

# CABONNE COUNCIL ANNUAL REPORT 2021/22





# ACKNOWLEDGMENT OF COUNTRY

In the spirit of reconciliation, Council acknowledges the Traditional Custodians of the country throughout Australia and their connections to land, sea, and community.

Cabonne Council acknowledges and pays respect to the Wiradjuri people, the traditional custodians of the land referred to as Cabonne.

We recognise Aboriginal spiritual, social and cultural connections to these lands and waters, and state our commitment to ensuring that Aboriginal rights, as enshrined in legislation, are upheld and not eroded.

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## READING THIS ANNUAL REPORT

The Annual Report is one of the key points of accountability between a Council and its community. The report focuses on Council's implementation of the Delivery Program and Operational Plan, and the effectiveness of the principal activities undertaken in achieving the objectives within the Community Strategic Plan at which those activities are directed.

In accordance with the Local Government Act 1993, Council must publish an Annual Report to provide an update to its community and stakeholders about Council finances, performance and how Council have delivered against our strategic management plans. The report must be presented in accordance with the Local Government Regulation and Integrated Planning and Reporting Guidelines.

The 2021/22 Annual Report is a chance to share the opportunities and challenges faced during the financial year, and some of the noteworthy achievements during 2021/22, in an effort to serve ratepayers, residents, businesses and visitors.

# INTRODUCTION



## MAYOR'S WELCOME



**Kevin Beatty, Mayor**

I am very proud to present Cabonne Council's 2021/22 Annual Report. The vibrancy and caring nature of our community shines brightly throughout this report and sets the tone of the great things ahead for Cabonne.

The past year has not been without its challenges. Last year we revamped our plans and operations in the face of the COVID-19 crisis, with our energy primarily focused on supporting our community.

Whilst the work of a Council is never complete, reflecting on the achievements and milestones made by Council throughout the financial year is essential for understanding where we have come from, and where we are going.

In 2021-22 Council undertook both online and face-to-face public consultations across all our towns and villages, with a goal of allowing the community to contribute towards the development of a Cabonne Community Strategic Plan, as well as help to inform the work of Council - including major projects and plans. The thoughtful and proactive conversations had with residents, business owners and visitors is an indication of our community's desire to actively contribute to the future of our ever-growing region.

## INTRODUCTION FROM THE GENERAL MANAGER

Careful planning is essential for enhancing Cabonne's offering to residents, visitors and investors alike.

During 2021/22, Council finalised its new Community Strategic Plan 2022-2032, a guiding strategic document that outlines the community's aspirations for the future and the measures that needs to be in place to achieve these goals.

This Annual Report highlights how Council has worked together with our community and other stakeholders to achieve our shared aspirations for Cabonne.

All of our work has been underpinned by a continued focus on good governance, transparency, community participation and informed decision making. This has been complemented by a diligent financial strategy, ensuring the ongoing financial sustainability of our organisation.



**Brad Byrnes, General Manager**

## **COUNCIL'S VISION**

**Cabonne Council is committed to providing a sustainable local government to our rural communities through consultation and sound financial management which will ensure equitable resource allocation.**

## **COUNCIL'S MISSION**

**To be a progressive and innovative Council which maintains relevance through local governance to its community and diverse rural area by facilitating the provision of service to satisfy identified current and future needs.**

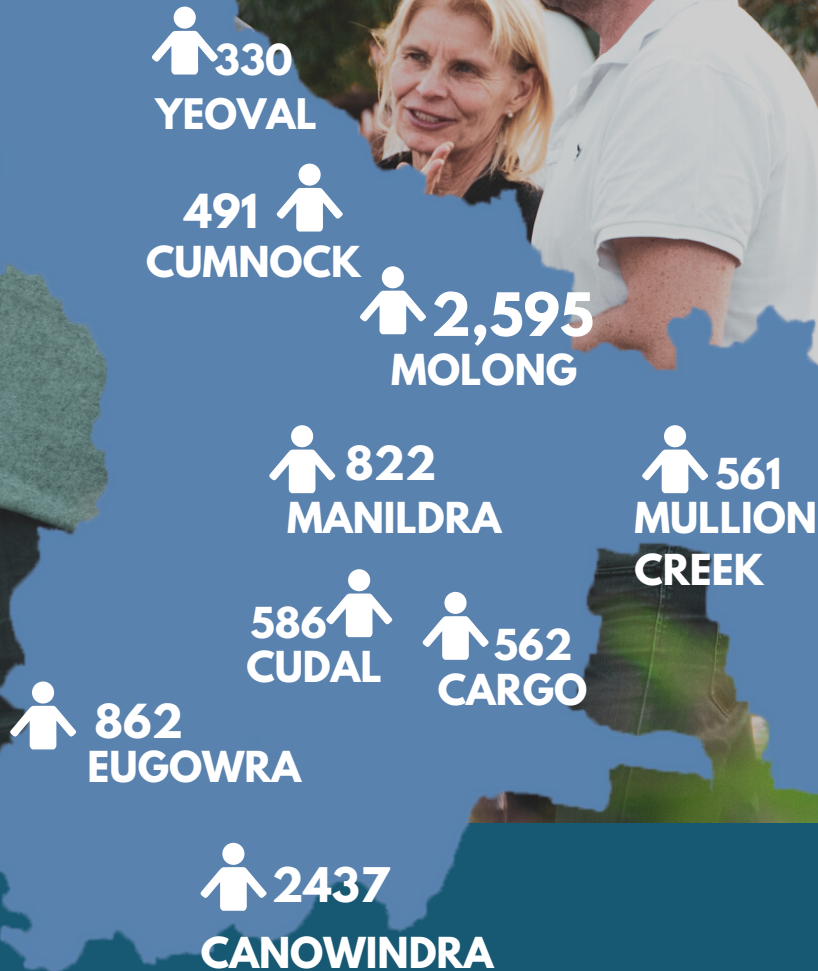
## **COUNCIL'S VALUES**

**In all we do, we will:**

- **Respect each other, our community and the environment we live in**
- **Balance today's decisions with the long-term future in mind**
- **Be friendly and approachable, and work together**
- **Strive to do our very best and take personal responsibility for our actions**



## OUR COMMUNITY



Cabonne is a rich rural shire in Central West NSW, made up of 11 towns, villages, and localities including: Borenore, Canowindra, Cargo, Cudal, Cumnock, Eugowra, Manildra, Molong, Mullion Creek, Nashdale and Yeoval.

Cabonne extends from Eugowra in the west, the site of Australia's biggest & most famous gold robbery at Escort Rock by Frank Gardiner, through to Ophir in the east, where Australia's first gold rush was. In the south is Canowindra, the ballooning Capital of Australia, a town full of historic pubs, antiques and wine, and to the north is the village of Yeoval, the childhood home of Banjo Paterson, one of Australia's most famous poets.

Australia's Food Basket produces a spectacular variety of foods including; dairy products, beef, lamb, venison, apples, berries, canola oil, wine, flour, eggs, honey and gourmet food products.

The Cabonne Local Government Area (LGA) occupies 6,023 square kilometres with our pristine environment home to some of the most beautiful and bountiful country in New South Wales, including the magnificent Mount Canobolas, Borenore Caves and three National Parks. Mount Canobolas is the highest point in the Shire at 1395m above sea level.

# 2021/22 YEAR IN REVIEW



# CABONNE AT A GLANCE

Population

**13,766**

Top Industries of Employment

- 1** Agriculture, Forestry, and Fishing
- 2** Health Care and Social Assistance
- 3** Education and Training
- 4** Construction
- 5** Retail Trade



**1,754**

businesses



**6,023km**

total land area



**10** medical services

**22%**

population volunteers

**44**

medium age

**19** schools

**5,881**

dwellings

**8** public halls

**97%**

residents employed

**29**

hectares of open public space

**7** pools

**3** libraries

If Cabonne consisted of **100 people**, there would be:

**5**

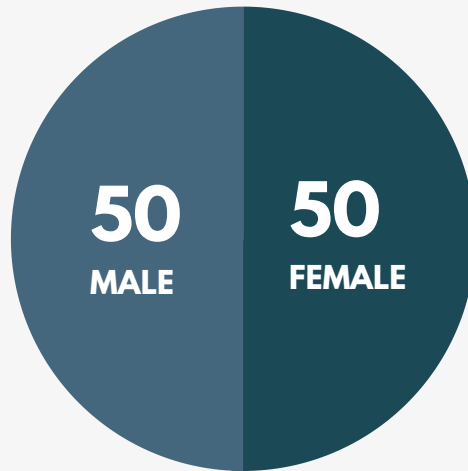
Aboriginal and/or Torres Strait Island peoples

**15**

born overseas

**3**

speaking languages other than English at home



**13**

care for someone with a disability

**5**

have a disability



**79**

who own or mortgage a house

**3**

who rent



**3**

unemployed and looking for work



**46**

that completed higher education

**24**

living by themselves

**74**

living in families

**30**

that did not complete year 12

**22**

who volunteer



**60**

working full time

**64**

who drove to work

**4**

who walked to work

**32**

working part time

# HOW WE PLAN & REPORT



## HOW WE PLAN & REPORT

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### Cabonne 2025 - Community Strategic Plan

Cabonne 2025 is the long-term plan that represents the vision, aspirations and priorities of the Cabonne community for their preferred future.

Cabonne 2025 steers council's planning and helps us achieve the long-term outcomes our residents want for our local area. In areas and topics where we don't have control over outcomes, we work with other levels of government and key stakeholders to influence policy, planning, infrastructure and service delivery. The plan also forms the basis for our Delivery Program and Operational Plan.

