



# ANNUAL REPORT

1 July 2022 to 30 June 2023



# OUR VISION AND VALUES

## OUR VISION

A vibrant region to

*Live > Enjoy > Grow*

that is inclusive, resilient  
and progressive.

## OUR VALUES



### INTEGRITY

- accountable
- open
- honest



### LEADERSHIP

- proactive
- professional
- inclusive



### VISION

- innovative
- strategic
- progressive



## MESSAGE FROM THE MAYOR

It is my pleasure to present the Gilgandra Shire Council 2022/23 Annual Report.

Council can again celebrate another successful year. Reflecting on the year, the highlight again has been the mutual support and resilience of our wonderful community. Like our community, Council has had its up and downs. As the COVID 19 pandemic and natural disaster became a distant image in the revision mirror, other issues impacting our community came to the fore.

The Commonwealth Government's Royal Commission findings were released and the impacts to how aged care facilities operate presented considerable impacts to the way Council would continue to deliver aged care services for our community. As a result, Council supported a change to the organisational structure which set about changing the Council's approach to aged care. The approach shifted from one of meeting the community's needs to one of needing to have a greater commercial acumen to remain sustainable. By doing so Council removed a directorate which broadly focused on community services as a whole and introduced a new directorate focused wholly on aged care and disability services. This was the first of many steps to shift the focus of how Council's aged care businesses would operate.

After partnering with an external aged care consulting firm to undertake a comprehensive governance and financial review of the aged care, coupled with the recommendations from the Royal commission findings and the introduction of the Aged Care Quality and Safety Commission new aged care standards, Council set about recruiting an experienced health care practitioner to the new director role. After many twists and turns in the road and after receiving reaccreditation at Cooe Lodge, the introduction of a new Commonwealth Government funding model and diligent work by staff to reform our business, we have emerged stronger and comfortably looking forward to remaining sustainable and delivering this valued service for our community for the long term.

With the change of the Commonwealth Government brought about a reassessment of the Inland Rail project. Where Council was planning for construction commencing in 23/24, the new Commonwealth Government's review into Inland Rail shifted the focus of the project resulting in the Narromine to Narrabri (N2N) green field construction section being delayed. This has enabled Council more time to implement its strategies to become Inland Ready. Such as the provisions of additional industrial land for employment generating opportunities to support growth in Inland Rail associated industries. Also, the development of fully serviced residential land for housing and provisions for a 500 person Temporary Workforce Accommodation (TWAF). Council remains committed to maximising the opportunities that the Inland Rail project will bring to our community.

It was my pleasure to see two key major projects conclude. The redevelopment of the Cooe Heritage Centre (CHC) and the subsequent introduction of a Café Kiosk and refurbishments of the Gallery spaces has introduced a new lease of life into the CHC and is being enjoyed by travellers and locals alike. The replacement of the timber bridge known as Lucas Bridge with a full concrete structure being another significant highlight.

There have been many achievements for Gilgandra Shire over the past 12 months and I encourage you to read through our annual report, to gain a more in-depth understanding of what a rural council can and does achieve. I believe the report gives credence to the fact that within the industry and government, Gilgandra Shire Council is regularly referred to as an organisation that punches above its weight.



I sincerely thank Deputy Mayor (Cr Ash Walker), the Councillors, together with General Manager (Mr David Neeves), our Directors, and every member of our staff. We work hard as an entity with service delivery at its core.

I commend this report to you and trust it will provide you with valuable information on the operations and management of your local government area.

A handwritten signature in black ink, appearing to read 'Batten', with a stylized flourish at the end.

Doug Batten  
Mayor



## MESSAGE FROM THE GENERAL MANAGER

The financial year of 22/23 was again another successful year for Council achieving the delivery of value services and completing exciting new projects whilst remaining to operate in a financially sustainable manner.

As the seasons changed so did the amount of rainfall. This enabled Council to launch into the restoration phase to repair the road network which had been severely damaged as a result of the 7 declared Natural Disaster events of the previous 2 years. The total natural disaster claim was \$8M.

