based in Grenfell, located in the Central West region of NSW within two hours' drive of Orange, Canberra, Wagga Wagga and Dubbo. Weddin Shire also includes the villages of Bimbi, Bumbaldry, Caragabal, Greenethorpe and Quandialla.

Council has a strong service emphasis and supports the community's strong agricultural base. Council's vision is one of an area with a harmony of urban and rural interests, with a strong commitment to improving the quality of life for all residents.

#### 4.1. COUNCILLORS

<b>Mayor:</b>	Cr Mark Liebich
<b>Deputy Mayor:</b>	Cr Paul Best
<b>Councillors:</b>	Cr Craig Bembrick Cr Paul Best Cr Carly Brown Cr Phillip Diprose Cr Mark Liebich Cr Stuart McKellar Cr John Niven Cr Stephen O'Byrne Cr Jan Parlett

#### 4.2. EXECUTIVE STAFF

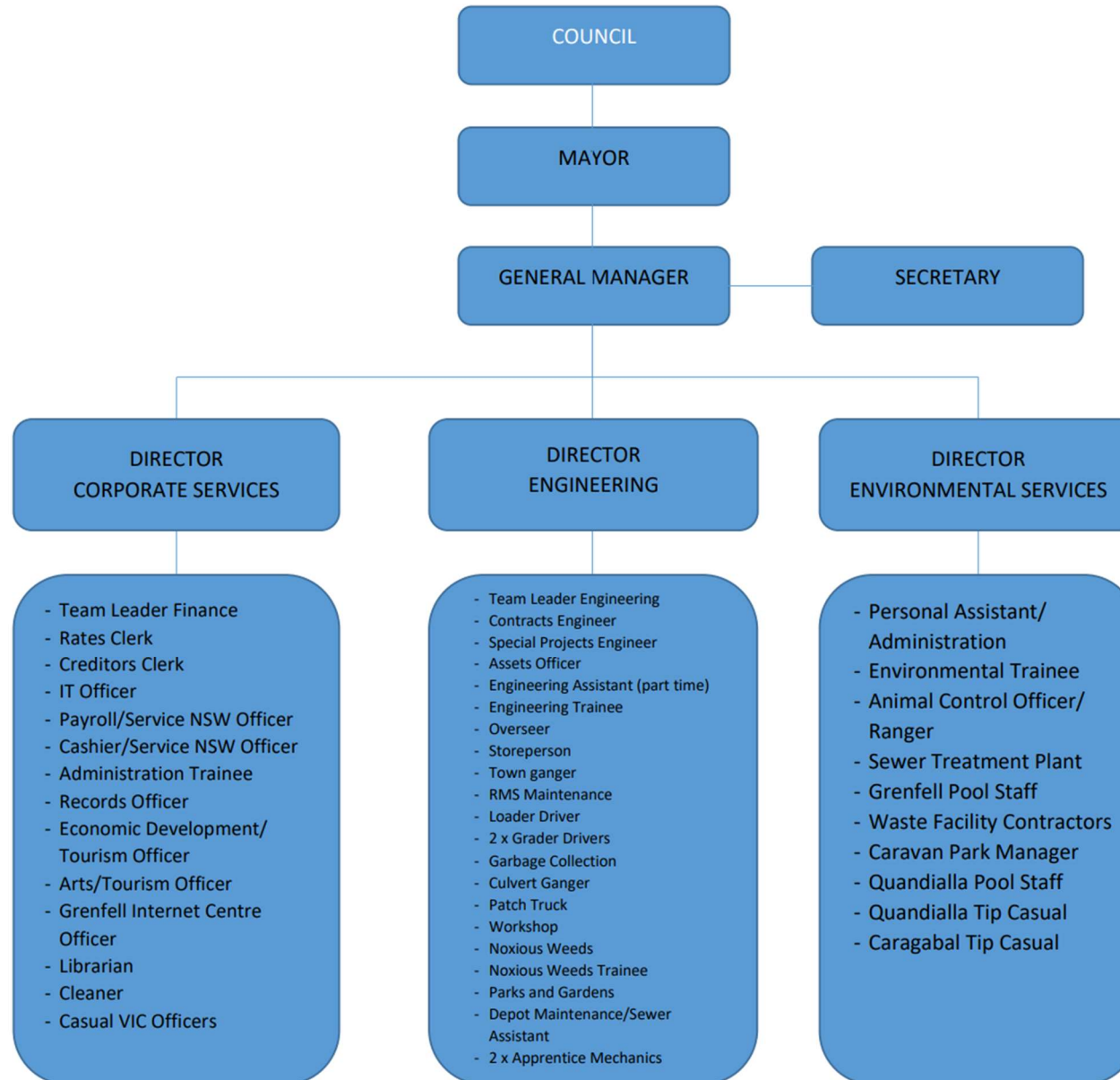
<b>General Manager:</b>	Mr Glenn Carroll
<b>Director Corporate Services</b>	Mr Michael Chalmers
<b>Director Engineering:</b>	Mr Jaymes Rath
<b>Director Environmental Services:</b>	Mr Luke Sheehan