### Community Strategic Plan 2022-2032

Community consultation for the new Community Strategic Plan 2022-2032 began in October 2021, with follow up consultation in February-March 2022.

There was input from more than 600 people and nearly 500 individual ideas. Consultation included:

- 11 on-line workshops
- 11 face-to-face workshops/BBQs
- 50 hours of direct community engagement.
- 1 on 1 discussions with key stakeholders
- 135 contributions through question of the week.

### Our Delivery Program 2018-2022 and Operational Plan 2021-2022

The Delivery Program 2018–2022 is one layer of the Integrated Planning and Reporting framework that all NSW councils must develop to meet the requirements of the Local Government Act 1993. It outlines the work council can do to achieve Future Directions outlined by the community in the Community Strategic Plan.

The focus in the Delivery Program is to deliver against the five Future Directions outlined in the Community Strategic Plan:

- Connect Cabonne to each other & the world
- Build business & generate employment
- Provide & develop community facilities
- Grow Cabonne's culture & community
- Manage our natural resources

The annual Operational Plan 2021/22 supports the Delivery Program 2018-2022. It details the activities we undertook from 1 July 2021 to 30 June 2022. It is reported on every six months and reviewed each year. These performance reports are published in reports to council and are on council's website to inform the community of our progress.

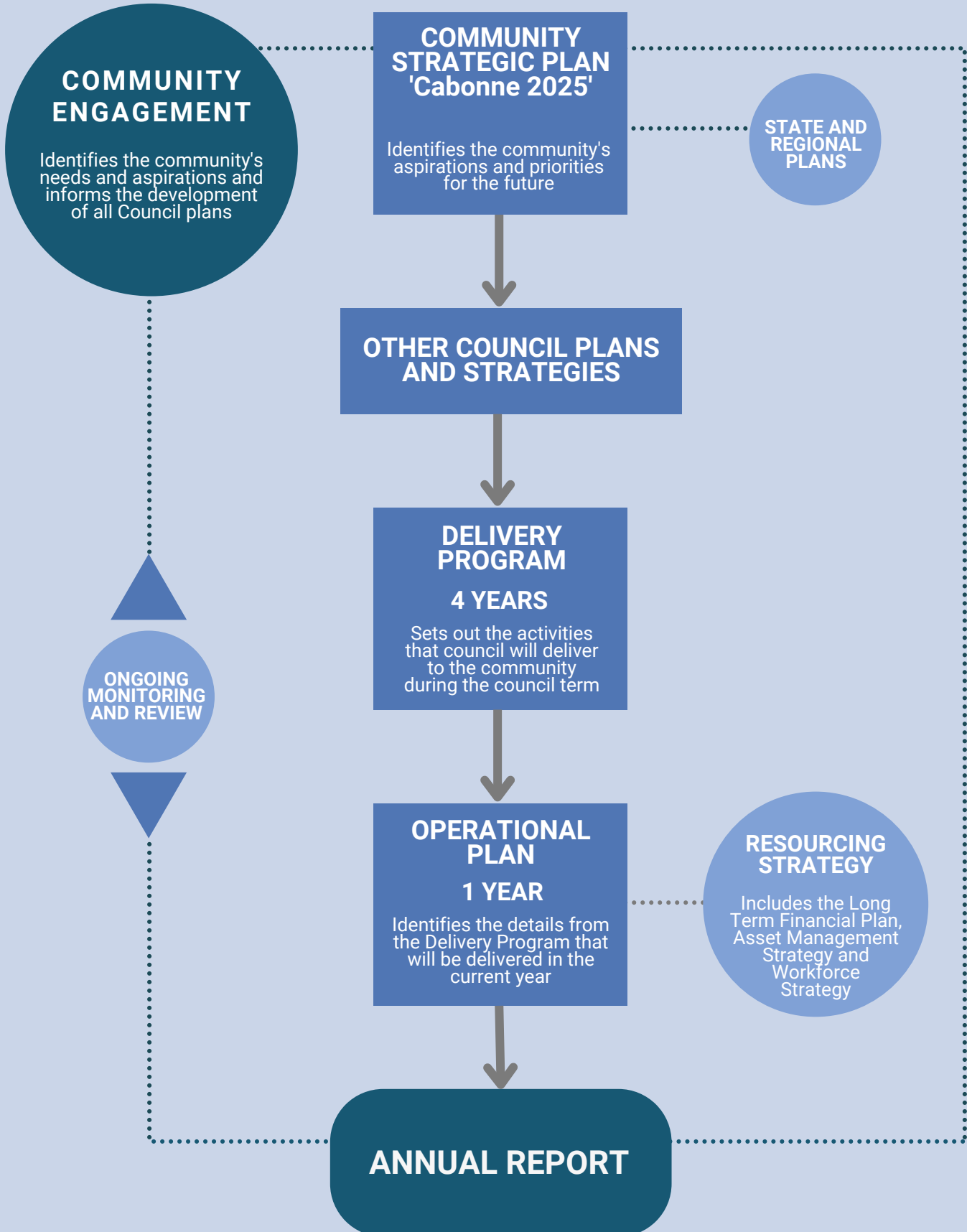
### Our Annual Report 2021/22

This annual report summarises the performance of Cabonne Council for 2021/22 against the directions in Cabonne 2025 and the services and projects in the Operational Plan 2021/22.

It identifies our major projects and activities in the past year.

# INTEGRATED PLANNING & REPORTING FRAMEWORK

Cabonne Council's Integrated Planning & Reporting Framework assists with strategic decision making, and aligns with our aspirations for Cabonne. The framework that this Annual Report is based on is outlined below.



# OUR PERFORMANCE





## KEY FINANCIAL RESULTS - DRAFT

Total Operating Income	<b>\$49.82 MILLION</b>
------------------------	------------------------

Total Operating Spend	<b>\$44.96 MILLION</b>
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Operating Result	<b>\$4.86 MILLION</b>
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TOTAL INCOME	2021/22 \$ '000
Rates and annual charges	15,347
User charges and fees	9,472
Other revenues	1,440
Operating grants and contributions	13,913
Capital grants and contributions	9,227
Interest and investment revenue	231
Other income	191
Net gain from disposal of assets	-
<b>TOTAL</b>	<b>49,821</b>

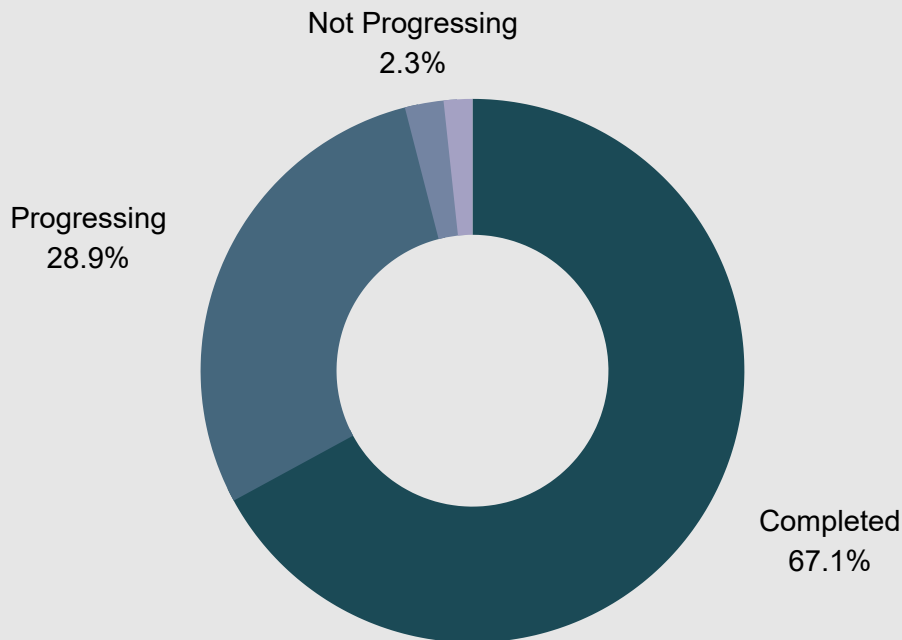
TOTAL EXPENSES	2021/22 \$ '000
Employee costs	13,680
Materials and services	17,510
Borrowing costs	129
Depreciation and amortisation	12,544
Other expenses	545
Net loss from disposal of assets	557
<b>TOTAL</b>	<b>44,965</b>

## OUR PROGRESS

The Operational Plan 2021/22 details the activities we need to undertake and how we will resource these. It detailed 173 deliverables.

We completed 116 of these planned activities.

### PROGRESS OF DELIVERABLES AS AT 30 JUNE 2022



STATUS	NUMBER OF DELIVERABLES	PERCENT
COMPLETE	116	67
PROGRESSING	50	28.9
NOT PROGRESSING	4	2.3
NOT DUE TO START	3	1.7

The rest of this section summarises our achievements for 2021/22. Further details on projects and performance measures are in the six-monthly Operational Plan progress reports.

## A SNAPSHOT OF 2021/22

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### **FUTURE DIRECTION 1** **Connect Cabonne to each other and the world**

- Successfully completed road rehabilitation upgrades on Cadia Road.
- Successfully completed road upgrades at the Cargo Road/Lake Canobolas intersection.
- Construction works at Bangaroo Bridge were completed, and the replacement of St Germain's Bridge has also been completed.
- Two new volunteers have joined the Community Transport service.