Throughout the year Council was very active in sourcing external grant funding to act as a cash injection into our economy. With operating grants totalling \$15.2M and capital grants of \$8M, it enabled Council to contribute to deliver its strategies as outlined in the Community Strategic Plan.

Council's heavy involvement in the delivery of community services, particularly servicing the vulnerable sections of our community such as Aged Care through the services delivered by Gilgandra Lifestyles as well as Home Care, Meals on Wheels and Community Transport services. Also Disability Services, delivered by Orana Living and Carlginda Enterprises plus housing and homelessness was our focus. Thanks to the concerted effort of all staff.

The 'Under the Gums' event along with the Council's Christmas Wonderland, the Shop Local Program and the Big Ideas Program, all initiatives by Council, provided additional activation and financial stimulus for local businesses.

\$12.6M of capital works projects were completed during the year, with notable projects being:

- Completion of the new concrete Lucas Bridge which replaced the old lower level timber bridge
- Completion of the upgrades and renovations to the Cooee Heritage Centre
- Reconstruction of the Miller Street Plaza
- Construction of a new Rural Fire Service fire station at Tonderbrine
- Significant progress of the Inland Rail Water bore project

Council adopted a new organisation structure and the implementation of that new structure was completed. A focus of the review was in the transformational change and information and communications technology (ICT) space and to improve how Council meets modern day business processes. The introduction of a transformation change process has seen significant investment in our people, processes, and ICT systems.

Council's annual expenditure grew to \$63.8M which was offset by \$59.8M in income received. Not including \$5.6M in depreciation, the annual financial result was a \$1.7M surplus over all of Council which was deemed a satisfactory result. Council's cash and investments as at 30 June 2023 was \$34.3M up from \$28.2M at the same time the previous year with the cash position of Council remaining very positive.

On behalf of Council I would like to thank the committed volunteers who continue to go above and beyond to support our community in so many ways.



I look forward to a continued good working relationship between Councillors and staff as we work towards achieving the objectives set out in Council's Community Strategic Plan and Delivery Program.

A handwritten signature in black ink, appearing to read 'David Neeves', with a long horizontal line extending to the right.

David Neeves  
General Manager

## COUNCIL AND COMMITTEES

**This Council area is undivided, with no ridings, and has nine (9) elected representatives.** Council meetings were held on the third Tuesday of every month throughout 2022/23.



*Left to Right: Cr Amber Bunter, Cr Ian Freeth, Cr Ashley Walker (Deputy Mayor), Cr Noel Mudford, Cr Paul Mann, Cr Doug Batten (Mayor), Cr Brian Mockler, Cr Gail Babbage and Cr Greg Peart.*

### Council Committees

Council activities were managed by the following Committees:

- Aged Care Committee
- Disability Services Committee
- Economic Development Committee
- Tooraweenah Management Committee

Council was also advised by:

- Consultative Committee
- Interagency Committee
- Health & Safety Committee
- Traffic Committee
- Tooraweenah Community Technology Centre Management Committee
- Curban Community Hall & Tennis Management Committee
- Tooraweenah Memorial Hall Committee
- Shire Hall User Group

Council was represented on the following external bodies and representatives for 2022/23 were:

#### Councillors/Staff

Cr Batten, Cr Peart  
Cr Babbage  
Mayor (as Local Member's representative)  
Cr Peart, Cr Mockler  
Urban Services Manager  
Cr Batten

#### Committee

Castlereagh Macquarie County Council  
North West Library  
Traffic  
Joint Regional Planning Panel  
Orana Water Utilities Alliance  
Alliance of Western Councils

## Council Documents

Council has produced a number of documents that outline information about Council plans and activities. These include:

- Community Strategic Plan 2032
- Delivery Program & Operational Plan 2022/23 – 2024/25
- Long Term Financial Plan 2022/23 – 2031/32
- Asset Management Plans – Buildings, Transport, Stormwater, Water & Sewer
- Community Engagement Strategy
- Statutory Annual Report
- EEO Management Plan
- Workforce Management Strategy 2022/25
- Disability Inclusion Action Plan (DIAP)
- Gilgandra Activation Blueprint
- Local Roads Hierarchy Plan
- Gilgandra Local Strategic Planning Statement
- Gilgandra Active Transport Strategy
- Community Participation Plan
- Gilgandra Cultural Precinct Strategic Plan
- Gilgandra Development Control Plan
- Gilgandra Community Based Heritage Study
- Housing Strategy 2022

The public are able to access these documents by visiting Council's website or by contacting Council's administration building in Warren Road, Gilgandra.

## Council's Websites

The Gilgandra Shire Council site [www.gilgandra.nsw.gov.au](http://www.gilgandra.nsw.gov.au) contains important contact information as well as media releases, positions vacant, tenders, application forms, news and events.

The Gilgandra Region website [www.gilgandraregion.com.au](http://www.gilgandraregion.com.au) promotes the experience of visiting the region and showcases things to see, do and enjoy, places to stay and forthcoming events.

Gilgandra Lifestyles [www.gilgandalifestyles.com.au](http://www.gilgandalifestyles.com.au) provides information on aged care accommodation and services.

Orana Living [www.oranaliving.com.au](http://www.oranaliving.com.au) outlines accommodation options, living support, activities and lifestyles for adults with an intellectual disability.

## Public Officer

Mr Neil Alchin is Council's Public Officer and is responsible for co-ordination of Government Information (Public Access) Act matters.





## **COUNCIL EMPLOYEES**

Gilgandra Shire Council currently employs 210 people (FTE).

### **General Manager**



*David Neeves*

## **Administrative Divisions**

### **Director Growth & Liveability**



*Neil Alchin*

### **Director Infrastructure**



*Daryl Colwell*

### **Director Aged Care & Disabilities**



*Donna Dobson*



## COUNCIL'S ORGANISATIONAL STRUCTURE

Aged Care and Disabilities	Infrastructure	Growth and Liveability	Executive
Residential Aged Care	Roads Transport Infrastructure	Strategic Landuse Planning	Governance
Indigenous Specific Residential Aged Care	Traffic Management	Development & Building Assessment	Audit Risk and Improvement
Retirement Village	Fleet Management	Building Regulation	People and Culture
Commonwealth Home Support Packages	TfNSW Roads Contracts	Environment and Health	Payroll
Meals on Wheels	Parks and Gardens	Ranger Services	Safety and Risk Management
Community Transport	Sporting Facilities	Inland Rail	Information Communications and Technology
Home Care Packages	Water and Sewerage Systems	Heritage, Arts and Culture	Workforce Management
Supported Employment Services	Waste Operations	Tourism	Business Improvement and Change
Recycling Management	Building Maintenance	Economic Development and Activation	
Disability Housing Support	Asset Management	Financial Services	
Disabilities Day Activities	Emergency Management	Integrated Planning and Reporting	
NDIS	Natural Disaster Management	Administration and Customer Service	
	Capital Projects	Marketing and Communications	
		Youth and Recreation	
		Community Housing	
		Crownlands Management	
		Homelessness Support	
		Community Support	
		Cemeteries	

## STRATEGIC DIRECTION

Council's direction is set by a 10 year Community Strategic Plan and 4 Year Delivery Program (Council's business plan) which were reviewed in 2021/2022. These plans included a number of long term outcomes for our community developed under the four themes of Live, Enjoy, Grow and Lead.