#### 4.3. PROFESSIONAL AGENTS

<b>Auditors:</b>	NSW Auditor General Audit Office of NSW GPO Box 12 SYDNEY NSW 2001
<b>Banker:</b>	Westpac 195 Summer Street ORANGE NSW 2800



4.4. 2020/2021 ORGANISATIONAL STRUCTURE



#### 4.5. 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](mailto:mail@weddin.nsw.gov.au)  
Post: PO Box 125, GRENFELL NSW 2810  
Website: [www.weddin.nsw.gov.au](http://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](mailto:ctc@grenfell.org.au)

**Art Gallery** Grenfell Community Hub  
88 Main Street, GRENFELL NSW 2810  
Phone: (02) 6343 1864  
Email: [gallery@grenfell.org.au](mailto:gallery@grenfell.org.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](mailto: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](mailto:mail@weddin.nsw.gov.au)

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

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

## 4.6. COUNCIL AND COMMITTEE MEETINGS

### 4.6.1 Council Meetings

- ▶ Ordinary Council Meetings are held on the third Thursday of the month, commencing at 5:00pm.
- ▶ Members of the public are welcome to attend Council meetings except when otherwise resolved by Council to permit discussion of confidential matters.
- ▶ Correspondence for consideration by Council must be received by Thursday in the week preceding the meeting.

### 4.6.2 Art Gallery Committee

- ▶ meets bi-monthly on the first Thursday of the month at 8:30am
- ▶ not open to the public

### 4.6.3 Bogolong Dam Precinct Committee

- ▶ meets bi-monthly on the last Friday of the month at 2:00pm
- ▶ not open to the public

### 4.6.4 The Grenfell Henry Lawson Festival of Arts Committee

- ▶ meets monthly on the first Wednesday of the month at 7:00pm
- ▶ open to the public

### 4.6.5 Heritage Committee

- ▶ meets bi-monthly on the first Thursday of the month at 4:30pm
- ▶ not open to the public

### 4.6.6 Weddin Shire Weeds Committee

- ▶ meets on the Monday in the week of the Council meeting at 5:00pm (not every month)
- ▶ not open to the public

### 4.6.7 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

### 4.6.8 Tourism Committee

- ▶ meets bi-monthly on the first Thursday of the month at 3:30pm
- ▶ not open to the public

### 4.6.9 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.



#### 4.7. 2020/2021 MEETING ATTENDANCE

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.