### **FUTURE DIRECTION 2** **Build business and generate employment**

- More than \$4.5m in funding to undertake activation of Molong and Canowindra CBDs, and new town and village signage.
- Council is continuing its work with Orange360 to identify further opportunities in agri-tourism.
- The Cabonne Collective was launched to act as a chamber of commerce and provide a range of information and services to Cabonne businesses.



### **FUTURE DIRECTION 3** **Provide and develop community facilities**

- The Rejuvenation and Sustainability of Cabonne Community Halls project was funded as part of the NSW Government's \$170 million Drought Stimulus Package.
- Cabonne Family Day Care had an average of 19 registered educators, with an average of 151 children in care per week.
- Skateboarding and dance events were held in Canowindra and Molong as part of Youth Week.



### **FUTURE DIRECTION 4** **Grow Cabonne's culture and community**

- Implementation of the Cabonne Economic Development and Visitor Economy Visitor Strategy
- \$62,186 allocated to 18 community projects as part of the Community Assistance Program.
- \$65,000 allocated to 4 events through the Sponsorship Program.
- \$19,097 allocated to 11 events through the Events Assistance Program.



### **FUTURE DIRECTION 5** **Manage our natural resources**

- Co-funded the Regional Town Water Strategy (RTWS) through the Safe and Secure Water Program (SSWP) with Orange City Council and Central Tablelands Water.
- The Renewable Energy Action Plan is being progressed through the development of a mid-scale solar plant in Eugowra to enable Council's electricity consumption to be 100% renewable.



FUTURE DIRECTION 1

## CONNECT CABONNE TO EACH OTHER & THE WORLD

### ROAD MAINTENANCE & RENEWAL



Cargo Rd / Lake Canobolas Rd intersection works

Council's Road Maintenance and Renewal Program involves completing the annual rural and urban roads maintenance program.

Council has maintained all sealed and unsealed roads within the LGA throughout 2021/22. Numerous culverts throughout the LGA have been constructed, St Germain's Bridge and Bangaroo Bridge works have been completed.

Works were often hindered by declared disasters and flooding events, staff availability through COVID 19 and other sickness, and other rain events. Considerable maintenance works were combined with disaster rectification works.

As part of ongoing work, Council is undertaking service review of rural and urban road maintenance.



The completed St Germain's Bridge

The construction and renewal of local roads has continued with Kangarooie Road and Casuarina Drive almost complete, and Cadia Road fully complete.

The regional roads construction program continued which included repair and black spot removal. Cargo Road / Lake Canobolas Road works were completed, and Warraderry Way works are 90% complete.

As part of the cycle and footpath maintenance renewal program, all footpath maintenance works have been completed as required.

### TELECOMMUNICATIONS

Council worked with Telstra in successfully lobbying for \$1.64m in Federal Government funding to deliver two new Telstra Macro mobile sites, and one new Telstra Small Cell mobile site at Mullion Creek.

These upgrades will provide dedicated coverage for Mullion Creek, as well as new and improved handheld coverage along sections of Burrendong Way.

### COMMUNITY TRANSPORT

A range of transport options into, out of, and around Cabonne have continued through Council's Community Transport Program.

The program caters for the transport of eligible disadvantaged people living in their own homes, who have no other form of transport.

The team continued to deliver much needed services to the community, despite client numbers remaining low due to the ongoing impacts of COVID-19.



## FUTURE DIRECTION 2

# BUILD BUSINESS & GENERATE EMPLOYMENT



## ECONOMIC DEVELOPMENT

In order to promote a strong and vibrant local business sector, Council has produced the Cabonne Economic Development and Visitor Economy Strategy (the Strategy).

The Strategy represents the vision and opportunities to guide economic development and visitor economy activities across the Cabonne region over the next five years.

Cabonne is well placed to leverage significant macro-economic and regional trends over the coming years. These drivers are expected to provide support to key sectors of our economy (such as agriculture), support population attraction and retention, and build our visitor profile.

The Strategy aligns with NSW Government's Regional Economic Development Strategy 2018-22 (REDS).

Council has also continued to work with Orange City Council and Blayney Shire Council on the development of the Orange Region Destination Management Plan 2022 - 2026. The draft plan was placed on public exhibition at the end of June 2022 for public submissions.

Council also worked with Destination Country and Outback and identified a number of agri-tourism actions within Cabonne.

Council has been able to support a number of events through working with community groups and progress associations. This includes various Christmas activities, and a business forum as part of Small Business Month, which has allowed for further development of these events in the future.

The Cabonne Community Tourism Advisory Committee (CCTAC) identified a need to provide training around delivering a better-quality customer experience for people visiting the Cabonne LGA. Council has continued to work in conjunction with Orange360 to deliver this outcome.

## GRANT FUNDING

Council has been successful in securing numerous grants for projects that provide economic and social benefits to the region.

These projects are aimed at enhancing the lives and wellbeing of the Cabonne region and include: the construction of new female changerooms at Manildra and Eugowra, and the "Activate Cabonne " projects.

"Activate Cabonne" will leverage on the unique characteristics of Cabonne's towns and villages, to deliver a range of activation works that provide residents and visitors with enhanced community infrastructure. This includes the activation of the Molong and Canowindra CBD's and new town and village signage across the shire.



The Regional Economic Development Strategy and the Orange Region Destination Management Plan

## THE CABONNE COLLECTIVE

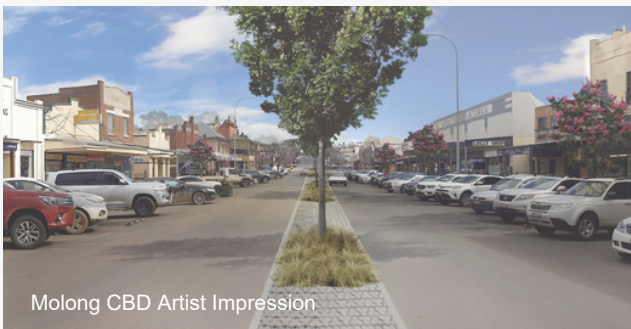


The Cabonne Collective was launched on Thursday, 23 June 2022 at the Cudal Community Centre.

The platform acts as a virtual business hub and will provide grant and funding information to local businesses, as well as facilitate better relationships between the local business community and key industry and government stakeholders.

The launch featured an address by Dominic Mehling from Tourism Australia and local business owner Pip Brett.

## MAINSTREET ACTIVATIONS



Applications through the Federal Government's Building Better Regions Fund and NSW Government's Resources for Regions programs were successful for the Molong and Canowindra CBD projects, which have continued to progress. The designs for both plans are well underway, with further community feedback regarding accessibility and traffic flow being sought. These projects aim to activate the Molong and Canowindra CBDs.

The Molong CBD Activation project will include:

- New and updated street furniture
- Street tree planting and installation of solar fairy lights
- New pedestrian safe crossing points
- New open space and accompanying open space furniture

The Canowindra CBD Activation project will improve the attraction and amenities in Canowindra, while maintaining and enhancing the heritage of the town and surrounds. The project also aims to guide visitors to the historic main street.

The values expressed by the community led to a number of 'guiding principles for the design' for the plans, they are:

- Vintage, rustic and nostalgic aesthetic
- Incorporate furniture using vintage styling
- Footpaths are to be grey concrete, as they are
- Palms should be used where appropriate, with pops of colour from seasonal planting
- Lighting for night-time appeal
- People should have a place to gather
- Interpretive and wayfinding signage
- Seating
- Footpath connections





## FUTURE DIRECTION 3 PROVIDE & DEVELOP COMMUNITY FACILITIES

### COMMUNITY HALLS UPGRADES



Refurbished Yeoval Memorial Hall



Refurbished Cudal Community Centre

The Rejuvenation and Sustainability of Cabonne Community Halls project was funded as part of the NSW Government's \$170 million Drought Stimulus Package.

The package was designed to boost the local economy and create local jobs. The projects funded under the program were designed to keep money flowing and people working in local towns and villages during the drought.

The rejuvenation project funded much needed upgrades to halls in Cargo, Cudal, Cumnock, Manildra, Moorbel, Mullion Creek, Nashdale, and Yeoval.

The works included upgrading sound and audio equipment, new seating and tables, installation of air conditioning units, upgrading kitchen facilities, and painting.

### COMMUNITY FACILITIES



Cabonne Community Centre construction

Council has continued to maintain and develop sporting, recreational, Council and community services and facilities. This included maintenance of parks, cemeteries, gardens, pools and playgrounds.

Council also facilitated the provision of library services in Cabonne, in Canowindra, Manildra and Molong.

The Canowindra Library opening hours were extended on Thursday evenings, to enable school children and the community better access to the library.

The construction of the Molong Library and Cabonne Community Centre commenced in 2021 but was hampered by rain and COVID-19 restrictions.



Cabonne Community Centre Artist Impression

Community facilities were upgraded and developed as a result of successful funding through the Federal Government's "Building Better Regions Fund", and the NSW Government's "Stronger Country Communities Fund" and "Showground Stimulus" programs.

Completed projects include; lighting upgrades at the Molong Recreation Ground and the Canowindra Sports Oval, the Cudal Showground power and water upgrade, and Molong Showground Amenities upgrade.



Testing the Molong Recreation Ground Lights

The Morris Park amenities in Canowindra were upgraded as part of the Federal Government's Driver Reviver Site Upgrade program. The upgrades bring the amenities in line with current standards and community expectations.