### 1. LIVE

- 1.1. A community with improved roads and transport network
  - 1.1.1. Manage works program for all funding sources in accordance with Council's Asset Management Plan, adopted Road Hierarchy and Transport for NSW Agreement
- 1.2. A community with inter-generational infrastructure and facilities
  - 1.2.1. Provide effective stormwater drainage, water supply and sewer connection services.
  - 1.2.2. Ensure public facilities are maintained, renewed, and upgraded in line with Asset Management Plans
- 1.3. A community where services enhance liveability
  - 1.3.1. Operate Gilgandra Lifestyles as a viable business unit, offering a range of quality aged and care options to meet industry standards and community needs
  - 1.3.2. Operate Orana Living as a viable business unit, offering quality accommodation and support services for people with disabilities
  - 1.3.3. Operate Carlginda Enterprises as a viable business unit, providing supported employment and work-related training for people with disabilities

### 2. ENJOY

- 2.1. An active and thriving community
  - 2.1.1. Promote and encourage a healthy lifestyle
  - 2.1.2. Encourage volunteerism that continues with the next generation
  - 2.1.3. Encourage youth participation and engagement in activities
  - 2.1.4. Encourage and supporting thriving community groups into the future
  - 2.1.5. Activate the Gil Library Hub as a vibrant community living room that generates social engagement and supports development in our business sector
- 2.2. A community that celebrates its culture and heritage
  - 2.2.1. Offer unique visitor and learning experiences in the Gilgandra Cultural Precinct
  - 2.2.2. Recognise, acknowledge, and celebrate Gilgandra Region as a meeting place and champion inclusion so that all cultures are supported, values and respected
  - 2.2.3. Recognise and acknowledge the traditional custodians of the land and celebrate the cultural identity of Gilgandra Region
  - 2.2.4. Activate the Coo-ee Heritage Centre to offer cultural experiences, showcase regional artists and enhance the visitor economy
  - 2.2.5. Actively preserve Gilgandra Region's cultural, heritage and natural assets
- 2.3. A region that offers a vibrant tourist destination experience
  - 2.3.1. Inspire events and festivals that celebrate the Gilgandra Region
  - 2.3.2. Capitalise on regional tourism opportunities and collaborative initiatives
  - 2.3.3. Provide an enhanced visitor driven experience to increase the visitor economy

### 3. GROW

- 3.1. A region with resilient and innovative businesses
  - 3.1.1. Support existing and new businesses and encourage growth
- 3.2. A region growing towards 5000
  - 3.2.1. Attract and retain key skilled workers to Gilgandra Region
  - 3.2.2. Develop appropriate land use strategies for sustainable development
- 3.3. A region that capitalises on opportunities for economic growth
  - 3.3.1. Chart an aspirational future for the Gilgandra Region
  - 3.3.2. Leverage Inland Rail construction and operations and new regional opportunities to create legacies for Gilgandra Region

### 4. LEAD

- 4.1. An innovative Council that is an employer of choice within the community
  - 4.1.1. Enable an engaged workforce with suitable skills, available in the right place at the right time
  - 4.1.2. Improve culture resourcing, process and governance practices
- 4.2. A progressive Council engaged with the community
  - 4.2.1. Inform and empower community input into decision making
  - 4.2.2. Provide consistent and responsive quality customer service
- 4.3. A Council valued by its community
  - 4.3.1. Implement and promote best practice governance
  - 4.3.2. Monitor and evaluate Council's strategic planning documents
  - 4.3.3. Ensure a financially sound Council that is responsible and sustainable
  - 4.3.4. Maximise external funding opportunities to complement strategic plans
  - 4.3.5. Provide an advocacy role on behalf of the community
  - 4.3.6. Be environmentally responsible in decision making
  - 4.3.7. Provide better access to Council information, service, and facilities