MEETING	ROLE	TOTAL HELD	Cr Craig Bembrick	Cr Paul Best	Cr Carly Brown	Cr Phillip Diprose	Cr Mark Liebich	Cr Stuart McKellar	Cr John Niven	Cr Stephen O'Byrne	Cr Jan Parlett
Council	Councillor	12	12	12	12	12	12	11	12	11	11
Art Gallery Committee	Member	0			0				0		0
Bogolong Dam Precinct Committee	Member	4		3			4			1	
The Grenfell Henry Lawson Festival of Arts Committee	Member	6			4		6			1	6
Floodplain Management Advisory Committee	Member	1			1		0		1		
Heritage Committee	Member	4			4	4					2
Quandialla Swimming Pool Committee	Member	5			5	5			4		
Tourism Committee	Member	1		0	1					0	1
Central NSW Joint Organisation	Delegate	5					1				
Arts OutWest	Delegate	6			5						
Central Tablelands Water	Delegate	10		9							
NSW Public Libraries Association	Delegate	2				1					
Weddin Landcare	Delegate	2				2					
Weddin Local Traffic Committee	Delegate	4					2				
Weddin Wellness	Delegate	3					3				3

#### 4.7.1 2020/2021 Professional Development Attendance

TRAINING	Cr Craig Bembrick	Cr Paul Best	Cr Carly Brown	Cr Phillip Diprose	Cr Mark Liebich	Cr Stuart McKellar	Cr John Niven	Cr Stephen O'Byrne	Cr Jan Parlett
Roles, Responsibilities and Relationships Workshop Blackadder Associates 10/07/2020	N	Y	Y	Y	Y	Y	Y	N	Y

## 5. STATUTORY DISCLOSURES

### 5.1. LOCAL GOVERNMENT ACT

The following matters are required to be reported by Council under Section 428 of the *Local Government Act 1993*. Figures given are for 2020/2021.

#### 5.1.1 Financial Reports

See Appendix A.

#### 5.1.2 Report on the State of the Environment

See Appendix B.

#### 5.1.3 Major Roadworks

See Appendix C.

#### 5.1.4 Councillor Fees, Expenses and Facilities

Fees: Annual fees for Councillors of the Weddin Shire for 2020/2021 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 2020/2021 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 2020/2021 was \$21,541.21 as detailed below: -

i) equipment and telecommunications	\$ 0.00
ii) telephone calls	\$ 0.00
iii) conference and seminars	\$ 3,867.27
iv) training	\$ 8,805.36
v) interstate visits	\$ 0.00
vi) overseas visits	\$ 0.00
vii) expenses for spouses	\$ 0.00
viii) child care	\$ 0.00
ix) travelling expenses	\$ 4,643.95
x) Council meeting sustenance	\$ 4,224.63
xi) insurance	\$ 0.00
<b>Total</b>	<b>\$ 21,541.21</b>

#### 5.1.5 Senior Staff

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

Payments for the year totalled \$215,000 with deductions for superannuation made from the total package. Charges for private vehicle use were paid post tax.

#### 5.1.6 Overseas Travel

There was no overseas travel undertaken by Councillors or Council staff during 2020/2021.

### 5.1.7 Contracts

Council awarded the following contracts over \$150,000 during 2020/2021: -

Contractor	Description	Amount
Christies Civil and Waste Disposal	Stormwater Infrastructure Construction	\$ 281,030.00
Transbridge Group	Culvert Replacements	\$ 434,980.00
Transbridge Pty Ltd	Hunters Bridge Remedial Works	\$ 197,142.00
Cooper Civil and Crushing	Supply of Pavement Materials	\$ 271,100.00
Cooper Civil and Crushing	Demolition and Pavement Construction	\$ 643,677.00
Valmont	Installation of Centre Street Lighting	\$ 200,000.00
<b>Total</b>		<b>\$ 2,027,929.00</b>

### 5.1.8 Summary of Legal Proceedings

Council costs in regard to legal proceedings for 2020/2021 amounted to \$19,251.95.

