

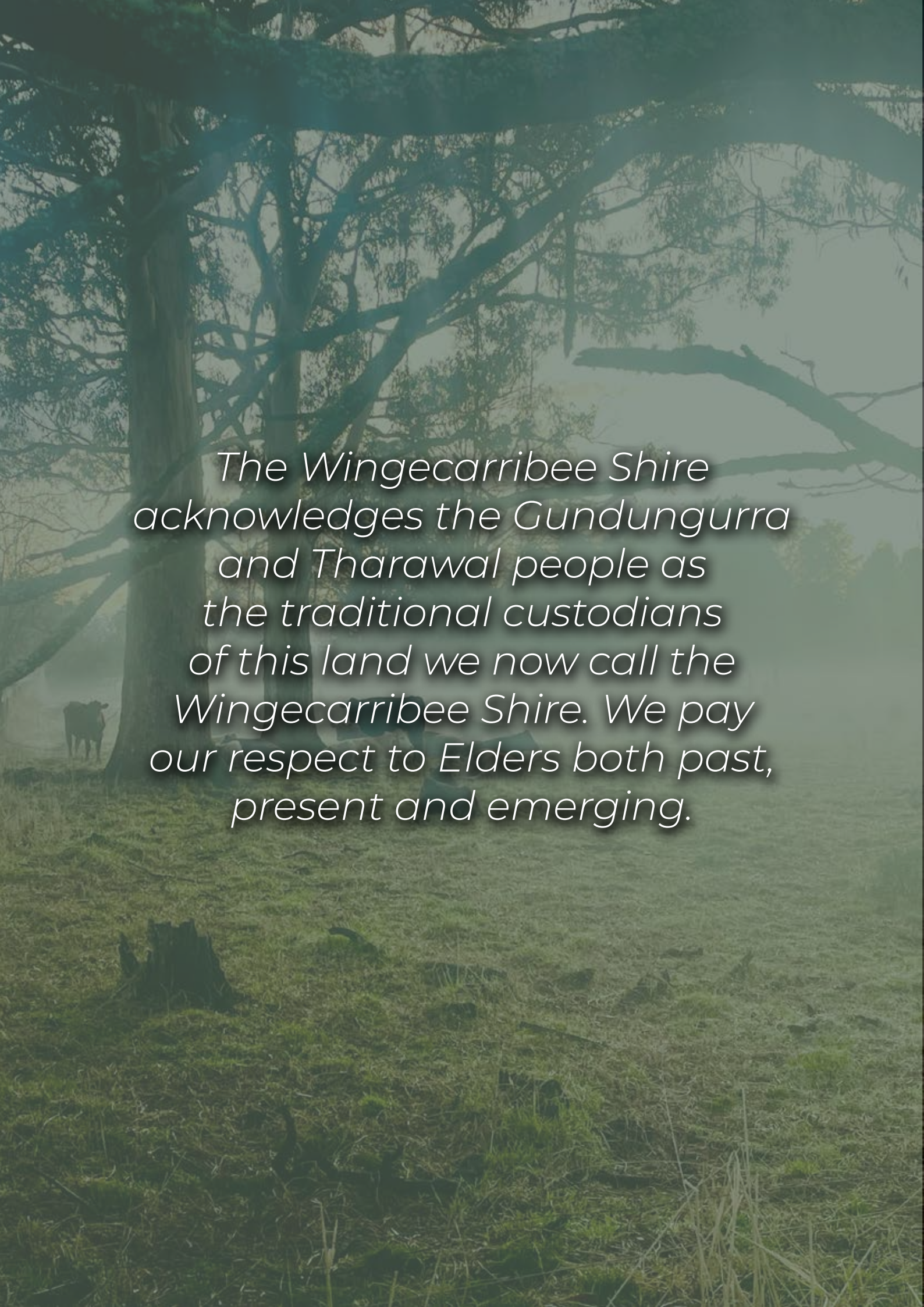
2022 / 23

# Annual Report



*We're with you*





*The Wingecaribee Shire  
acknowledges the Gundungurra  
and Tharawal people as  
the traditional custodians  
of this land we now call the  
Wingecaribee Shire. We pay  
our respect to Elders both past,  
present and emerging.*



## *Our Community's Vision*

Wingecarribee 2041

We are...

*... a healthy, respectful, productive community,  
learning and living in harmony, proud of our  
heritage and nurturing our environment.*

## *Our Organisation's Vision*

*We strive to make a positive impact  
in our community!*





## ADMINISTRATOR'S WELCOME

I am pleased to present the Wingecarribee Shire Council Annual Report for 2022/23.

The Report details what the Council has achieved over the past financial year including progress made towards key projects and initiatives. It also provides information about our financial performance.

At the start of the year, I made a commitment to the community to get much needed traction in priority areas including

- Improving communication and engagement
- fixing local roads, footpaths, and drainage
- protecting our natural assets
- improving car parking around town and village centres
- transparently managing development and growth and
- enforcing development and building regulations to ensure fairer outcomes

I am pleased to say that significant progress has been made towards addressing these issues though we still have work to do.

In 2022/23 we progressed several strategic and infrastructure planning projects aimed at addressing current and future economic, housing, social and infrastructure needs.

A priority has been the development of a Master Plan and Servicing Strategy for the Southern Highlands Innovation Park, with the first phase of this project now complete. Preliminary work also

commenced into a review of Employment and Rural Lands scheduled for next financial year.

In addition, Council secured \$250,000 in grant funding under the Regional Housing Strategic Planning Fund to complete a Master Plan and Servicing Strategy for the Bowral South New Living Area. This funding will help us to expedite the release of the New Living Area and ensure that the new community is well planned and supported by essential infrastructure.

Other highlights over the past year include:

- Completion of significant upgrades to Station Street Bowral vastly improving connectivity and the overall experience of the precinct at a fraction of the original cost
- Progression of Master Plans for the main centres of Bowral, Mittagong and Moss Vale, to provide a clear vision and strategic direction
- Reopening of the Bowral Memorial Hall following extensive renovations, resulting in a high-quality, accessible community facility
- Commitment of over \$84 million for upgrades to local infrastructure and core assets to improve liveability across the Shire
- Restoration of the heritage Camellia beds in Bowral, preserving a much loved community asset for future generations
- Extensive upgrades to Playspaces in Mittagong and Moss Vale to provide more inclusive and welcoming spaces for families
- Development of a draft Community and Recreation Facilities Strategy to address a diversity of community needs



- Introduction of a dedicated Pot Hole Crew to expediate road repairs in the wake of extreme weather events
- The review of Medium Density Development Controls to increase housing diversity while maintaining the character of the Shire

We also completed two significant strategy reviews.

The first was the update of our Community Engagement Strategy which now includes a principle-based approach to how we engage, with an emphasis on more inclusive, genuine and accessible community engagement.

Importantly it puts mechanisms in place to support more timely feedback to participants, better explaining the outcomes and reasoning behind Council decisions.

The second included a 'refresh' of the Community Strategic Plan *Wingecarribee 2041* which has been updated to reflect current, new and emerging issues across the Shire.

Both were informed by considered community consultation across towns and villages including local focus groups and surveys.

During my time as Administrator I have had the opportunity to work with an extraordinary community.

I wish to thank the General Manager for leading the organisation with vision and commitment. I also wish to acknowledge the tremendous efforts of the broader council staff and volunteers who

have worked tirelessly in the best interest of the community.

My aim has always been to position the Council so that the next elected representatives are working with a more resilient, transparent and productive organisation; one that places the community at the heart of its work.

I am extremely pleased with the progress we have made to date. Our achievements have only been made possible by the combined efforts of community and staff, working together on a shared ambition to see the Shire; its unique communities, places, and natural environment, prosper into the future

In September 2024 the community will have the opportunity to elect a new Council: an important milestone for local democracy in the Shire. In the meantime, I look forward to the next 12 months as we continue on our journey.

As always, my door is open, as I continue to listen to, and work with the community.

*Viv May* PSM

Administrator



## MESSAGE FROM THE GENERAL MANAGER

Thank you for taking the time to read our Annual Report.

The report is a key document that provides us with the opportunity to keep the community up to date on progress made towards achieving our strategic and corporate objectives.

The 2022/23 financial year has been a year of reinvigorating our organisation and getting back to basics. This has meant giving focus to the day to day services we provide to the community, and getting the right systems, processes and culture in place.

Twelve months ago, I provided an update in our Annual Report on significant projects including comprehensive upgrades to Station Street, as well as the restoration of the much loved Bowral Memorial Hall.

I am proud to say that both have been completed, resulting in multiple outcomes for local residents and businesses.

Other highlights include:

- Progression of Old South Road rehabilitation works to the value of \$20million
- Reconstruction of Kirkham Street in Moss Vale to improve access between residential areas and town centres
- Over \$4million worth of funding secured to reduce the impacts of flooding in Bowral (Retford Farm Detention Basin)
- Completion of a Workforce Management Strategy to ensure the right people, in the right jobs, working for the community
- Community led strategy reviews including the progression of a place plan for Robertson and updates to our Local Environmental Plan to support local economic outcomes

I am also particularly proud of Council's decision to sign up to the Power Purchase Agreement which is the largest single-emissions reduction commitment in Council's history and one of the most significant in the region. It is also a huge step towards our goal of achieving Net Zero carbon emissions and leading long-term environmental sustainability.

Council plays an important partnering and collaborative role and has continued to be a proud supporter of grass-roots community initiatives and services.

The annual Community Assistance Scheme supports numerous local groups and organisations to deliver much needed support to the community, including some of our most vulnerable people. Recipients work to create more inclusive, welcoming, safe and healthy communities.

We also partner with and support several organisations that promote our creative community, providing important opportunities for people to participate in the arts.



Our continued support of the regional gallery Ngununggula is a particular highlight given the vital role it plays in promoting and celebrating local artists, nurturing artistic expression and providing learning and discovery for people of all ages and abilities.

I have the pleasure of working with an outstanding team.

This year, as an organisation, we developed a staff led vision to “make positive impact in our community.”

We also developed Our Values Statement, RESPECT, which defines the types of staff behaviour we expect and celebrate: resilience, empathy, sustainability, pride, efficiency, courage and teamwork.

Our vision and values help to instil a sense of pride and create a foundation for cultural growth, reinvigoration and a commitment to better service delivery.

To achieve what we have has required the organisation, Administrator, and community working together in partnership. It will be important for the staff, incoming councillors and the community to continue with this approach as it is only when we all work together with respect and shared vision that we enable positive, broad reaching change.

If you would like to learn more about any of the projects and initiatives in our Annual Report I encourage you to get in touch.

*Lisa Miscamble*

General Manager



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# ABOUT THE ANNUAL REPORT

The Annual Report is a key point of accountability between Council and the community.

The Report provides a detailed account of Wingecarribee Shire Council's operational and financial performance during the period 1 July 2022 to 30 June 2023.

Its main purpose is to report the progress of Council's annual Operational Plan and Budget 2022/23 as well as our overall financial position.

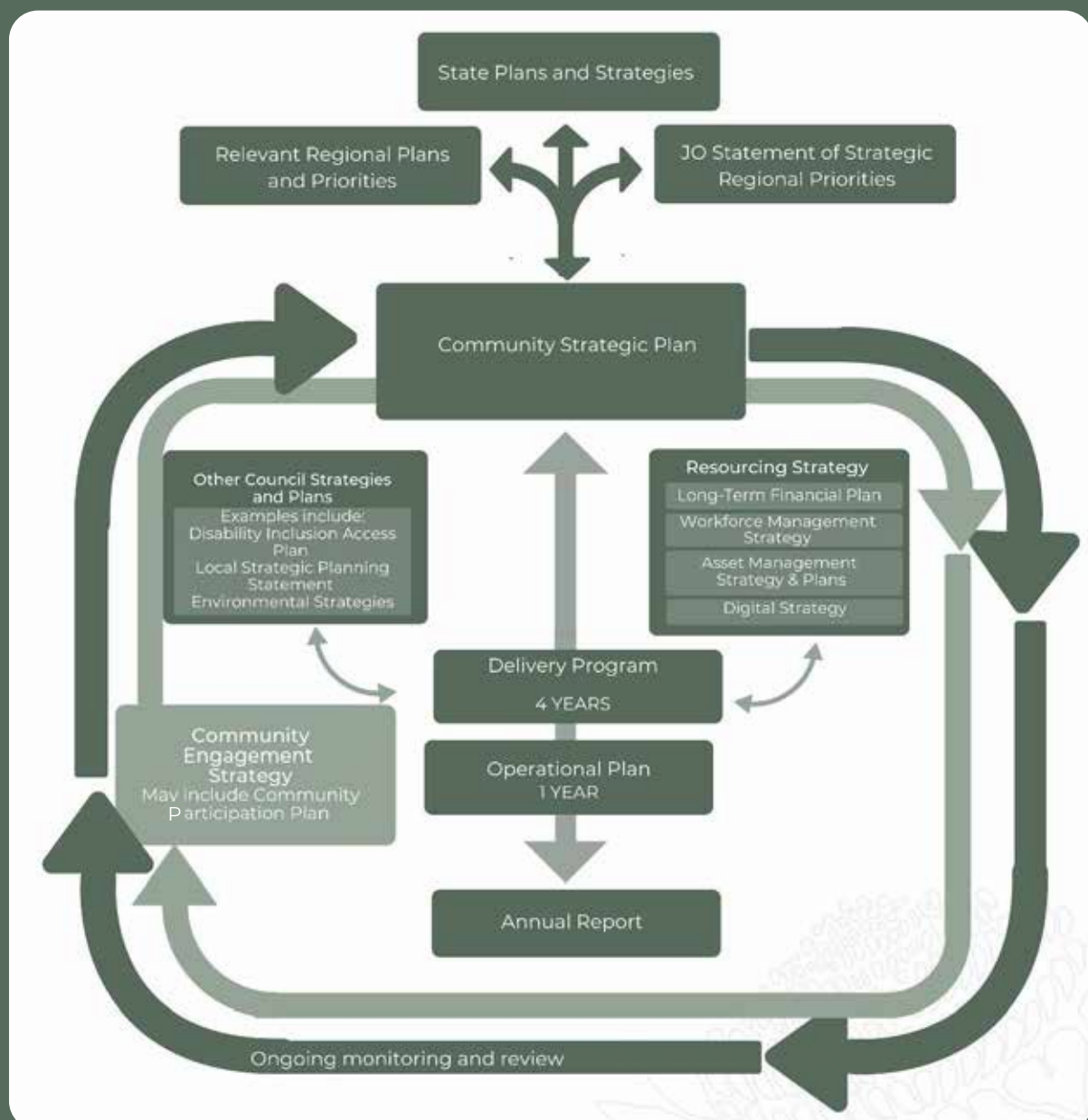
All councils in NSW are bound to the requirements of the Local Government Act (1993) and its supporting regulations. The Act outlines the principles for how local government should operate, the roles and responsibilities of local councils, and what elected representatives and senior staff need to consider during the execution of their duties.

This includes how decisions are made and communicated and how progress is reported.

A key requirement of the Act is for councils to achieve integrated planning and reporting: the view being, that an integrated approach is more sustainable, informed and effective.

The Annual Report is a key component of the Integrated Planning and Reporting Framework.

## Integrated Planning and Reporting



# WINGECARRIBEE 2041: OUR COMMUNITY'S VISION.

The Annual Report details the services, budget and activities Council has delivered to achieve not only our obligations under the Local Government Act, but the longer term vision for the Shire.

The Community Strategic Plan Wingecarribee 2041 identifies where the Wingecarribee community wants to be in the future and how we aim to get there.

It is the highest-level Plan developed by the Council on behalf of the community and is supported by a Delivery Program and the annual Operational Plan.

**This Annual Report shows progress made towards activities planned in both the Delivery Program and the Operational Plan and Budget 2022/23.**

The Report reflects the five themes of Wingecarribee 2041, each of which has its own vision statement that explains what the community aspires to, and how we aim to achieve these shared goals.

They are:

*Leadership*



*People*



*Places*



*Environment*



*Economy*









# ABOUT THE SHIRE

## First Nations Peoples

Council acknowledges the Gundungurra and Tharawal (or Dharawal) people as the traditional custodians of this place we now call the Wingecarribee Shire. The Wingecarribee, Wollondilly and Nattai Rivers which run through the Shire are closely connected to the culture, dreaming and songs of the traditional custodians.

A Dreamtime creation story, Gurangatch and Mirragan, describes an almighty struggle between two ancestral creator spirits, one a giant eel-like creature, Gurangatch, and the other, a large native cat, Mirragan. The scuffle resulted in the gouging out of the land to form the river systems of the Wingecarribee and Wollondilly regions.

Despite the impact of European settlement in Australia, the Gundungurra and Dharawal heritage has not been extinguished. The remains of prehistoric and historic Aboriginal occupation exist throughout the Southern Highlands. State Government records indicate over 400 significant Aboriginal sites within the Shire, including 86 sites or objects that exist in the vicinity of Council-managed land or roadside reserves.

The Shire includes one sacred Aboriginal Place called Nungunungulla (Jubilee Rocks), which in 2015 was declared by the State Government as the 100th Aboriginal Place in New South Wales.



## Location and Geography

The Wingecarribee Shire local government area (LGA) is located 75 kilometres from the southwestern fringe of Sydney and 110 kilometres from Sydney's central business district with much of the Shire located at or above 640 metres above sea level.

The Shire has a total area of approximately 2,700 square kilometres, 56 per cent of which is north of the Wingecarribee River. It is comparable in size to that of urban Sydney, averaging 55 kilometres from east to west and 45 kilometres from north to south, with its geographic centre north-west of Berrima and its demographic centre to the southeast of Bowral.





## Our communities

Our population is forecast to grow to 65,275 by 2041.

We have an economically diverse community, with 2.6% of public or social housing through to extremely wealthy high net individuals.

The rapid growth of south-west Sydney and the Western Sydney Aerotropolis present both challenges and opportunities to protect the green in between however to also harness the economic benefits for the Shire given the proximity to the Aerotropolis.

We have a healthy and diverse economy, driven by the health, tourism, education, manufacturing, agriculture, construction and professional industry sectors. However, our ageing work force and population presents unique challenges to our economy.

To our east, the large-scale urban release areas of West Dapto and Calderwood Valley will potentially alleviate development pressure in the Shire and will contribute to the workforce needed to service our key industries of health care, tourism, education, agribusiness, freight and logistics and advanced manufacturing.

The Shire is predominantly rural in character with agricultural land separating our towns and villages characterised by unique landscape and aesthetic appeal.

Our three main towns of Bowral, Mittagong and Moss Vale, located in the centre of the Shire, each have a unique function and character, however, collectively act as the economic, cultural and social heart of the Shire. The remainder of our towns and villages are separated by a semi-rural landscape and rich natural environments.



## Environment

The Wingecarribee Shire has outstanding biodiversity values primarily due to a diverse geology, large rainfall gradient east to west and the altitude changes that occur resulting in many different habitat types. Habitats include sandstone forests, tall forests, rainforests, grassy woodlands, Permian slopes, riverine habitats, and upland swamps.

There is great diversity of native flora, with over 2,150 species. There are over 370 vertebrate fauna species, approximately 50 threatened plant species, over 56 threatened animal species and one endangered animal population in the Shire. There are also 15 Threatened Ecological Communities, and over 69 different plant community types.

The Southern Highlands is home to the largest koala population in southern NSW, with more than 3,000 koalas estimated to reside in the Shire, which represents approximately 10 per cent of the total number of koalas left in the State's wild.

The Wingecarribee Shire has large areas of high conservation value including part of the World Heritage Greater Blue Mountains area, and two declared wilderness areas.