## HIGHLIGHTS FOR 2022/23

### 1. LIVE

- Renovation of units at Jack Towney Hostel
- Aged Care Quality & Safety Commission compliance
- Appointment of Hostel Manager at Cooee Lodge
- Implementation of Lifestyle Co-ordinator position to handle all aged care enquiries
- Meals on Wheels – average of 132 meals delivered weekly
- Community transport – average of 22 trips each week
- 19 supported employment positions at Carlginda Enterprises undertaking recycling program for Gilgandra and Bogan Shire Councils
- Expenditure of Business Improvement Fund grant to improve governance, occupancy, systems, and processes
- \$1.96M flood damage works completed on local and regional roads
- 17.4km unsealed road gravel re-sheeted
- 6.8km Berida Bullagreen Road rehabilitated
- \$709,000 heavy patching conducted on National Park, Yarrandale, Hillside Roads and John Renshaw Parkway
- Design for a new Sewer Treatment Plant at Gilgandra underway
- 970m of sewer pipes relined
- Entered into new Road Maintenance Council Contract with TfNSW for the management of Oxley, Castlereagh, and Newell (part) Highways within Gilgandra LGA.
- Plaza refurbishment
- Pool and Youth Club Gym amenities refurbishment
- All Covid 19 outbreaks within Orana Living, Jack Towney and Cooee Lodge Hostels resulted in the implementation of pandemic management plans effectively. The outbreaks were minimised with no deaths or long-term detrimental health impacts experienced.
- Gilgandra Lifestyles Aged Care Reform process

### 2. ENJOY

- Assisting community groups with grant applications
- Community consultation:
  - Community Strategic Plan and associated documents
  - Housing Strategy
  - Gilgandra Aboriginal stakeholder group and meeting place
  - Community Care
- Regular promotion of events through social media, website, print, radio, and email blasts. Community grant opportunities assisted including sporting, events, and infrastructure.
- The Gilgandra Library continued to provide appropriate high quality, current collections, information services, programs, technology, and community space
- Cooee Heritage Centre opening in time for the Come Home to Gilgandra event on the October long weekend
- Gilgandra Art Gallery opened within Cooee Heritage Centre - 'This is Gilgandra' art exhibition with local artists
- Two community significant listed heritage items were funded under Local Heritage Grant program, being the St Ambrose Anglican Church and Corduroy Road.



- Successful community events program, funded by NSW Government focussed on community events – Come Home to Gil, Community Christmas event 'Christmas Wonderland' and Under the Gums.
- Launched and implement the three regions tourism campaign, 'Real Country' with Coonamble and Warrumbungle Shire Councils in conjunction with Destination NSW
- Tourism Partnership Package developed and implementing. Business listing in new Gilgandra Region visitor guides and featured on website. Including online businesses in Gilgandra Region.

### 3. GROW

- Implemented the Gilgandra Activation Blueprint to support local businesses to thrive - including Grow Gilgandra transformation projects including Shop Local and Business night planning. Business Development day training and the BIG Ideas program
- Progressed the actions of the Gilgandra Housing Strategy a Development applications to progress both the Temporary Workforce Accommodation Facility (TWAF) and Aero Park Residential Subdivision
- Progress opportunities that enable access and utilisation of Inland Rail once operational with an announcement the Gilgandra to Coonamble Country Rail Network (CRN) would be upgraded to 25 Tonne Axel Load (TAL)
- Grow Gilgandra program confirmed by Economic Development Committee
- Total value of development applications for 22/23 - \$15,128,327

### 4. LEAD

- All compliance tasks completed within legislative timeframes
- Budget and Long Term Financial Plan for 22/23 were completed on time. Financial Statements for 22/23 have been completed and investments that have fallen due have been reinvested in accordance with Council policy.
- All financial benchmarking Ratios met
- Achieved an unqualified financial audit result (Good result)
- Implementation of the Workforce Management Strategy "Connect" by strengthening our capability to attract the right candidates
- ICT Business System Review completed and Road Map for deliverables developed
- Implemented an Employee Wellbeing program with a specific focus on mental health
- Involved the community in decision making on government policy, services, and projects through regular community engagement
- Gilgandra Shire Council won the RH Dougherty Award 2022 for Excellence in Communications for populations less than 30,000 for the Gilgandra Region Shop Local and #Local Legend Campaign 2021
- Gilgandra Shire led regional discussions on problematic issues such a Biodiversity Offsets, Inland Rail and State Highway Grade Separation, Natural Disasters and Grant funding opportunities from a regional perspective
- Effectively led the Local Emergency Management Committee Meetings
- Actively participated in the RFS Bushfire Management Committee meetings through the year
- Gilgandra remain a strong voice for our community and the region participated in numerous meetings with Ministers and Local Members to help influence outcomes for our community