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

### 5.1.9 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 2020/2021.

### 5.1.10 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 2020/2021 as detailed below: -

Organisation	Description	Amount
Australia Day Ceremonies	Australia Day	\$ 750.00
Grenfell CEF	Country Education Program	\$ 2,500.00
Home-Start National	Wiradjuri Story Poles Project	\$ 200.00
Grenfell Car Club	Traffic Management	\$ 2,605.90
Grenfell Racecourse	DA Fees	\$ 2,041.00
Greenethorpe Soldiers Memorial Hall Committee	Rates	\$ 364.49
Grenfell Rugby Club	Rates	\$ 695.37
Caragabal West Water	Rates	\$ 79.33
Scout Association	Rates	\$ 173.75
Grenfell P.A.H.&I. Association	Rates	\$ 551.00
Grenfell Gunyah Craft Shop	Rates	\$ 1,185.00
Weddin Community Native Nursery	Rates	\$ 277.81
The Grenfell Christian Bookshop	Rates	\$ 372.25
Greenethorpe Soldiers Memorial Hall Committee	Rates	\$ 84.87
Grenfell Historical Society	Insurance	\$ 800.00
Grenfell Public School	Presentation Day	\$ 100.00
Greenethorpe Public School	Presentation Day	\$ 100.00
The Henry Lawson High School	Presentation Day	\$ 100.00
St Joseph's Primary School Grenfell	Presentation Day	\$ 100.00
Quandialla Central School	Presentation Day	\$ 100.00
Caragabal Public School	Presentation Day	\$ 100.00
<b>Total</b>		<b>\$ 13,280.77</b>

### 5.1.11 Delegations to External Bodies

External bodies which exercised functions delegated by Council during 2020/2021 are as follows: -

<b>External Body</b>	<b>Delegated Function</b>
➤ 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

### 5.1.12 Controlling Interests

Nil

### 5.1.13 Partnerships, Co-Operatives and Joint Ventures

Council was a member of three (3) local government strategic alliances during 2020/2021 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 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. Council's representatives regularly attend meetings of the board of management and other sub-groups.

Council has a partnership with Cowra Shire Council to process all recyclable waste through the Cowra Shire Council Material Recycling Facility. All material collected as part of the kerbside recycling collections, including glass, cardboard, recyclable plastics and aluminium is transferred to the Cowra Shire Council Materials Recycling Facility for sorting and reuse. This partnership has reduced the amount of recyclable waste being disposed of at the Grenfell Waste Facility.

#### Joint Venture: NetWaste

There was one organisation in which Council (in conjunction with other Councils) held a joint interest during 2020/2021 which was NetWaste. NetWaste is a voluntary regional waste group formed in 1995 to provide a collaborative approach to waste and resource management. The organisation is funded primarily through the NSW Environment Protection Authority (EPA). NetWaste aims to ensure that essential waste service requirements are met whilst providing service efficiencies through regional contracts. NetWaste also provides targeted waste management projects, education and community engagement programs, and member Council enablement.

NetWaste has 26 member councils in regional NSW including Bathurst, Blayney, Blue Mountains, Bogan, Bourke, Brewarrina, Broken Hill, Cabonne, Central Darling, Cobar, Coonamble, Cowra, Dubbo, Forbes, Gilgandra, Lachlan, Lithgow, Mid-Western, Narromine, Oberon, Orange, Parkes, Walgett, Warren, Warrumbungle and Weddin.

Council was not involved in any other partnership, co-operatives or joint ventures during 2020/2021.

### 5.1.14 Human Resource Activities

During 2020/2021 Council operated under the *Local Government State Award 2017*.

The three (3) Directors and one (1) Acting Director were employed under contract for 2020/2021 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 2020/2021.

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 2020/2021 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 2020/2021 included: -

- Team Leader – Engineering
- 2 x Temporary Project Engineer's
- Temporary GM Secretary
- Creditors/Customer Service Officer
- Customer Service Officer
- Director Corporate Services
- Director Environmental Services
- Casual GIS Asset Data Assistant
- Temporary Customer Service Officer

Outdoor staff appointments during 2020/2021 included: -

- Loader Operator
- Works Supervisor Engineering
- General Labourer Civil Works
- 2 x Temporary General Labourer Parks & Gardens
- Casual General Labourer Civil Works

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 2020/2021: -

- Finance Support Trainee
- Environmental Services Support Trainee

Staff **professional development and training** is a major investment for Council. During 2020/2021 the total cost of training including wages, travel, accommodation and other costs was \$91,791.30.

### **5.1.15 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.

### **5.1.16 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 2020/2021 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 no Citizenship Ceremonies carried out in 2020/2021.