# OUR COMMUNITY

## POPULATION

2022 Population = 52,795



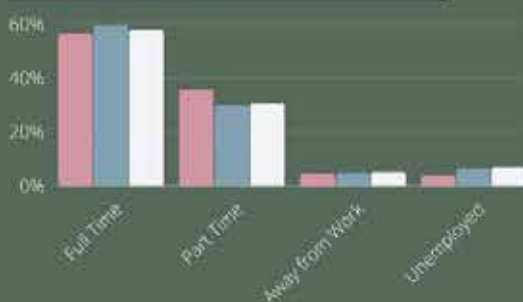
population increased by 4,825 people (10.1%) from 2016 to 2021. An average of 1.94% per year over the period.

Our projected population in 2041 is 65,275

## AGE STRUCTURE



## EMPLOYMENT



## HOUSING



90.7%

Shire's residents live in standalone dwellings



8%

medium-density housing



23,618

total dwellings



81%

Work and Live in the Shire



26%  
single person households



38.7%  
two person household



43%  
Own our home



23%

participate in volunteering activities higher than NSW figure of 18.1 %



49.2% of the population are males \*2021



50.8% of the population are females \*2021



In 2021, 2,940 people (or 5.6% of the population) reported needing help in their day-to-day lives due to disability. This was a similar percentage to 2016.



77%

of us were born in Australia



6.6% of residents identify as First Nations and Torres Strait Islander Peoples.



7%

of us speak a language other than English

In 2021 the median age is 47 years compared to a State average of 39 years

The largest changes in the age structure between 2016 and 2021

- Seniors (70 to 84) (+2,036 people)
- Young workforce (25 to 34) (+775 people)
- Older workers and pre-retirees (50 to 59) (+454 people)
- Parents and homebuilders (35 to 49) (+345 people)



12.8%

of the population earned an income of \$2,000+ per week.



36.3%

of us have a long-term health condition



Land area 2,689 square km



Over 370 native mammal, reptile and bird species

1558 native plant species  
50 threatened or endangered native plant species

53 threatened or endangered native animal species

\*Source: <https://forecast.id.com.au/wingecarribee> prepared by ID (informed decisions), October 2021 and ABS Statistics



# ABOUT THE COUNCIL

Wingecarribee Shire Council is a local government organisation governed by the requirements of the Local Government Act (1993) and Regulations and other relevant legislative provisions.

On Thursday 14 July 2022 the then Minister for Local Government **The Hon Wendy Tuckerman** dismissed the Wingecarribee Shire councillors following a public inquiry. **Mr Viv May PSM**, was appointed as the Administrator until a new Council is elected.

In the absence of the elected body, the Administrator determines Council policy, strategic directions and major corporate decisions in discussion with key stakeholders.

## The Administrator:

- Provides stewardship to the Shire and organisation in the absence of the elected Council
- Works with the General Manager to set strategy and planning that will guide the organisation between now and the next local government election
- Acts as the key decision-maker on civic issues in the absence of an elected Mayor
- Provides opportunities for the community to participate in matters that impact them

The next local government elections will be held on 14th September 2024.

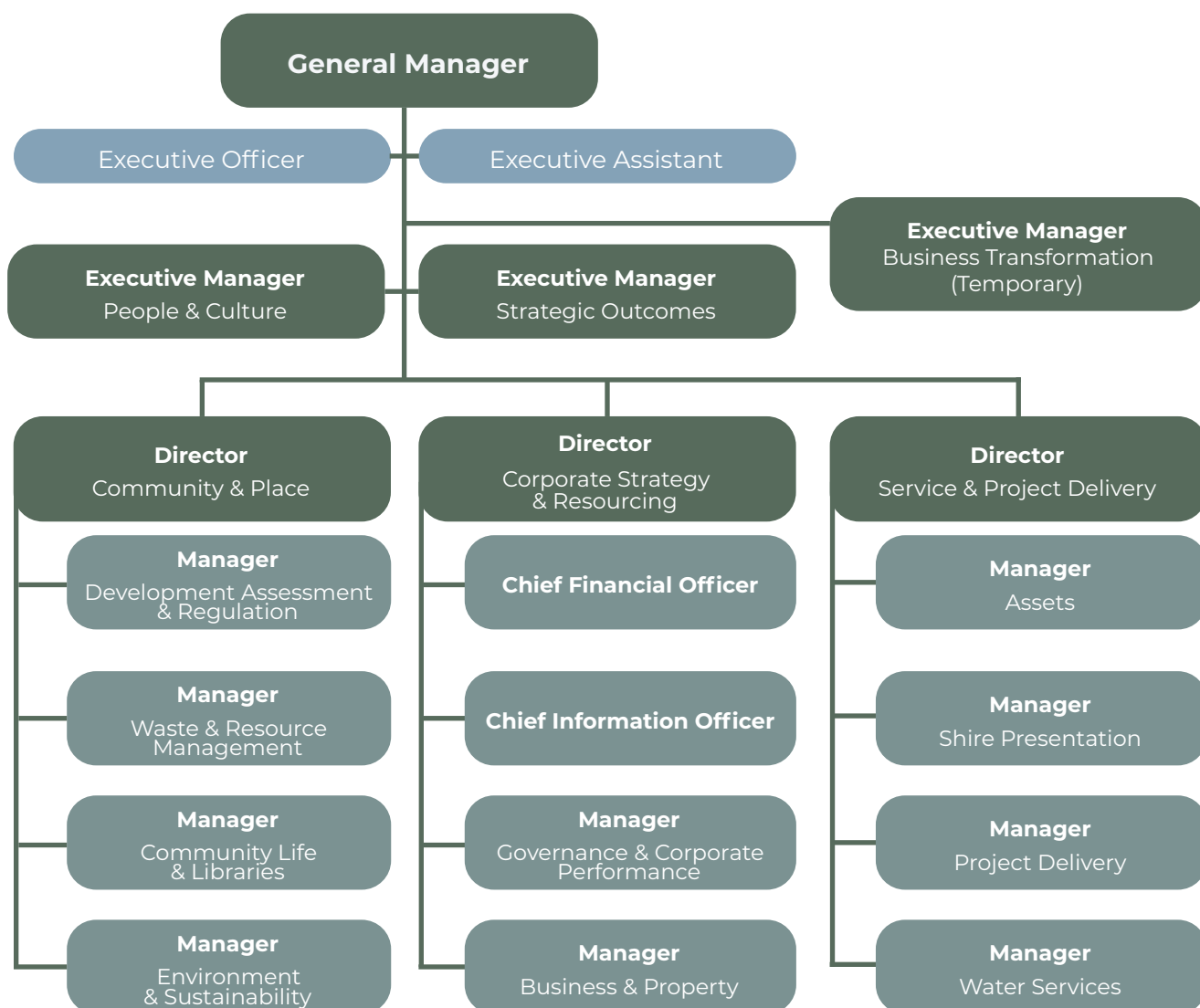


# ABOUT THE ORGANISATION

Day to day operations are delegated to the General Manager, as provided for in Council resolutions and delegations, and in accordance with relevant legislation.

Corporate performance is monitored regularly, and we report progress every quarter to the community.

Council's organisational structure has been designed to support an adaptive and resilient organisation that promotes high performance, and excellence in service delivery and customer service.





# MEET THE EXECUTIVE TEAM

The Executive Team provides strategic direction to the organisation and ensures the effective and efficient delivery of services across the Shire. The team is led by the General Manager.

## GENERAL MANAGER'S OFFICE

### General Manager – Lisa Miscamble

The General Manager's Office leads the strategic and operational direction of the organisation, working closely with the elected Council and other key stakeholders including regional councils, and the State and Federal governments to achieve positive and sustainable outcomes for the Shire.



## CORPORATE STRATEGY AND RESOURCING DIRECTORATE

### Director – Carmel Foster

This Directorate is responsible for business and property services, finance, governance, risk, business improvement, corporate performance and information services. The Directorate partners with internal and external stakeholders to deliver valued services to the organisation and the community and to ensure strong financial management, good governance and accountability.



## SERVICE AND PROJECT DELIVERY DIRECTORATE

### Director - Karin Targa

This Directorate is responsible for the delivery and maintenance of key community amenities and infrastructure including community buildings, roads, playgrounds and sports fields. The Directorate includes water services, project delivery, asset management and shire presentation. A focus for the team is to deliver and maintain liveable and welcoming communities that are supported by safe and accessible infrastructure.



## COMMUNITIES AND PLACE DIRECTORATE

### Director – Adan Davis

This Directorate supports community and environmental vitality, resilience and wellbeing.

It covers a portfolio including community development, place management, waste and resource recovery, environmental services, and planning and development. It is also responsible for library services, sustainability projects, bushcare and compliance.



# OUR WORKFORCE

Council continues to ensure that a skilled and professional workforce is engaged to achieve our operational and strategic goals.

Like most local governments in NSW, Wingecarribee Shire Council has an ageing workforce, with those aged 45 and over comprising 56.7 per cent of the workforce.

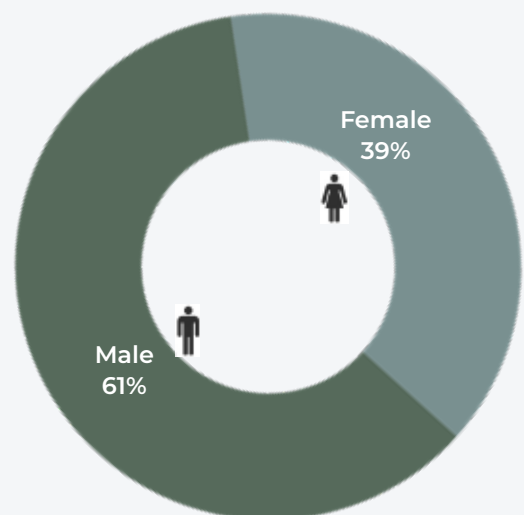
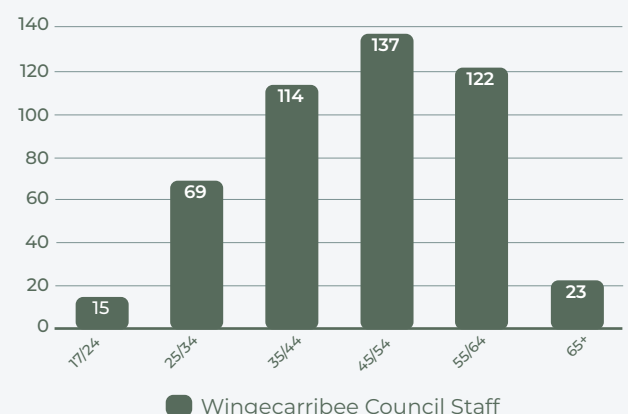
As of 30 June 2023, Council had 481 full-time equivalent employees. Of the total workforce, 39 per cent of Council's workforce was female and 61 per cent male.

Council has created apprenticeship, traineeship and cadetship employment opportunities, across Council and will continue to grow these over time.

In 2022/23 the People and Culture team partnered with CASH (Careers Advisers Southern Highlands), to build relationships with advisers from local High Schools as well as TAFE, University of Wollongong (UOW) and Education NSW. The purpose of the group is to network and discuss upcoming employment opportunities and possible career paths for students.

This approach aims to provide sustainable employment opportunities for Shire residents and creates a solid foundation of skills for a future workforce. It also helps to proactively manage skills shortages in key professions within Council.

Age Structure





# SERVICE REVIEWS

A Service Review is the process of considering the costs, quality and efficiency of a Council service and assessing the appropriateness of how the service is currently being delivered. The process also helps us to identify if the service is socially and environmentally responsible.

It is a process of data collection that enables Council to make better informed decisions about the services it delivers.

There are many benefits to conducting Service Reviews. These include:

Achieving higher quality service standards

Aligning services to community needs

Identifying partnership opportunities with other service providers

Increasing the capacity of staff to respond to customer needs

Achieving costs savings and income generation

Making better use of resources

Improved internal collaboration and cooperation

Council is developing a program of Service Reviews which will be reported on next financial year.

# INTEGRATED RISK MANAGEMENT

## Background

On 25 October 2018, two contractor workers received serious injuries at Council's Moss Vale Sewerage Treatment Plant (STP), when a 15 Tonne crane came into contact or was in close proximity to 11,000kV overhead powerlines.

Following an investigation into the incident by SafeWork NSW it was determined that the crane driver had not been provided a site specific induction to the Moss Vale STP and was not licenced to operate the crane.

Council was alleged to have contravened sections 19(1) and 32 of the Work Health and Safety Act 2011. SafeWork NSW commenced prosecution of Council on 25 October 2020.

As these contraventions were not found to be a category one offence under SafeWork NSW prosecution guidelines, Council was able to lodge an Enforceable Undertaking (EU) application as an alternative to prosecution through the courts.

Council's EU was accepted on 25 May 2022 and SafeWork NSW withdrew prosecution proceedings on 20 June 2022.

## Report

Council has committed to meeting the terms of the EU which involves three workplace strategies and one community benefit strategy. It is intended that the strategies will deliver benefits to the workplace, industry and the community.

1. Develop and implement an automated WHS induction program for Council
2. Develop and implement a Council contractor management program
3. Implement a WHS cultural improvement program at Council;
4. Implement a community safety awareness program as part of National Safe Work Month, which will be repeated each October, for the life of the EU.

The EU contains 37 objectives to achieve the four (4) strategies as well as project acknowledgement and management.

## Acknowledgement & Management

Council was required to complete the following acknowledgement and management actions before commencing the workplace and community benefit strategies.

1. Issuing a public notice of acceptance of the EU via Sydney Morning Herald
2. Disseminating EU information via Council's Health & Safety Committee and supporting media every two (2) months or less as needed
3. Appointment of a Project Manager to manage the end to end process of meeting the commitment to the EU.

The first action was completed on 7 June 2022, the second has been ongoing since 14 June 2022. The final action was completed on 6 June 2022 when the Coordinator Integrated Risk Management was appointed as Project Manager.



## **Workplace Strategy 1 - Automated WHS Induction Program**

To address alleged failures of not inducting contractors and subcontractors at Moss Vale Sewage Treatment Plant (STP) Council has committed to develop an automated WHS induction software system.

### ***2022/23 progress update***

The Induction Working Group (IWG) has met six times to date and reviewed eight Work Health and Safety systems. A recommendations report with a preferred supplier will be presented to the Executive early next financial year..

## **Workplace Strategy 2 - Contractor Management Program**

Given Council's alleged failure of not inducting contractors and subcontractors, Council has also committed to implement a new contractor management system.

### ***2022/23 progress update***

The Contractor Management System has been considered by the IWG and a detailed recommendations report will be presented to the Executive in January 2024.

## **Workplace Strategy 3 - WHS Cultural Improvement Program**

Council has committed to develop and implement a WHS Cultural Improvement Program to address outstanding cultural issues.

### ***2022/23 progress update***

A People At Work (PAW) Survey was undertaken in October 2022. To gain a deeper understanding of survey outcomes a follow up focus group was delivered by an independent facilitator.

## **Community Strategy 1 - Annual Community Safety Awareness Program**

Council has committed to partner with SafeWork NSW throughout the life of the EU to deliver a range of educational safety presentations and other related activities in the community to promote the importance of safety in the workplace. The topics for all these presentations and activities will be based on the safety initiatives identified by SafeWork NSW as part of each year's National Safe Work Month

### ***2022/23 progress update***

Council partnered with SafeWork NSW in 2022 and will do so again in 2023 and 2024 to deliver a range of educational safety presentations and other safety related activities in the community to promote the importance of safety in the workplace.

National Safe Work Month is held in October each year and at the time of writing this report, planning was underway for the 2023 program.

# GRANTS RECEIVED

Council successfully applied for over \$38 million in grant funding in 2022/23. The table below shows the actual grants received in the financial year.

During 2022/23 Council received over \$53,549,455 in grant funds and subsidies. Of this, \$14,690,851 was contestable, \$36,694,300 was non-contestable, and \$2,164,304 were subsidies.

Details are provided below.

Project/Program	Funding Body	Funding
<b>Contestable Grants</b> Includes funding received which underwent competitive, merit-based assessment. However, it is important to note that these figures do not indicate the completion of the application and funding agreement within this fiscal year.		
Aboriginal Project Worker - Project 1958661536	Dept of Communities & Justice NSW	\$100,289
Animal Shelter & SES Headquarters	NSW State Emergency Service	\$305,514
Australia Day Messaging & Branding Grant	National Australia Day Council Limited	\$20,000
Bong Bong Common Upgrade Eastern Precinct stage 1A	Office of Responsible Gambling, NSW Department of Customer Service	\$261,548
Bowral Memorial Hall fit-out	Department of Enterprise, Investment and Trade (Create NSW)	\$180,311
Bowral South NLA – Master Plan & Servicing Strategy	Dept of Planning and Environment	\$250,000
BSBR - Community Resilience Officer - Black Summer Bushfire Recovery Community Program	Dept of Industry, Science, Energy & Resource	\$116,700
BSBR - Jordans Crossing Off Leash Dog Park	Dept of Industry, Science, Energy & Resource	\$25,587
BSBR - Water Storage Tanks Bullio, Canyonleigh, High Range, Penrose	Dept of Industry, Science, Energy & Resource	\$140,767
Bushfire Generated Green Waste Clean-up	EPA NSW	\$446,563
Casburn Park Wingello Resilience Project	Regional NSW	\$117,194
Child Care Viability Grant - CCCF Open Competitive Sustainability	Department of Education & Training	\$45,622
Come and Try a Council Career	Department of Premier and Cabinet, Women NSW	\$12,800
ECP - Church Rd Oval PlaySpace Upgrade	Dept of Planning, Industry & Environment NSW	\$74,000
ECP - Cook St Park PlaySpace Upgrade	Dept of Planning, Industry & Environment NSW	\$81,000
FCB - Burrawang Creek Bridge 2 Belmore Falls Rd	Transport for NSW	\$1,020,694
FCB - Diamond Fields Rd Bridge Mittagong	Transport for NSW	\$439,910
FCB - Merrigang St Bridge Bowral	Transport for NSW	\$1,017,387
FCB - Ritters Creek Bridge Meryla Rd Meryla	Transport for NSW	\$289,004
Ferguson Crescent Bridge Replacement (Nattai Creek Bridge)	Transport for NSW	\$8,655
FLR - Old South Rd Rehabilitation	Transport for NSW	\$87,072
FLR 2 - Kirkham Street Rehabilitation	Transport for NSW	\$892,500
FLR Phase 4 Sally's Corner Road Exeter Rehabilitation Maintenance	Transport for NSW	\$305,179



Project/Program	Funding Body	Funding
GNAP - Eridge Park Road Walking	Transport for NSW	\$405,841
GNAP - Mittagong North Walking Network Upgrade	Transport for NSW	\$330,187
GNAP - Robertson Road, Moss Vale Walking Footpath	Transport for NSW	\$17,776
Graffiti Management Boronia Park, Hill Top (split opex/capex)	Department of Communities and Justice	\$68,500
Heritage Advisor Service & Heritage Grant program	Department of Planning & Environment	\$12,500
International Womens Day - Breakfast (Cracking the Code)	Department of Premier and Cabinet, Women NSW	\$3,100
NAIDOC Week	Dept of Prime Minister & Cabinet	\$4,900
RFFF Bush Fire Grant Hazard Reduction	Rural Fire Service NSW	\$59,569
Safer Road Program - Old South Road Renewal	Transport for NSW	\$4,935,315
Save our Species Bushcare for Robertson Basalt Tall Open Forest & Robertson Rainforest	Department of Planning & Environment	\$29,300
Seniors Festival	Dept of Communities & Justice NSW	\$6,000
Small Business Month Grant	Dept of Customer Service	\$4,045
Southern Highlands Innovation Park Master Plan (SHIP)	Regional NSW	\$216,320
SRLX Main Contract 6330/20.10 Yards Proway	Infrastructure NSW	\$2,421,316
SRLX Southern Regional Livestock Exchange Upgrade	Infrastructure NSW	\$48,929
Strong Start Cadetship Program- Development	Department of Planning & Environment	\$25,000
Tulip Time Flagship Triennial Grant	Destination NSW	\$25,858
Tulip Time's Tulips After Dark (TAD)	Regional NSW	\$49,699
Wing Festival - Reconnecting Regional NSW (Highlands Fest)	Regional NSW	\$287,582
Wingecarribee Heritage Advisor	Office of Environment & Heritage	\$6,000
Wingello Adventure Park	Dept of Planning, Industry & Environment NSW	\$30,004
Youth Mental Health - 30 Days of Happiness	Regional NSW	\$4,545
<b>Non-Contestable Grants</b>		
Includes funding received which was targeted, a reimbursement, a partnership or otherwise not subject to open competition.		
Blackspot - Safety Improvements Old Hume Hwy Bowral	Transport for NSW	\$967,858
Blackspot - Upgrade Seal Mt Broughton Rd Wera	Transport for NSW	\$83,321
BLOCK - 3 X 3 RTA Grant	Transport for NSW	\$107,000
BLOCK - M & I Programme - Regional Roads	Transport for NSW	\$1,048,000
BLOCK - Traffic Facilities - Regional Roads	Transport for NSW	\$211,000
Bong Bong Common Masterplan Stage 1B, 2 & 3	Dept of Planning, Industry & Environment NSW	\$1,637,964
Bowral Sewerage Treatment Plant Upgrade	Infrastructure NSW	\$229,910
DRFA Green Wattle Creek Fire - Essential Recon Works	Transport for NSW	\$3,677