Mayor Beatty and Councillor Pull opening the Morris Park Amenities in Canowindra

## YOUTH SERVICES



Youth Holiday Event in Molong

Council provided a range of out of hours care services to the community. Before school, after school, and vacation care services are provided in Manildra, Molong, Mullion Creek, Blayney, and Milthorpe.

Family Day Care playgroup recommenced in 2022 after COVID-19 restrictions, and are provided as a free community playgroup each fortnight.

With the assistance of State Government funding, Council delivered free youth holiday activities in both Molong and Yeoval open to children aged 6 - 17 years old. The free activities included dance and skateboarding workshops, food, activities and demonstrations. Council's Community Transport also offered a free bus service for the events.



Youth Holiday Event in Yeoval





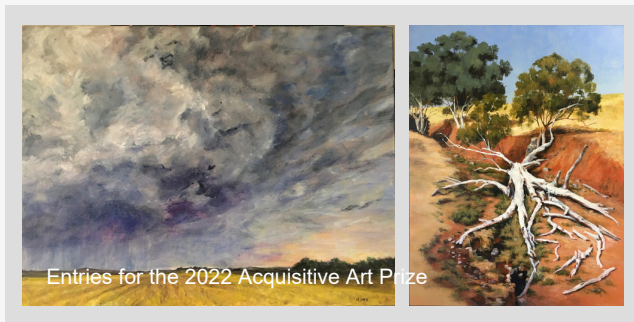
FUTURE DIRECTION 4  
**GROW CABONNE'S  
 CULTURE & COMMUNITY**

**CULTURE & COMMUNITY**

The appeal of Cabonne as a region is a successful balance of village and rural living. In 2021 Council implemented the 2021-2041 Cabonne Settlement Strategy. This document is a plan that identifies key issues facing the settlements in Cabonne. It develops strategies to address those issues and manage the future growth and enhancement of each of the settlements for the next 10-20 years.

Throughout the year, Council facilitated planning proposal processes as triggered by private land development, and publicly exhibited its revised Development Contributions Plans.

Maintenance of a network of viable, relevant and cultural facilities in Cabonne has been achieved through the allocation of additional staff at the Age of Fishes Museum in Canowindra, including the appointment of an Assistant Museum Manager and a number of casual staff.



Entries for the 2022 Acquisitive Art Prize

The Cabonne Acquisitive Art Prize is an annual art prize and exhibition that aims to foster a sense of identity, pride and place in Cabonne; whilst encouraging and showcasing the high calibre of creative talent in the region.

There were over 23 artworks entered and four schools participating in the 2022 Cabonne Acquisitive Art Prize.

**COMMUNITY CONSULTATION**



Community BBQ & Consultation, Manildra

Community consultation has been paramount in 2021/22, with consultations held with the Molong and Canowindra communities for their main street activation projects, and Disability Inclusion Action Plan.

There was a consistent Council presence at all monthly Progress Association meetings throughout Cabonne.

The most comprehensive community engagement came at Council's Draft Community Strategic Plan (CSP) consultations and community BBQs. These events were open to all community members to attend and were conducted at every Cabonne town and village both online in October 2021, and face-to-face in February/March 2022. Council staff presented the draft CSP and shared Council's plans and projects for 2022 and beyond. This provided a great opportunity to understand key issues and priorities of the community.



Community BBQ & Consultation, Cumnock

## COMMUNITY ASSISTANCE PROGRAM

Council's Community Assistance Program (CAP) funded 18 projects in 2021/22, which totalled \$62,186.

The projects included new playground fencing at the Cudal Community Centre, new seating at the CWA Canowindra branch, new furniture for the Cumnock Showground Pavilion, new trees at Manildra's Montana Park, and providing funding to re-launch Cudal's community newspaper, The Cudal Connection.

## SPONSORSHIP



The Cabonne Sponsorship Program has successfully supported four major events.

### Canowindra International Balloon Challenge

Council was a major sponsor, which saw just shy of 8,000 attendees at their Cabonne Community Glow event in May.

### Australian National Field Days

Council also sponsored the Australian National Field Days, however due to COVID-19 it was postponed until October 2022.

### Molong Village Markets

Three markets are held per year with store holders from across the Cabonne region. Estimated attendees of 10,000.

### A Day On The Green at Heifer Station

A Day On The Green featured the final performances of Midnight Oil at Heifer Station Wines in Borenore.

## EVENTS ASSISTANCE PROGRAM

Council's Events Assistance Program (EAP) has seen a total of \$19,097 allocated towards 11 defining events in the Cabonne community.

Some of the events supported include:

- Eugowra Mandagery Cup
- Banjo Paterson Festival
- Orange Wine Month
- Eugowra High Tea

## CEREMONIES



Council facilitated Australia Day and ANZAC Day awards and ceremonies throughout the shire.

ANZAC Day services were carried out in all Cabonne villages with Councillors presenting wreaths and leading the ceremonies. Four citizenship ceremonies were held with 18 new citizens welcomed to Cabonne.

Council facilitated a range of Australia Day celebrations across the region. We welcomed Australia Day Ambassador George Ellis, a conductor, composer and musical arranger, to Cabonne. 30 awards were presented at towns and villages across Cabonne. Our Cabonne Youth Ambassador was awarded to Claire Wright from Canowindra.





## FUTURE DIRECTION 5

# MANAGE OUR NATURAL RESOURCES

## WATER SECURITY

With funding assistance from the NSW Government, Council is in the final stages of the \$16.7M water security project, a 49-kilometre pipeline from Molong to Cumnock and Yeoval.

The project will bring potable water to Cumnock and Yeoval. As part of this project, Council performed on-property works to change over houses from their current water supply to the treated water supply.

Council has co-funded the Sub Regional Town Water Strategy (RTWS) through the Safe and Secure Water Program (SSWP). The program will be hosted in conjunction with Orange City Council and Central Tablelands Water. The strategy will provide safe, secure and sustainable water and wastewater services to the region.

Flood mitigation is extremely important in Cabonne, and Council has seen the Puzzle Flat Creek Levee construction finalised. The levee aims to mitigate flooding in the Eugowra area and has been a project spanning a number of years. Council is working with consultants in undertaking a flood study in Molong after the flood events of the past year.

In addition to this, three meetings of the Floodplain Committee in Molong have been held, with a new Floodplain Management Advisory Committee.

## WEEDS DESTRUCTION

Weeds destruction operations were ongoing throughout the year, with a total of 8,000km of road inspections, 120km of waterway inspections, and 386 private property inspections completed. 42 inspections were also carried out on Crown Land, 30 on Council owned land, and 42 on travelling stock routes. The total spent on the destruction of weeds was \$321,000.

## DISASTER MANAGEMENT

Council has undertaken an audit of emergency evacuation centres, and a subsequent review of the Consequence Management Guidelines to meet the Local Emergency Management Committee (LEMC) recommendations.

Support of local emergency response teams continues, with liaison undertaken with the LEMC and NSW Health.

Council developed the Cabonne Council Bush Fire Prone Land Map. Bush fire prone land is land that has been identified by local council which can support a bush fire or is subject to bush fire attack. The map was certified by the NSW RFS Commissioner in June 2022.

## RENEWABLE ENERGY



In an effort to develop and implement environmental sustainability strategies and initiatives for Council operations, the Renewable Energy Action Plan (REAP) is being progressed through the development of a mid-scale solar plant in Eugowra. This will enable Council's electricity consumption to be 100% renewable.

Other actions in the REAP include:

- SMART metering and load control installations across all Council's energy consumption sites, which has begun its trial stage.
- Development of the Emissions Reduction Plan (ERP).

# CORPORATE GOVERNANCE



# OUR ORGANISATION



Our formal decision-making processes are conducted through council meetings. A large number of business matters covering a wide range of issues are discussed. Meetings are held in line with the council's Code of Meeting Practice. As required, all council meetings are recorded.

A Code of Conduct applies to our councillors and staff. The code provides an overview of the councillors' responsibilities and includes guidelines for rules of conduct, decision making and the use of resources. The elected council met a total of 11 times during the year. The quorum requirement was met at each meeting.

There are currently 9 councillors for Cabonne. At each election, voters elect 9 councillors for a four-year term. All residents on the electoral roll are eligible to vote. Property owners who live outside of the area and rate paying lessees can also vote but must register their intention to vote on the non-residential roll. Voting is compulsory.

In total, 337 council resolutions were considered in this financial year.