### **5.1.17 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.



### 5.1.18 Community Engagement

Council continued to regularly consult and communicate with the Weddin community throughout 2020/2021 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 2020/2021: -

- 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

### 5.1.19 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 2020/2021 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 2020/2021 to those not complying with the public notice and no 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 2020/2021. Council also carried out spraying and clearing with heavy machinery around the rubbish tips at Grenfell, Quandialla and Caragabal. 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.

### 5.1.20 Stormwater Management

Council did not levy any charges for stormwater management services during 2020/2021.

### 5.1.21 Companion Animals Management

Council's activities relating to enforcing and ensuring compliance with the *Companion Animals Act 1998* and Regulation during 2020/2021 were as follows: -

- Pound Data Collection: Council completed its Survey of Council Seizure of Cats and Dogs 2020/2021 via the NSW Companion Animals Register on 4 August 2021.

A total of 31 dogs were processed by Council's Ranger Services during the 2020/2021 financial year. This included 4 dogs which were picked up and immediately returned to their owners, 22 stray dogs impounded and 5 dogs surrendered by their owners. Of the 27 dogs that were impounded at Council's Pound Facility, 17 were released to their owners, 3 were sold and 3 were released to rehoming organisations.

A total of 5 cats were impounded at Council's Pound Facility during the 2020/2021 financial year. Enforcement of an impounding fee encourages pet owners to be more responsible. Furthermore, animals that are impounded or surrendered must be microchipped and registered prior to their release.

- Dog Attacks: Council lodged 8 dog attack notifications during 2020/2021 financial year with the Department of Local Government.
- Management and Activities: Council's budgeted expenditure on Companion Animals Management and Activities for 2020/2021 was \$105,609.27. This included impounding and regulatory control, maintenance and running of the Pound Facility, vehicle expenses and advertising.
- Community Education Programs: One (1) community education program was run in local newspapers throughout the 2020/2021 financial year. A total of 23 advertisements were published in the local newspaper, on Council's social media platforms and in local school newsletters. Further information relating to Companion Animals was also made available on Council's website and on request at Council's Administration Office.

- **Desexing:** Information regarding desexing was made available by Council throughout the 2020/2021 financial year via local newspapers, social media and at Council's Administration Office. Council encourages the desexing of companion animals with reduced fees and takes action to ensure that all dangerous and restricted dogs are desexed.
- **Unclaimed Animals:** All stray/lost animals are advertised via Council's Facebook page and website. Where appropriate, unclaimed animals are offered to rehoming organisations and rescue groups for rehoming.
- **Off-Leash Areas:** Council currently has two (2) off-leash dog exercise areas within Grenfell, one located at South Street and the other located at the Grenfell Arboretum on Gooloogong Road. One (1) off-leash area is also maintained in the village of Greenethorpe. Dog tidy bags are supplied at each off-leash area for pet owners to use.  
The off-leash area located in South Street, Grenfell has been upgraded by Council in 2020/2021 under the Drought Communities Program (DCP) – Extension program.
- **Management and Control Funds:** The Companion Animals Fund received \$11,296.00 from Weddin Shire Council during 2020/2021 for Companion Animal Registrations. Council received a reimbursement of \$3,822.40 from the Companion Animals Fund during that period.

### 5.1.22 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 2020/2021.

**5.2. GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT**

Council received one (1) application under the *Government Information (Public Access) Act* during 2020/2021 with the information released as requested.

**5.3. 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 2020/2021.

**5.4. 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 2020/2021.

**5.5. ENVIRONMENTAL PLANNING & ASSESSMENT ACT**

Council had no planning agreements in force during 2020/2021.