# GRANTS RECEIVED

Project/Program	Funding Body	Funding
DRFA July 2022 Storms Event EPARW AGRN1025	Transport for NSW	\$29,787
DRFA July 2022 Storms Event EW AGRN1025	Transport for NSW	\$4,068,959
DRFA July 2022 Storms Event IRW AGRN1025	Transport for NSW	\$833,597
DRFA Storm Event Oct 2022 Emergency Works AGRN 1034	Transport for NSW	\$198,773
DRFA Storm Event Oct 2022 Immediate Reconstruction Works AGRN 1034	Transport for NSW	\$456,006
DRFA Storm Flood Feb 2022 Emergency Works AGRN1012	Transport for NSW	\$6,467,604
DRFA Storm Flood Feb 2022 Immediate Works AGRN1012	Transport for NSW	\$90,589
DRFA Storm Flood Feb 2022 Works AGRN1012	Transport for NSW	\$195,958
Eridge Park Rd Safer Roads Program	Transport for NSW	\$2,017,958
Experiencing Nature – Health And Wellbeing Activities	St Vincent De Paul Society	\$1,773
Financial Assistance Grant (FAG)	Office of Local Government	\$7,753,807
Fixing Local Roads Pothole Repair Round - Local Rd	Transport for NSW	\$418,726
Friends of Wingecarribee Library - contributions	Friends of Wingecarribee Library (FOWL)	\$6,141
Koala Monitoring Framework	Department of Planning & Environment	\$20,000
Koala Partnership - Building our Knowledge	Department of Planning & Environment	\$50,000
Koala Partnership - Habitat Conservation	Department of Planning & Environment	\$125,000
Koala Partnership - Improving Safety & Health	Department of Planning & Environment	\$55,000
Koala Partnership - Supporting Communities to Conserve	Department of Planning & Environment	\$70,000
Local Roads Repair Program	Transport for NSW	\$2,166,410
LRCI 3 - Old South Road Renewal	Dept of Infrastructure & Regional Development	\$1,302,445
Moss Vale Bypass	Transport for NSW	\$1,425,072
NSW Koala Strategy - SH Koala Habitat Restoration	Department of Planning & Environment	\$100,000
NSW Koala Strategy - SH Vehicle Strike Mitigation	Department of Planning & Environment	\$100,000
Review of Low and Medium Density Housing Controls	Dept of Planning and Environment	\$22,320
RID Regional Illegal Dumping Program	Illawarra Shoalhaven Joint Organisation	\$46,535
Road Safety Officer (RSO) Subsidy	Transport for NSW	\$18,557
Roads to Recovery (R2R)	Dept of Infrastructure & Regional Development	\$1,183,850
RRRP MR7635 Wilson Drive	Transport for NSW	\$250,000
RSO - Pedestrian Safety Grant	Transport for NSW	\$4,155
SCCF 4 - Berrima District Pony Club Clubhouse	Regional NSW	\$1,200
SCCF 4 - Ritchie Park Moss Vale PlaySpace Upgrade	Regional NSW	\$10,438
SCCF 5 David Wood Inclusive Adventure Playground	Regional NSW	\$6,031



Project/Program	Funding Body	Funding
SH Koala Conservation Project – Road Kill Mitigation VMS Trailers	Department of Planning & Environment	\$57,849
Storm/Flood Jun 2022 Local Recovery Funding from OLG (AGRN1025)	Office of Local Government	\$1,000,000
Stormwater Quality Improvement Devices Audit	Water NSW	\$80,000
SZP1 Browley St Wombat Crossing	Transport for NSW	\$257,047
SZP1 Bundaroo St Wombat Crossing	Transport for NSW	\$274,997
SZP1 Park Rd No2 Wombat Crossing	Transport for NSW	\$270,560
SZP1 Park Rd Wombat Crossing	Transport for NSW	\$301,170
SZP1 Pioneer St Wombat Crossing	Transport for NSW	\$309,502
SZP1 Wattle St Wombat Crossing	Transport for NSW	\$298,154
Weeds Control FY22-23 (SEWAP)	Local Land Services NSW	\$59,600
<b>Subsidies</b>		
Includes non-competitive subsidies received on an annual basis.		
Apprentice Subsidy - Training	Department of Education & Training	\$119,360
Child Care Subsidy - FAMILY DAY CARE	Department of Education & Training	\$313,375
Child Care Subsidy - OUT OF SCHOOL HOURS CARE	Department of Education & Training	\$254,196
Library Per Capita Subsidy	State Library of NSW	\$153,983
Local Roads Construction - LIRS from OLG	Office of Local Government NSW	\$39,849
Mittagong Pool - LIRS from OLG	Office of Local Government NSW	\$13,880
RFFF Bushfire Services Annual Subsidy	Rural Fire Service NSW	\$287,479
Special Needs Children Services Salary Subsidy	Department of Education & Training	\$10,471
Traffic Route Lighting Subsidy	Transport for NSW	\$114,000
Pension Rebates - Rates Subsidy	Office of Local Government	\$414,390
Pension Rebates - Waste Subsidy	Office of Local Government	\$115,880
Pension Rebates - Sewer Subsidy	Office of Local Government	\$171,933
Pension Rebates - Water Subsidy	Office of Local Government	\$155,507



## COMMUNITY ASSISTANCE SCHEME

Council continued to provide financial support to community initiatives through the annual Wingecarribee Community Assistance Scheme.

The Scheme allows Council to provide funding to local organisations for the purpose of implementing and improving community-based projects within the Shire.

The 2022/23 Wingecarribee Community Assistance scheme was delayed this year to allow time to review related policies and procedures. The scheme opened on 8 December 2022 and closed on 13 January 2023.

There were 47 applications submitted for grants and donations, and \$119,998 of the available allocation of \$120,000 was distributed, including the following substantial grants capped at \$7,000.





Organisation	Project name	Grant amount
Community Links Wellbeing	Station Street 'Platform' Art Space	\$6000.00
St Vincent de Paul Society NSW	CLAYTIME – Ceramics for Wellbeing at Creative Space	\$5714.00
Koori Kulcha Aboriginal Corporation	Indigenous Food Garden	\$7000.00
Kangaloon Hall Incorporated	Disabled Access Path and lighting	\$7000.00
CTC (Community Technology Creativity) Robertson Inc	Flood mitigation and safe pathway	\$3800.00
The 4K	Club House	\$7000.00
Penrose Community Association Inc.	Oral History - Video Editing	\$7000.00
St Simon and St Jude's Anglican Church, Bowral	Playgroup facilities	\$3234.00
Red Cross	Dhungung Food Share	\$7000.00
Wingecarribee Food Service Co-op - Meals on Wheels	Kitchen Equipment	\$7000.00
Rotary Club of Bowral Mittagong Incorporated	2023 Model United Nations Assembly	\$5163.70
Bridges for Learning	Boosting School Skills	\$7000.00
Wingello Village Association	Defibrillator plus community training	\$4830.00
Home-Start National Inc	Wingecarribee Volunteer Family Home Visiting Project	\$7000.00
Bundanoon Men's Shed Incorporated	Stackable Chairs, efficient use of space for recreational activities	\$4012.60
Highlands Miniature Railway Incorporated	Club shed renovation, publicity signage and picnic area	\$7000.00
Southern Highlands Croquet Club	Sun shelters for croquet lawns	\$1444.60
Exeter Soccer Club	Water Fountain	\$6000.00
Southern Highlands Netball Association Inc	State Representative Titles 2023	\$3800.00
Connect Christian Church	Ride on mower	\$7000.00

# READING THE ANNUAL REPORT

The Annual Report 2022/23 is divided into three parts

## Part 1 - Our Year in Review

Details progress made towards our planned activities, goals and targets in the Operational Plan, including key highlights.

This section is presented by the themes in Wingecarribee 2041.

Leadership  
People  
Places  
Environment  
Economy

We use traffic lights to identify the status of our Actions as of 30 June 2023.



## Part 2 - Statutory Information

Provides information as prescribed by the Local Government Act 1993, Local Government (General) Regulation 2021 and any other applicable legislation.

## Part 3 - Financial Performance

Another statutory reporting requirement is the inclusion of our audited financial statements detailing Council's financial performance for the 2022/23.

Our audited financial statements have been included as a link to Council's website.





# **PART 1:**

## OUR YEAR IN REVIEW

# OVERALL PERFORMANCE

At the end of June 2023, 176 of the Council's annual deliverables were on track, none were on hold, four (4) were delayed, and none were considered critical.

Activities delayed:

## **Undertake a review of all Farmland rating properties to ensure they comply with section 515 of the Local Government Act 1993. (OP022)**

The revised Farmland Policy has been drafted and following internal review the decision has been made to refer the Draft Farmland Policy to an independent external subject matter expert to ensure it is fair and reasonable. The external policy review and subsequent rating review process will continue and will be completed during 2023/24.

## **Commence preparation of a master plan for the Resource Recovery Centre. (OP150)**

The draft Resource Recovery Centre Site Master Plan was developed during the June quarter (Q4) and will be finalised along with quantity estimates for the works in 2023/24.

## **Undertake the forward design of footpaths, shared paths and cycle ways projects in the four-year capital works program. (OP087)**

Following a successful grant application, design works, environmental considerations and pre-purchase of long lead items have commenced for three sections of new walking networks and linkages. Works are scheduled to be completed by July 2023.

## **Participate in the regional project 2024 tender for the disposal of waste (OP153)**

Waste disposal contract negotiations have progressed and are in the final stages. The final contract arrangements will be presented to Council in late 2023.









JULY 2022

Upgrade works begin on Moss Vale Aquatic Centre



Watermain renewal works in Bowral



Flood recovery support



AUGUST 2022

Bridge replacement works underway in Wildes Meadow and Mittagong



Old South Road tenders underway



Tulip Time



Environment and Climate Change Strategy in development



SEPTEMBER 2022



# 2022-2023 Highlights

New pot hole crew commences



Glebe Park make-over



OCTOBER 2022

Garage Sale Trail



Southern Highlands Arts Trail



NOVEMBER 2022

Old South Road rehabilitation project fast tracked



Wingecarribee Community Assistance Scheme launched



Car park upgrade completed in Station Street, Bowral with 140 extra spaces



DECEMBER 2022



JANUARY 2023

Australia Day Celebrations



Bong Bong Common Contract Awarded



FEBRUARY 2023

Seniors Festival



Community Assistance Scheme funding awarded



MARCH 2023

Highlands Festival



Earth Hour





# 2022-2023 Highlights

Operational Plan and Budget prepared for community consultation



Community Circles pilot



APRIL 2023

Household Chemical Clean Out event



National Volunteers Week 2023 celebrations and awards



Bowral station car parking upgrades



MAY 2023

Winter Reading Challenge



Bowral Memorial Hall Launch



Winter's Wonderful campaign launched



JUNE 2023



# Leadership



## Vision for Wingecarribee 2041

We trust the governments that represent us. They work together in the best interests of the community. They are open, accountable and allocate resources wisely.

We are confident that they are making decisions that support our goals.

Governments listen to the community and involve us in decision-making. They are knowledgeable but also seek out new ideas and points of view.

They regularly communicate and keep us informed, ensuring we all have opportunities to have a say on what matters to us.

Most of all, our governments show strong leadership and are connected to the communities they serve.

## LEADERSHIP SERVICES

Asset Planning and Delivery

Development Services

Civic Leadership

Economic Development

Communications and Engagement

Employee Services

Corporate Information

Financial Services

Corporate Relations

Governance and Legal

Corporate Strategy

Information Services

Customer Service

Property Services

## GOALS



**1.1**  
Ethical and trusted levels of government that work together in the best interest of the Shire



**1.2**  
A well-informed, engaged community



**1.3**  
A leading community

Leadership Indicators	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Percentage of formal applications under the Government Information (Public Access) Act decided within statutory timeframes or as agreed with the applicant	100%	100%	100%	97%	100%	85%*
Complaints received and recorded in Complaints Register	274	126	111	139	159	91
Compliments received and records formally captured in Compliments Register	104	93	96	70	78	38**
Number of hours lost due to workplace injury	2,275	539	1,269	2,627	2,751	2,275
Subscribers to weekly eNews	N/A	N/A	N/A	2386	2540	3450
Click through rates for weekly eNews	N/A	N/A	N/A	10.5%	13.4%	14.1%

\* Results impacted by staff shortages however levels are expected to return to normal in 2023/24.

\*\* Does not include compliments received by individual staff that have not been formally registered in our system

Customer Service Indicators	
Number of face-to-face customer transactions at the Civic Centre customer service counter*	4,532
Number of views of Council webpages	1,731,566
Number of unique visitors to Council's website	991,716
Number of phone calls received by the Contact Centre	72,671
Percentage of calls answered within 30 seconds	54.60%
Average call wait time	1m 49s
Average call length	3m 06s
Enquiries resolved at first contact	3249

\* This figure does not include customers who made an enquiry only.

This year, Council participated in the Performance Excellence Program which is a benchmarking exercise facilitated by Local Government Professionals Australia. It involves comparing data across councils in NSW. Results for 2023 are not yet available.



## Moving forward as an Organisation

In 2022 Our Road Map: Moving forward as an Organisation was developed to better understand the organisation and to provide direction following a period of significant disruption.

The Road Map was designed to ensure the organisation is well positioned to deliver for the community and become a leading example of local government in NSW.

Over the past 12 months we have focused on achieving our short term objectives of refocusing, reinvigorating and rebuilding the organisation.

Highlights have included

- Strengthening budget transparency by aligning reporting to individual services
- Developing a Digital Strategy aimed at improving cyber security, customer services and systems
- Implementing a new, contemporary organisational structure
- Improving corporate and community planning processes to encourage greater collaboration across the organisation
- Investing in staff training to further develop leaders, and support talent
- Improving our communications, through regular eNewsletters, and community engagement
- Reviewing our resourcing strategy to better align the long-term financial plan with our asset management, workforce and digital strategies.

## Grant funding secured

Council secured over \$38 million in contestable grant funding in 2022/23. This number reflects the total amount awarded, but not necessarily formally received, by 30 June 2023.

\$25 million was obtained from the NSW Government's Accelerated Infrastructure Fund for the upgrade of the Moss Vale Sewage Treatment Plant and \$1.4 million from the Fixing Local Roads Program for the rehabilitation of Sallys Corner Road in Exeter.

Other notable grant funding secured included

- \$2.89 million for the replacement of the Ferguson Crescent Bridge
- \$1 million for the David Wood Inclusive Adventure Playground
- \$418,726 from the Fixing Local Roads Pothole Repair Fund
- \$270,400 towards the Southern Highlands Innovation Park Master Plan (SHIP)

Operating and capital grants account for approximately 20 per cent of Council's annual Operating and Capital Revenue.

## Improving our Customer Service

In early 2023 the Council implemented a series of systems upgrades to improve access to information about Development Applications (DA).

Enhancements to Council's DA Tracker were completed between March and May 2023, and involved integration between the NSW Planning Portal and Council's TechnologyOne Property and Rating (P&R) system for Development Applications (DAs).

The main objective of the upgrades was to improve the customer experience, making it easier to see the status of an application; showing whether it is on public notification, ready for Council planner assessment, waiting on external agency advice or awaiting additional information from the applicant.

Further improvements have been scheduled for 2023/24.

We also introduced 'Bookable'; an online system designed to make it easier for members of the community to book facilities including halls.

The new system makes it easier for users to view the availability of facilities and halls, and make and manage bookings. The system is user-friendly and can be accessed from any device with an internet connection.

## Engaging the Community

Council's Community Engagement Strategy is due for review in 2024 however an interim review was commissioned in late 2022 given the importance the community places on how and when we engage.

Many people from across the Shire helped to inform the review by participating in town and village focus groups, an online youth survey and Community Research Survey.

The Strategy was updated to include a set of guiding principles and new strategies aimed at achieving more genuine, accessible and inclusive engagement.

The key objectives of the new Strategy are to:

- Ensure all sectors of the community have opportunities to have their say
- Reduce barriers to community participation
- Strengthen Council's relationship with the community
- Increase Council's understanding of the Shire's many communities and their unique needs and priorities
- Continuously improve the Council's approach to community engagement

The effectiveness of the Strategy will be evaluated in discussion with the community, prior to another review in late 2024.

In the meantime, the full Strategy can be found on our website



<https://www.wsc.nsw.gov.au/Council/Policies-Strategies-and-Reports>

### Village Visits

As part of our commitment to better involving the community in the decisions that affect them, a program of Village Visits was undertaken with residents provided the opportunity to have one-to-one time with Council's Administrator. We also ran our "Reconnect Tour" with Council's Executive Team.

Our Place Liaison Officer also made visits, seeking feedback and fresh ideas for villages including Wingello; where together with the community, we were able to set in motion a project that had been in limbo for 20 years.

More meaningful than ever in the wake of devastating bushfires, Casburn Park will now be transformed into the vital community hub residents want, to reconnect and revitalise the village.



## Community Research

In November 2022, Council engaged Micromex Research to conduct a community satisfaction survey of over 400 residents to better understand community priorities and satisfaction with Council's performance. It also sought data on the community's awareness of, and satisfaction with, the Administrator.

The results showed that 61% of residents are at least somewhat satisfied with the overall performance of Council and that the top focus areas for the next four years should be improving and maintaining roads, managing local infrastructure, and controlling development.

The results directly informed the development of Council's Delivery Program for 2023-2025 and annual Operational Plan and Budget, most notably with an increase in funding and resources for road maintenance.

Council will continue to focus on areas that showed lower satisfaction, but higher levels of importance including how we communicate and engage with the community, plan for the future of the Shire and maintain our local roads and footpaths.

## Wingecarribee 2041

The Community Strategic Plan (CSP) is the highest level plan a council can develop on behalf of its community. As with the Community Engagement Strategy a full review is scheduled for 2025 however an interim review was carried out in early 2023 to ensure the CSP captures current, new and emerging issues.

The review included analysis of 43 key informing documents including regional and local strategies and plans and the results of recent community engagement.

The CSP, Wingecarribee 2041, was updated to address identified gaps in the existing strategy, covering issues such as:

- An ageing population
- Access to housing
- Building resilience
- Natural disasters and weather events
- Digital innovation
- Supporting and retaining young people in the Shire
- The Shire's strategic location
- Rural and slow tourism
- Supporting people with a disability to access jobs
- Our growing creative industries

The 2024/25 review will include a regional as well as local approach to understanding factors impacting the community. Wingecarribee 2041 is now available on our website.



