

CABONNE COUNCIL ANNUAL REPORT 2022/23

DRAFT

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 2022/23 Annual Report is a chance to share the opportunities and challenges faced during the financial year, and some of the noteworthy achievements during 2022/23, in an effort to serve ratepayers, residents, businesses and visitors.

MAYOR'S WELCOME



Kevin Beatty, Mayor

I am very proud to present Cabonne Council's 2022/23 Annual Report.

The 2022/23 year was one of many challenges. The flood events of 13 and 14 November have left a lasting legacy on our Shire, our communities, and our environment.

The sheer scope of the floods means we are yet to fully realise the long-term impacts on the environment, the economy and the health and wellbeing of the community.

However, from July to November 2022, Cabonne recorded more than 20 separate flood incidents (both minor and major) impacting roads, sporting fields, community amenities, businesses, and homes.

As a result, most of the 2022/23 year has been focussed on recovery, which is reflected throughout this report.

Thankfully, the next 12 months looks positive for Cabonne with some great community projects, road repairs and upgrades, and continuing flood recovery being delivered.

INTRODUCTION FROM THE GENERAL MANAGER

Whilst the work of a Council is never complete, reflecting on the achievements and milestones made by Council throughout the 2022/23 financial year is essential for understanding where we have come from, and where we are going.

Council has always prided itself on how we work with our local communities. At no time have we seen this more clearly than during the 2022/23 year.

Council staff were required to be deployed to support community recovery efforts, rebuild roads, and ensure essential services continued to be provided.

It was inevitable that this impacted the delivery of projects across the LGA. I thank the community for their patience as we worked through this recovery process.

Whilst, the past 12 months have been tough, focussing mainly on recovery efforts, I am grateful for what we have achieved. Council staff are working towards a prosperous 2023/24, where our communities will thrive once again.



Brad Byrnes, General Manager



COUNCIL'S VISION & MISSION

The Cabonne Local Government Area is thriving, caring, and vibrant.

Our Cabonne community recognise and acknowledge our rich culture, heritage, and history.

We strive to protect and value our environment, and the rural aspects of the region.

We recognise that we need to ensure all members of our community have access to the services and support required to be successful.

Despite being made up of a number of towns, villages and localities, we recognise that we need to work together to achieve great things for our wider Cabonne community.

Where one community succeeds - we all succeed.

We are Cabonne.

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

330
YEOVAL

491
CUMNOCK

2,595
MOLONG

822
MANILDRA

561
MULLION
CREEK

586
CUDAL

562
CARGO

862
EUGOWRA

2,437
CANOWINDRA

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 Gaanha Bula-Mount Canobolas, Borenore Caves and three National Parks. Gaanha Bula-Mount Canobolas is the highest point in the Shire at 1395m above sea level.

2022/23 YEAR IN REVIEW



CABONNE AT A GLANCE

Population

13,825

Top Industries of Employment

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



1,963

businesses



6,023km

total land area



10 medical services

11,492

jobs

44

medium age

19 schools

5,899

dwellings

8 public halls

\$350,000

median house price

29

hectares of open public space

7 pools

3 libraries

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

5

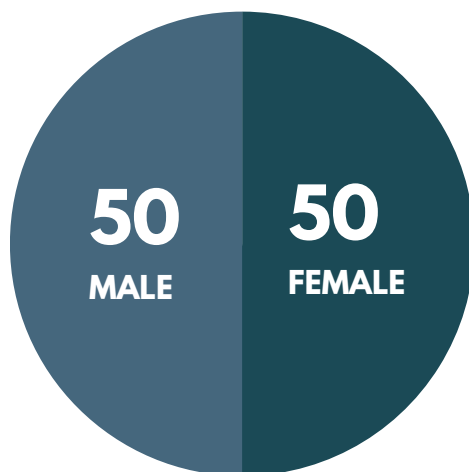
Aboriginal and/or
Torres Strait Island
peoples

6

born overseas

2

speaking languages other
than English at home



13

care for someone
with a disability

5

have a disability



74

who own or
mortgage a house

14

who rent

30

couples with
children

22

live alone



3

unemployed and
looking for work



43

that completed higher
education

30

that did not
complete year 12



68

who drove
to work

16

work from
home

4

who walked
to work

22

who
volunteer

61

working
full time

32

working
part time

HOW WE PLAN & REPORT



HOW WE PLAN & REPORT

Cabonne 2022 - 2032 - Community Strategic Plan

Cabonne Strategic Plan 2022 - 2032 is the long-term plan that represents the vision, aspirations and priorities of the Cabonne community for their preferred future.

The Plan 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 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 Annual Report 2022/23

This annual report summarises the performance of Cabonne Council for 2022/23 against the directions in Cabonne 2025 and the services and projects in the Operational Plan 2022/23.

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

Our Delivery Program 2022 - 2026 and Operational Plan 2022-2023

The Delivery Program 2022 - 2026 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:

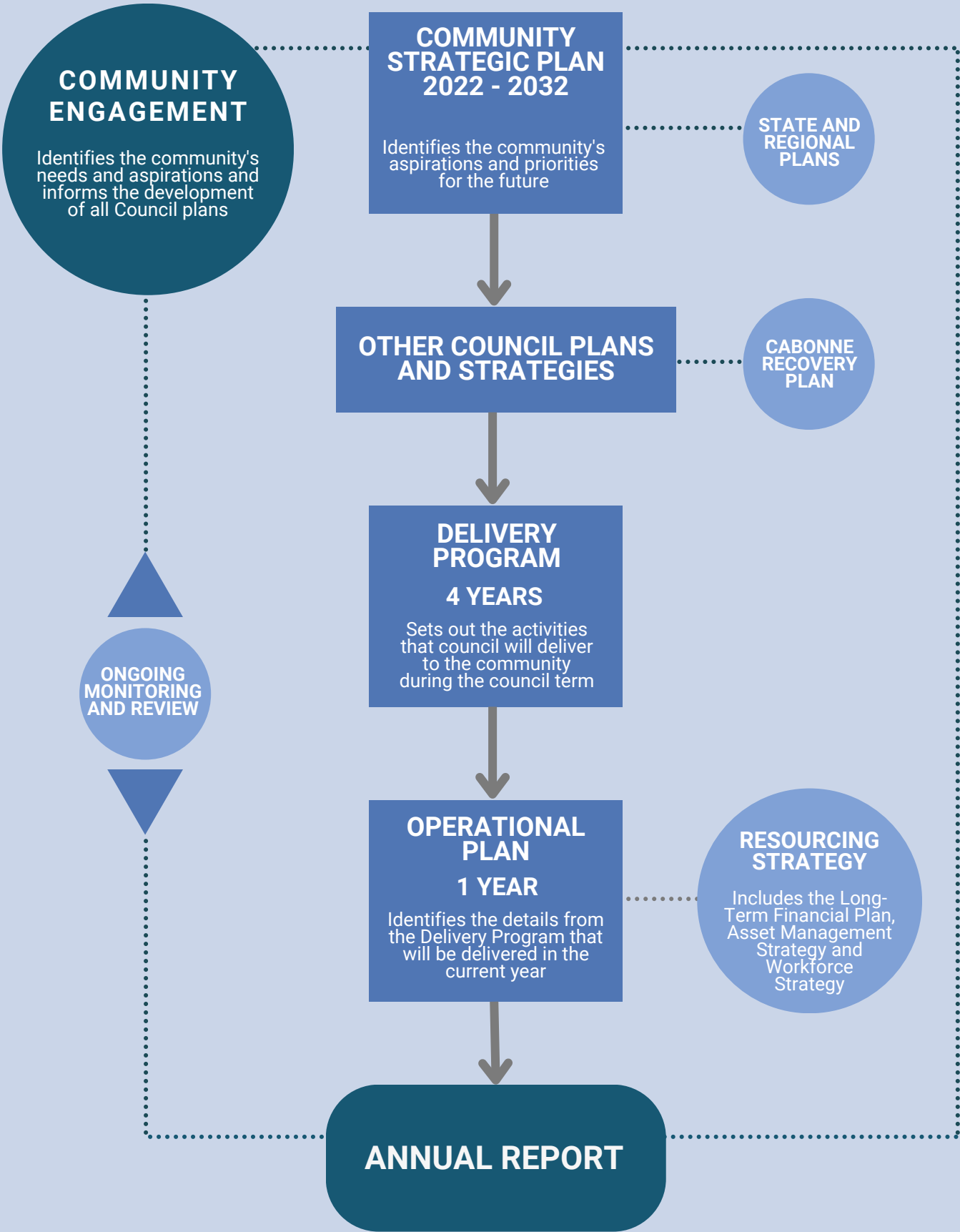
- Connect Cabonne to each other & the world
- Build business & generate employment
- Provide & develop community facilities
- Grow Cabonne's culture & community
- Manage our natural resources

The annual Operational Plan 2022/23 supports the Delivery Program 2022 - 2026. It details the activities we undertook from 1 July 2022 to 30 June 2023. 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.

Following the November 2022 flood event, Council worked with the community to develop a Recovery Plan. The Cabonne Recovery Plan "Building Back a Better Cabonne" has been incorporated into the 2022-2026 Delivery Program and 2022-2023 Operational Plan.

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.

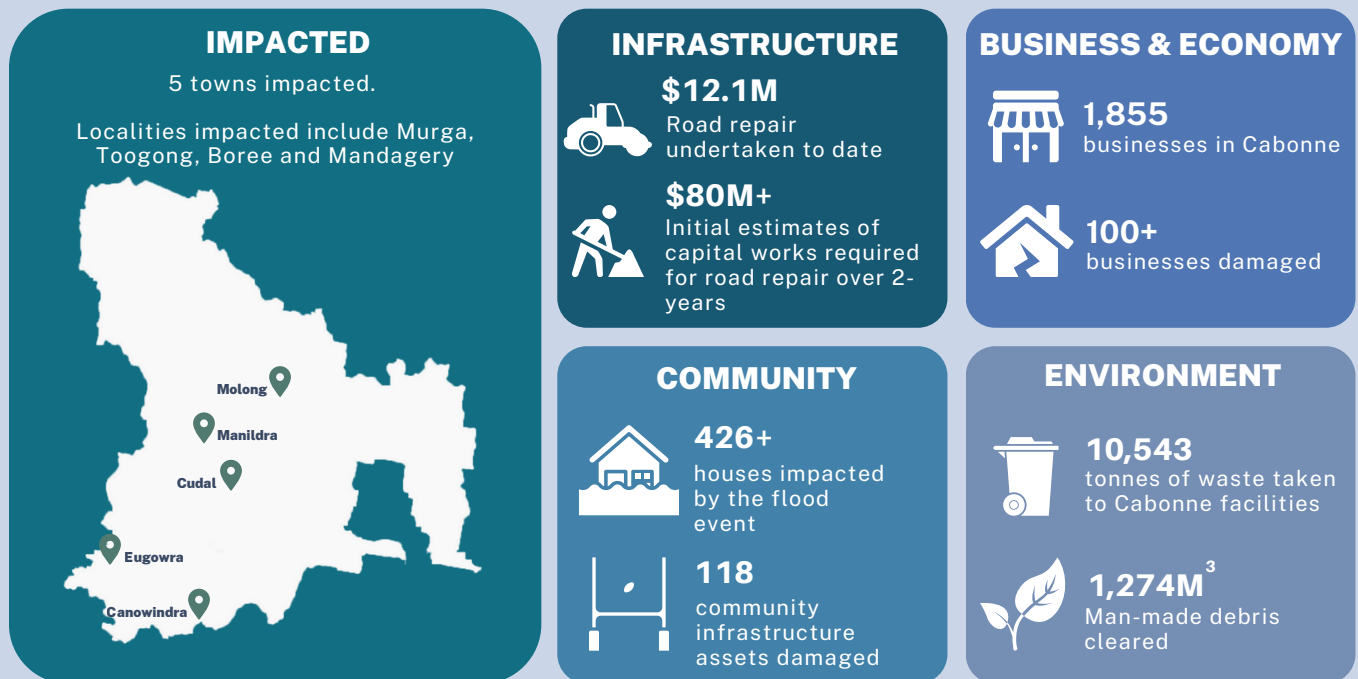


CABONNE RECOVERY PLAN - BUILDING BACK A BETTER CABONNE

The events of 13 and 14 November 2022, have left a lasting legacy on our Shire, our communities, and our environment.

The catastrophic event saw homes, businesses, livestock, rural properties, crops, machinery, and infrastructure damaged, destroyed or lost across Cabonne. Most devastatingly, the flood event also resulted in the loss of two Cabonne residents.

The sheer scope of the floods means we are yet to fully realise the long-term impacts on the environment, the economy and the health and wellbeing of the community. The wellbeing and mental health challenges that will impact our community in coming months and years will be difficult to quantify and even harder to manage.