**9** COUNCILLORS

**11** COUNCIL MEETINGS

**337** COUNCIL RESOLUTIONS PASSED



**3** FORMAL GIPA REQUESTS FINALISED

**90** INFORMAL GIPA REQUESTS FINALISED

**95,869** DOCUMENTS REGISTERED BY ALL COUNCIL STAFF



**MAYOR**  
**KEVIN BEATTY**  
 Elected in 2017

**Committee appointments:**  
 Orange 360  
 Community Safety Precinct  
 Cabonne Floodplain Advisory Committee  
 Cabonne Roads Advisory Committee



**DEPUTY MAYOR**  
**JAMIE JONES**  
 Elected in 2017

**Committee appointments:**  
 Molong Advancement Group  
 Eugowra Promotion and Progress Association  
 Cudal Central Incorporated  
 Cabonne/Orange Road Safety Committee  
 Cabonne Floodplain Management Advisory Committee  
 (alternate to Mayor)  
 Cabonne Roads Advisory Committee (alternate to Mayor)

## CURRENT ELECTED MEMBERS

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### COUNCILLOR PETER BATTEN

Elected in 2017

#### Committee appointments:

- Joint Regional Planning Panel
- Cumnock and District Progress Association
- Yeoval Progress Association
- Association of Mining & Energy Related Councils
- Canobolas Bush Fire Management Committee (alternate with DGMI as delegate)
- Canobolas Zone Liaison Committee
- Cabonne Council Roads Advisory Committee (alternate)



### COUNCILLOR MARLENE NASH

Elected in 2012

#### Committee appointments:

- Cabonne Pools Advisory Committee
- Joint Regional Planning Panel (alternate)
- Manildra and District Improvement Association (MADIA)
- Cumnock and District Progress Association (alternate)
- Yeoval Progress Association (alternate)
- Cargo Progress Association
- Canowindra Retirement Village Project Working Committee (alternate)
- Central West Libraries (alternate)
- Traffic Committee (alternate)
- Central Tablelands Water



### COUNCILLOR LIBBY OLDHAM

Elected in 2017

#### Committee appointments:

- Manildra and District Improvement Association (MADIA) (alternate)
- Molong Advancement Group (alternate)
- Borenore Community Progress Association (alternate)
- Nashdale Consultative Committee
- Arts Out West
- Central West Libraries
- Cabonne Floodplain Management Advisory Committee (alternate)

## ELECTED MEMBERS

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### COUNCILLOR KATHRYN O'RYAN

Elected in 2021

#### Committee appointments:

- Age of Fishes Museum Advisory Committee (alternate)
- Cargo Progress Association (alternate)
- Canowindra Business Chamber (alternate)
- Canowindra Food Basket
- Orange 360 (alternate)



### COUNCILLOR ANDREW PULL

Elected in 2021

#### Committee appointments:

- Cabonne Pools Advisory Committee (alternate)
- Mullion Creek & District Progress Association (alternate)
- Canowindra Business Chamber
- Cudal Central Incorporated (alternate)



### COUNCILLOR ANDREW RAWSON

Elected in 2021

#### Committee appointments:

- Mullion Creek & District Progress Association
- Borenore Community Progress Association
- Nashdale Consultative Committee (alternate)
- Association of Mining & Energy Related Councils (alternate)
- Canobolas Zone Liaison Committee (alternate)
- Ophir Reserve
- Central Tablelands Water
- Cabonne Council Roads Advisory Committee



### COUNCILLOR JENNY WEAVER

Elected in 2017

#### Committee appointments:

- Age of Fishes Museum Advisory Committee
- Eugowra Promotion and Progress Association (alternate)
- Cabonne/Orange Road Safety Committee (alternate)
- Canowindra Retirement Village Project Working Committee
- Community Safety Precinct Committees (alternate)
- Traffic Committee
- Cabonne Floodplain Management Advisory Committee



## EMERITUS COUNCILLORS

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**COUNCILLOR  
IAN DAVISON**

*Served 2012 - 2021*



**COUNCILLOR  
GREG TREVORS**

*Served 2012 - 2021*



**COUNCILLOR  
PAUL MULLINS**

*Served 2017 - 2021*



**COUNCILLOR  
KEVIN WALKER**

*Served 2008 - 2021*



**COUNCILLOR  
CHERYL NEWSOM**

*Served 2017 - 2021*



**COUNCILLOR  
ANTHONY DURKIN**

*Served 2000 - 2021*

## EXECUTIVE LEADERSHIP TEAM

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### **BRAD BYRNES GENERAL MANAGER**

Qualifications include: Masters of Public Policy and Administration and Masters of Business Administration through Charles Sturt University. Graduate Certificate of Risk Management through Griffith University.

Employed in the Public Sector for 34 years, 13 of which have been with Local Government.



### **HEATHER NICHOLLS DEPUTY GENERAL MANAGER - CABONNE SERVICES**

Qualifications include: Graduate of University of New England with a Bachelor of Arts, Diploma Urban & Regional Planning, Diploma Local & Applied History.

Employed in Local Government for over 30 years.



### **MATTHEW CHRISTENSEN DEPUTY GENERAL MANAGER - CABONNE INFRASTRUCTURE**

Qualifications include: Bachelor of Engineering & Technology, Graduate Diploma in Business, Australian Institute of Company Directors- Board Course.

Employed in Local Government for over 20 years.

# COUNCIL SERVICES

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Most people are surprised when they learn how much councils do for their communities. Cabonne Council provides more than numerous services to keep our community vibrant, clean and safe.

Below is a list some of the services Council provides to the Cabonne community.



## INFRASTRUCTURE & ASSET MANAGEMENT

Managing and maintaining roads, footpaths, bridges, street furniture and cemeteries.

## PLANNING & DEVELOPMENT

Urban and rural planning, building assessments, development assessments.

## HERITAGE

Heritage support for owners of heritage listed places.



## AGED & DISABILITY SERVICES

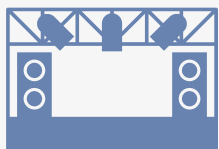
Social support services, home support services, home maintenance, and food delivery.

## COMMUNITY TRANSPORT

Community transport services, buses services, health related transport, social bus trips.

## COMMUNITY DEVELOPMENT

Grant programs, community facilities, Cabonne Collective, event assistance program, sponsorship program.



## TOURISM & EVENTS

Festivals and events, visitor information, event assistance.

## ECONOMIC DEVELOPMENT

Mainstreet activation projects, renewable energy program.

## PARKS & RECREATION

Maintaining parks, reserves, playgrounds, walking trails, street trees, swimming pools.



## COMPLIANCE

Animal management, nuisance and litter control.

## WASTE & RECYCLING

Kerbside waste collection, recycling depots, street cleaning and graffiti removal.

## PUBLIC HEALTH

Regulating food safety, waste and water systems, water quality, sanitation, swimming pools.



## ADMINISTRATION

Records management, GIPA requests, Council land committees support.

## CUSTOMER SERVICE & INFORMATION

Responding to community requests, after hours services, and community information.

## EMERGENCY PLANNING?

Regional bush fire prone maps, emergency management plans.

# ORGANISATIONAL CHART



# OUR STAFF



Offering opportunities for personal and career development allows us to continuously attract and retain high-quality staff. The number of full-time equivalent permanent staff has remained relatively steady from last financial year, at 167.

From July 2021, there were significant changes in the way our staff operated. Many staff worked from home, and some of our facilities were closed because of Public Health Orders. These orders meant a rethink of the workforce and how we serviced our community. We continued to be a party to the Local Government (COVID-19) Splinter Award 2021 & 2022, designed to help preserve jobs during the pandemic as well as providing paid special leave for staff to attend for vaccinations. This Splinter Award came into effect in early 2021.

Embedding our Safe and Respectful Behaviours framework has continued to standardise the way we deliver to our communities, and ensure that delivery is satisfactory in regard to our conduct, behaviour and our performance. The framework ensures all staff are treated fairly, transparently, and evenly across the organisation.

Other new initiatives from the People and Culture team included a new recruitment system, online incident reporting, probation check in forms, leave applications and payroll deductions.

Roadshow visits to depots and offices with updates from Work, Health and Safety, People and Culture, and the Executive Leadership Team.

We provide flexible employment arrangements, with a nine-day fortnight implemented for all full-time staff. We provide access to ongoing learning and development opportunities to build the capacity of our employees. Opportunities include on-the-job training, internal and external workshops, conferences and programs. This year saw a significant amount of the training budget spent on compliance training, such as traffic control tickets, first aid, confined spaces, chainsaw licences and plant equipment licences to ensure all staff that are operating machinery are up to date with the latest practices.



Council staff tree planting with Cadia Newcrest staff

As part of the Cabonne 2025 Transformation Program, the strategies on building the capability and capacity of the Leadership team has continued to be a focus in the last 12 months. Aligned to council's four key lines of effort – quality service delivery, improvement and innovation, valuing and developing our people and engaging and building relationships with our stakeholders – we have now defined eight areas of capability for the organisation and for our people.

To achieve our vision of being an adaptive, resilient and performing council, our leaders need to be capable in the areas of managing budgets, risk, projects, service delivery, being innovative and seeking improvement, leading their people, managing relationships and continuing their own development through ongoing learning and skills development.

A staff wellness program was initiated, in which workshops were made available to staff in mental health awareness, staff health checks, sit less move more and sleep management & fatigue.

In the recruitment space, 45 staff have left the organisation for various reasons, including 34 resignations, four term contracts ending, seven retirements, 61 new staff joined Cabonne during 2021/22. A retention and attraction program has been scoped and implemented during 21/22 which includes improvements around reward & recognition, workplace flexibility, apprenticeships & traineeships, transition to retirement and employee engagement.