<https://www.wsc.nsw.gov.au/Council/Policies-Strategies-and-Reports>

## Shire Priorities 2023

In 2023 Council prepared the Shire Priorities 2023, a document aimed at encouraging all spheres of government to stand together and invest in a sustainable future for the Wingecarribee Shire.

The document sets out priorities to assist in positioning Wingecarribee for the future and ensuring we have the infrastructure and services available for our community now and into the future, while supporting the vision of the Community Strategic Plan.

It acknowledges that the Shire requires significant investment to manage projected population growth and recover from, as well as and prepare for, the multiple impacts of severe weather events. Low rate peg increases, increasing inflation and escalations in costs have also had an impact and will continue to do so.

The Shire Priorities 2023 can be found on our website.



<https://www.wsc.nsw.gov.au/Council/Policies-Strategies-and-Reports>

## Supporting our Workforce

Our people are our greatest asset.

In June 2023 Council's workforce consisted of a total of 481 staff employed in a variety of capacities including full time, part time, temporary and casual employment.

In recent years our workforce, along with the broader community, has felt the impacts of floods, severe storms and bushfires. We have also been disrupted by the global pandemic which has impacted not only the way in which some services are delivered but also the way we work.

Over the next two years, we aim to refocus and reinvigorate the workforce, to be a more innovative, resilient and effective organisation.

In 2023 we updated our Workforce Management Strategy to

- Develop leaders that are innovative, accountable and empowered
- Enable a workplace culture that develops talent and supports a healthy, diverse and inclusive working environment
- Embed a culture of continuous improvement and innovation
- Attract, recruit and retain a resilient, adaptable and high performing workforce

Activities planned to achieve these goals include investing in training and development to support a learning organisation; developing our work experience, trainee and cadet programs to attract young people; undertaking education and preventative methods to strengthen a culture of safety across Council; and building the leadership capabilities of our staff.

The 2023 edition of our Workforce Management Strategy can be found on our website under the Resourcing Strategy.



<https://www.wsc.nsw.gov.au/Council/Policies-Strategies-and-Reports>

## Investing in our future

In February 2023 Council adopted a Property Investment Strategy and Policy to support the growth and diversification of Council's income streams and thereby the ongoing sustainability of its business, and the community service it provides.

Targeted income diversification includes identifying property assets which are either duplicated or have no ongoing key function for Council. These will be considered for divestment, with the capital generated then re-cycled, into income producing property assets.

Properties acquired for income must meet the investment criteria in the Strategy. Over time, a Property Investment Portfolio will be built, generating ongoing annual income.

As part of the Action Plan set by the Strategy, Council officers have commenced a review of Council's vacant operational land and have determined land parcels likely suitable for divestment which will be reported to Council in due course.














## Updated Policies












Council revised and updated several key policies to improve openness and transparency.

The policies set clear guidelines as to how Council must deal with issues including public interest disclosures, development assessment recommendations and interactions with staff who have left the organisation.















Key policies updated in 2022/23 include:
















- Public Interest Disclosure Internal Reporting Policy
- Former Employees Dealing with Council Policy
- Assessment of Development Applications involving Conflict of Interest Policy
- Grants, Donations and Sponsorship Policy

Delivery Program	Operational Plan	Status
DP001 - Develop and implement an elected member professional development program	OP001 - Coordinate an induction and professional development program for Councillors	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP002 - Review and develop Council policies to ensure they are relevant and address emerging issues	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP003 - Implement Audit Risk and Improvement Committee actions	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP004 - Continue to implement and embed Council's Fraud and Corruption Control Framework and associated actions	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP005 - Coordinate the review of Council's Integrated Planning and Reporting documents	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP006 - Undertake biennial community research	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP007 - Manage access to information and Privacy Processes	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP008 - Coordinate Council's preparations in the lead up to the 2022 Local Government Election	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP009 - Implement the recommendations of the governance and statutory obligations review	 On Track
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP010 - Review Council's Business Continuity Plan with specific regard to natural disasters and pandemic events	 On Track
DP003 - Improve Community understanding and awareness of Council decisions	OP011 - Ensure the community is aware of Council initiatives using a variety of information channels, such as social media, media releases, newsletters and the Council website	 On Track

Delivery Program	Operational Plan	Status
DP004 - Develop and maintain an engaged and safe workforce	OP012 - Implement Work Health and Safety initiatives to reduce workplace injuries	 On Track
DP005 - Manage Council's WHS risk management profile to ensure risks are mitigated	OP013 - Implement an Integrated Risk Management Framework	 On Track
DP006 - Develop and maintain Council's Organisational Development program	OP014 - Enhance employee performance management practices	 On Track
DP006 - Develop and maintain Council's Organisational Development program	OP015 - Improve human resources recruitment and retention processes, policies and practices, ensuring compliance with legislation and organisational needs	 On Track
DP006 - Develop and maintain Council's Organisational Development program	OP016 - Undertake a program of staff engagement and organisational culture surveys	 On Track
DP006 - Develop and maintain Council's Organisational Development program	OP017 - Implement the recommendations of the human resources review	 On Track
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP018 - Complete Council's Annual Financial Statements within statutory timeframes with no adverse audit findings	 On Track
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP019 - Implement the recommendations of the review of Council's financial position, resourcing strategy, maintenance of basic infrastructure, depreciation schedules and capacity to deliver projects	 On Track
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP020 - Ensure rates, water and sewer accounts are levied and issued in accordance with the Local Government Act 1993	 On Track
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP021 - Ensure debt recovery activities are consistent with Council's adopted Debt Recovery Policy and Guidelines	 On Track
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP022 - Undertake a review of all Farmland rating properties to ensure they comply with section 515 of the Local Government Act 1993	 Delayed  The revised Farmland Policy has been drafted and following internal review the decision has been made to refer the Draft Farmland Policy to an independent external subject matter expert to ensure it is fair and reasonable. The external policy review and subsequent rating review process will continue and will be completed during 2023/24.



Delivery Program	Operational Plan	Status
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP023 - Council's financial practices for the payment of employees, suppliers, and taxation obligations achieve legislative compliance and required payment terms	 On Track
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP024 - Quarterly review of the Annual Budget is submitted to Council within statutory timeframes	 On Track
DP009 - Manage Council's Fleet to ensure that all plant and equipment is appropriately utilised, fit for purpose and cost effective	OP025 - Implement Council's annual plant and light vehicle replacement program in line with operational requirements and within budget	 On Track
DP010 - Council's property activities and dealings are undertaken within the community's best interests and within legislative requirements	OP026 - Manage Council's property portfolio in accordance with legislation with the timely reporting of property matters to Council for approval	 On Track
DP010 - Council's property activities and dealings are undertaken within the community's best interests and within legislative requirements	OP027 - Ensure effective management of Crown Land in accordance with the Crown Lands Management Act 2016, including the management of Native Title, in line with legislative timeframes	 On Track
DP011 - Procurement activities are undertaken to achieve best value while underpinned by a robust ethical framework which enables local supplier participation	OP028 - Ensure procurement activities are undertaken in accordance with legislative requirements and Council's Policy, Guidelines and Procedures	 On Track
DP012 - Develop and implement enhanced asset management practices	OP029 - Review and update the Strategic Asset Management Plan, Asset Management Policy and Asset Improvement Plan	 On Track
DP012 - Develop and implement enhanced asset management practices	OP030 - Capture condition data on infrastructure assets for informed asset management decisions	 On Track
DP012 - Develop and implement enhanced asset management practices	OP031 - Develop Plans of Management for Crown Lands, where Council is deemed to be the Crown Land Manager	 On Track
DP013 - Develop and implement Business Transformation program	OP032 - Implement the Information and Communications Technology (ICT) Digital Strategy to enable Council to engage effectively with its customers	 On Track
DP014 - Enhance customer interaction with Council	OP033 - Review and enhance corporate information systems and processes	 On Track
DP014 - Enhance customer interaction with Council	OP034 - Implement improved customer contact methods through Council's website	 On Track
DP014 - Enhance customer interaction with Council	OP035 - Implement a digital first approach to customer service to enable customers to transact with Council when convenient	 On Track
DP014 - Enhance customer interaction with Council	OP036 - Enhance Council's Complaint and Complaint Management Framework	 On Track

Delivery Program	Operational Plan	Status
DP015 - Deliver an Information and Communication Technology service that meets Council's business delivery requirements	OP037 - Provide a robust, resilient, secured and accessible ICT Infrastructure to enable delivery of Council's services	 On Track
DP016 - Deliver Corporate Systems that meet Council's business delivery requirements	OP038 - Provide the Corporate System software to enable staff to effectively deliver services to the community	 On Track
DP017 - Ensure council services are delivered efficiently and effectively, including an efficiency dividend	OP039 - Revise and implement a service delivery review program that ensures best value for the community with a methodology that includes community and stakeholder input	 On Track
DP017 - Ensure council services are delivered efficiently and effectively, including an efficiency dividend	OP040 - Provide a report on the introduction of an efficiency gain of up to 2% to fund community priority projects in the 2023/24 financial year, including methodology to calculate the quantum of the fund	 On Track
DP018 - Identify opportunities for regional collaboration	OP041 - Develop and implement a business improvement program	 On Track
DP018 - Identify opportunities for regional collaboration	OP042 - Implement strategies to improve development assessment timeframes	 On Track
DP018 - Identify opportunities for regional collaboration	OP043 - Participate in the Canberra Region Joint Organisation and other regional collaborative approaches, where appropriate	 On Track
DP019 - Provide quality, timely and accessible information to the community	OP044 - Implement key initiatives from the Communications Strategy	 On Track
DP020 - Implement an effective Community Engagement Framework	OP045 - Deliver a diverse Engagement Program to enhance community awareness and participation in decision making	 On Track
DP021 - Support Council committees and working groups	OP046 - Implement Council's revised committee framework	 On Track
DP022 - Actively build capacity for community participation in leadership including mentoring and support	OP047 - Liaise with organisations developing and providing mentoring and support services for local business operators	 On Track
DP023 - Develop partnerships and networking with community, government and business	OP048 - Establish and implement initiatives for sector partnerships	 On Track
DP023 - Develop partnerships and networking with community, government and business	OP049 - Facilitate community led recovery and resilience programs and events across the Shire	 On Track
DP023 - Develop partnerships and networking with community, government and business	OP050 - Contribute to and develop key projects and initiatives to support sense of place within the Shires villages	 On Track
DP023 - Develop partnerships and networking with community, government and business	OP051 - Develop strategic partnerships between council, property owners, local businesses and community groups that fosters a sense of community	 On Track



# People



## Vision for Wingecarribee 2041

Everyone is welcome in the Shire.

We celebrate our differences and are open to new ideas. People feel valued, connected and safe and have plenty of opportunities to get involved in the community.

We are a happy, resilient and healthy community. No matter your age or personal circumstances, you can easily access the services that you need.

We have removed the barriers that stop vulnerable or disadvantaged people from leading full and healthy lives.

We are a creative, educated and vibrant community that values the arts. We celebrate our culture, learning from the past to create a better future.

## PEOPLE SERVICES

Aquatic Services

Arts and Cultural

Asset Planning and Delivery

Children's Services

Civic Leadership

Community Development

Economic Development

Emergency Management

Library Services

Natural Area Management

Open Space, including  
Parks and Recreation

## GOALS

2.1



A happy, healthy, active  
and resilient community

2.2



An inclusive community  
where everyone  
can participate in  
community life.

2.3



A creative, diverse and  
vibrant community

People Indicators	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Area of sports fields per 1,000 residents (hectares)	2.2	2.2	2.2	2.2	2.0	2.0
Actively maintained land per 1,000 residents (hectares)	6.3	6.2	6.2	6.2	5.7	5.8
Provision of playgrounds per 1,000 residents	5.8	6.0	6.0	6.0	6.5	5.6

Library statistics	2017/18	2018/19	2019/20*	2020/21*	2021/22*	2022/23
Total library loans	247,796	249,873	204,547	200,192	164,529	221,276
Library visits	166,972	160,807*	113,484	74,772	62,357	113,239
Enquiries^	39,575	33,355	31,425	23,262	27,490	32,240
Internet sessions	14,851	12,432	7,514	3,836	2,282	4,399
Wireless sessions	14,534	13,862	8,200	4,418	4,531	8,817
eLibrary downloads±	18,590	30,180	41,473	48,978	47,526	48,905
Library website visits	51,545	51,824	41,948	33,190	40,843	40,889

\* The number of library visits in 2018/19 was impacted by the closure of Mittagong Library for three weeks due to renovations and the closure of certain sections of Moss Vale Library for four and a half weeks due to water damage.

2017-2019 is pre COVID

March 2020 - March 2022 includes COVID-19 Lockdowns, Temporary closures etc.

2022-2023 financial year is post COVID

^ Estimate based on data collated for the State Library of NSW Enquiry Completion Rate Survey. The figures for 2018/19 are more complete than those for 2017/18 as additional data sets were gathered by the State Library in 2018/19.



# YEAR IN REVIEW

## **Celebrating our Volunteers**

In honour of National Volunteers Week in May 2023, Council spotlighted six local Change Makers and their commitment to our community.

Volunteers included caregivers, energisers, defenders, inquirers, advocates, guardians and communicators, each of whom have demonstrated an unwavering commitment to making a difference in the lives of others.

Council continued to offer its own volunteering opportunities from bush and river care volunteering, to managing local community facilities and supporting our animal shelter.

## **Getting back to the Library**

The library continued its successful return to post COVID programs and services.

A total of 438 events were offered in 2022/23 with 8,739 people participating from young children to seniors.

Programs were offered onsite, online and at community locations. Programs targeted; literacy and lifelong learning, informed and connected citizens, digital inclusion, and personal wellbeing. Events and programs included story time, baby rhyme time, reading and writing workshops, LEGO sessions, holiday classes, author talks and classes.

A highlight was celebrating Book Week (September 2022) with an event that spanned three weeks. Book Week allows the library to promote the best awarded Australian Children's Books each year as well as the many programs and facilities that the library has to offer. Over 1,000 children visited the libraries during the event.

We also improved our library services, expanding our eResources and introducing new technology to make it easier for people to access information and resources.

New technology is now available at the Mittagong and Bowral Branch libraries allowing greater access, printing and scanning options for the community.

## **Dhungung Food Share**

In 2023 Council was pleased to continue its support of the Dhungung Food Share by way of a Community Assistance Scheme Grant.

A collaborative effort with Red Cross and Oz Harvest, Dhungung Food Share at Mittagong provides the Shire's Aboriginal families with dependable access to nutritious food.

Council's contribution enabled organisers to stretch available grocery supplies to provide people with food and other supplies over Winter and build a well-stocked pantry of food staples.

For many vulnerable community members, collecting a hamper from the share pantry is also a way of staying connected.

The service is supported by a team of volunteers who donate their time to packing the hampers including Council volunteers who are also on hand to assist with the distribution process.

## **Helping local families**

In 2023 Council awarded grant funding to Home-Start Australia's Volunteer Family Home Visits. The program supports families with new babies or those raising young children by providing assistance designed to suit the needs of individual families.

The program makes a meaningful impact by delivering hope and support, direct to the local families who need it most.

Council funding is used to provide volunteer training to fully equip volunteers and covers child protection and development, confidentiality and boundaries, values and attitudes, domestic violence, and the importance of play in early brain development.

In the absence of family or peer support, volunteer involvement can be invaluable. Examples include supporting families at medical appointments or helping families where English is a second language to navigate services available to them.

If a child is falling behind in their literacy, volunteers will sing to them or read stories. Volunteers also work to connect parents and children with local playgroups and build their support networks.

## **Community Expo**

In October 2022, Council hosted the annual Wingecarribee Community Expo at the Bowral Uniting Church Hall.

The Expo provided an opportunity for residents to discover the range of services and support groups operating across the Shire.

Over 35 exhibitors were on hand to answer questions and provide information on a wide variety of

services available to the community. Services covered mental health and wellbeing, disability, aged care, TAFE and volunteering.

The Community Services Expo was free to attend and was proudly supported by Highlands Community Centres, Wellways, Uniting Care, Southern Highland Community Transport, My Voice and Auscare Support.

## International Day of People with Disability

On 2 December 2022, Council launched an inclusive art exhibition in recognition of the International Day of People with Disability.

The 'Creating and Thriving' exhibition showcased the artwork and skills of local artists and makers with disability with the aim of not only celebrating local talent, but raising awareness and understanding of disability and how we can all contribute to a more inclusive community.

Local artists and makers with disability from across the Shire were invited to submit their artwork for inclusion in the exhibition with many selected artists also opting to sell their art work as part of the event.

The exhibition, held in the Civic Centre's Atrium Gallery, was a free community event and ran until 13 January 2023.

International Day of People with a Disability (IDPWD) is a United Nations observed day held on 3 December each year.

## HSC Study Sessions with a difference

In October 2022, Council invited Year 12 students preparing for their end of year exams to participate in a unique and free study option.

Council's Library Services and Community Development teams joined forces to host a series of HSC Study Sessions.

The week-long program allowed Year 12 students to have sole access to designated study areas within Council's Bowral and Moss Vale Library precincts allowing students to take a different approach to their study routine.

The program recognised that some students find it difficult to study at home, while others find that group study environments help them to focus.

As part of a unique experience, students were supported by therapy dogs throughout the week, helping them to de-stress and reduce anxiety. The first 100 students were also provided with special 'Study Show Bags'.

The program was supported by Council's Youth Program and PAWS Pet Therapy.

## Celebrating NAIDOC Week

Each year, Council celebrates NAIDOC Week (July) which holds immense significance in acknowledging and celebrating the contributions and achievements of Aboriginal and Torres Strait Islander peoples.

It serves as a platform to raise awareness about the history, culture, and rights of Indigenous Australians. The theme for 2022 was "Get Up, Stand Up, Show Up".

In 2022 Council celebrated with a NAIDOC Family Day at Guula Ngurra National Park including a flag raising ceremony, art exhibition, cultural workshop, a guided tour of a local significant cultural site and a performance by Gadhungal Murring.

## Health and wellbeing

Council was proud to support the ground-breaking Indigenous Garden project, undertaken by the Aboriginal Corporation, Koori Kulcha, which promotes a return to using indigenous plants for their wellbeing benefits.















Made possible through Council's Community Assistance Scheme, native species from as far afield as the Northern Territory and Philip Island are being propagated in pods purpose-designed to recreate the climatic conditions of wherever the plants grow naturally.

The vision is to not only share Aboriginal knowledge of the healing properties of plants but make the traditionally harvested product commercially available so that many people can enjoy the potential health benefits.

Once the garden matures, cooking classes will be introduced, using native herbs and spices in ways that have been handed down for generations.

The project is vital to retaining cultural knowledge and ensuring that growing and traditional harvesting processes are documented for future generations.