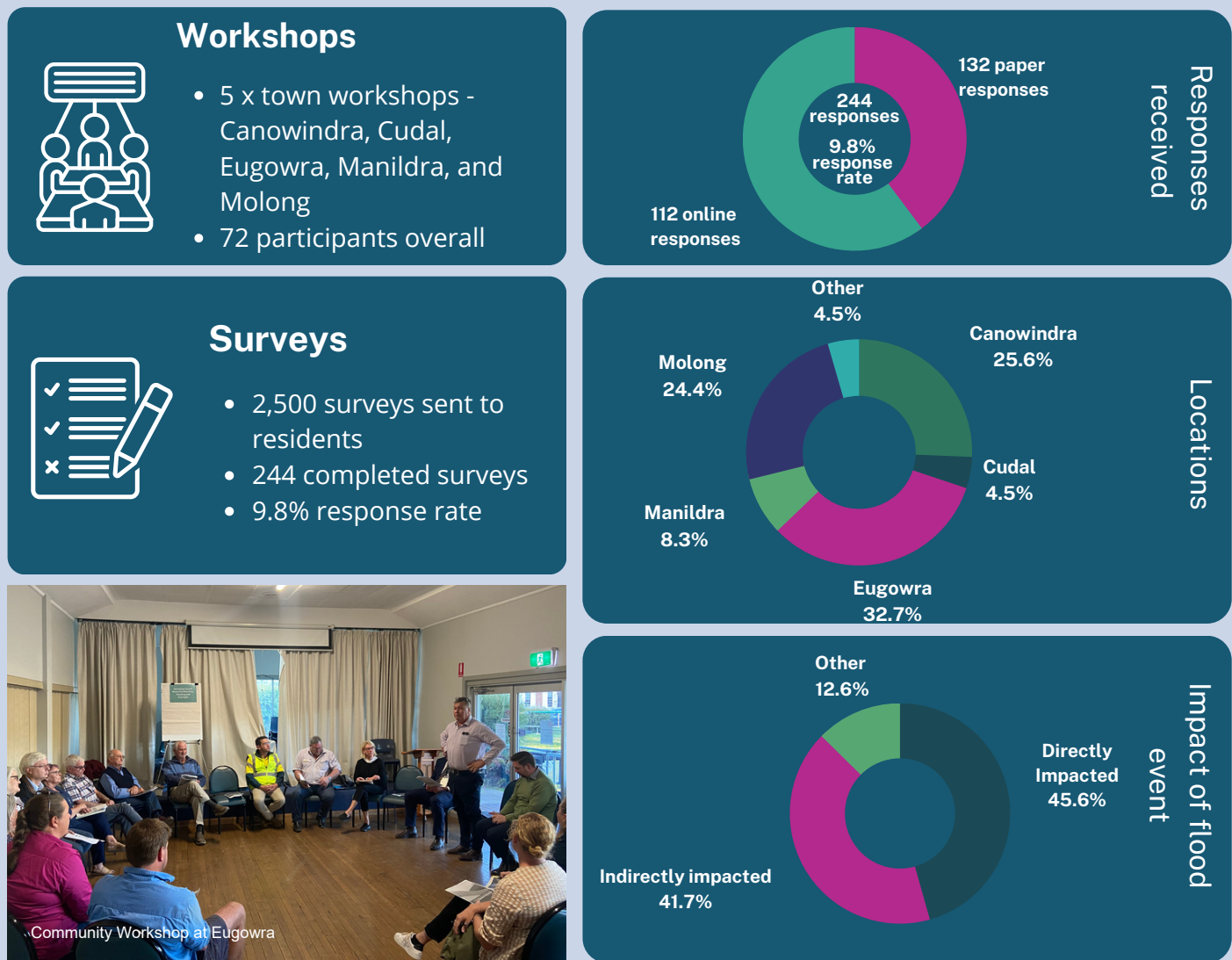
Following the November 2022 flood event, Council worked with the community to develop a Recovery Plan.

The Plan outlines the measures that both Council and the community are taking in response to the flood event and breaks down estimated costs to repair critical infrastructure throughout the Cabonne Shire. The plan also breaks down estimated costs for repairs to local homeowners, businesses, the natural environment, and the wellbeing of local communities.



The Cabonne Recovery Plan is also helping drive our direction to restore the Cabonne Local Government Area in partnership with Council, the community, disaster support agencies, and state and federal government.

Council undertook a number of different engagement processes in the development of the Plan, including conversations, workshops and a community survey, sent throughout April and May 2023.



OUR PERFORMANCE



KEY FINANCIAL RESULTS- DRAFT

| | |
|------------------------|------------------|
| Total Operating Income | \$71.39 M |
|------------------------|------------------|

| | |
|-----------------------|------------------|
| Total Operating Spend | \$68.55 M |
|-----------------------|------------------|

| | |
|------------------|-----------------|
| Operating Result | \$2.84 M |
|------------------|-----------------|

| TOTAL INCOME | 2022/23 \$ '000 |
|------------------------------------|--------------------|
| Rates and annual charges | 15,584 |
| User charges and fees | 9,363 |
| Other revenues | 1,705 |
| Operating grants and contributions | 32,869 |
| Capital grants and contributions | 10,063 |
| Interest and investment revenue | 1,203 |
| Other income | 602 |
| TOTAL | 71,389 |

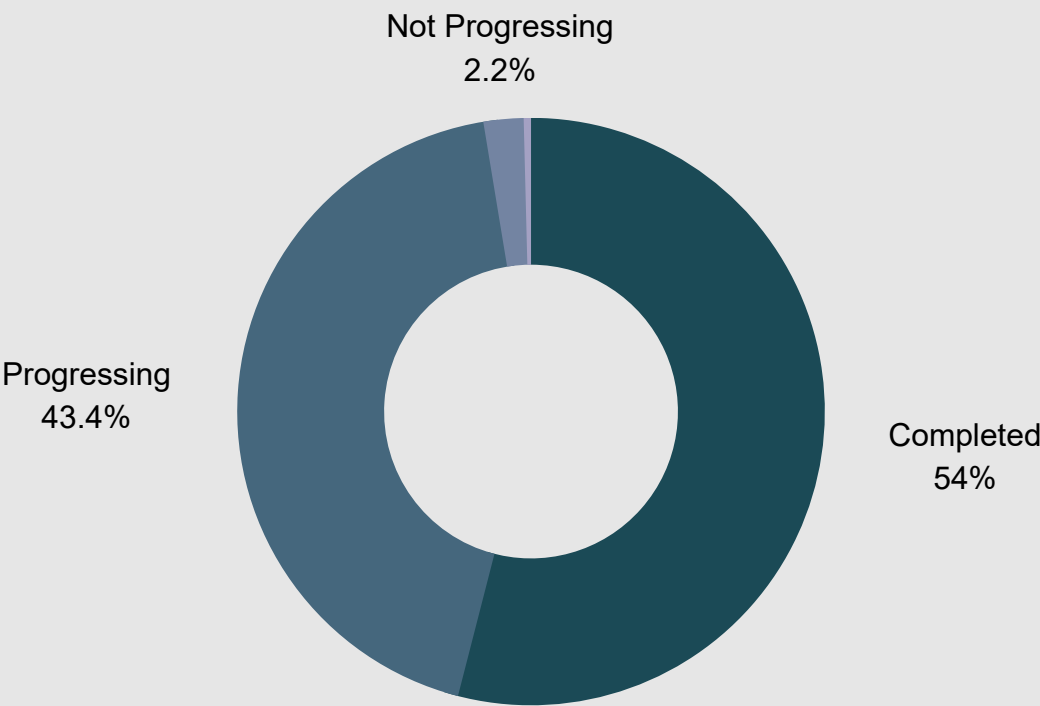
| TOTAL EXPENSES | 2022/23 \$ '000 |
|----------------------------------|--------------------|
| Employee costs | 14,776 |
| Materials and services | 32,690 |
| Borrowing costs | 181 |
| Depreciation and amortisation | 14,584 |
| Other expenses | 579 |
| Net loss from disposal of assets | 5,744 |
| TOTAL | 68,554 |

OUR PROGRESS

The Operational Plan 2022/23 details the activities we need to undertake and how we will resource these. It detailed 235 deliverables.