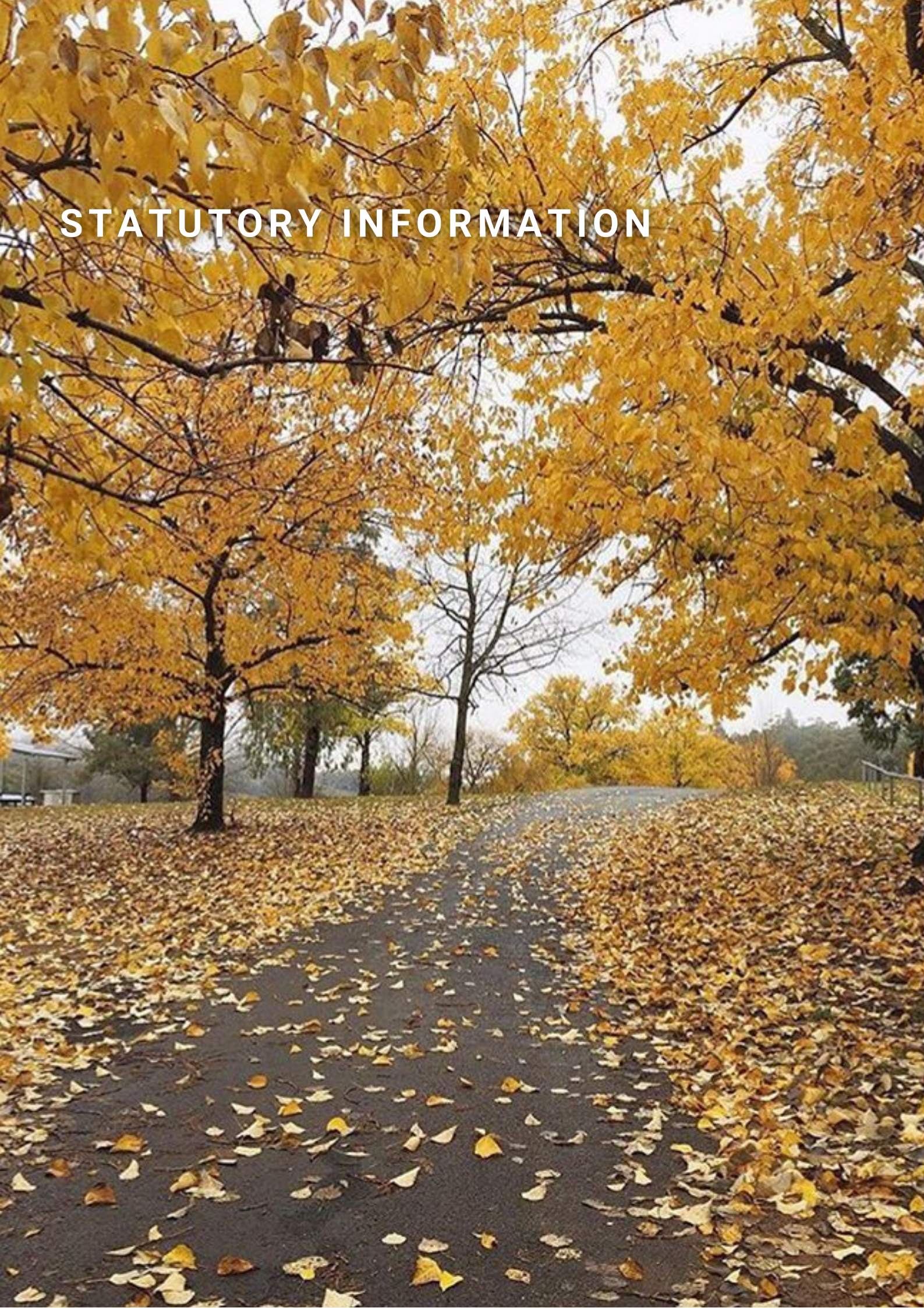


Staff receiving their Leadership Cert IV certificates

We are an Equal Employment Opportunity (EEO) employer, committed to providing a workplace that is free from discrimination and harassment. We also provide equal employment opportunities for current and prospective employees.



# STATUTORY INFORMATION



# STATUTORY INFORMATION

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## ENVIRONMENTAL UPGRADE AGREEMENT

*[Local Government Act 1993 – Act s 54P(1)]*

No environmental upgrade agreements have been entered into by Cabonne Council during this reporting period.

## SPECIAL RATE VARIATIONS

*[Local Government Act 1993 – Special Rate Variation Guidelines 7.1 - as per OLG website]*

There was no requirement to report on this matter.

## RATES & CHARGES WRITTEN OFF DURING THE YEAR

*[Local Government (General) Regulation 2021 (Reg) – Clause 132]*

Total rates & charges abandoned during 2021/22	\$1,415.35
Water/sewer charges abandoned during 2021/22	\$218.84
<b>TOTAL</b>	<b>\$1,634.19</b>





## COUNCILLOR INDUCTION AND PROFESSIONAL DEVELOPMENT ACTIVITIES 2021/22

[Local Government (General) Regulation 2021 (Reg) – Clause 186]

\*Conference registration and accommodation

Councillor	INDUCTION & OATH OF OFFICE 23/12/2021 (INHOUSE)	INDUCTION 06/01/2022 (INHOUSE)	INDUCTION & STRATEGIC OBJECTIVES WORKSHOP 10-11/02/2022	LGNSW CONFERENCE 28/02/22- 02/03/22	LGNSW DESTINATION & VISITOR ECONOMY CONFERENCE 17-19/05/22	UNDERSTANDING LG FINANCE FOR COUNCILLORS 25/05/22
BATTEN	●	●	●			
BEATTY	●	●	●	●		
JONES	●	●	●			
OLDHAM	●	●	●	●	●	●
O'RYAN	●	●	●		●	●
NASH	●	●	●	●		●
PULL	●	●	●			
RAWSON	●	●	●			●
WEAVER	●	●	●			
	NIL	NIL	\$30,086.83	\$3,568.96	\$2,300.00	\$1,192.00

## OVERSEAS VISITS FUNDED

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a)]

No overseas visits were undertaken by Cabonne councillors or staff as representatives of council during 2021/2022.

## COUNCILLORS' FEES & EXPENSES

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a1)]

Provision of dedicated office equipment allocated to councillors	\$0.00
Telephone calls made by councillors	\$2,121.09
Attendance of councillors at conferences and seminars	\$45,376.74
Provision of induction training and professional development for mayor and councillors	\$30,086.83
Training of councillors and provision of skill development	\$0.00
Interstate visits by councillors, including transport, accommodation and other out-of-pocket expenses	\$0.00
Overseas visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses	\$0.00
Expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions	\$0.00
Expenses involved in the provision of care for a child of, or an immediate family member of a councillor	\$0.00
Other (non-itemised expenses including items such as catering, memberships, printing, stationary etc)	\$0.00
<b>TOTAL</b>	<b>\$77,584.66</b>

## CONTRACTS AWARDED

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(a2)]

CONTRACTOR NAME	GOODS OR SERVICES SUPPLIED	AMOUNT INC GST
PA & CL McKenzie Builders	Repairs and replacement of culverts and bridges on local and regional roads	\$947,452.00
MCS Civil NSW Pty Ltd	Repairs and replacement of culverts and bridges on local and regional roads	\$916,500.19
Adaptive Interiors	Molong Showground amenities building	\$331,999.80
Central West Electrical Contractors Pty Ltd	Molong and Canowindra lighting upgrade	\$867,382.01
Sims Metal	Collection and recycling of scrap metal	Schedule of rates
Ausroads Systems	Road maintenance truck	\$314,354.70
Townsend's Grader and Earthmoving Services	Gravel re-sheeting in the Cabonne LGA	\$259,327.20
Tracserv Trucks	Isuzu FVR 165-300, fitted with a West-Trans skip loader	\$249,024.99
Westrac Pty Ltd	Two Caterpillar SC68B smooth drum rollers	\$390,720.00
Westrac Pty Ltd	One Caterpillar CW34 multi tyred roller	\$218,900.00
Ausroads Systems	Paving unit fitted to an Isuzu FX240/350	\$526,203.59
OS Trees Pty Ltd	Supply of tree and limb removal services	Schedule of rates
Summit Open Space Services	Supply of tree and limb removal services	Schedule of rates
Tree Craft (NSW) Pty Ltd	Supply of tree and limb removal services	Schedule of rates
Downer EDI Works Pty Ltd	Heavy patching on MR310 and MR377 in Cabonne LGA	\$818,348.10
Avante Linemarking	Linemarking Services	Schedule of rates
Central West Linemarking	Linemarking Services	Schedule of rates
Complete Linemarking	Linemarking Services	Schedule of rates
Oz Linemarking	Linemarking Services	Schedule of rates
Adaptive Interiors	Eugowra Multi-Purpose Centre	\$1,239,085.10
Tracserv Trucks	Isuzu FYJ 300/350 8x4 Rigid Cab Chassis fitted with a 16,000L water tank	\$304,627.99

CONTRACTOR NAME	GOODS OR SERVICES SUPPLIED	AMOUNT INC GST
Renascent Regional	Renovation of Council office in Cudal	\$824,996.70
Riverpark Constructionsq	Eugowra Medical Centre	\$457,401.00
Hines Construction Pty Ltd	Construction of Canowindra grandstand and changerooms	\$1,979,571.00

## LEGAL EXPENSES

*[Local Government (General) Regulation 2021 (Reg) - Clause 217 (1)(a3)]*

*Nil legal proceedings required to report for FY 2021/2022*

## PRIVATE WORKS CARRIED OUT

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(a4) and Act s 67,67(2) (b), 67(3)]*

There were no works carried out during the 2021/2022 year that required a resolution from council to waive or reduce the fees and charges under this section.

## DONATIONS MADE UNDER SECTION 356

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a5) and Act s 356]*

During 2021/2022 Council donated a total of \$30,127.82 in grants and assistance under Section 356, consistent with its Donations Policy.