Delivery Program	Operational Plan	Status
DP024 - Advocate for improved health services in the Shire	OP052 - Participate in various community health sector forums to ensure local service delivery is enhanced	 On Track
DP025 - Partner with community-based organisations in provision of services	OP053 - Collaborate with the community sector to secure funds for enhanced service delivery	 On Track
DP026 - Partner with State and community organisations to provide a broad range of health and wellness programs to target specific needs of the community	OP054 - Deliver community services expo and explore opportunities to engage young people	 On Track
DP027 - Provide access to sport, recreation and leisure services	OP055 - Provide an affordable and accessible swimming pool service, including managing the contract for Moss Vale War Memorial Aquatic Centre	 On Track
DP027 - Provide access to sport, recreation and leisure services	OP056 - Maintain existing sport and recreational facilities to operating service standards	 On Track
DP027 - Provide access to sport, recreation and leisure services	OP057 - Complete the Community and Recreation Facilities Strategy	 On Track
DP027 - Provide access to sport, recreation and leisure services	OP058 - Deliver major capital works program for sport, recreation and leisure facilities	 On Track
DP028 - Partner with Police, business and Community representatives to implement the Community Safety Plan	OP059 - Commence the review of the Community Safety Plan	 On Track
DP029 - Partner with agencies to ensure emergency management processes and procedures are in place	OP060 - Coordinate the Wingecarribee Shire Emergency Management Committee	 On Track
DP030 - Implement public health and safety regulatory programs	OP061 - Manage bushfire risk in bushfire prone land under Council's care and control	 On Track
DP030 - Implement public health and safety regulatory programs	OP062 - Conduct bushfire community awareness programs	 On Track
DP030 - Implement public health and safety regulatory programs	OP063 - Undertake public health and safety inspections to ensure compliance with regulations and implement programs to raise industry awareness of food safety	 On Track
DP031 - Assess the changing profile of the Shire and prioritise services accordingly	OP064 - Continue to implement the Community Wellbeing Service Review	 On Track
DP032 - Provide children services to support family life	OP065 - Implement recommendations of the Children's Services review	 On Track
DP033 - Support agencies to implement community programs and initiatives	OP066 - Provide financial assistance to community projects through the Wingecarribee Community Assistance Scheme	 On Track
DP034 - Provide companion animal services	OP067 - Encourage responsible companion animal management through the application of statutory provisions and local strategies	 On Track

Delivery Program	Operational Plan	Status
DP035 - Support initiatives which enhance opportunities for learning and skill development	OP068 - Continue to foster a relationship of collaboration and cooperation between Council, TAFE NSW, the University of Wollongong and schools	 On Track
DP035 - Support initiatives which enhance opportunities for learning and skill development	OP069 - Support community-based services to provide a range of opportunities for learning and skill development	 On Track
DP036 - Provide a range of services and programs through Council Library service	OP070 - Deliver library services that meet the information, recreation, literacy and participation needs of the community	 On Track
DP036 - Provide a range of services and programs through Council Library service	OP071 - Develop and deliver a range of library programs, events and activities to engage the community	 On Track
DP036 - Provide a range of services and programs through Council Library service	OP072 - Manage, preserve and provide access to archives and local history including State Archives held in trust	 On Track
DP037 - Implement sector plans that address key barriers to participation in community life	OP073 - Continue to implement Youth Strategy including supporting initiatives such as Youth Week and Biennial Youth Forum	 On Track
DP037 - Implement sector plans that address key barriers to participation in community life	OP074 - Continue implementation of Positive Ageing Strategy	 On Track
DP037 - Implement sector plans that address key barriers to participation in community life	OP075 - Support an active Bush Care volunteer program	 On Track
DP038 - Develop and implement initiatives that support new residents participating in community life	OP076 - Provide information for new residents that encourages participation in Shire life	 On Track
DP039 - Support Intergenerational programs and projects	OP077 - Investigate and provide opportunities that support intergenerational programs and projects in Council activities	 On Track
DP040 - Support and coordinate a diverse range of community festivals and celebrations	OP078 - Deliver a program for key community celebrations including Seniors Festival, International Day of People with Disability, NAIDOC Week and National Youth Week	 On Track
DP041 - Promote and deliver initiatives which enhance community understanding of Aboriginal cultural heritage	OP079 - Continue to support the Wingecarribee Aboriginal Network Priority Actions	 On Track
DP042 - Facilitate the promotion of community arts, emerging artists and cultural awareness and activities	OP080 - Review the Arts and Culture Plan	 On Track

## IN FOCUS – NGUNUNGGULA, SOUTHERN HIGHLANDS REGIONAL GALLERY

Ngununggula, meaning 'belonging' in the traditional language of the Gundungurra First Nations people, is the first regional art gallery in the Southern Highlands of New South Wales.

Council supports this significant gallery in partnership with the Ngununggula community of supporters and partners, including the NSW Government, the National Trust and Ngununggula patrons. Council currently has a funding agreement with the Gallery, providing \$500,000 in financial assistance each year.

Ngununggula is located at the former Dairy and Veterinary Clinic at Retford Park, a property of the National Trust (NSW) that was donated by the late James Fairfax.

The gallery focuses on visual arts, education, artistic practice, and cultural voices. Each year, Ngununggula hosts a variety of exhibitions, community events, public programs and educational activities, many of which involve collaborating with the local community and artists.



Total visitation  
**55,300**



Local visitors  
**42,200**



National visitors  
**13,100**



School Students  
**1547**



Teachers  
**173**



Exhibiting Artists  
**103**



Excursions  
**83**



Public programs  
and events  
**414**

### Highlights in 2022/23

#### Spring Collection | Exhibition

6 August – 9 October 2022

Australian artists Ken Done and Rosie Deacon are well known for their bold colour palettes and ability to capture the quintessential Australian experience.

Spring Collection offered something for all ages, especially young children, with interactive exhibition elements including costume, dance and craft.





## Ngununggula Youth Committee Events

The youth committee develop and host a range of events at Ngununggula to create opportunities for local teens to mix with their peers from other schools to engage with the gallery in new ways.

### Ngununggula Haunting | Event

**4 November 2022**

Ngununggula Haunting is an annual teen-only Halloween Party. It featured DJ's, a bonfire, food, mocktails, best costume awards and a costume parade.



### Summer Like It's Hot! | Event

**Friday 17 February 2023**

Summer Like It's Hot was a teen-only pool party. It featured an epic 10m slide with a pool, outdoor sports, table tennis, music, food, art-making activities, and free "Summer Like it's Hot!" tee-shirts.

# YEAR IN REVIEW



## Belonging | Tjoritjarinja | Exhibition

25 March – 21 May 2023

Belonging | Tjoritjarinja paired two artist collectives, Itja Ntjarra Many Hands Art Centre and the Southern Highlands Printmakers, to create new artworks that celebrated notions of 'Belonging' and their connection to place.

Itja Ntjarra Many Hands Art Centre presented new collaborative artworks by 20 Itja Ntjarra artists and their family members alongside a selection of paintings by Albert Namatjira from the National Gallery of Australia collection.

In celebration of its 30th anniversary, the Southern Highlands Print Makers created all new works and presented a collaborative portrait artwork.



## Once more with feeling | Exhibition

3 June – 13 August 2023

Once more with feeling featured new and existing works by Karen Black, Georgia Spain, Cybele Cox and Michelle Ussher.

The exhibition sought to investigate the articulation of bodies, the relationship between the human form and culture, femininity, sexuality, theatre and ritual. The exhibition included sculpture, painting and sound to represent new ways of thinking about femininity - particularly the shapes, expressions and actions that are associated with female bodies.





## Midwinter Festival | Event

23 June – 25 June 2023

MIDWINTER FESTIVAL 2023 brought together nationally acclaimed artists and events to celebrate the cultural and social voice of the Southern Highlands and Gundungurra region.

The festival launched on Friday 23 June, and continued through to Sunday 25 June and was proudly funded by the NSW Government's Regional Events Acceleration Fund.

Festival highlights include



### FIRST LIGHTS – BUUNGBAA - M A NDHU,

A choreographed drone light show by Kirli Saunders OAM and local First Nations families in partnership with Fremantle Biennale. FIRST LIGHTS celebrated the life and legacy of the late Aunty Velma Mulcahy OAM.



### BURNING MAN

by Ben Quilty, Jesse Saunders and Michael White was an 8-metre sculptural installation.



### LIVE LOCAL

Music program, headline acts by Sheba Williams and Electric Fields, with activities for families and children.



### SAVOUR THE HIGHLANDS.

Delivered in partnership with GROW Southern Highlands Savour is a bespoke food and wine market featuring some of the best local restaurants, makers, and producers.



# Places



## Vision for Wingecarribee 2041

We feel deeply connected to the places we live, work and play in.

Our towns and villages are vibrant, safe and tranquil, offering a special mix of urban and rural lifestyles.

Our heritage is important to us and that is why our rich history is clearly visible in our public places, art and buildings.

Our towns and villages exist in harmony with our natural environment, and we welcome new places and development that continue this tradition.

It is easy to move around and stay connected to our family and friends. We have plenty of transport options and safe, accessible and linked roads and footpaths. We also have interconnected pathways that encourage us to ride and walk.

It is easy to live here because we have a choice of affordable and accessible housing suitable for all ages - from young people to families and older residents. Our neighbourhoods are close to the facilities and services we need.

## PLACES SERVICES

Aquatic Services

Library Services

Asset Planning and Delivery

Natural Area Management

Children's Services

Open Space, including Parks and Recreation

Civic Leadership

Regulatory Compliance

Community Development

Strategic Land Use Planning

Economic Development

Water and Sewer

Emergency Management

Place Liaison

## GOALS

3.1



A physically and digitally connected Shire.

3.2



Unique towns, villages and rural landscapes

3.3



Liveable and sustainable communities

3.4



Housing that meets the needs of current and future generations.

Places Indicators	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Sealed road network re-sealed annually (%)	9.1	3.3	7.2	6.8	4.2	* See Below
Unsealed road network re-sheeted (%)	6	10	4	5	9	3
Unsealed road network maintained (maintenance grade) (kms)	200	205	206	220	160	210 **
Footpath maintained annually (carriageway kms)	13.6	15.6	16.2	11.5	13.4	1.25 ***
Shared paths and cycle paths repaired (lineal metres)	3,311	1,640	4,456	6,859	8,684	5,000
Footpath installed annually (lineal metres)	1,100	500	203	810	671	710
Shared paths and cycle paths installed annually (lineal metres)	320	0	0	420	415	860
Construction Certificates approved	438	363	297	353	265	187
Development Applications approved	985	995	722	1229	890	731
Subdivision Certificates approved	92	77	57	69	68	42
Number of reportable sewer overflow requests	N/A	N/A	N/A	9073	8894	8406
Number of reportable overflow incidents	N/A	N/A	N/A	1208	495	373
Number of reported water outages	N/A	N/A	N/A	81#	14	7
Average duration in hours of water outages	N/A	N/A	N/A	NA	66##	43
Development application assessment timeframes	N/A	N/A	N/A	N/A	177 days	125 days

Note:

\* Budgeted funds for resealing were directed to repairs and patching of storm damaged pavement sections.

\*\* Some sections of unsealed roads have been graded multiple times over the 22/23 year.

\*\*\* Council resources were refocused towards road maintenance due to storm damage, resulting in a better service for the community. Council foresees a return to trend numbers over the coming years.

# These results were higher than normal due to inclement weather and major storm activity.

## Data is only available from August 2021 to June 2022

N/A – not applicable in that year's Annual Report e.g., it is a new indicator



## More funding for Infrastructure

In June 2023 the Council approved a substantial portfolio of capital works to improve liveability across the Shire.

More than \$84 million in infrastructure upgrades was agreed as part of the annual budget process to improve the core assets and infrastructure needed to meet the demand and expectations of current and future communities.

Plans over the next four years include an investment of \$384 million in the Shire's critical assets including roads, footpaths and water supply networks.

Partial to full funding has been secured through various State and Federal Government grants to see some of these priority projects completed, saving rate payers millions.

## Bowral Memorial Hall

A collaborative effort between community and government resulted in the reopening of the much loved Bowral Memorial Hall following extensive renovations. The project was largely funded by a Federal Government grant.

The 135 year old heritage building has experienced a complete transformation and is now the only venue of its kind in the Shire, with a capacity of 300, including retractable seating for 125, quality acoustics and highly adaptable spaces.

The refurbishment is expected to vastly increase the Hall's usefulness and boost annual revenue. The versatile space is suited to musical concerts, theatrical performances, community events, exhibitions and expo's, weddings and private functions.

A fee structure has been designed to balance keeping the venue accessible to community groups while generating the revenue needed to maintain the new facilities to a high standard.

## Station Street, Bowral

Upgrades to Station Street in Bowral have vastly improved parking, local roads and footpaths and the overall experience of the precinct.

After years of delays and community lobbying for better facilities, the Station Street upgrades were completed to include the construction of new road pavement, new water mains, kerb and gutter renewal, footpath improvements, and an upgraded train station car park including new car parking spaces. Southern overland drainage swale was also piped resulting in a new 140 space carpark.

The use of an innovative product in EME2 drastically reduced costs for removal and disposal of coal tar as well as significantly decreased the time required to construct.

The outcome is vastly improved movement around Bowral, at a fraction of the cost, without compromising the charm and character of the town.

The project cost close to \$8 million, a much more cost effective exercise than the one originally proposed.

## Station Street's Heritage Camellia Beds

In addition to road, footpath and other infrastructure works, Council also upgraded Station Street's Heritage Camellia Beds.

Extensive consultations during the Station Street upgrades revealed the community held a deep appreciation for the Camellia Beds nestled next to the heritage-listed railway station. Responding to this feedback, Wingecaribee Shire Council took on the challenge of revitalising the camellia garden beds to their former glory.

Neglected for years, the restoration journey entailed tasks such as installing irrigation systems, meticulously reconstructing stone walls, restoration of lighting infrastructures, and introducing additional camellia plantings.

Through listening to community and fostering collaboration with partners including Transport for NSW, the project has not only revived and conserved the heritage camellia beds, it has preserved local history for future generations.

## New Playspaces for families

In 2023, Council completed extensive upgrades to Mittagong's Cook Street and Moss Vale's Church Road Oval playgrounds.

Improvements to these popular local parks were designed in collaboration with the community and provide more inclusive and welcoming play spaces for children.

Specialists in contemporary Playspaces, Creative Recreation Solutions, were engaged to deliver the projects.

Wheelchair-accessible ramps and sensory play stations are among the new features, along with safe and modern net swings and slides, see-saws, and nature play. Thoughtful landscaping includes seating and picnic spots that make the most of the natural environment.

Clever use of bright colours, natural textures and interactive elements will help to stimulate children's imaginations and promote active play.

Both projects were co-funded by Council, with NSW Government grant funding received under the Everyone Can Play program. A total of just under \$430,000 was shared across the two park improvement projects.

## Dedicated Pot Hole Crew

In October 2022, Council established its new Pot Hole Crew; a team of five dedicated to tending to damage left in the wake of record-breaking rainfall events.

The new team boosted existing crews who worked for months repairing extensive damage across more than 1,200 kilometres of roads.

The new Pot Hole Maintenance Crew was one of the key initiatives in the 2022/23 Operational Plan and Budget with \$1.3 million additional funding allocated for the next three years including staffing, materials and new plant (truck) costs.

This figure comes on top of more than \$5.5 million already allocated annually to local and regional road maintenance and repairs.

## Old South Road

Construction commenced on Old South Road in 2023 to ensure the major connector road is safe and smooth for travel with a view to completing the extensive works later in the calendar year.

Construction works involve road pavement widening and rehabilitation, installation of guardrails, construction of stormwater pits and pipes and other associated works.

The \$20 million Old South Road rehabilitation project will provide improved traffic flow, a safer and more enjoyable ride for motorists and easier access between residential areas and town centres.

## Sporting facility improvements

Major lighting projects were completed at Eridge Park and Loseby Park to help meet current and future sporting needs.

Netball is a growing sport with increasing demands placed on facilities. The lighting at Eridge Park was not meeting competition standards and the old halogen lamps were costly to run and replace. The project involved replacing the existing lighting setup, with a more advanced system. This included installation of six 15-meter poles equipped with energy-efficient LED lights, designed to meet a standard of 100lux illumination.

The old lighting system at Loseby Park required upgrading to reduce running costs and improve the overall quality and reliability of lighting. The improvements support after hours training and night games and were also extended to the rugby clubhouse, community hall and youth hub. As with the Eridge Park upgrades, the project involved installation of new energy-efficient LED lights and improved power systems.

Both projects have resulted in more sustainable and reliable lighting systems that can be expanded upon in the future.

## **Kirkham Street reconstruction**

The reconstruction of busy Kirkham Street in Moss Vale was completed in June 2023, making it easier for workers, students, and residents to move around.

People attending TAFE, the Council Civic Centre, the Moss Vale War Memorial Aquatic Centre, Cole's Supermarket, and motorists passing through, can now fully utilise this completely renovated road and enjoy decreased travel times during peak hours.

The project cost of around \$1.8million, was funded in majority by Transport for NSW through a grant of \$1.25million and was completed under the predicted budget.

Funding came from Council's successful application to the Fixing Local Roads Fund and has transformed the road pavement, which was in very poor condition, along with the drainage, damaged kerb, and missing road markings.

## **Water Services**

Council's Water Services team completed several important wastewater and water projects in 2022/23.

- After a series of rising sewer main bursts along Wilson Drive in Hill Top, the main was prioritised for replacement to eliminate any environmental impacts. Approximately 900 metres of sewer main was renewed.
- A structural collapse was identified in the sewer main in Sherwood Avenue Bowral resulting in the replacement of 120 metres of gravity sewer main. This was critical as the main supports the collection of waste water for a large section of Bowral's CBD.
- Contractors were engaged to clean the water main in and around Bowral Private and Public Hospitals to maintain the quality of water supply. Works were completed after normal working hours so as not to interrupt hospital services.
- Repairs were made to the Sunninghill Avenue, Bowral trunk main which had developed a break. Repair was made promptly with minimal disruptions to residents.

## **Mittagong Creek Bridge**

The reconstruction of the Mittagong Creek Bridge located on Merrigang Street was completed in May 2023 with the road now fully accessible to drivers.

After nearly a century of faithful service, the bridge was beginning to show its age with some visible signs of wear and tear.

The previous bridge was replaced with a new one that fulfilled the requirements for all heavy-duty vehicles which the previous bridge did not. The surroundings of the bridge were also taken into account and the design of the structure incorporated elements that would safeguard the embankments from erosion and battering, both upstream and downstream.

The project, one of four bridges repaired or rebuilt in the Shire, cost just over \$1.2million and was majority funded by the NSW Government, through the Fixing Country Bridges Grant program.











## **New purpose-built Animal Shelter and SES facilities**

















In June 2023, Council announced that Puch Building & Constructions Pty Ltd, had been successful in securing the contract to deliver a new Southern Highlands Animal Shelter and State Emergency Services (SES) facility.

















The new facility will have capacity to house over 90 potential companion-animals. It is based on best practice for animal care and re-homing and will include custom-built indoor holding pen spaces and adoption compounds, state-of-the-art examination facilities, and outdoor runs where rescues can remain active in recuperation. It will also include contemporary design features such as light-filled spaces, a welcoming reception area and meeting rooms.

Construction is anticipated to commence in late 2023 with a target date for completion of October 2024.