We completed 127 of these planned activities.

PROGRESS OF DELIVERABLES AS AT 30 JUNE 2023



| STATUS | NUMBER OF DELIVERABLES | PERCENT |
|------------------|------------------------|---------|
| COMPLETE | 127 | 54 |
| PROGRESSING | 102 | 43.4 |
| NOT PROGRESSING | 5 | 2.2 |
| NOT DUE TO START | 1 | 0.4 |

The rest of this section summarises our achievements for 2022/23. Further details on projects and performance measures are in the six-monthly Operational Plan progress reports.

A SNAPSHOT OF 2022/23



STRATEGIC DIRECTION 1 Leadership

- Career visits to Molong, Canowindra and Yeoval High Schools to discuss career opportunities at Cabonne Council, including apprentice and trainee positions available.
- Wellness Programs for staff were conducted last year which included: health checks, mental health boost, resilience, sleep management and fatigue, and EAP services.
- Australia Day celebrations were held across Cabonne's towns and villages with Australia Day Ambassador Cheryl Koenig.



STRATEGIC DIRECTION 2 Infrastructure

- \$12 million for the Mandagery Creek Bridge replacement in Manildra.
- Major road projects completed include Borenore Road, Burrendong Way, Cadia Road Rehabilitation, stages 1 and 2 and Kangarooobie Road.
- \$490,000 for the Eugowra Medical Centre. Redevelopment of existing medical centre building, to create two residential units, as well as a renewed and modern medical centre.



STRATEGIC DIRECTION 3 Community

- Worked with the Central West Libraries to ensure library services are available with quality collections that attract and maintain active membership and visitation. Canowindra currently has 925 members, Manildra has 171 members and Molong has 967 members.
- Cabonne Acquisitive Art Prize competition and exhibition. There were over 70 artworks entered and was the first year that the prize had been opened up to artists outside the Cabonne area and participation was welcomed from everyone in the Arts Out West region.



STRATEGIC DIRECTION 4 Economy

- \$239,651 from the NSW Government's \$25 million Reconnecting Regional NSW – Community Events Program which supported 22 events across Cabonne's towns and villages.
- \$68,420 delivered to community groups as part of Council's Community Assistance Program.



STRATEGIC DIRECTION 5 Environment

- With \$1.5m in funding secured through the NSW State Government's Resources for Regions program to purchase and install a 2 Mega Watt/Hour (MWh) Battery Energy Storage System, to allow Council to capture and offload energy into the market at a time to both maximise the return on investment and to offset the carbon emissions of Council electricity consumption.



AUDIT, RISK AND IMPROVEMENT COMMITTEE (ARIC)

Cabonne's ARIC was refreshed in the first half of 2022 and the new ARIC had its first meeting in July 2022. An ambitious program of work was in the pipeline when the Council area was hit with devastating floods.

The objective of the ARIC is to provide independent oversight and assistance to Council on risk management, internal controls, governance and external accountability.

The ARIC keeps the following under review: financial management, governance, enterprise risk management, the performance management framework, Council's control framework, integrated planning and reporting, and legislative and regulatory compliance.



Australia Day Events 2023

LOCAL SCHOOLS AND COUNCIL

The People and Culture team undertake annual career visits to the local highschools.

The career visits to Molong, Canowindra and Yeoval High Schools to discuss career opportunities at Cabonne Council, including apprentice and trainee positions available. The discussions also include information about how to apply for a job and skills needed for interviews. Students were also invited this year to come along to one of the Ordinary Council



Canowindra High School students at June Ordinary Meeting

Meetings as part of Youth Week 2023 activities, to discuss issues significant to them. Students from Molong Central School, Yeoval Central School and Canowindra High School attended the June 2023 Meeting.

STAFF WELLNESS PROGRAM

Last year was a challenging year for most, and the People and Culture team rolled out a number of wellness workshops for Council staff to be involved in:

- Health Checks
- Mental Health Boost
- Resilience
- Mental Health First Aider
- Accidental Counsellor
- Sleep Management and Fatigue
- EAP services provided on site

CEREMONIES

Council facilitated a range of Australia Day celebrations across the region. We welcomed Australia Day Ambassador Cheryl Koenig, a Sydney-based writer and motivational speaker to Cabonne. 30 awards were presented at towns and villages across Cabonne. Our Cabonne Youth Ambassador was awarded to Tengis Meiklejohn from Canowindra.

COFFEE WITH A COUNCILLOR

The "Coffee With a Councillor" sessions commenced during Local Government Week, which was held in August 2022. These sessions provide an opportunity for residents to chat to Councillors about projects or issues in an informal setting. These sessions were held in coffee shops across the region.



STRATEGIC DIRECTION 2 INFRASTRUCTURE

FUNDING AND INVESTMENTS

Cabonne Mayor Kevin Beatty joined the NSW Minister for Regional Transport and Roads, the Hon. Sam Faraway MLC to turn the sod on the new \$12 million Mandagery Creek Bridge in Manildra.

The existing 92-year-old bridge has served our community well but it's time for an upgrade.

The new bridge will be stronger, safer, and provide pedestrian access.

The project is expected to be complete mid 2024.



Sod Turning for Mandagery Creek Bridge replacement

ROAD MAINTENANCE AND RENEWAL

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

Due to the catastrophic flood events in the last 12 months, considerable maintenance works were combined with disaster rectification works. As part of ongoing work, Council is undertaking a service review of rural and urban road maintenance.

However, some major road maintenance projects were completed despite the challenges including:

- Borenore Road
- Burrendong Way
- Cadia Road Rehabilitation stages 1 and 2
- Kangaroobie Road

EUGOWRA MEDICAL CENTRE

Funding was received from the Building Better Regions Fund in partnership with Council and the Eugowra Medical Centre Committee for the \$490,000 redevelopment of the existing medical centre building, to create two residential units, as well as a renewed and modern medical centre.