General	\$9,094.64
Development Applications	\$497.60
Rates	\$20,535.58
<b>TOTAL</b>	<b>\$30,127.82</b>

## DELEGATIONS TO EXTERNAL BODIES

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(a6)]*

LIST OF SECTION 355 COMMITTEES	WORK, PROPERTY OR UNDERTAKING
Acacia Lodge Management Committee	Molong Community Housing
Cudal Homes for Aged Persons Committee	Boree Lodge
Eugowra Self Care Units Committee	Eugowra Self Care Units
Amusu Theatre Heritage Trust Inc	Amusu Theatre Manildra
Canowindra Sports Trust	Canowindra Sports Complex
Cumnock Community Centre Committee	Cumnock Community Centre
Manildra Memorial Hall Committee	Manildra Memorial Hall
Yeoval Memorial Hall Management Committee	Yeoval Memorial Hall
Moorbel Hall Committee	Moorbel Hall
Orana House Trust Committee	Orana House 32 Ferguson Street Canowindra
Eugowra Medical Centre Committee	Doctors Surgery - Eugowra
Doctor for Cudal Committee	Doctors Residence Cudal
Eugowra Promotion and Progress Association Inc	Museum and Bushranger Centre
Cumnock and District Progress Association	48 Obley Street (Crossroads Building)
Yeoval and District Progress Association Inc	O'Hallorans Cottage and Buckinbah Park

## VENTURES, SYNDICATES OR OTHER BODIES IN WHICH COUNCIL HOLDS A CONTROLLING INTEREST

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a7)]*

Cabonne Council had no controlling interest in any companies during the 2021/2022 year.

## **CORPORATIONS, PARTNERSHIPS, TRUSTS, JOINT VENTURES, SYNDICATES OR OTHER BODIES IN WHICH COUNCIL PARTICIPATED.**

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a8)]*

Council Participated in the following:

- StateWide Mutual Insurance Group - Bulk purchase of Public Liability, Professional Indemnity, Motor Vehicle, Fidelity Guarantee Insurance and Councillors and Officers Liability.
- Central Tablelands Water (CTW) Joint Venture
- Various Section 355 Committees
- Central NSW Joint Organisation of Council

## **EQUAL EMPLOYMENT OPPORTUNITY (EEO) MANAGEMENT PLAN**

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a9)]*

The statements of activities that have been completed in the EEO Management plan are:

- Ensuring that all employees and councillors are aware of their responsibilities regarding EEO.
- Position descriptions have been reviewed for accountabilities to EEO principles as a core competency.
- All advertisements are checked by the Leader People & Culture prior to going to press to ensure compliance to EEO principles and free from bias.
- All interview panel members are reminded of their responsibilities under EEO prior to interviews, ensuring that all questions are relevant to the positions and based on the position specification. All Leaders have also undergone recruitment and selection training which included information on EEO and merit based selection.
- Ensuring that all appointments are made on merit.



## REMUNERATION - GENERAL MANAGER

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (b)]

Cabonne Council's General Manager's remuneration package consist of:

Component	Value
Salary	\$247,541
Bonus or Performance Payments	NIL
Employer's contribution or salary sacrifice to superannuation	\$24,754
Non-cash benefits	NIL
FBT on non-cash benefits	\$4,999
<b>TOTAL</b>	<b>\$277,294</b>

## REMUNERATION – SENIOR STAFF

Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (c)]

Cabonne Council has two senior staff positions (as defined by the Local Government Act) being Deputy General Manager Services and Deputy General Manager Infrastructure.

Component	Value
Combined Salary	\$365,348
Bonus or Performance Payments	NIL
Employer's contribution or salary sacrifice to superannuation	\$38,069
Non-cash benefits	NIL
FBT on non-cash benefits	\$20,115
<b>TOTAL</b>	<b>\$423,532</b>

## LABOUR STATISTICS

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (d)]*

Total number of persons who performed paid work for the council on the 25 May 2022:

Employment Type	Value
Permanent Full Time	137
Permanent Part Time	9
Casual Basis	28
Fixed Term Contract	1
Senior Staff	3
Labour Hire	2
Apprentice / Trainee	10

## STORMWATER MANANAGEMENT SERVICES

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(e)]*

In 2021/2022 council undertook stormwater drainage works (culverts) at Canowindra, Cargo, Gumble & Lewis Ponds of \$222,867.09

## COASTAL PROTECTION SERVICES

*[Local Government (General) Regulation 2021 (Reg) – cl 217(1)(e1)]*

The requirement to report on coastal protection services does not apply to Cabonne Council.

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## **COMPANION ANIMALS MANAGEMENT & GUIDELINES ON THE EXERCISE OF FUNCTIONS UNDER THE COMPANION ANIMALS ACT**

*[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(f) & Guidelines on the Exercise of functions under the Companions Animals Act]*

### **Lodgement of pound data collection returns with the Office of Local Government (OLG)**

A return of council seizures of cats and dogs for 2021/2022 was completed and returned to the Office of Local Government by 30 September 2021.

### **Lodgement of data relating to dog attacks with the OLG**

There was one (1) dog attack registered with the OLG in the 2021/2022 financial year.

### **Amount of funding spent on companion animals' management and activities**

The amount of \$193,259 was spent on companion animal management and activities in the 2021/2022 financial year.

### **Companion animals community education programs carried out**

Cabonne Council cancelled its free micro chipping days in Molong and Canowindra due to the Coronavirus Pandemic.

Discounted desexing vouchers were available for use at Canowindra & Cowra, Molong & Orange and Wellington vet clinics for Cabonne Shire residents.

Council's ranger continues to promote community wide responsible pet ownership.

### **Strategies council has in place to promote and assist the de-sexing of dogs and cats**

Cabonne Council runs a tri-annual de-sexing voucher program. This program is available to all residents within the Local Government Area and it was offered in the 2021/2022 reporting year.

### **Strategies in place to comply with the requirement under section 64 (Companion Animals Act) to seek alternatives to euthanasia for unclaimed animals.**

Council delivers unclaimed animals to various pet rescue groups to be re-homed. Cabonne Council works with the RSPCA and the following rescue groups:

- Australian Working Dog Rescue
- Golden Oldies Rescue (Mudgee)
- Hahndorf Animal Rescue (SA)
- RSPCA Orange
- Wally's Dog Rescue

### **Off leash areas provided in Council area**

An off-leash area is provided at Rotary Park, Molong.

### **Detailed information on the use of companion animals fund money for management and control of companion animal in the area.**

The amount of \$13,262.22 Companion Animal Commission fund money was received for the 2021/2022 year and went towards the ranger's salary, animal shelter maintenance, animal education and operating costs.

## **CAPITAL WORKS**

*[OLG Capital Works Guidelines - available on the OLG website]*

Council is currently carrying out one project which requires a capital expenditure review under the Office of Local Government Guidelines.

### **Cabonne Community Centre**

The total projected capital cost of the Centre is \$6,820,000.00

The Cabonne Community Centre has been jointly funded, through the NSW Government's 'Elections Commitment Fund' and State Library of NSW's 'Public Library Infrastructure Grant'.

The aim of the Cabonne Community Centre is to deliver an expanded, accessible, and modern community building.

The space will incorporate:

- Community hall facilities to allow for public meetings and community functions.
- A library facility with capacity for meetings, study, technology connection and delivery of community-centric programs.
- An exhibition area integrated with the public space.
- Commercial kitchen for providing catering for community activities.

The end of 2021/22 seen the following works completed:

- Demolition, site clearing and removal of hazardous materials.
- Earthworks and site preparation.
- Footings and foundation walls.
- Ground floor concrete slab and entry stairs.
- Structural steel and lightweight metal framing.
- Roof cladding.

With the window and door frame installation and services rough ins underway.

## **CARERS (RECOGNITION) ACT 2010**

*[Carers Recognition Act 2010 (CR Act), s 8(2)]*

Council understands that a carer's input is integral to ensuring that both independence and quality of life to those utilising council's services. Carers are acknowledged as individuals and the relationship with those they are caring for is both respected and supported. This is taken into consideration with all carer interactions by Community Transport, Cabonne Home Support (CHS), and Children's Services.

Council's services are provided in a manner which is both sensitive and understanding to the role and needs of the carer. Council relevant, procedures and services delivered aim to increase recognition and awareness of carers and to acknowledge the valuable contribution they make to society. All staff providing services take into consideration the needs of carers when developing, implementing, and reviewing services.

During 2021/2022 council has granted carer's leave to staff members on numerous occasions and has provided flexibility for staff members with ongoing caring responsibilities.

## DISABILITY INCLUSION ACTION PLAN (DIAP)

[Disability Inclusion Act 2014, s 13(1)]

Council adopted the Cabonne Council Disability Inclusion Action Plan 2017-2021. This was a collaboration with Blayney and Orange City Councils. The aim of the DIAP is to support the community to become more inclusive by removing barriers to access.

Outcomes achieved through the DIAP include:

### 1. Developing positive community attitudes and behaviours;

- All of Council's communications use language and formats that promote inclusion, for example the use of large font on the Council's website.
- Council works in collaboration with Orange City and Blayney Councils through a shared DIAP and survey development.
- Master Plans have been developed for all Cabonne that encompass inclusiveness and health and fitness across all towns and villages.
- Pedestrian Access Mobility Plan has been developed that outlines the integrated networks of accessible footpaths across all Cabonne locations.

### 2. Creating liveable communities:

- Engagement for the design of inclusive playgrounds in Molong and Canowindra.
- Improved and new footpaths, including widening, handrails, and ramps for ease of access.
- Community Transport services have an accessible vehicle available to clients.
- Fortnightly and monthly bus services are available from smaller communities to larger centres.
- Cabonne Home Support Programs provides a range of services to aged persons, people with disability and their carers across Cabonne.
- Carers are respected and supported as individuals and the relationship with those they care for in Council's Community Transport, Cabonne Home Support and Children's Services.