# CHALLENGES FOR 2023/24

## 1. LIVE

- Meeting the staffing requirements to meet the minimum care minutes and 24/7 registered nursing requirements residential aged care services
- Implementation of the NDIS Disability Royal Commission findings
- Delivery of the CLIRP
- Completion of 12.5km Sealing of National Park Road (\$4.5)
- Completion of Barone Creek Causeway (\$2M)
- Completion of all Natural Disaster Restoration Works
- Completion Aero Park Residential Subdivision (34 Lots)
- Commencement the Gil Library Hub
- Development of the Gilgandra Community Health Vision

## 2. ENJOY

- Delivery of 2024 “Under the Gums” Music festival
- Development of the Gilgandra Public Spaces Greening Strategy
- Completion of the Real Countries Tourism Experience Strategy and Infrastructure Business Case
- Completion of the Regional Drought Resilience Planning Programs
- Delivery of the various community focused grants projects such as Stronger Country Communities, Local Roads, and Community Infrastructure Projects

## 3. GROW

- Development of new industrial development subdivisions
- Delivery of substantial Capital works program
- Development of the Gilgandra Childcare (0-12) Strategy
- Development of the Gilgandra Youth Strategy
- Completion of the Aero Park Residential Subdivision
- Completion of the Housing project
- Delivery of the BIG Ideas’ Program

## 4. LEAD

- Implementation of the Audit Risk and Improvement Committee
- Continue to lobby State and Federal Governments for funding support for regional and rural communities
- ICT Business System Road Map Action Plan Implementation
- Undertake a review of the Disability Inclusion Action Plan (DIAP)\*
- Advocate to Government for the retention of funding to complete the Inland Rail Grade Separation Projects



# COUNCILLOR PRIORITIES



- > Communications and community engagement
- > Corporate and governance process
- > Infrastructure delivery
- > People and culture
- > Beautification and town presentation
- > Economic development/activation
- > Roads and infrastructure
- > Workforce strategy

# CHALLENGES AND OPPORTUNITIES IN THE *Gilgandra Region* >>>

- > Inland Rail economic benefits and legacies
- > Attraction and retention of workforce and skilled labour
- > Regional activation and growth
- > Business sustainability and resilience
- > Increased tourism due to regional travel
- > Changing use of road network
- > Investment into roads
- > Grant funding availability
- > Population and ageing
- > Aged care and disability services operations in competitive environments
- > Volunteers
- > Housing
- > Medical services
- > School and education
- > Environmental planning

# STATUTORY ANNUAL REPORTING REQUIREMENTS

## Financial Statements s 428(4)(a)

Council's audited financial reports are available on our website.

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Financial-information/Financial-Statements>

## Delivery of Services s 428(3)

Council's Community Strategic Plan 2022-2032, Delivery Program 2022/23-2024/25 and Operational Plan for 2022/23 is available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

The report on the review of Council's 2022/23 Operational Plan as at 30 June 2023 is also available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

## State of the Environment s 428(3)

The Greater Central West Councils' Regional State of the Environment Report 2021/22 (Gilgandra snapshot) is available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

## Rates and Charges Written off reg 132

An amount of \$362.78 was written off during the year. In addition, Council has a policy of writing off water charges less than \$2.00 which are considered uneconomic to recover. Compulsory pensioner rebates for the period total \$128,570.30.

## Councillor Professional Development reg 186

Name	In-house Workshop attendance Jan-Jun 23	Formal courses undertaken
Cr Babbage	10	NIL
Cr Bunter	10	NIL
Cr Batten	10	NIL
Cr Freeth	10	NIL
Cr Mann	9	NIL
Cr Mockler	10	NIL
Cr Mudford	10	NIL
Cr Peart	8	NIL
Cr Walker	9	NIL

In-house workshops for councillors covered a variety of topics including: financial management; local emergency services; local roads; committees; functions of Council; handling complaints; current projects; and Inland Rail.