Eugowra Medical Centre

COMMUNITY AMENITIES

The amenities block at Morris Park in Canowindra was upgraded in August 2022.

The upgrades were funded through Round Two of the Australian Government's Office of Road Safety as part of their Driver Reviver Site Upgrade program.

The upgrade has replaced the aged and dysfunctional amenities to bring them in line with current standards and community expectation.

Morris Park regularly hosts a Driver Reviver van during school holidays and long weekends. The upgrades will assist volunteers to better support motorists to manage their fatigue on long journeys, reducing the risk of crashes causing deaths and serious injuries.



Cadia Road Rehabilitation



STRATEGIC DIRECTION 3 COMMUNITY



CELEBRATE CABONNE



Cabonne Mayor Kevin Beatty was joined by the NSW Minister for Regional Transport and Roads, the Hon. Sam Faraway MLC, to announce that Cabonne Council had received \$239,651 from the NSW Government's \$25 million Reconnecting Regional NSW – Community Events Program.

The Community Events Program supported regional communities to reconnect by enabling Council to work closely with community groups to deliver exciting events.

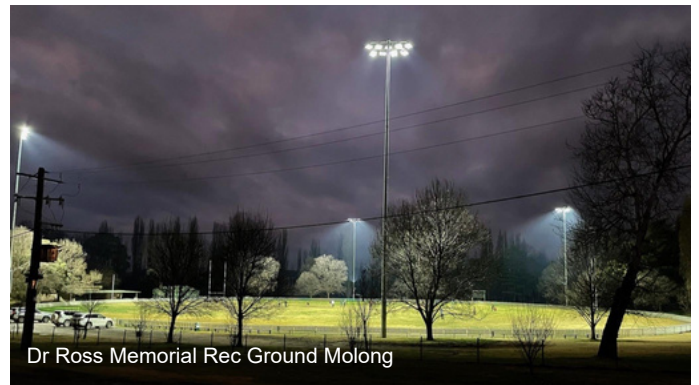
The program enabled community groups and Council to deliver 22 new and existing events until March 2023. Some of the events included were:

- Woodfired Eugowra
- Cargo Fire Festival
- Cumnock Markets and Family Fun Day
- Cudal Christmas Markets
- Molong Christmas Shopping Night
- Yeoval Fun Day
- Canowindra Christmas Shopping Night
- Manildra Christmas Party and Fireworks
- Mullion Creek Christmas

SPORTING INFRASTRUCTURE

\$350,000 in funding was received from the Stronger Country Communities Fund for upgrades to the Yeoval Recreation Ground.

Part of this project included spectator seating and a concrete pathway around the recreation reserve at Yeoval that provides a running path, access and linkage between outdoor exercise equipment, and connection through the main entrance to all areas of the facility.



\$400,000 project to replace lighting at Dr Ross Memorial Recreation Ground was secured. This project was jointly funded through the Australian Government's Building Better Regions Fund and NSW Government's Stronger Country Communities fund.

The installation of four new 30.5-metre-high lighting towers, replaced the pre-existing 25-metre-high lighting structures.

The new 1200-watt light fixtures on each pole now allows for 300 lumens on the playing surface, which meets the cricket and rugby standards for game lighting.

COMMUNITY FACILITIES

Council worked with the Central West Libraries to ensure library services are available with quality collections that attract and maintain active membership and visitation. Canowindra currently has 925 members, Manildra has 171 members and Molong has 967 members.



STRATEGIC DIRECTION 4 ECONOMY

CULTURE & COMMUNITY

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 70 artworks entered and was the first year that the prize had been opened up to artists outside the Cabonne area and participation was welcomed from everyone in the Arts Out West region.



Acquisitive Art Prize Winning Entry

FUNDING FOR COMMUNITIES

\$24,200 for the 2022/23 Events Assistance Program was provided to 17 events across the region. Some of these events included:

- Orange Wine Festival
- NSW Open Disc Golf Championships
- Eugowra Masters of the Mandagery
- Children's Christmas Matinee at the Amusu
- Banjo Paterson Festival
- Cargo 2 Grenfell Fundraiser Walk
- Canowindra Pony Club Showjumping Competition
- Cudal Black Tie Ball
- Cabonne Acquisitive Art Prize

\$24,127 was provided to Yeoval, Manildra and Cargo Progress Associations from the Village Enhancement Fund for:

- Yeoval Village Activation Plan
- Fencing for Montana Park Playground
- Replacement of village playground fence in Cargo



Montana Park Manildra

\$68,420 delivered to community groups as part of Council's Community Assistance Program.

Some of the projects included:

- Footpath and lighting for the Canowindra Community Bowls and Recreation Club carpark
- Replacement of fencing at the Cargo playground
- Yeoval Community Town Activation Plan
- Fencing at Montana Park Playground in Manildra
- New roller doors for a storage shed for the Cumnock Little Athletics Club.

This program continues to provide funding to essential assets within the local communities to maintain the strength and vibrancy of Cabonne's towns and villages.



Long White Lunch, Cumnock

\$30,000 was provided to three community organisations under Council's Sponsorship Program for 22/23, for the following events:

- Long White Lunch, Cumnock
- Canowindra Balloon Challenge
- Molong Village Markets



STRATEGIC DIRECTION 5 ENVIRONMENT

RENEWABLE ENERGY

Council is progressing its plans to build a \$3m 2.14 kilowatt (kW) solar power plant at Council's Eugowra Sewer Treatment Plant facility.

With \$1.5m in funding secured through the NSW State Government's Resources for Regions program to purchase and install a 2 Mega Watt/Hour (MWh) Battery Energy Storage System to allow Council to capture and offload energy into the market at a time to both maximise the return on investment and to offset the carbon emissions of Council electricity consumption.

The project is currently working through final electrical network studies to confirm compatibility with the Essential Energy electrical network. A development application has been approved with the project expected to go out to market in the 2023-2024 financial year for detailed design and construction.



WEEDS DESTRUCTION

As a land manager, Council must prevent, eliminate or minimise the risk posed by weeds found on land under its control. This includes inspecting private and public lands to ensure owners/managers of land carry out their obligations.

Council staff conducted 435 private inspections during the 22/23 financial year. These inspections are carried out with landholders to assist in creating a weed management plan, dependent on the weed and the size of land.

WASTE DISPOSAL

The Cabonne LGA normally disposes of around 7,500 tonnes annually.

In the 22/23 financial year, Cabonne Council disposed of around 20,000 tonnes as a result of the November 2022 floods.



ANIMAL WELFARE

Cabonne Council continues to encourage responsible pet ownership with the annual vaccination vouchers offered during Local Government Week. \$3,000 is allocated towards the vouchers and entitles 30 residents to a \$100 voucher towards vaccinating their pet, on a "first in best dressed" basis.