### 3. Supporting access to meaningful employment:

- Council promotes Equal Employment Opportunities for prospective new staff, a basic principle in our overall operations.
- Council supports and provides carers leave and flexible working arrangements to staff members with ongoing caring responsibilities.

During 2021/2022 council has granted carer's leave to staff members on numerous occasions and has provided flexibility for staff members with ongoing caring responsibilities.

Local Government NSW advised in August 2022 of The NSW Disability Inclusion Amendment Act 2022 passed both Houses of Parliament and commenced on 1 July 2022.

Changes to Disability Inclusion Action Planning includes:

- DIAPs must now be remade (not just reviewed) every four years
- New DIAPs are due 12 months after the review
- DIAPs must be made available in one or more formats accessible to people with disability (e.g., audio, auslan, Easy English, Braille, large print)
- The Act now requires supports to LGBTIQ+ people with disability in a way that addresses their specific needs, informed by consultation. This is in addition to the other groups which already require their disability needs to be specifically addressed (i.e. Aboriginal and Torres Strait Islander people, women, children and people from culturally and linguistically diverse backgrounds).

Councils have been given a one-off extension of 17 months, meaning:

- Councils must review their 2017 DIAP by 30 November 2022
- New DIAPs are due by 30 November 2023.

## PLANNING AGREEMENTS IN FORCE

[Environmental Planning and Assessment Act 1979 – s 7.5(5)]

Company	Effective	Purpose	Amount
Cadia Holdings Pty Ltd	July 2013	Road upgrades contributions	\$115,633
		Contribution - Belubula River	\$16,500
Orange City Council and Blayney Council	2013	Voluntary Planning Agreement	Not applicable

### State of the Environment

Council is required to produce State of Environment Reports every four years, in the year of the Council election. Since 2077, the councils of the Greater Central West Region of NSW have joined to produce Regional State Environment Reports as part of Council reporting requirements. The Regional State of the Environment Report is the result of a collaborative relationship between the participating catchment councils, including Cabonne Council, and the Central West Catchment Management Authority.

Council has decided to continue reporting on an annual basis so that a detailed Regional State of Environment Report can be prepared that covers trends in the intervening years.

A copy of the Cabonne snapshot State of the Environment Report 2021/22 is available as a separate document on Council's website under the Environment tab.

[www.cabonne.nsw.gov.au/Environment/Regional-State-of-the-Environment-Report](http://www.cabonne.nsw.gov.au/Environment/Regional-State-of-the-Environment-Report)

## RECOVERY AND THREAT ABATEMENT PLANS

*[Fisheries Management Act 1994 – s 220ZT (2)]*

Cabonne Council is not identified as having responsibility under any Recovery and Threat Abatement plan, but our actions are consistent with the Priorities Action Statement or Threat or Recovery Plans, mainly by approval processes from NSW Fisheries. This ensures no significant impact on habitats of any threatened or common fin species.

## PRIVATE SWIMMING POOL INSPECTIONS

*[Swimming Pools Act 1992 (SP Act) – s22F(2) & Swimming Pools Regulation 2018 (SPReg) - cl 23]*

Details of inspections of private swimming pools:

Inspections of tourist and visitor accommodation	0
Inspections of premises with more than two dwellings	0
Inspections that resulted in issuance of a certificate of compliance under Section 22D of the Act	18
Inspections that resulted in issuance of a certificate of non-compliance under clause 18BA of the Regulation	5

## GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT

*[Government Information (Public Access) Act 2009 – s 125(1) & Government Information (Public Access) Regulation 2018 - cl 8 - Schedule 2]*

The Government Information (Public Access) Act 2009 (GIPA Act) was established to provide an open and transparent process for giving the public access to information from New South Wales (NSW) public sector agencies and to encourage the proactive public release of government information.

The Information and Privacy Commission NSW (IPC) provides support by helping government agencies with their responsibilities under the GIPA Act and helping the public in accessing the government information.

The IPC's goal is to ensure that the purpose of the law is achieved by:

- Promoting and educating the community and public sector agencies alike about rights and roles in accessing information
- Reviewing public sector agency decisions, investigating and resolving complaints and monitoring agency performance
- Assisting public sector agencies and the community to understand and use the law
- Providing feedback about the law and advice about developments and technology relevant to the law.

The GIPA Act replaced the Freedom of Information Act 1989 (NSW) on 1 July 2010.

The law facilitates access to information by:

- Making it necessary for agencies to make certain information publicly available

- Authorising agencies to proactively release other information to the community
- Authorising agencies to release their information in response to information access requests
- Giving the public a legally enforceable right to access government information through making an access application, unless there is an overriding public interest against doing so.

Council currently makes much of its information publicly available on its website. Council will endeavour to proactively release any newly created documents that should be made available to the public as well as:

- Any information formally requested, not requiring third party consultation, where the applicant has indicated that they will be requesting regular updates;
- Media releases;
- Any information considered to be a public interest (not already required to be released) consistent with council's proactive release program.

Council will only require formal GIPA applications as a last resort where there would appear to be an overriding public interest against disclosure.

The tables on the following pages set out the information relating to the access applications made to council during the 2021/22 year. The information is provided in the format required by the Government Information (Public Access) Regulation.

For more information about GIPA visit [www.ipc.nsw.gov.au](http://www.ipc.nsw.gov.au) or phone 1800 472 679.

## GIPA ACCESS APPLICATION TABLES

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review.

Reviews carried out by the Agency	Yes
Information made publicly available by the agency	Yes

Council reviewed its Agency Information Guide and a copy was provided to the Information Commissioner for comment. Following this, the Guide was adopted by Council at its September council meeting. Council's proactive release program is detailed in its Agency Information Guide, under the Access to Information: Mandatory Release – Open Access Information section.

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Total number of applications received	3
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Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

	Wholly	Partly	Total
Number of applications refused	0	0	0
% of total	0%	0%	0%

**Table A: Number of applications by type of applicant and outcome\***

\* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

	Media	Members of Parliament	Private sector business	Not for profit orgs or community groups	Members of the public (by legal representative)	Members of the public (other)	Total	% of total
Access granted in full	0	0	0	0	3	0	3	100%
Access granted in part	0	0	0	0	0	0	0	0%
Access refused in full	0	0	0	0	0	0	0	0%
Information not held	0	0	0	0	0	0	0	0%
Refused to deal with application	0	0	0	0	0	0	0	0%
Refused to confirm/deny whether the information is held	0	0	0	0	0	0	0	0%
Application withdrawn	0	0	0	0	0	0	0	0%
<b>Total</b>	0	0	0	0	3	0	3	
<b>% of total</b>	0%	0%	0%	0%	100%	0%		



**Table B: Number of applications by type of applicant and outcome\***

	<b>Personal information applications</b>	<b>Access applications</b> (other than personal information applications)	<b>Access applications</b> (partly personal info and partly other)	<b>Total</b>	<b>% of total</b>
<b>Access granted in full</b>	0	1	2	3	100%
<b>Access granted in part</b>	0	0	0	0	0%
<b>Access refused in full</b>	0	0	0	0	0%
<b>Information not held</b>	0	0	0	0	0%
<b>Refused to deal with application</b>	0	0	0	0	0%
<b>Refused to confirm/deny whether the information is held</b>	0	0	0	0	0%
<b>Application withdrawn</b>	0	0	0	0	0%
<b>Total</b>	0	1	2	3	
<b>% of total</b>	0%	33%	67%		

\* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

**Table C: Invalid applications**

Reasons for invalidity	No. of applications	% of total
Application does not comply with formal requirements (section 41 of the Act)	0	0%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	0	0%
Invalid applications that subsequently became invalid applications	0	0%

**Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act**

	Number of times consideration used*	% of total
Overriding secrecy laws	0	0%
Cabinet Information	0	0%
Executive Council Information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport Safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Privilege generally – Sch 1 (5A)	0	0%
Information provided to High Risk Offenders Assessment Committee	0	0%
Total	0	

\*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

**Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act**

	<b>Number of times consideration used*</b>	<b>% of total</b>
Responsible and effective government	0	0%
Law enforcement and security	0	0%
Individual rights, judicial processes, and natural justice	0	0%
Business interests of agencies and other persons	0	0%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate freedom of information legislation	0	

**Table F: Timeliness**

	<b>No. of applications</b>	<b>% of total</b>
Decided within the statutory timeframe (20 days plus any extensions)	3	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	3	

**Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome).**

	Decision varied	Decision upheld	Total	% of total
Internal review	0	0	0	0%
Review by information commissions	0	0	0	0%
Internal review following recommendation under section 93 of Act	0	0	0	0%
Review by NCAT	0	0	0	0%
<b>Total</b>	0	0	0	
<b>% of total</b>	0%	0%		

\*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decisionmaker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

**Table H: Applications for review under Part 5 of the Act (by type of applicant).**

	No. of applications for review	% of total
Applications by access applications	0	0%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
<b>Total</b>	0	

**Table I: Applications transferred to other agencies.**

	<b>No. of applications transferred</b>	<b>% of total</b>
Agency – initiated transfers	0	0%
Application – initiated transfers	0	0%
Total	0	

## **PUBLIC INTEREST DISCLOSURES**

[Public Interest Disclosures Act 1994 – s 31 & Public Interest Disclosures Regulation 2011 - cl 4]

<b>Statistical information on PIDS</b>	<b>July 2021 - June 2022</b>
Number of public officials who made PIDS	NIL
Number of PIDS received	NIL
Number of PIDS finalised	NIL



**ANNEXURE A:  
ANNUAL FINANCIAL  
STATEMENTS**