Delivery Program	Operational Plan	Status
DP043 - Undertake advocacy activities to further the development of an integrated public transport network	OP081 - Develop an Integrated Transport Strategy	 On Track
DP044 - Provide infrastructure linkages between public transport hubs	OP082 - Develop the capital works program and where practicable include projects that improve links between public transport hubs.	 On Track
DP045 - Promote public transport options and linkages across the Shire	OP083 - Plan and implement the Recreational Pathways Strategy	 On Track
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP084 - Review Council's Pedestrian Access Mobility Plans	 On Track
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP085 - Implement footpaths, shared paths and cycle ways construction and renewal capital works program	 On Track
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP086 - Maintain footpaths, cycleways and shared pathways	 On Track
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP087 - Undertake the forward design of footpaths, shared paths and cycle ways projects in the four-year capital works program	 Delayed
<p>Following the successful grant application via NSW Active Grant fund design works, environmental considerations and pre-purchase of long lead items have commenced for three sections of new walking networks and linkages.</p> <p>Works are scheduled to be complete by July 2023 and will be undertaken at the following locations:</p> <ul style="list-style-type: none"> <li>• Eridge Park Road in Bowral and Burradoo, 880m Final restoration and elevated walkway to be completed by August.</li> <li>• Robertson Road in Moss Vale - 473m. Further consultation with TfNSW has delayed commencement of these works.</li> <li>• Mittagong North walking network - 850m.</li> </ul> <p>This project will provide more than 2.2km of new footpath.</p>		
DP047 - Partner with agencies to advocate for improved transport services	OP088 - Participate in the Canberra Regional Working Group Infrastructure Delivery and advocate for the development of an integrated public transport network	 On Track
DP048 - Provide a rigorous planning assessment framework which reflects State legislation and Council's adopted land use strategy to ensure appropriate development outcomes	OP089 - Implement and monitor a local housing strategy to strategically address the future housing needs of the Shire	 On Track
DP048 - Provide a rigorous planning assessment framework which reflects State legislation and Council's adopted land use strategy to ensure appropriate development outcomes	OP090 - Assess planning proposals in accordance with statutory frameworks and the adopted strategies of Council	 On Track

Delivery Program	Operational Plan	Status
DP049 - Review and prepare planning strategies, policies and studies that retain the character of the Shire's towns and villages	OP091 - Undertake a comprehensive review of Council's Development Control Plan (DCP) documents in accordance with the Department of Planning, Industry and Environment's template DCP requirements	 On Track
DP050 - Implement initiatives that promote and protect cultural heritage	OP092 - Prepare and implement a heritage assistance policy and education and recognition program	 On Track
DP050 - Implement initiatives that promote and protect cultural heritage	OP093 - Review the current list of heritage items and potential heritage items	 On Track
DP051 - Implement a program of town and village centre improvements	OP094 - Develop place-based plans, including finalising the Robertson Place Plan	 On Track
DP051 - Implement a program of town and village centre improvements	OP095 - Maintain existing CBD towns and village precincts to operating service standards	 On Track
DP053 - Provide and maintain high quality community facilities across the Shire	OP096 - Manage community facilities in partnership with licensees and community groups	 On Track
DP053 - Provide and maintain high quality community facilities across the Shire	OP097 - Design and undertake the Mittagong Memorial Hall structural repair and refurbishment	 On Track
DP053 - Provide and maintain high quality community facilities across the Shire	OP098 - Commence construction of the new Animal Shelter and SES building	 On Track
DP053 - Provide and maintain high quality community facilities across the Shire	OP099 - Prepare a plan with full costings for the refurbishment of the back office, including but not limited to office design (including office furnishings) of the Civic Centre, including replacing windows, carpet, painting the interior and review for office des	 On Track
DP053 - Provide and maintain high quality community facilities across the Shire	OP100 - Deliver major capital works program for community facilities	 On Track
DP054 - Undertake the redevelopment of Bowral Memorial Hall	OP101 - Deliver the Bowral Memorial Hall refurbishment works	 On Track
DP055 - Effectively plan for and deliver on the diverse needs of people with a disability	OP102 - Implement the Disability Inclusion Action Plan	 On Track
DP056 - Ensure planning controls allow for diversity of housing choice	OP103 - Implement the recommendations of the Local Housing Strategy to promote diversity of housing choice within the Shire	 On Track
DP057 - Partner with agencies to plan and deliver a program of road upgrades, renewals and maintenance	OP104 - Design Moss Vale Bypass	 On Track
DP057 - Partner with agencies to plan and deliver a program of road upgrades, renewals and maintenance	OP105 - Design and Construct Old South Road Upgrade	 On Track
DP057 - Partner with agencies to plan and deliver a program of road upgrades, renewals and maintenance	OP106 - Develop and implement road safety initiatives in conjunction with Transport for NSW	 On Track

Delivery Program	Operational Plan	Status
DP058 - Implement a long-term solution for the use and disposal of roadside spoil	OP107 - Implementation complete- no annual deliverable	 On Track
DP059 - Review and implement Water Master Plan	OP108 - Implement projects that support the delivery of the Integrated Water Cycle Management Strategy	 On Track
DP059 - Review and implement Water Master Plan	OP109 - Deliver capital works program for the Water Master Plan	 On Track
DP060 - Review and implement Sewage Treatment Plant Upgrade Strategy	OP110 - Plan for the upgrade of Moss Vale, Bowral and Mittagong Sewage Treatment Plants	 On Track
DP061 - Improve Stormwater management across the Shire	OP111 - Review and implement floodplain management strategies	 On Track
DP061 - Improve Stormwater management across the Shire	OP112 - Deliver stormwater drainage works as per capital works program	 On Track
DP061 - Improve Stormwater management across the Shire	OP113 - Undertake the forward design of drainage projects in the four-year capital works program	 On Track
DP061 - Improve Stormwater management across the Shire	OP114 - Maintain stormwater assets	 On Track
DP062 - Undertake drinking water quality management	OP115 - Manage and deliver operational programs to ensure water quality compliance within the water supply network as per NSW Health requirements and the adopted Drinking Water Management System protocols	 On Track
DP063 - Ensure the integrity of water and sewer infrastructure	OP116 - Deliver water treatment plants electrical and mechanical maintenance programs	 On Track
DP063 - Ensure the integrity of water and sewer infrastructure	OP117 - Manage the trade waste management policy and associated protocols and standards	 On Track
DP063 - Ensure the integrity of water and sewer infrastructure	OP118 - Manage and deliver treatment plant operational protocols as per regulatory and adopted Drinking Water Management System requirements	 On Track
DP063 - Ensure the integrity of water and sewer infrastructure	OP119 - Manage raw water storage availability and dam safety compliance	 On Track
DP064 - Ensure regulatory compliance of sewerage infrastructure	OP120 - Manage and operate sewage treatment plants to meet license and regulatory standards	 On Track
DP064 - Ensure regulatory compliance of sewerage infrastructure	OP121 - Deliver sewer network distribution operational programs to manage environmental risk and meet regulatory requirements	 On Track
DP065 - Facilitate and advocate for enhanced access to telecommunication networks	OP122 - Advocate for improved telecommunications across the Shire	 On Track



# Environment



## Vision for Wingecarribee 2041

Our natural world is healthy and flourishing.

Our unique native species, biodiversity and natural environment continues to be protected, enriched and enhanced.

The community is educated about, and actively involved in caring for and protecting our native flora, fauna, and eco systems. We also actively manage and support important wildlife areas, corridors and flyways.

Our air, and waterways, and land are clean and uncontaminated, supporting a healthier community and natural environment. We are a low waste community that reduces, reuses and recycles where we can. We also use renewable energies - like solar energy and wind power - that are kinder to the planet.

We are leaders in sustainable living, acting on climate change and building resilience in the face of natural disasters.

## ENVIRONMENT SERVICES

Development Services

Regulatory Compliance

Economic Development

Strategic Land Use Compliance

Environment Services

Waste Management

Bush Care and Biodiversity

Water and Sewer

Sustainability Services

## GOALS

4.1



A protected, healthy and diverse natural environment

4.2



A community that lives sustainably for the betterment of the planet

4.3



A low-waste community

4.4



A resilient Shire that takes action on climate change.

Environment Indicators	2017/18	2018/19	2019/20	2020/21 ****	2021/22 ****	2022/23
Bushcare and Landcare participants (groups)	17	17	18	15 (active)	12	13 <sup>^</sup>
Community volunteers environmental work (hours)	3,786	3,905	2,021*	1525	612	934##
Native trees and shrubs planted on public land and established native plant species	13,383	10,807	3,300**	4,994/2,200 Public land / private use	5199	2254
Bushcare group work sessions	201	179	50*	137	49	71
Domestic recycling diverted from landfill (tonnes)	5,857*	4,276*	3,785	3,988	4,347	4,294
Putrescible Total (tonnes)	12,084	12,124	12,348	12,428	11,732	11,363
Green waste (tonnes)	8,380	8,518	9,075	9,855	12,733	12,260
Onsite sewerage management system inspections	301	300	269	300	301	64
Notices/infringements issued	28	44	115	135	64	208
Food shops inspections #	260	338	265	232	248	242

<sup>^</sup>Bushcare groups are changing. There is now one bushcare group for the Wingecarribee Shire, with multiple sites (that all registered volunteers can work at).

\* Program affected by drought, bushfires, and COVID restrictions

\*\* Plantings affected by drought

\*\*\*\*Program affected by COVID restrictions

#This figure includes both routine inspections and subsequent reinspection.

## Data for years 2020-2022 has been corrected from previous year's report. Volunteering levels have been impacted by COVID and other factors including changing demographics. Council remains committed to environmental stewardship and continues to work towards increasing volunteer numbers.

## Councils Greenhouse Gas Emissions Over Time

Emissions from Council Operations (excluding wastewater treatment) TCO <sub>2</sub> -e								
Emission Scope	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Scope 1	2,810	2,771	2,834	2,836	2,624	2,629	2,446	2,408
Scope 2	9,039	8,705	8,518	8,394	8,556	8,992	8,641	4,209
Scope 3	3,485	3,451	3,077	2,519	2,422	2,474	2,463	1,442
<b>Subtotal</b>	<b>15,334</b>	<b>14,927</b>	<b>14,429</b>	<b>13,749</b>	<b>13,602</b>	<b>14,095</b>	<b>13,551</b>	<b>8,059</b>
Wastewater Treatment Fugitive Emissions (TCO <sub>2</sub> -e)*								
Emission Scope	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Scope 1	7,761	10,033	6,685	6,465	7,399	10,644	14,517	5,969
<b>GRAND TOTAL</b>	<b>23,095</b>	<b>24,960</b>	<b>21,114</b>	<b>20,214</b>	<b>21,001</b>	<b>24,740</b>	<b>28,068</b>	<b>14,028</b>

**Scope 1** – Direct combustion e.g., fuel, gas, waste, fugitive emissions.

**Scope 2** – Grid Electricity

**Scope 3** – Street lighting, upstream/downstream sources e.g., waste and paper.

## **Multi-million dollar flood protection.**

In 2022 Council secured multimillion dollar funding from the Australian Government to assist in the construction of the Retford Farm Detention Basin.

The Retford Farm Detention Basin is a major component of the Bowral Floodplain Risk Management Strategy (FRMSP) first adopted by Council in 2009.

The Basin will significantly reduce the impact of future flooding events on the Bowral township, minimising the occurrence of flooding in key areas by up to 25 per cent.

A total of \$4.6 million dollars, which equates to 75% of the total project's construction costs, was secured via the Australian Government's *National Flood Mitigation Infrastructure Program*. Council is investigating funding opportunities for the remainder of the project with construction on the two-year Retford Farm Detention Basin Project to start in 2023.

## **Stormwater Management Policy**

Managing flood prone land and its associated stormwater infrastructure is a complex task. There are often multiple parties affected during and after heavy rain events and different agencies are involved when floods occur.

In August 2023 the Council reviewed its Stormwater Management Policy based on community and stakeholder feedback.

The new Policy is designed to provide greater clarity on the roles and responsibilities of Council, developers and property owners as well as defined stormwater management standards.

The Policy will help Council and the broader community improve the way in which we deal with stormwater issues.

## **Historic renewable energy power plan**

All large Wingecarribee Shire Council facilities and assets are to be powered by renewable electricity following the signing of a major long-term Power Purchase Agreement.

The Power Purchase Agreement (PPA) will see Wingecarribee Shire Council join Albury City, Bega Valley Shire, Camden, Penrith City, Queanbeyan-Palerang and Wollongong City Councils in one of the State's largest ever joint electricity purchasing agreements.

Signed in November 2022, the agreement is the largest single-emissions reduction commitment in Council's history and one of the most significant in the Southern Highlands. It is also one of Council's cornerstone actions towards achieving Net Zero carbon emissions and leading long-term sustainability.

The ten-year agreement will ultimately see all Council assets, including public lighting, powered by renewable electricity generated from within NSW.

Under the PPA all seven participating councils have agreed to purchase renewable electricity generated from the Metz Solar Farm near Armidale. The electricity will be provided by Red Energy which is wholly owned by Snowy Hydro.

Council commenced a staged approach to transferring to the new power supply in early 2023.

Electricity consumption represents Council's largest single contribution towards greenhouse gas emissions and this transition will reduce our calculatable operational emissions alone by over 10,000 tonnes of carbon dioxide per year – the equivalent of taking 4,300 cars off the road.

## **Critical funding for Koalas**

In early 2023, Council secured \$1 million in State Government funding toward maintaining our precious, local Koala population.

It follows more than six years of programs already delivered by the Southern Highlands Koala Conservation Project towards protecting koala populations and corridors.

The Southern Highlands is home to 10% of the State's wild Koalas, and ongoing funding is vital to continuing efforts across key Koala habitats.

The funding will be spent over the next four to five years through the following funding arrangements:

- \$600,000 over the next four years to continue Council's highly successful Southern Highlands Koala Conservation Project through the NSW Koala Strategy Regional Partnership
- \$150,000 to improve koala habitat and corridor mapping, as a first step to develop a Koala Plan of Management



- \$165,000 for Variable Message Signs, Vehicle Activated Signs and communications to improve driver awareness and behaviour on key roads which intersect koala habitat, and
- \$100,000 for koala habitat restoration on private land.

## Protecting biodiversity

Council continued to work with the community to protect our precious bio-diversity.

- Land for Wildlife continued to grow with new properties signed up and members provided with thousands of trees and shrubs to plant on their properties.
- The Private Land Conservation Plan (2023-2028) was updated to guide priorities and resourcing for the next five years.
- Fourteen hectares of koala habitat was restored and reconstructed on a property in Canyonleigh. Ten more koala habitat restoration projects are being negotiated to restore an additional 18 hectares across sites near koala strongholds.
- Two new biosecurity officers (weeds) were employed this year to undertake weed inspections on private and public land.

## Koala Karaoke

Small recording devices (AudioMoths) were distributed across 141 sites during the koala breeding season in October/November 2022.

Over 10,000 hrs of audio was recorded across the Shire at sites with differing habitat quality and threats.

Analyses showed an occupancy rate of 17%, which is lower than the previous two years. It is unclear whether this is a real downward trend and what the underlying drivers could be (e.g., climatic variables, disease), but long term monitoring with higher quality devices (Song Meters) in 2023 and beyond will provide a clearer picture of population trends.

Results were presented at a Koala Karaoke event at the Empire Cinema on 13 September 2023 with Nick Rheinberger.

## Resource recovery

The percentage of waste diverted from land fill increased in 2022/23 from 52 to 54%.

The act of redirecting waste by recycling, reuse or repurposing has significant environmental benefits over landfilling. Diverting waste means less garbage in landfills, fewer greenhouse gas emissions and less soil and water pollution. Recycling or repurposing existing materials also reduces the need to produce new materials, resulting in less industrial pollution.

Council continued to provide and promote recycling opportunities. The chemical Clean Out Day was a huge success with over 18 tonnes of waste chemicals removed from our community in a single day. Over 440 residents participated in the drop off, our highest ever level of participants.

The ongoing promotion of the Community Recycling Centre and the acceptance of problem wastes such as polystyrene and textiles has seen the recycling of 1,800 washing baskets of textiles and 10 tonnes, or the equivalent of 20 buses, of polystyrene.

Both these waste streams contribute significantly to landfill problems yet are easy to recycle.

## Bulky waste collection

A second free bulky waste service was offered to the community in 2023 following unprecedented take up in 2022.

Close to 17,000 properties across the Shire took advantage of the service in 2022 with Council collecting 1,265 tonnes of bulky waste, 192 tonnes of scrap metal and 1,880 mattresses.

While the initial trial proved to be popular, several opportunities for improvement were identified. Key to these changes will be limiting the collection of one mattress per household and reducing the size of the collection areas to minimise the amount of time bulky waste is left out for collection.

Following the 2023 collection service Council will develop a new tender that considers alternate bulk waste collection methods including a continuation of the current service, a pre-booked collection service and voucher system.

A total of 192.15 tonnes of scrap metal was ultimately collected throughout the four-month collection period in 2022 which was sold as scrap metal for \$76,091.

## Environmental Education

School Environment Day was held in November at Camp Wombaroo and was a huge success, inspiring the next generation to conserve biodiversity and live sustainably.

Approximately 200 primary school students participated in activities across the three themes of water and catchment health, biodiversity monitoring and sustainable living.

Eucalyptus and grass identification workshops were also held for the community to learn about our native species and to assist with natural area restoration activities.

Our popular Sustainable Us program continued with a series of workshops and events held to promote sustainable living practices including energy efficiency, sustainable gardening, regenerative farming, extending the life of clothing and furniture and ethical investing.








## Working together for the Environment

Council continued to work with its valued partners and collaborators, to deliver outcomes for biodiversity conservation and community engagement.

Council has representation on the Southern Highlands Flora Reserves Working Group, the Public Land Management Working Group, and the Wollondilly Wingecarribee Bush Fire Management Committee.













Council has also been working with Gundungurra elders, Illawarra Local Aboriginal Land Council and the Aboriginal community to facilitate and plan cultural burns within Council-managed bushland reserves.








Council also works with Winzero and other local groups and businesses to encourage sustainable living and climate change adaptation and mitigation.

Delivery Program	Operation Plan	Status
DP066 - Manage public natural assets	OP123 - Undertake coordinated actions to manage vertebrate pest and weed biosecurity threats to the Shire	 On Track
DP066 - Manage public natural assets	OP124 - Implement management actions across identified high value natural assets.	 On Track
DP066 - Manage public natural assets	OP125 - Undertake works to facilitate flora and fauna recovery from the impacts of bushfires	 On Track
DP066 - Manage public natural assets	OP126 - Support an active Bush Care Volunteer program	 On Track
DP067 - Maintain and build high value environmental lands and corridors	OP127 - Encourage conservation on private land	 On Track
DP068 - Ensure the impacts of development on biodiversity are assessed, monitored and mitigated	OP128 - Assess development applications in accordance with the statutory provisions of the Environmental Planning and Assessment Act 1979 to ensure that environmental impacts are appropriately managed and mitigated	 On Track
DP069 - Build community partnerships and education programs to reduce pollution	OP129 - Implement community education programs to reduce pollution	 On Track

Delivery Program	Operation Plan	Status
DP069 - Build community partnerships and education programs to reduce pollution	OPI30 - Develop and implement programs and initiatives which specifically target environmental pollution associated with construction	 On Track
DP070 - Reduce the impact from Council infrastructure and operations	OPI31 - Review and implement initiatives to minimise environmental impacts from Council operations	 On Track
DP071 - Develop and implement policies that support health, environment and sustainability outcomes within Council and across the Shire	OPI32 - Maintain policies and plans that are adequate and appropriate to address both Council and community needs	 On Track
DP072 - Implement planning controls that protect the Shire's natural resources	OPI33 - Continually monitor local plans and strategies to ensure relevance in the protection of local natural resources	 On Track
DP073 - Advocate to State and Federal government to ensure planning controls, plans and proposals reflect community priorities	OPI34 - Advocate and respond to State and Federal Government to ensure that planning controls, plans and priorities reflect community priorities and expectations, including the provision of submissions to key government initiatives	 On Track
DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources	OPI35 - Maintain Council's mapping and other information tools for key natural resources	 On Track
DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources	OPI36 - Engage with Rural stakeholders for natural resource conservation	 On Track
DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources	OPI37 - Undertake education programs and initiatives for natural resource management	 On Track
DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources	OPI38 - Undertake and facilitate environmental monitoring (including citizen science monitoring) to support better data-based decision making	 On Track
DP075 - Implement community awareness programs that promote sustainable living	OPI39 - Implement a sustainable living program which will include hosting community events, running programs and delivering education campaigns	 On Track
DP076 - Develop partnerships and networks to leverage off existing programs	OPI40 - Participate in and promote existing networks and programs (including State and Commonwealth programs) that advance environmental and sustainability objectives of the Shire	 On Track