Between July 1, 2022, and June 30, 2023, there were 78 after hours calls for Ranger services. 56 resulted in callouts, 11 customer service requests and 11 general enquiries.

Stray animals are publicised on Council's Facebook page which gains traction in the community to reunite pets with their owner. Last financial year, 6 dogs were successfully rehomed.



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, 351 council resolutions were considered in this financial year.



9 COUNCILLORS

11 COUNCIL MEETINGS

351 COUNCIL RESOLUTIONS PASSED



2 FORMAL GIPA REQUESTS FINALISED

120 INFORMAL GIPA REQUESTS FINALISED

74,777 DOCUMENTS REGISTERED BY 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



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



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

EXECUTIVE LEADERSHIP TEAM



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

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

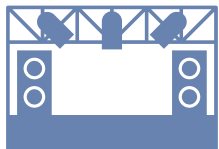
Social support services, home support services, home maintenance, and food delivery.

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

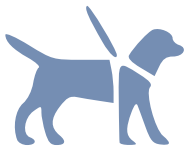
Festivals and events, visitor information, event assistance.

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.

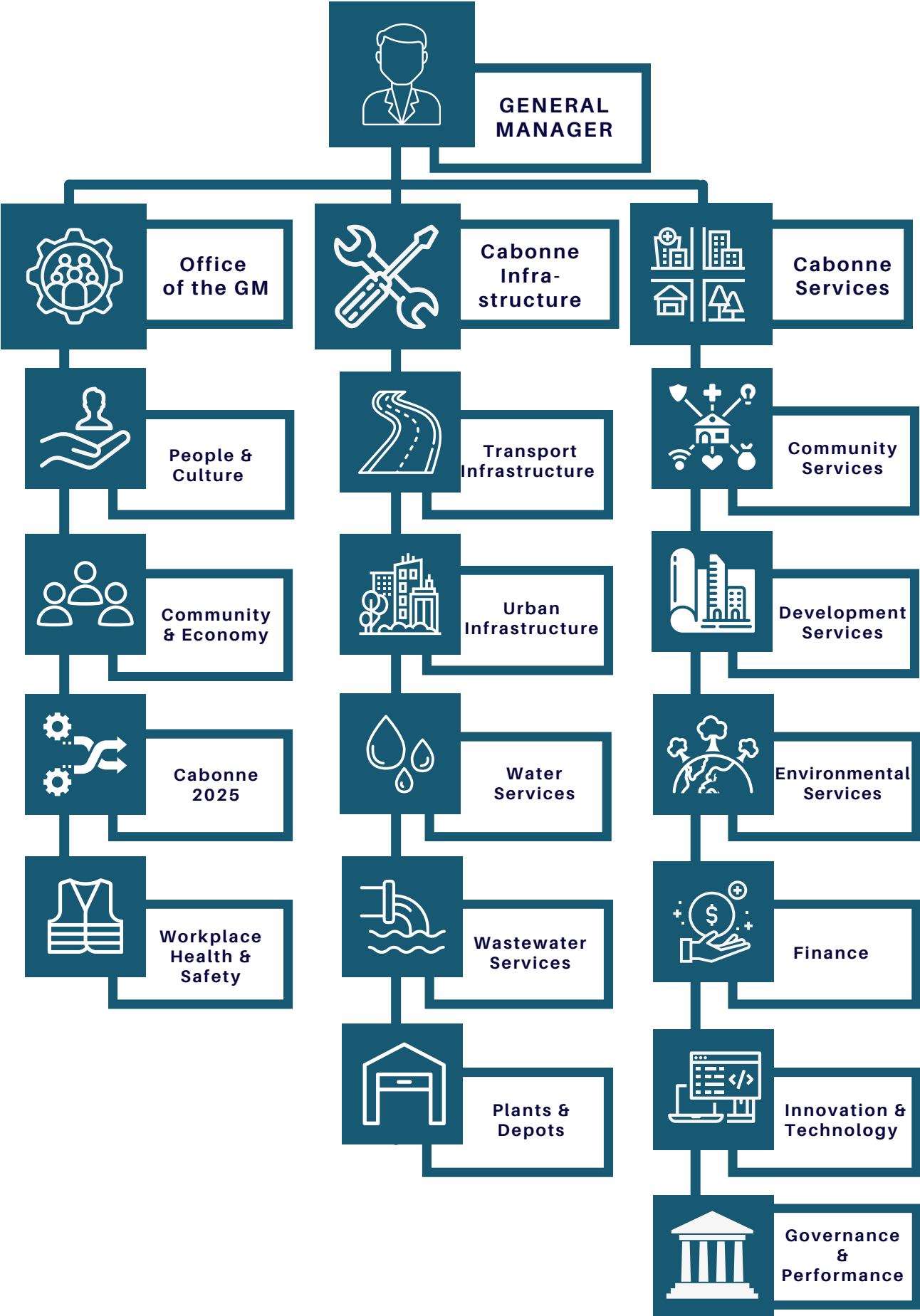
CUSTOMER SERVICE & INFORMATION

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 increased from last financial year, at 185.

From July 2022, following the COVID-19 Pandemic, staff began returning to the office from either working from home or remote sites. However, Council still encourages working from home if possible, to cater for staff wanting a 'hybrid style' working environment. This has been a positive outcome from COVID-19, allowing staff to work from home to reduce travel stress and to promote 'hot-desks' within the organisation to effectively utilise office space.

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.

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.

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 staff wellness, focusing on mental health in light of the natural disasters during 2022.



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.

The staff wellness program that was initiated during the last financial year was again rolled out this financial year. Council hosted a number of workshops including Mental Health First Aider, Accidental Counsellor, Mental Health Awareness as well as sessions on promoting physical health. The EAP (Employee Assistance Program) remains in place for employees which provides short term counselling services covering a wide range of personal and work issues.

The EAP usually offers an online/phone service to employees, however, following the November 2022 floods, EAP Counsellors visited Council offices and depots to check in on staff and provide personal face-to-face sessions for those in need. This continued until the end of June 2023.

In the recruitment space, 43 staff have left the organisation for various reasons, including 34 resignations, and six retirements. 96 new staff joined Cabonne during 2022/23 which included 50 casual lifeguards, a substantial increase from the previous financial year.



Council continues to encourage training and upskilling staff and recognising them for their achievements. The People and Culture (P&C) team actively encourage students to apply for apprenticeships and traineeships with Council through school visits and talks. Council's Apprentice Heavy Vehicle Mechanic, Maddie Urban, received the Bert Evans Apprentice Scholarship Award for 2022. She was awarded the scholarship based on the eligibility criteria of 'women working in non-traditional roles.'