6. PERFORMANCE REPORT FOR 2020/2021

ITEM	ACTION	REPORT
<b>SO#1</b>	<b>Strong, Diverse and Resilient Local Economy</b>	
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 in progress. 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 Centre.</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>

<b>ITEM</b>	<b>ACTION</b>	<b>REPORT</b>
1.8	Support responsible mining	Mining operations are in closure and care mode.
1.9	Encourage renewable energy development	CEEP grant obtained through CENTROC for sewer relining and smoke detection. DA packs including renewable advice. Contact made with OEH to investigate solar Power Purchase Agreement (PPA). 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.
1.10	Prepare and action advocacy strategies for all capital funding and policy initiatives	Grants applications and approaches for funding supported by ongoing use of advocacy strategies. Council also continues to provide advocacy support for community groups and other stakeholders to secure funding for infrastructure and services within the Weddin Shire. Successful grants received including Stronger Country Community Funds, Drought Communities Program and Regional Cultural Fund.

ITEM	ACTION	REPORT
<b>SO#2</b>	<b>Healthy, safe and educated community</b>	
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> <p>Weddin Wellness Planning Network established to implement Plan.</p>

ITEM	ACTION	REPORT
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>
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
<b>SO#3</b>	<b>Democratic and engaged community</b>	
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 &amp; 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	Harness existing leadership network across the Shire	<p>Leadership encouraged within and across community groups.</p>
3.5	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>
3.6	Educate community on the role of Councillors and Council	<p>Weekly Council news placed in Grenfell Record and website.</p> <p>Website and social media presence in addition to weekly news.</p> <p>Council webcasting it's meetings to enhance its engagement with the community.</p>

ITEM	ACTION	REPORT
3.7	Leverage internet and social media to engage community in local leadership and communication	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. Survey Monkey surveys undertaken to inform the Council planning and decision making process. Council is increasingly using technology platforms to engage and consult with our community.
3.8	Advocate internet access in the villages and rural sector	Funding secured for a Shire connectivity project to be delivered in partnership with the Department of Regional NSW.
3.9	Review internal systems and efficiencies	Systems being reviewed on an ongoing basis to improve efficiencies.
3.10	Review service level efficiencies	Service levels reviewed as part of the Innovation Fund program to improve efficiencies.



ITEM	ACTION	REPORT
<b>SO#4</b>	<b>Culturally rich, vibrant &amp; inclusive community</b>	
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 and Museum. 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	Prospectus distributed to market the Weddin Shire to a diverse range of prospective residents.
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>

<b>ITEM</b>	<b>ACTION</b>	<b>REPORT</b>
4.6	Implement an inclusive social activities planning programme	Seniors Weeks IT classes held in addition to regular IT Classes. Taxi service maintained to provide access to a form of public transport. Movie service maintained at Community Hub. Conference room made available for employment agencies and social groups/activities. Access Point Services established in CTC for the Department of Human Services. Volunteer “thank you” events held. Various social connectedness events hosted by the library for all ages.

ITEM	ACTION	REPORT
<b>SO#5</b>	<b>Cared for natural, agricultural &amp; built environments</b>	
5.1	Implement environmental regulations and control in Council's sphere of operations	<p>DA's being processed in appropriate and timely manner. State of Environment Report completed. Heritage advice applied to applicable DA's.</p> <p>Urban stormwater maintained. Emu Creek maintenance plan adopted. Grenfell sewerage scheme operating well and within statutory limits.</p> <p>Bogolong Dam Management Plan to be developed.</p> <p>Storm water systems maintained satisfactorily.</p> <p>IWCM actions to be carried out as funds become available.</p> <p>Domestic and commercial waste as well as recycling collected as per schedule.</p> <p>Excellent control of Bio-Security risk maintained within the LGA driven by a strong Weeds Committee presence.</p>
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	<p>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.</p> <p>Solid Waste Management strategic review carried out for Grenfell, Caragabal and Quandialla facilities.</p> <p>Review of revel tiles commenced.</p> <p>Trees planted depending on climatic conditions.</p>
5.5	Support the local agricultural industry in adopting sustainable and environmentally friendly farming practices	<p>Local forums publicised in Council newsletter.</p> <p>Tree planting carried out as season allows.</p> <p>Skill and capacity building workshops held.</p>
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	<p>Support given to schools for Tree Day as required.</p> <p>Roadside vegetation study for all roads in Weddin Shire completed.</p>
5.8	Review levels of parks services in villages	<p>Being reviewed as part of MLA 'Fitness Campaign' project.</p> <p>Upgrades made to Caragabal Park.</p>
5.9	Learning organisation practices from MLA Fitness Campaign implemented	Improvements from MLA Fitness Campaign being implemented.