All councillors were involved in community consultation sessions relating to the Community Strategic Plan. The Mayor has also participated in the Newell Highway Taskforce meetings.

**Overseas Visits reg 217(1)(a)**

During the period, Council did not fund any overseas trips for councillors, council staff or other persons.

**Elected Representatives regs 217 (1)(a1)(i-viii)**

Election expenses	Nil
Mayoral allowance	\$27,600.00
Councillor fees	\$113,850.36
Councillor/delegate expenses	\$16,425.48
Telephone costs	Nil
Dedicated office equipment	\$22,661.00
Conference/seminar attendance	Nil
Training and skill development	Nil
Interstate visits	Nil
Overseas visits	Nil
Expenses of any spouse, partner or other person who accompanied a councillor	Nil
Expenses involved in the provision of care for a child or an immediate family member of a councillor	Nil
Superannuation	\$13,770.27

**Major Contracts Awarded reg 217(1)(a2)**

In 2022/23 Council entered into the following major contracts:

Project	Contractor Name	Amount (Incl GST)
Gallery Experiences Fit-Out Coo-ee Heritage Centre, 6 Castlereagh St, Gilgandra	Arterial Design Pty Ltd	\$533,508.54
Community Plaza Upgrade 43-45 Miller St, Gilgandra	CWME Civil Pty Ltd	\$349,499.85
Furniture Fit-Out the GIL Library Hub	Abax Kingfisher Pty Ltd	\$266,236.78
Real Country Business Case & Strategy Development	People Place and Partnership Pty Limited	\$430,595.00
GSC ICT Managed Services Agreement	5G Networks Pty Ltd	\$821,606.54
GSC Core Network Replacement & Enhancement	Simtec Surveillance and Security Pty Limited	\$1,255,289.86
Road Asset Rectification Package 5B	CountryWide Asphalt Civil Pty Ltd	\$242,303.33
Reconstruction of Bringle Creek	Conseth Solutions Pty Ltd	\$413,581.85
Aero Park Subdivision	J Group Pty Ltd	\$2,791,652.65



## **Legal Proceedings reg 217(1)(a3)**

Council incurred legal costs relating to outstanding Rates and Charges totaling \$8,817.60 and \$21,098.41 in general legal costs.

When Council commences legal proceedings for recovery of outstanding debts, it utilises a debt collection agency. All the above costs are recoverable from the individual debtors.

Council is on a deferred cost arrangement with the current collection agency. Ratepayers involved in legal proceedings pay legal costs directly to the Collection Agency, therefore no charges are levied on the rate card. If a ratepayer chooses to pay directly to Council, only then is the charge levied to the rate card.

Council has full control over the debt collector's actions as each stage of the recovery process must be authorised by Council before the Agency can proceed.

## **Private Works s 67, s 67(2)(b), reg 217(1)(a4)**

All private works are carried out on the basis of an estimate - recovery of labour (plus on costs for holidays, etc.) as well as standard charges for plant and materials (charged at cost) plus a margin on total costs.

Council adopted its Fees and Charges at its meeting on 28 June 2022. A detailed plant hire charge schedule, and a copy of these Fees and Charges, is available at Council's office upon request. Private works subsidised traffic management for the Come Home to Gilgandra Festival in 2022/23.

## **Contributions/Donations s 356, reg 217(1)(a5)**

Contributions/donations under Section 356 of the *Local Government Act 1993* for 2022/23 total \$49,992.62.

## **External Bodies Exercising Council Functions reg 217(1)(a6)**

Castlereagh Macquarie County Council has been delegated Council's powers in relation to noxious weeds.

## **Controlling Interest in Corporations reg 217(1)(a7)**

Council has no controlling interests in any company

## **Partnerships, Co-operatives and Joint Ventures reg 217(1)(a8)**

Council is not involved in any partnerships or joint ventures, but is, however, a member of the North West Regional Library Co-operative and the Alliance of Western Councils.