STATUTORY INFORMATION



STATUTORY INFORMATION

SERVICE REVIEWS

[Local Government Act 1993 - Act s 428(3) & Essential Element 5.3 - IP&R Guidelines]

Council has developed a Service Review Framework and has scheduled 2 reviews for the 2023-2024 reporting period. The program will be overseen and monitored by Council's Audit and Risk Improvement Committee.

In this reporting period a detailed review was completed of Council's Community Services functions with a number of recommendations that will enhance service delivery and the future sustainability of some services.

| SERVICE REVIEW | OBJECTIVES OF REVIEW | PLANNED COMMENCEMENT | FINALISED | STATUS | RESULT |
|--------------------|--|----------------------|--------------|-----------|------------------------|
| Community Services | High level review of service provision and sustainability of services currently provided | November 2022 | January 2023 | Completed | 33 Improvement Actions |

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.

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 2022/2023 year that required a resolution from council to waive or reduce the fees and charges under this section.

LEGAL EXPENSES

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

| Offence / Case | Court | Outcome | Legal Cost |
|---------------------|-------------------|------------------------------|-------------|
| Contractual Dispute | Supreme Court NSW | Matter Listed for Directions | \$0 to date |

ANTI SLAVERY STATEMENT

[Local Government Act 1993 - Act s 428(4)(c)]

Council compliance with Modern Slavery is being supported regionally through the Central NSW Joint Organisation (CNSWJO). All suppliers are being provided to CNSWJO for risk assessment to be embedded into an ongoing program. CNSWJO has a dedicated resource to support procurement including compliance with Modern Slavery Legislation.

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

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

Council's procurement policy is currently being reviewed and will outline its commitment to preventing and addressing modern slavery in all its procurement activities.

STEPS TAKEN TO ADHERE TO MODERN SLAVERY ACT 2018

[Local Government Act 1993 - Act s 428(4)(d)]

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

- sought and implemented legal wording through the CNSWJO to insert into goods and services contracts and procurement specification documentation;
- assessed suppliers' responses to modern slavery provided for each procurement process and the quotations and tenders received;
- is currently undertaking a risk assessment of active suppliers through CNSWJO in terms of modern slavery; and
- the risk assessment will be completed by 30 June 2024 with an embedded regional program monitoring existing contractors and assessing new contractors.

COUNCILLOR INDUCTION AND PROFESSIONAL DEVELOPMENT ACTIVITIES 2021/22

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

*Conference registration and accommodation

The total amount spent during the 2022/2023 financial period was \$24,880.00.

| Councillor | LGNSW CONFERENCE OCT2022 HUNTER VALLEY NSW | LOCAL ROADS CONGRESS NOV 2022 HOBART, TASMANIA | PUBLIC LIBRARIES CONFERENCE NOV 2022 ALBURY, NSW | LGNSW PLANNING FOR COUNCILLORS ON-LINE | ALGWA CONFERENCE MAY 2023 PARKES, NSW | NSW ROADS CONGRESS JUNE 2023 SYDNEY, NSW | LGNSW DESTINATION & VISITOR ECONOMY CONFERENCE MAY 2023 MANLY, NSW |
|------------|--|---|--|--|--|---|--|
| BATTEN | ● | | | | | | |
| BEATTY | ● | ● | | | | | |
| JONES | | | | | | | |
| OLDHAM | ● | | ● | | ● | | ● |
| O'RYAN | ● | | | | ● | | ● |
| NASH | | | | | ● | | |
| PULL | ● | | ● | | | | |
| RAWSON | | | | ● | | ● | |
| WEAVER | | | | | | | |
| COST | \$9,341 | \$3,860 | \$3,102 | \$440 | \$3,273 | \$792 | \$4,072 |

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 2022/2023.

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 | \$1,973.60 |
| Attendance of councillors at conferences and seminars | \$71,211.30 |
| Provision of induction training and professional development for mayor and councillors | \$10,200.00 |
| 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 |
| TOTAL | \$83,384.90 |

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 | \$785.11 |
| Water/sewer charges abandoned | \$226.86 |
| TOTAL | \$1,011.97 |

CONTRACTS AWARDED

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

| CONTRACTOR NAME | GOODS OR SERVICES SUPPLIED | AMOUNT INC GST |
|--|--|-------------------|
| Mitchell Hanlon Consulting Pty Ltd | Peak Hill Road Upgrade | \$258,101.80 |
| Regional West Constructions Pty Ltd | Eugowra Self Care Units Refurbishment | \$450,146.90 |
| Central West Electrical Contractors Pty Ltd | Molong Recreation Ground and Canowindra Oval Lighting Upgrades | \$903,885.00 |
| Renascent Regional Pty Ltd | Cudal Office Renovations | \$824,996.70 |
| Hines Constructions | Construction of Canowindra Grandstand and Changerooms | \$1,979,571.00 |
| Riverpark Constructions | Eugowra Medical Centre | \$457,401.00 |
| Oilsplus Holdings Australia | Supply and Delivery of Bulk Fuel - Contract S1_2022_O | Schedule of Rates |
| Ocwen Energy Pty Ltd T/as Lowes Petroleum Services | Supply and Delivery of Bulk Fuel - Contract S1_2022_L | Schedule of Rates |
| Iberdrola Australia Energy Markets Pty Ltd | Electricity Procurement | Schedule of Rates |
| Westrac Pty Ltd | Plant Replacement Two Caterpillar CS68B Smooth Drum Rollers | \$427,200.00 |
| Wagga Trucks | Supply and Delivery of One Backhoe Loader | \$374,080.00 |
| Westrac Pty Ltd | Supply and Deliver of One Backhoe Loader | \$233,750.00 |
| Adaptive Interiors Pty Ltd | Design and Construction of the Eugowra Multipurpose Building at Eugowra Showground | \$1,200,203.00 |
| JR & EG Richards Pty Ltd | Waste Collection and Recycling Processing Services | \$5,300,000.00 |

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 |

DONATIONS MADE UNDER SECTION 356

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

During 2022/2023 Council donated a total of \$21,322.51 in grants and assistance under Section 356, consistent with its Donations Policy.

| | |
|--------------------------|--------------------|
| General | \$4,819.60 |
| Development Applications | \$1,689.11 |
| Rates | \$14,813.80 |
| TOTAL | \$21,322.51 |

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 2022/2023 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 Safety, 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.

CAPITAL WORKS

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

Cabonne Council did not undertake any capital works projects that required a Capital Expenditure Review under the Office of Local Government Guidelines.