Delivery Program	Operation Plan	Status
DP076 - Develop partnerships and networks to leverage off existing programs	OP141 - Provide financial assistance through the Environment Levy- funded component of the Community Assistance Scheme	 On Track
DP077 - Implement State Government Regulations	OP142 - Assess and certify applications related to development	 On Track
DP077 - Implement State Government Regulations	OP143 - Implement the recommendations of the review of planning, development and compliance	 On Track
DP077 - Implement State Government Regulations	OP144 - Administer the Local Planning Panel	 On Track
DP078 - Advocate and educate for improved development outcomes	OP145 - Work in partnership with State Government, development / building industry and the community to achieve improved development outcomes	 On Track
DP079 - Support the establishment and expansion of businesses that produce goods locally	OP146 - Facilitate networks that support and promote businesses that produce goods locally	 On Track
DP080 - Promote and encourage waste minimisation and recycling	OP147 - Undertake a community education program about reducing contamination in bins	 On Track
DP081 - Implement strategies to reduce illegal dumping	OP148 - Participate in the Regional Illegal Dumping (RID) program to facilitate a reduction in the amount of illegally dumped waste	 On Track
DP082 - Manage the Resource Recovery Centre in accordance with Environmental Protection Authority licence and ensure efficient and cost- effective operations	OP149 - Plan and implement the recommendations from the site water management plan	 On Track
DP082 - Manage the Resource Recovery Centre in accordance with Environmental Protection Authority licence and ensure efficient and cost- effective operations	OP150 - Commence preparation of a master plan for the Resource Recovery Centre	 Delayed  The draft Resource Recovery Centre Site Master Plan was developed during the June quarter and is being finalised along with quantity estimates for the works.
DP082 - Manage the Resource Recovery Centre in accordance with Environmental Protection Authority licence and ensure efficient and cost- effective operations	OP151 - Undertake a review of the lease for the Reviva Centre	 On Track
DP083 - Develop and implement a Council Waste Strategy and Policy	OP152 - Prepare a new Waste and Resource Management Strategy	 On Track

Delivery Program	Operation Plan	Status
DP083 - Develop and implement a Council Waste Strategy and Policy	OP153 - Participate in the regional Project 2024 tender for the disposal of waste	 Delayed  Waste disposal contract negotiations were progressed and are in the final stages. The final contract arrangements will be presented to council within 3 months.
DP083 - Develop and implement a Council Waste Strategy and Policy	OP154 - Commence preparations for the new waste collection contract	 On Track
DP084 - Implement strategies to improve energy management	OP155 - Scope and implement energy management actions across Council facilities including projects funded through Council's Revolving Energy Fund, capital works, and maintenance program	 On Track
DP085 - Undertake initiatives that increase awareness and encourage water, energy and waste reduction	OP156 - Raise community awareness of the impacts of climate change and actions to build resilience to the changing climate	 On Track
DP086 - Implement strategies to address the impacts of climate change	OP157 - Implement Council's Environment and Climate Change Strategy, Greenhouse Gas Reduction Plan and Community Climate Action Plan and monitor progress	 On Track
DP087 - Improve resource and energy efficiency at Council facilities and monitor carbon emission	OP158 - Undertake annual monitoring and reporting on Council's carbon emissions	 On Track
DP088 - Encourage carbon reduction across the Shire	OP159 - Support and participate in national and State initiatives which aim to reduce carbon emissions across the Shire	 On Track

## IN FOCUS EMERGENCY PREPAREDNESS AND RESPONSE

Local government plays an important role in preparing for and responding to natural disasters including bushfires and floods.

This involves working closely with emergency management agencies as well as the local community.

Council undertakes numerous activities to help prevent emergency situations. Examples include the preparation and enforcement of planning instruments and building codes; provision of essential services through assets that can withstand weather events; and proactive management of bushland.

In the event of a disaster, Council appoints a Recovery Committee to support impacted communities and the natural environment to recover and rebuild.

Wingecarribee Shire Council facilitates the Local Emergency Management Committee (LEMC), with the General Manager as Chair. The LEMC comprises of combat and support agencies including:

- Ambulance NSW
- Bowral Hospital
- Department Communities and Justice
- Department of Education
- Fire and Rescue NSW
- Illawarra Aboriginal Local Land Council
- Local Land Services
- National Emergency Management Agency
- NSW Police
- Red Cross
- Resilience NSW
- Reconstruction NSW
- Rural Fire Service (RFS)
- South West Sydney Local Health District
- State Emergency Service (SES NSW)
- Transport NSW





A key role of the Committee is to build awareness and preparedness in the face of increasing numbers of extreme weather events.

It is responsible for the prevention of, preparation for, response to and recovery from emergencies and disasters within the Wingecarribee Shire.

**Prevention** – is the application of mitigation strategies to ensure damage doesn't happen or is minimised when it occurs.

**Preparation** – is making plans to manage emergencies before they happen and working with community to build awareness and preparedness

**Response** - is the organised and coordinated response by emergency management agencies in managing an emergency event

**Recovery** - is the process of bringing the community back to functioning in the wake of an emergency

## LEMC highlights for 2022/23 included

- Dam Failure Exercise with Water NSW
- Commencement of the review and update of the Wingecarribee Shire Emergency Management Plan which details the response and recovery framework.
- Review of the Wingecarribee Regional Flood Emergency Sub Plan - the purpose of which is to set out the multi-agency arrangements for the emergency management of flooding in the Local Government Area (LGA).
- Review and updates to the following Consequence Management Guides:
  - Bushfire
  - Pandemic and Communicable Disease
  - Severe Storm
  - Snow Storm
  - Flood
- Confirmation of funding for the new State Emergency Services (SES) building at Moss Vale. The completed project will provide new fit-for-purpose buildings to assist these important community and emergency services. The project is majority funded by Council to the amount of approximately \$2.5 million with an estimated overall project cost of \$4.4 million.



# Economy



## Vision for Wingecarribee 2041

Our local economy is thriving, and people want to live and work here.

We have built on the unique strengths of the Shire, such as our close proximity to major centres like Sydney and Canberra and our rich agricultural lands.

We are home to leading primary industries that work in harmony with the local environment.

There are local jobs available, allowing people to work within a variety of fields and sectors.

We have plenty of education, training and development opportunities. This helps us to build our local skills and knowledge and create workforces suitable for both current and future employers.

Local business, industry and other organisations have embraced new technologies allowing them to grow and prosper while also supporting the health of the planet.

We have become known for our variety of creative industries and are home to many artists, writers, performers, filmmakers, designers, musicians and makers.

## ECONOMY SERVICES

Economic Development

Development Control

Tourism and Events

Southern Regional Livestock Exchange

Strategic Land Use Planning

## GOALS

5.1



People want to visit, work and invest in the Shire

5.2



Sustainable business and industry work in harmony with local community and environment

5.3



A thriving and diverse agricultural industry

5.4



A supported and connected local business community



Economy Indicators	2017/18	2018/19	2019/20*	2020/21*	2021/22*	2022/23
Accommodation bookings/ commission through the Southern Highlands Visitor Information Centre (\$)	30,298	47, 021	54,612	56,471	47,983	60,419
Visitation to the Southern Highlands Visitor Information Centre	57,653	55,603	32,506	41,812	17,819	29,664
Tourism website hits <a href="http://www.visitsouthernhighlands.com.au">www.visitsouthernhighlands.com.au</a>	354,370	559,340	275,685	387,657	478,720	630,675
Sales and consignment commissions through the Southern Highlands Visitor Information Centre (\$)	146,885	146,373	111,073	148,989	102,514	145,960

\* results impacted by COVID





## **Southern Highlands Innovation Park**

The Southern Highlands Innovation Park (SHIP) is a regionally significant employment precinct comprising some 1,023 hectares of industrial zoned land between Moss Vale and New Berrima. The Precinct is strategically connected to Sydney, Canberra, Wollongong and the new Western Sydney Airport and Aerotropolis.

The Precinct provides a unique opportunity to attract sustainable and innovative industries and become a major employer and economic driver for the Shire and broader region.

A Master Plan for the SHIP is considered critical to establish a clear Vision and ensuring that future development is reflective of the unique Southern Highlands context.

Council recently completed the first phase of the draft master planning process, which included a contextual and constraints analysis, a high-level land use and competitor analysis and feasibility model, development of an emerging Vision and a high-level Structure Plan for the precinct.

## **Destination Southern Highlands**

Council's Destination Southern Highlands (DHS), contracted The Life Style Edit (TLSE) to conduct a digital campaign from 15 July to 15 November 2022, with the goal of raising brand awareness and driving traffic to the Visit Southern Highlands website.

The campaign performed well on Facebook and Instagram, with a total reach on Facebook of 504,775 or +36% and Instagram reach of 53,043 or +20%. The Facebook page also received an additional 429 likes for that period.

DSH is steadily growing its social media presence which now has a Facebook audience of 14,600, up 11% on last year.

## **Tulip Time delivers for the economy**

Tulip Time, the Shire's premier tourism event, delivered a significant boost to the Shire's economy with a record number of guests visiting the floral festival.

An estimated \$1.8 million was injected into the local economy by the 61,000 guests who attended the event in September and October. The estimated economic benefit does not include overnight accommodation spending.

Ticket sales for this year's celebrations covered all event costs with surplus funds being diverted back into Council projects.

Figures suggest that Tulip Time has a Shire-wide economic impact beyond the central display in Bowral.

Ninety per cent of attending patrons were visitors from outside the Shire with 42 per cent of guests being first-time visitors, 34 per cent staying in paid accommodation and almost half of all guests visiting other local towns or villages.

The annual event was supported by numerous community volunteers including Rotary.

## **Winter's Wonderful campaign**

Dozens of local pie experiences were among '100 ways to enjoy 92 days of Winter in the Southern Highlands' promoted as part of a Winter's Wonderful campaign.

Created by Council's Tourism and Events team, the campaign was aimed at inspiring visitors to stay longer and enjoy more of our local retail, stays and food and wine culture.

The campaign promoted the many unique destination experiences unique to the Shire including hidden walks through magnificent gardens and spectacular natural landscapes, savouring local whiskies or cool climate reds, and food adventures, from exploring local farmgates to Take-Me-Home Pie Experiences.

The Winter's Wonderful campaign was featured on Channel 10 CBR and Illawarra, targeting shows such as Master Chef and The Project, and digital advertising on Facebook and Instagram.

## **Borealis in the Vines**

Borealis in the Vines brought the wonder and magic of the Northern Lights to the Bowral Winterfest.

Enjoyed by more than 1 million people world-wide, this mesmerising installation transported participants

to a place far away. Through colour, movement, density of light beams and changing weather, unique auroras were projected over the vines at Centennial Vineyard. The installation combined technology and art, set against a tranquil soundtrack created by French composer Guillaume Desbois.

Participants could also enjoy local food and beverage options while taking in the incredible view.

The installation was created by Switzerland-based artist Dan Acher who uses landscapes to foster belonging, understanding and a sense of community.

It is estimated that the event injected over \$19million of visitor spend in the Bowral economy.

## **Southern Regional Livestock Exchange**

The Southern Regional Livestock Exchange (SRLX) is a vital contributor to the local community and economy. Located in Moss Vale it is one of the top ten cattle saleyards in the state of New South Wales.

Agents are on site and cattle sales are held every Wednesday, 50 weeks of the year resulting in an output of up to 60,000 cattle each year.

Wingecarribee Shire Council runs the facility at no cost to the ratepayers of the Shire.

In 2022/23 works proceeded on upgrades to the SRLX, being delivered though funding secured from the NSW Government. The upgrades will improve user safety, animal welfare, efficiency of use, biosecurity and productivity.

## **Joint Region Economic Development Strategy**

In 2022 an Economic Development Strategy was prepared by the Canberra Region Joint Organisation (CRJO), outlining key pillars for future economic growth for councils in south-east NSW and the ACT.

It details how Council, in conjunction with our immediate southern region local government areas, proposes to jointly tackle shared economic development issues and opportunities.

The five key pillars outlined within the strategy include:

- *Growth and Diversification*
- *Skills and Innovation*
- *Visitor Economy*
- *Natural Capital*
- *Liveability*

The Strategy recognises that all local government areas in the region have unique attractions, but many share commonalities. It aims to promote the region's assets and build a resilient and prosperous economy.

The CRJO comprises of ten local government areas surrounding the ACT including Bega Valley Shire, Eurobodalla Shire, Goulburn Mulwaree, Hilltops, Queanbeyan Palerang Regional, Snowy Monaro Regional, Snowy Valleys, Upper Lachlan Shire, Wingecarribee Shire and Yass Valley Councils.

## **A community-led approach to strategy**






Council partnered with the community for the preparation of key strategic plans and studies.

A draft Community Heritage Study was undertaken by members of the Wingecarribee community to identify potential new items of heritage and heritage conservation areas.

Alongside our community, we also continued development of a place plan for Robertson, with an intention to address the housing, economic, environmental, social and cultural needs of the Robertson community.

Council also completed a review of our Low-Density controls to provide a clear planning framework that is easy to understand and implement, without undermining the local character of our towns and villages.

The Local Environmental Plan was also updated with new Employment zones and Agritourism provisions, providing new business opportunities for the local community and our primary producers.

Delivery Program	Operational Plan	Status
DP089 - Support regional activities and partnerships to broaden and promote the range business and industry investment	OP160 - Work with event organisers to help them bring their events to the Southern Highlands	 On Track
DP089 - Support regional activities and partnerships to broaden and promote the range business and industry investment	OP161 - Participate in Business Forums and work with Business Chambers	 On Track
DP089 - Support regional activities and partnerships to broaden and promote the range business and industry investment	OP162 - Commence investigation and planning for development of an emergency services hub in the Wingecarribee in the medium to long	 On Track
DP090 - Build on partnerships that increase and broaden local employment opportunities	OP163 - Respond to business and investment enquiries	 On Track
DP091 - Ensure tourism Development assessment is based on quadruple bottom line principles (i.e. considers environmental, economic, social and governance factors)	OP164 - Explore partnership opportunities that increase and broaden local employment opportunities	 On Track
DP091 - Ensure tourism Development assessment is based on quadruple bottom line principles (i.e. considers environmental, economic, social and governance factors)	OP165 - Assess tourism development applications in accordance with statutory provisions, ensuring outcomes are consistent with Council's adopted Rural Tourism Strategy	 On Track
DP092 - Promote the Southern Highlands as a world class tourist destination	OP166 - Develop promotional strategies in alignment with the Southern Highlands Destination Strategy 2020- 2030	 On Track
DP092 - Promote the Southern Highlands as a world class tourist destination	OP167 - Develop appropriate tourist information programs to ensure delivery of high-quality information to meet visitor requirements.	 On Track
DP092 - Promote the Southern Highlands as a world class tourist destination	OP168 - Develop and market Business Event Tourism	 On Track
DP093 - Develop and implement marketing and promotional activities to promote the Southern Highlands	OP169 - Provide enhanced partnership and services program to local community	 On Track
DP093 - Develop and implement marketing and promotional activities to promote the Southern Highlands	OP170 - Develop and implement Destination Marketing Campaigns for the Southern Highlands	 On Track
DP093 - Develop and implement marketing and promotional activities to promote the Southern Highlands	OP171 - Enhance and refine 2023 Southern Highlands Publication	 On Track
DP094 - Explore options to progress Moss Vale Enterprise Zone	OP172 - Finalise plans for the Southern Highlands Innovation Park	 On Track
DP095 - Support the establishment and expansion of clean industries	OP173 - Promote opportunities for the establishment and expansion of clean industries	 On Track
DP096 - Manage the operation of the Southern Region Livestock Exchange	OP174 - Undertake a tender process for the lease of the Southern Region Livestock Exchange	 On Track
DP096 - Manage the operation of the Southern Region Livestock Exchange	OP175 - Complete the Southern Regional Livestock Exchange Facility Upgrade	 On Track



Delivery Program	Operational Plan	Status
DP097 - Ensure development does not impact on viable primary production and food security	OP176 - Assess Planning Proposals submitted on Rural Lands to ensure that impacts on primary production and food security are mitigated	● On Track
DP098 - Facilitate programs and networks that support and strengthen business development	OP177 - Support industry and business in COVID-19 recovery initiatives	● On Track
DP098 - Facilitate programs and networks that support and strengthen business development	OP178 - Progress the implementation of the Southern Highlands Destination Strategy 2020-2030	● On Track
DP099 - Support initiatives that provide opportunities for business mentoring and connection	OP179 - Participate in Business Forums and work with Business Chambers	● On Track
DP100 - Support regional economic development initiatives	OP180 - Participate in regional economic development initiatives	● On Track





## PART 2 : STATUTORY INFORMATION

The following section provides additional detailed supporting information and addresses statutory requirements under Chapter 13, Parts 2 and 4 of the Local Government Act 1993, Part 9, Division 7 of the Local Government (General) Regulation 2005 and any other legislation which requires information to be included in this report.

## Anti-Slavery Statements

*The Annual Report must contain a statement detailing the action taken by the council in relation to any issue raised by the Anti-slavery Commissioner during the year concerning the operations of the council and identified by the Commissioner as being a significant issue. Act s 428(4)(c)*

No issues have been raised by the Anti-slavery Commissioner during the year.

*The Annual Report must contain a statement of steps taken to ensure that goods and services procured by and for the council during the year were not the product of modern slavery within the meaning of the Modern Slavery Act 2018. Act s 428(4)(d)*

Council's Procurement Policy excludes dealings with any parties who engage in or maintain identified elements of Modern Slavery within the definitions of the Act, within their total supply chains. Additionally, all high-value procurement documentation contains mandatory criteria which stipulates that all suppliers and service providers must abide by all legislated Modern Slavery requirements as set out in the Modern Slavery Act.

## Environmental Upgrade Agreements Entered Into

*Section 54P(1) of the Local Government Act 1993.*

Council did not enter into any environmental upgrade agreements under the Local Government Act 1993 during 2022/23.

## Rates and Charges Written Off

*Clause 132 of the Local Government (General) Regulation 2021*

Amount of Rates and Charges written off during 2022/23	
Postponed Rates under Section 595(1) LGA (1993)	\$2,133.92
Pensioners under Section 575 LGA (1993)	\$1,559,473.80
Water Determinations	\$132,122.63
Sewer Charges – non rateable properties	\$0.00
Other	\$36,400.06
<b>TOTAL</b>	<b>\$1,730,130.41</b>



## Special Rate Variation

*Sections 508(2) and 508A of the Local Government Act 1993 and Special Rate Variation Guidelines. The following 2022/23 maintenance works, and capital projects were funded by the Special Rate Variation.*

Description of Works	Expenditure
<b>Maintenance Works</b>	
Roads Maintenance	\$1,928,137
Building Maintenance	\$917,982
Parks Maintenance	\$931,106
Drainage Maintenance	\$354,115
Total Maintenance Expenditure	\$4,131,340
<b>Capital Works</b>	
Bowral Memorial Hall Project	\$2,969,268
Station St Pavement Renewal Bong Bong to Boolwey	\$1,977,521
Local Roads Resealing Program	\$1,539,158
Kirkham Street Rehabilitation	\$598,911
Old South Road	\$595,850
Design Station St Bowral Car Park Improvements	\$537,296
Construct Drainage Jasmine St	\$333,386
Bundanoon Soldiers Memorial Hall Roof Renewal	\$254,834
Design Wattle St Colo Vale Culvert Replacement	\$252,602
Bowral Railway Station Camellia Garden Bed Renewal	\$248,166
Loseby Park Lighting Upgrade	\$237,795
Road Rehabilitation	\$225,001
Oxley Rd Culvert Renewal	\$201,593
Station St Carpark Lighting and Pedestrian Facilities	\$186,384
Eridge Park Netball Courts Lighting Upgrade	\$175,895
Construct Drainage Dangar St Moss Vale	\$160,734
Construct Drainage Argyle Howard Sts New	\$148,311
Bowral Memorial Hall Project Manager/Scoping Internal finishing	\$115,242
Upgrade Seal Mt Broughton Rd Wera	\$114,844
Wilson Dr Balmoral Pathway Construction	\$104,097
Church Rd Oval Playground Upgrade	\$102,020
Heavy Patching	\$100,000
Construct Prince St Drainage	\$83,242
Mittagong Rfs Refurbishment	\$79,144
Eridge Park Rd Upgrade	\$65,327
Design Priestly St Culvert	\$65,165
Mittagong Playhouse Rectification Works	\$63,215
Kirkham Rd Renewal South Wingecarribee St	\$59,586
Land Acquisition Retford Park Basin Bowral	\$58,038
Cook Street Park Playground Upgrade	\$57,459
Bong Bong Common Stage 1A	\$54,574
Merrigang St Bridge Bowral	\$52,267
Mittagong Rd (Cliff - Tullona) Bowral Footpath	\$42,523

Description of Works	Expenditure
Design Lions Park Toilet Block	\$41,169
Berrima Road Moss Vale - Pavement Rehabilitation	\$40,959
Design Bessemer St Drainage	\$39,836
Play Space Renewal Program	\$33,607
Moss Vale Senior Citizens Retaining Wall	\$33,475
Sheffield Road Kerb & Gutter Installation	\$28,766
Sportsfield Park Furniture Renewal	\$25,000
Design Range Rd Renewal	\$24,637
Design Sunninghill Ave Drainage	\$22,678
Minor Capital Project <\$20,000	\$114,363
Total Capital Expenditure	\$12,272,939
<b>Total</b>	<b>\$16,395,279</b>

## IPART Reporting Requirements: Long Term Financial Plan Comparison

This reconciliation compares Council's General Fund operating result for the year ended 30 June 2023 with the financial forecasts contained within Council's Special Rate Variation application to the Independent Pricing and Regulatory Tribunal (IPART) in February 2016.