## **Activities to Implement EEO Management Plan reg 217(1)(a9)**

Council continues to review and monitor its EEO Management Plan to ensure that its principles are applied in all Council operations in dealing with both staff and the public.

A copy of this document is available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

Council has a formal policy for EEO implementation in the workplace and such information is communicated to new employees as part of induction.

A breakdown of Council's employees as at 30 June 2022 is as follows:



Number of employees:	210	Number of Aboriginal employees:	37
Number of female employees:	133	Number of female aboriginal employees:	21
Number male employees:	77	Number of male aboriginal employees:	16

### **Senior Staff    regs 217(1)(b)(i-v)**

General Manager, Mr David Neeves, was the only member of Council's staff to qualify as "senior staff" under the Local Government Act 1993. For 2022/23, his remuneration package was \$289,970 including employer's contribution to superannuation, non-cash benefits and fringe benefits tax.

### **Stormwater    reg 217(1)(e)**

Urban network maintenance such as gross pollutant trap cleaning, culvert jetting and clearing of table drains.

### **Companion Animals    reg 217(1)(f)**

Council's expenditure for 2022/23 was \$185,128.84 which includes employment of a ranger.

Income for the year was \$26,941.00 from companion animal fees and charges, made up of:

Fines	\$6,844.00
Registrations	\$12,442.40
Microchipping	\$591.00
Impounding fees	\$2,820.00
Sales	\$4,244.00

Pound data for the twelve-month period has been lodged with the Office of Local Government.

There were thirteen occasions where the ranger was called to incidents where dogs had been reported to be aggressive. There were two incidents where hospital treatment was required by members of the public.

Facebook is still proving effective with helping to reunite animals successfully with owners via sharing and open discussions amongst locals.

Our Ranger services have a good rapport and are finding a lot of success with rehoming organizations. With forward planning and new education programs on desexing, microchipping, registration, and enclosures/fencing, we can work towards addressing many reasons why animals are coming into our pound.

### **Pound Stats for 2022/2023**

	Number impounded	% released	% rescued/sold	% destroyed
Cats	24	12%	20%	67%
Dogs	114	54%	22%	23%

Designated off leash areas include the outside of Ernie Knight Oval and an area to the north of the Coe-ee Heritage Centre.



## **Swimming Pools    *Swimming Pools Act 1992 s 22F(1), SP cl 23***

Number of inspections of tourist and visitor accommodation = 0

Number of inspections of residential premises = 10

Number of inspections that resulted in issue of certificate of compliance under s 22D = 7

Number of inspections that resulted in issue of certificate of non-compliance under cl 21 = 3

## **GIPA Activity    s 125(1), cl 7 schedule 2**

Number of formal GIPA applications processed for the period <b>2022/23</b> :	Nil
Number of informal GIPA applications processed for the period <b>2022/23</b> :	Nil

## **Public Interest Disclosures    s 31, cl 4**

**Council has a Public Interest Disclosure Reporting Policy in place.  
There were no public interest disclosures made in 2022/23.**

**NOTE:** A hard copy of any document listed as being available on our website can be obtained from Council's administration office.

## **Disability Inclusion Action Plan - *Disability Inclusion Act 2014 (NSW) s 13(1)***

Council has undertaken the following actions in 2022/23:

### *Positive Attitudes and Behaviour*

- Ensured website has images that include people with disabilities and that language is appropriate
- Needs of people with a disability considered in all planning projects and developments undertaken by Council.

### *Livable Communities*

- Consideration given to accessibility when planning activities and events run by Council
- Suitable access to Council buildings such as consideration during the construction of the new Gilgandra Library Hub on the main street.
- Council promotes the availability of community transport options
- Continued operations of a specialist disability accommodation service
- Liaise with State and Federal Government Departments to ensure elections are held at suitable locations to allow easy disabled access

### *Service systems and processes*

- Considered of universal design principles for new planning projects and developments undertaken by Council
- Ensuring all policy and services seek to maximise access for people with a disability including delivery of information in accessible formats
- Effort being made to ensure language is simple and appropriate