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 | \$259,783.00 |
| Bonus or Performance Payments | NIL |
| Employer's contribution or salary sacrifice to superannuation | \$27,227.30 |
| Non-cash benefits | NIL |
| FBT on non-cash benefits | \$4,906.89 |
| TOTAL | \$291,967.19 |

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 | \$374,473.92 |
| Bonus or Performance Payments | NIL |
| Employer's contribution or salary sacrifice to superannuation | \$39,486.76 |
| Non-cash benefits | NIL |
| FBT on non-cash benefits | \$20,004.76 |
| TOTAL | \$433,965.44 |

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 23 November 2022:

| Employment Type | Value |
|----------------------|-------|
| Permanent Full Time | 140 |
| Permanent Part Time | 16 |
| Casual Basis | 48 |
| Fixed Term Contract | 0 |
| Senior Staff | 3 |
| Labour Hire | 3 |
| Apprentice / Trainee | 3 |

STORMWATER MANANAGEMENT SERVICES

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

In 2022/2023 council undertook stormwater drainage works to the value of \$37,157.00

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.

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 2022/2023 was completed and returned to the Office of Local Government.

Lodgement of data relating to dog attacks with the OLG.

There were no (0) dog attacks registered with the OLG in the 2022/2023 financial year.

Amount of funding spent on companion animals' management and activities.

The amount of \$169,817 was spent on companion animal management and activities in the 2022/2023 financial year.

Companion animals community education programs carried out.

Cabonne Council did not hold its free micro chipping days in Molong and Canowindra due to staffing constraints.

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 bi-annual de-sexing voucher program. This program is available to all residents within the Local Government Area and it was offered during the 2022/2023 financial 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 following rescue groups:

- Australian Working Dog Rescue
- Pets Haven (VIC)
- Monika's Rescue
- Cowra Pet Rescue
- AWL Kemps Creek

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 \$15,584.00 Companion Animal Commission fund money was received for the 2022/2023 year and went towards the ranger's salary, animal shelter maintenance, animal education and operating costs.

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:

- Council 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 Shire 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:

- Council has built or installed accessible facilities being a new public toilet block and new dressing sheds with a female designated changeroom in Canowindra, a concrete pathway at the Yeoval Recreation Ground, Molong's new Community Centre with ramp accesses internally and externally and hearing loops in the auditorium, and the Cudal Council Office renovation providing a ramp and bathroom accessibility.
- Plans are underway for the Canowindra Swinging Bridge to have an accessible ramp, the Manildra Recreation Ground Changeroom to be upgraded, and for Eugowra's Multi-Purpose Centre and Pre-school being fully accessible.
- 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 2022/2023 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 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 LGBTQI+ 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).

Council's new 2023-2026 DIAP will be finalised by the end of 2023 with the requirement for annual redevelopment from July 2026.

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 | \$61,546.97 exc GST |

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 State of the Environment Reports are available as separate documents on Council's website under the Environment tab.

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, although any actions are consistent with the Priorities Action Statement or Threat or Recovery Plans, mainly by approval processes from NSW Fisheries and best practice actions. 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 (SP Reg) - 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 | 22 |
| Inspections that resulted in issuance of a certificate of non-compliance under clause 18BA of the Regulation | 9 |

DEVELOPMENT CONTRIBUTIONS AND DEVELOPMENT LEVIES USED OR EXPENDED

[Environmental Planning and Assessment Regulation 2021 - cl 218A (1)]

No development contributions were expended in the 2022/2023 financial year.

DETAILS OF PROJECTS FOR WHICH CONTRIBUTIONS OR LEVIES HAVE BEEN USED

[Environmental Planning and Assessment Regulation 2021 - cl 218A (2)]

No development contributions were expended in the 2022/2023 financial year.

TOTAL VALUE OF ALL CONTRIBUTIONS AND LEVIES RECEIVED AND EXPENDED

[Environmental Planning and Assessment Regulation 2021 - cl 218A (3)]

Total value of contributions and levies received during the year:

| | |
|-------------|-------------|
| Section 711 | \$0.00 |
| Section 712 | \$57,474.86 |

Total value of contributions and levies expended during the year:

| | |
|---------------------------|-----|
| Section 711 contributions | \$0 |
| Section 712 contributions | \$0 |

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 2022/2023 council has granted carer’s leave to staff members on numerous occasions and has provided flexibility for staff members with ongoing caring responsibilities.

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 2022/23 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 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 August 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 | 2 |
|---------------------------------------|---|

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% | |

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.

| | Access Grante d in Full | Access Granted in Part | Access Refused in Full | Information Not Held | Informatio n Already Available | Refuse to Deal with Application | Refuse to Confirm / Deny Whether Information is Held | Application Withdrawn | Total | % of Total |
|--|-------------------------------|------------------------------|------------------------------|-------------------------|--------------------------------------|---------------------------------------|---|--------------------------|-------|------------|
| Media | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Members of Parliament | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Private Sector Business | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Not For Profit Organisations or Community Groups | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Members of the Public (by legal representative) | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100% |
| Members of the Public (other) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Total | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| % of Total | 100 % | 0% | 0% | 0% | 0% | 0% | 0% | 0% | | |

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

| | Access Grante d in Full | Access Granted in Part | Access Refused in Full | Information Not Held | Information Already Available | Refuse to Deal with Applicatio n | Refuse to Confirm / Deny Whether Information is Held | Applicatio n Withdrawn | Total | % of Total |
|--|-------------------------------|------------------------------|------------------------------|-------------------------|-------------------------------------|---|---|------------------------------|-------|---------------|
| Personal Information Applications* | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50% |
| Access Applications (other than personal information applications) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| Access Applications That Are Partly Personal Information Applications And Partly Other | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50% |
| Total | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| % of Total | 100 % | 0% | 0% | 0% | 0% | 0% | 0% | 0% | | |

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

| | Number of times consideration used* | % of total |
|--|-------------------------------------|------------|
| 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 | 0% |
| Total | 0 | |

Table F: Timeliness

| | No. of applications | % of total |
|--|---------------------|------------|
| Decided within the statutory timeframe (20 days plus any extensions) | 2 | 100% |
| Decided after 35 days (by agreement with applicant) | 0 | 0% |
| Not decided within time (deemed refusal) | 0 | 0% |
| Total | 2 | |

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 Commissioner* | 0 | 0 | 0 | 0% |
| Internal review following recommendation under section 93 of Act | 0 | 0 | 0 | 0% |
| Review by NCAT | 0 | 0 | 0 | 0% |
| Total | 0 | 0 | 0 | |
| % of total | 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% |
| Total | 0 | |

Table I: Applications transferred to other agencies.

| | No. of applications transferred | % of total |
|-----------------------------------|---------------------------------|------------|
| 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]

| Statistical information on PIDS | July 2022 - June 2023 |
|--|-----------------------|
| Number of public officials who made PIDS | NIL |
| Number of PIDS received | NIL |
| Number of PIDS finalised | NIL |