ITEM	ACTION	REPORT
<b>SO#6</b>	<b>Well maintained &amp; improving Shire assets and services</b>	
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>

ITEM	ACTION	REPORT
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>
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>
6.9	Assess water needs of Caragabal	<p>Continuing to work with Caragabal community members to deliver the water scheme.</p> <p>Committee currently being reviewed.</p>
6.10	Investigate freight hub opportunities	<p>Further investigations to be undertaken.</p>

**APPENDIX A**  
**Financial Reports for 2020/2021**

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 Office of Local Government.

Council must also refer the annual Financial Reports for external audit, and this is currently being carried out by The NSW Auditor General for the financial year ending 30 June 2021.

A full copy of the Audited 2020/2021 Financial Reports will be made available upon receipt of the Auditor’s Report.

## Report on the State of the Environment for 2020/2021

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 2020/2021 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>



Major Roadworks Completed in 2020/2021

	ROAD NAME	SEGMENT(S)	CHAINAGE START	CHAINAGE END	LENGTH (km)	NUMBER	AREA (m <sup>2</sup> )	DESCRIPTION	DATE	
<b>HIGHWAYS</b>	SH6 (Mid Western Highway)	6300					4,250	Rehabilitation	Oct 2020	
		6200					47,700	Resealing	Feb 2021	
		6245								
		6250								
		6085					28,900	Resealing	Feb 2021	
		6090					800	Heavy Patching	Oct 2020	
		6020								
		6065								
	6250									
	SH17 (Newell Highway)	6295				0.5			Crack Sealing	Nov 2020
		17530					2,550 4,250	Heavy Patching Shoulder Sealing	Oct 2020	
		17541								
		17546								
		17550								
17555										
17560										
17525										
17555				0.12			Culvert Replacement	July 2020		
<b>REGIONAL ROADS</b>	Henry Lawson Way (Young Road)				2.0		18,000	Resealing	April 2021	
	Mary Gilmore Way				5.0			Crack Sealing	April 2021	
	Mary Gilmore Way				2.7		24,000	Rehabilitation	Aug 2020	

## WSC ANNUAL REPORT 2020/2021

	ROAD NAME	SEGMENT(S)	CHAINAGE START	CHAINAGE END	LENGTH (km)	NUMBER	AREA (m <sup>2</sup> )	DESCRIPTION	DATE
<b>LOCAL ROADS</b>	Back Piney Range Road				5.6			Resealing	Feb 2021
	Iandra Road		3.500	3.700	0.2			Culvert Repairs	Dec 2020
	Pinnacle Road		16.500	16.700	0.2			Culvert Repairs	June 2021
	Driftway Road		0.350	0.550	0.2			Culvert Repairs	Dec 2020
	Morans Road		0.260	0.750	0.49			Heavy Patching	Dec 2020
	Hancock-Flinns Road				0.3			Heavy Patching	Dec 2020
	Third and Margaret Streets				0.170			Kerb and Gutter replacement	Dec 2020
	Piney Range Hall Road		2.500	5.750	3.25			Resealing	Feb 2021
	Grants Lane		0.018	1.84	1.82			Gravel Resheet - 6m wide	Mar 2021
	Arramagong Road		7.848	8.424	0.576			Gravel Resheet - 6m wide	Nov 2021
	Barkers Road		0.000	1.050	1.050			Gravel Resheet - 6m wide	July 2020
	Adelargo Road		23.177	23.961	0.78			Gravel Resheet - 6m wide	July 2020
	Quandialla-Caragabal Road		1.400	1.420	0.020			Culvert replacement	Dec 2020
	Sloane Street		0.000	0.113	0.113			Pavement rehabilitation	Nov 2020
	Phil Aston Place				0.800			Table drain works	Sept 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