General Fund	LTFP Projection '000	Actual 2022/23 '000	Variation '000
Income from continuing operations			
Rates and annual charges	61,651	66,329	4,678
User charges and fees	8,239	12,684	4,445
Other revenues	3,614	1,471	(2,143)
Grants and contributions - operating	8,989	26,644	17,655
Grants and contributions - capital	2,666	29,284	26,618
Interest and investment income	1,954	2,529	575
Other income	-	591	591
Total income from continuing operations	87,113	139,532	52,419
Expenses from continuing operations			
Employee benefits and on-costs	34,536	34,737	201
Materials and services	16,731	57,472	40,741
Borrowing costs	318	451	133
Depreciation and amortisation	17,460	24,076	6,616
Other expenses	12,767	5,026	(7,741)
Net loss from the disposal of assets	-	5,736	5,736
Total expenses from continuing operations	81,812	127,498	45,686
Net operating result	5,301	12,034	6,733
Net operating result excluding capital grants and contributions	2,635	(17,250)	(19,885)

## Major Variations Compared to Long Term Financial Plan (General Fund)

Comments and explanations for the major variations between Council's adopted Long Term Financial Plan (LTFP) from February 2016 compared to the actual results for the period ending 30 June 2023 are provided below.

Movement	Reporting Line	Description of Variations	'000
Increase	Rates and annual charges	The rate peg applied for years 5 to 10 in the LTFP was 2.5%. The rate peg varied slightly from this each year resulting in additional rate income.	4,678
Increase	User charges and fees	Additional income from development activity, waste disposal at the Resource Recovery Centre and, swimming pool entry fees	4,445
Decrease	Other revenues	Decrease due to reclassification of rental income to 'other income' below.	(2,143)
Increase	Grants and contributions - operating	Additional income from the financial assistance grant, disaster recovery grants and environmental programs.	17,655
Increase	Grants and contributions – capital	New grant funding under the Safer Roads Program, a grant to upgrade the Southern regional Livestock Exchange and the Roads to Recovery Program.	26,618
Increase	Interest and investment income	Council held more cash (approximately \$11M) to invest in 2022/23 than forecasted in the LTFP which meant Council earned more interest.	575
Increase	Other income	Rental income was classified as 'other revenue' in the LTFP however, the Code of Accounting Practice and Financial Reporting has subsequently been updated to report as 'other income'.	591
<b>Total income variations</b>			<b>52,419</b>
Increase	Employee benefits and on-costs	Minor variation when compared to LTFP	201
Increase	Materials and services	Costs of \$12.3M that relate to the Disaster Recovery Funding Arrangement (DRFA). This relates to the natural disasters experienced between February 2022 and September 2022. Council expended \$4.6M to provide additional resources to address the backlog of development applications.	40,741
Increase	Borrowing costs	Interest expense on additional borrowings of \$6.31M in 2020/21 for Civic Centre extensions, Kirkham Road, Bowral renewal, Bowral Cemetery works and strategic land acquisitions.	133
Increase	Depreciation and amortisation	The impact of the increased value of Council's asset base has resulted in higher than anticipated depreciation.	6,616
Decrease	Other expenses	This relates to the reclassification of expenses as 'materials and contracts', rather than 'other expenses'. This is to ensure compliance with accounting standards and the Local Government Code of Accounting Practice.	(7,741)
Increase	Net loss from the disposal of assets	Council does not estimate the net gain/loss from the disposal of assets in preparing the budget, instead estimates are based on the expected sale proceeds.	3,737
<b>Total expense variations</b>			<b>45,686</b>
<b>Net reportable variations</b>			<b>6,733</b>



# Statutory Information

The table below sets out the expenditure compared with Council's Special Rate Variation application and any under or over spend up to 30 June 2023.

Category	Proposed expenditure	Actual expenditure	(Under)/over spent
<b>Maintenance</b>			
Buildings	\$4,699,481	\$3,818,083	(\$881,389)
Drainage	\$1,243,116	\$1,625,300	\$382,184
Parks	\$783,147	\$2,266,645	\$1,483,499
Roads	\$7,259,514	\$8,932,201	\$1,672,687
<b>Total maintenance</b>	<b>\$13,985,258</b>	<b>\$16,642,229</b>	<b>\$2,656,971</b>
<b>Capital</b>			
Buildings	\$6,878,233	\$7,680,745	\$802,512
Drainage	\$15,388,885	\$6,864,148	(\$8,524,736)
Parks	\$1,763,259	\$2,594,885	\$831,626
Roads	\$22,189,126	\$20,477,155	(\$1,711,971)
<b>Total capital</b>	<b>\$46,219,502</b>	<b>\$37,616,933</b>	<b>(\$8,602,569)</b>
<b>Total SRV</b>	<b>\$60,204,760</b>	<b>\$54,259,162</b>	<b>(\$5,945,598)</b>

# PART 2

## Environment Levy

The following 2022/23 projects and programs were funded by the Environment Levy.

Program	Total
<b>Biodiversity Conservation</b>	
Bushland Restoration and Weed Management	\$483,564.47
Vegetation Conservation	\$9,404.18
Draft Mt Gibraltar Plan of Management	\$16,657.72
Biodiversity Conservation - Vertebrate Pest Mgt/Mg	\$12,704.00
Green Web Action	\$179,696.01
Interpretative Material – Natural Assets	\$459.09
	<b>\$702,485.47</b>
<b>Community Capacity &amp; Commitment</b>	
Awareness Campaigns	\$26,123.78
Community Education	\$60,950.07
Community Support	\$24,890.28
Landcare & Bushcare	\$56,602.21
Community Outreach and Participation*	\$18,703.19
Environment Levy Awareness	\$473.03
Rural Partner Program	\$4,774.11
Urban Sustainability Partner Program	\$69,514.31
	<b>\$262,030.98</b>
<b>Environment Levy Management</b>	
Env Levy Program Coordination	\$133,753.03
Grant Applications	\$21,812.97
Env Levy Corporate Support	\$75,625.92
	<b>\$231,191.92</b>
<b>Environmental Systems</b>	
Data Collection Biodiversity	\$3,513.82
	<b>\$3,513.82</b>
<b>River Health &amp; Wetlands</b>	
Riparian Management Plans Delivery	\$56,285.63
	<b>\$56,285.63</b>
<b>Sustainable Living</b>	
Community Sustainability	\$49,430.32
	<b>\$49,430.32</b>
<b>Town Planning</b>	
Town Planning	\$46,000
	<b>\$46,000</b>
<b>Expenditure</b>	<b>\$1,350,938.14</b>

\* Formerly known as Committee Support

## Councillor professional development

*Information about induction training and ongoing professional development undertaken by councillors. Regulation cl 186.*

The Council was in administration for the 2022/23 reporting period. No professional development activities were undertaken by the Administrator.

## Overseas visits by Councillors, Council staff or other persons representing the Council.

No overseas visits were undertaken in 2022/23.

## Mayor and Councillor Expenses

*Clauses 217(1)(a) and (a1) of the Local Government (General) Regulation 2021 and Part E of the Councillor Induction and Professional Development Guidelines.*

Note: Council was in administration for the 2022/23 financial year. Expenses below relate to the Administrator only.

In 2022/23 the Administrator attended the following industry conferences and seminars:

- October 2022 – Local Government NSW Conference, Hunter Valley NSW
- November 2022 - National Local Roads and Transport Congress, Tasmania
- March 2023 – Regional Innovation Summit for Entrepreneurs, Bega Valley NSW
- June 2023 – Water Management Conference, Parkes NSW
- June 2023 – Australian Local Government Association Conference, Canberra NSW

Expense	Administrator
General travel	\$8,843
Interstate, overseas travel	-
Accommodation and meals	\$42,588
Induction Training/ Professional Development	-
Conferences and seminars	\$3,395
Community meetings and non-council functions/events	-
ICT and office equipment	\$772
Carer for child or family member	-
Administrator fees	277,891
<b>Total</b>	<b>\$333,489</b>



## Contracts Awarded

**Clause 217(1)(a2) of the Local Government (General) Regulation 2021** The following is a list of contracts for amounts greater than \$150,000 awarded during the period 1 July 2022 to 30 June 2023.

In accordance with sections 6 and 18 and Division 5 of the Government Information (Public Access) Act 2009, Council keeps and publishes a register of government contracts valued at \$150,000 or more. This register is available at Register of Council Contracts with Private Sector.

Description of Works	Contractor	Contract Value
Sprayed Bituminous Surfacing and Associated Services	Panel of 3 Contractors	in excess of \$2,000,000.00
Wingecarribee Animal Shelter and SES Construction	Puch Construction & Building Pty Ltd	\$6,940,380.62
Retford Farm Detention Basin	Western Earthmoving Pty Ltd	\$5,198,985.26
Biosecurity Weed Control	Panel of 4 Contractors	in excess of \$200,000.00
Bowral South New Living Area - Master Plan & Servicing Strategy	MakerENG Pty Ltd	\$350,820.00
Footpath Construction - Robertson Road, Moss Vale	South Syd Concrete Pty Ltd	\$165,510.00
Footpath Construction – Eridge Park Road, Burradoo	D Digian Company Pty Ltd	\$229,948.72
Boat Access Ramp for Bundanoon Creek Dam	Southern Cross Reservoir Services Australia Pty Ltd	\$162,607.50
Bowral STP Upgrade - Construction	Haslin Constructions Pty Ltd	\$54,368,978.00
Integrated Transport Strategy	Institute for Sensible Transport	\$198,000.00
Asphalt Concrete Works - Sallys Corner Road, Sutton Forest	State Asphalt Services Pty Ltd	\$371,901.00
Balmoral and Mandemar RFS Tanks	D Digian Company Pty Ltd	\$401,904.03
Footpath Construction – Station Street, Bowral	D Digian Company Pty Ltd	\$198,566.55
Ritchie Park Playground, Moss Vale	Moduplay Group Pty Ltd	\$170,000.00
Guardrail Construction – Old Hume Highway, Berrima	Euro Civil Pty Ltd	\$164,917.00
Bong Bong Common – Stage 1 and 2 Construction	Lamond Contracting Pty Ltd	\$5,277,214.89
Pedestrian Crossing Improvements	State Civil Pty Ltd	\$1,245,327.60
SPS-AM3 Upgrade - Detailed Design	Kellogg Brown & Root Pty Ltd	\$196,615.74
Probity Advisory Services Panel	Panel of 7 Contractors	In excess of \$250,000.00
Kirkham Street Reconstruction, Moss Vale	State Civil Pty Ltd	\$1,859,222.20
Road Network Condition Assessment 2023	Infrastructure Management Group Pty Ltd	\$206,905.98
Infrastructure Asset Valuations	Australia Pacific Valuers Pty Ltd	\$191,411.00

Description of Works	Contractor	Contract Value
Bundanoon Soldiers Memorial Hall Roof Replacement	Murphy's Remedial Builders Pty Ltd	\$204,857.67
Purchase of Two (2) Wing Mowers	Toro Australia	\$371,080.00
Bushland and Natural Resource Management Services	Panel of 14 Contractors	in excess of \$400,000.00 per year
Water and Sewer Laboratory Sample Analysis	Sydney Water	in excess of \$500,000.00
Waste Water Reticulation System Pipe Bursting Package	Killard Infrastructure Pty Ltd	\$1,107,864.00
Asphalt Concrete Works – Berrima Road, Moss Vale	Avijohn Contracting Pty Ltd	\$337,479.00
Asphalt Concrete Works - Wilson Drive, Colo Vale	Avijohn Contracting Pty Ltd	\$1,328,712.16
Church Road and Cook Street Playgrounds	CRS Creative Recreation Solutions Pty Limited	\$411,574.54
Resource Recovery Centre Water Evaporator System	Minetek Pty Ltd	\$233,640.00
Banking Services - 5 year contract	Commonwealth Bank of Australia	in excess of \$100,000.00 per year
Old South Road Rehabilitation	Stefanutti Construction Pty Ltd	\$11,560,471.89
Water and Sewer IT Network Upgrade	Intellitek Pty Limited	\$887,083.00
Technology One Software Licence as a Service Agreement - Existing Customer	Technology One Limited	In excess of \$9,000,000
Bowral STP Upgrade - Project Management Services	Hunter H2O Holdings Pty Ltd	\$846,318.00
Internal Audit Services - 4 year contract	KPMG Australia	in excess of \$60,000.00 per year
Pavement Rehabilitation - Station Street, Bowral	Nace Civil Engineering Pty Ltd	\$2,437,744.58
Removal and Disposal of Non-Putrescible General Waste Soil	Lantrak Logistics (NSW) Pty Ltd	\$431,758.00
Printer and Scanner Replacement	Thinkex Holdings Pty Ltd	\$382,802.56

## Legal Proceedings

### Clause 217(1) (a3) Local Government (General) Regulation 2021.

The following is a summary of the amount incurred by Council in relation to legal proceedings in 2022/23 as well as the result (if the matter is concluded).

Note: A “No Order as to Costs” means that each party has to pay their own legal fees while “costs thrown away” are costs that may need to be paid for the other side’s time.

Legal Matter	Amounts, costs and expenses paid or received		Summary of the state of progress	Result
	Paid	Received		
Baron Corporation Pty Ltd v Wingecarribee Shire Council (Class 1 appeal)	\$33,052.00	-	Ongoing	N/A
Beaches Capital Venture Pty Limited v Wingecarribee Shire Council	\$10,569.50	-	Finalised	Appeal dismissed
Captain Developments Pty Ltd v Wingecarribee Shire Council	\$84,473.36	-	Judgment handed down	Outstanding costs order
Class 4 judicial review proceedings by Nicholas Tang Holdings Pty Ltd v Wingecarribee Shire Council	\$9,468.00	-	Ongoing	N/A
Sibin Djuric v Wingecarribee Shire Council (Class 1 appeal)	\$39,483.50	-	Ongoing	N/A
Eisenschmitt Pty Limited v Wingecarribee Shire Council	\$21,110.00	-	Judgment handed down	Costs order outstanding
Eisenschmitt Pty Ltd v Wingecarribee Shire Council (Class 1 appeal)	\$22,822.00	-	Judgment given in proceedings	Appeal upheld by agreement, order as to costs thrown away made. Costs payment accepted by Council in the amount of \$5,000.
ELK v Wingecarribee Shire Council (16 Ascot Road) (Class 1 appeal)	\$38,967.00	-	Judgement given in proceedings	Appeal upheld by agreement, order as to costs thrown away made. No agreement reached yet as to costs.
ELK v Wingecarribee Shire Council (4 Cypress Parade) (Class 1 appeal)	\$74,376.00	-	Judgment given in proceedings	Appeal upheld by agreement, order as to costs thrown away made. No agreement reached yet as to costs.
Felkirchen Pty Ltd v Development Implementation Pty Ltd and Wingecarribee Shire Council	\$900.00	-	Finalised	Appeal dismissed
Halcyon Hotels v Wingecarribee Shire Council	\$465.00		Finalised	By way of 34 Agreement



# Statutory Information

Legal Matter	Amounts, costs and expenses paid or received		Summary of the state of progress	Result
	Paid	Received		
Holcim (Australia) Pty Ltd v Wingecarribee Shire Council	\$14,221.77	-	Ongoing	N/A
Jeff Knox v Wingecarribee Shire Council (Class 1 appeal)	\$10,972.00	-	Finalised	Application withdrawn
Lee Environmental Planning and Lasovase Pty Ltd v Wingecarribee Shire Council	\$3,036.00	-	Ongoing	N/A
Long & Long v Wingecarribee Shire Council (Class 1 appeal)	\$56,039.00	-	Judgment given in proceedings	Appeal upheld by agreement, no order as to costs thrown away made as it was a residential appeal to which such costs orders do not apply.
Moss Vale Highlands Pty Ltd as trustee for the Moss Vale Highlands Unit Trust v Wingecarribee Shire Council (Class 1 appeal)	\$29,034.50	-	Ongoing	N/A
Pepperfield 6 Wiseman Road Pty Ltd ACN 647504836 v Wingecarribee Shire Council (Class 1 appeal)	\$10,546.50	-	Ongoing	N/A
Powerex v Wingecarribee Shire Council (Class 1 appeal)	\$41,851.50	-	Judgment given in proceedings	Appeal upheld by agreement, order as to costs thrown away made. No agreement reached yet as to costs.
Reulie Land Co Pty Ltd v Wingecarribee Shire Council	\$10,596.30	-	Ongoing	N/A
Rebecca White v Wingecarribee Shire Council (Class 1 appeal)	\$40,196.00	-	Judgment given in proceedings	Appeal upheld by agreement, order as to costs thrown away made. Costs payment accepted by Council
Lake House Bowral v Wingecarribee Shire Council	\$77,432.50	-	Ongoing	N/A
Lee v Wingecarribee Shire Council	\$28,699.50	-	Ongoing	N/A
Mecone Group Pty Ltd v Wingecarribee Shire Council	\$3,227.40	-	Ongoing	N/A
Winifred West Schools Ltd v Wingecarribee Shire Council	\$334,760.70	-	Judgment reserved	Costs order outstanding

## Private Works

*Section 67(3) of the Local Government Act 1993 and clause 217(1)(a4) of the Local Government (General) Regulation 2021.*

Private works will be undertaken by Council's Infrastructure Services branch if sufficient resources are available, and the undertaking of the private works does not impact on Council's works program or core business activities. Any private works undertaken will ensure that Council does not incur a loss and that the work is to an acceptable standard.

Private Works	Summary or Details of Work	No. of Works	Total Costs	Owner Contribution*	Council Contribution
General Fund	General private works	1	\$1,381,902.52	\$1,391,142.17	-
Water Fund	Water main works	10	\$63,215.79	\$105,875.19	-
Sewer Fund	Sewer main works	42	\$157,917.63	\$247,386.36	-

## Financial Assistance

*Clause 217(1)(a5) of the Local Government (General) Regulation 2021 Contributions made by Council under section 356 of the Local Government Act 1993 in 2022/23 comprised.*

Category	Donations	Community	Rate Subsidies	Total
Arts & Culture Bodies	\$512,000.00	\$35,848.00	\$0.00	\$547,848.00
Charity/Welfare Groups	\$22,733.00	\$25,527.34	\$2,500.00	\$50,760.34
Community Groups	\$357,917.00	\$216,869.41	\$20,807.08	\$595,594.49
Environmental Groups	\$0.00	\$4,400.00	\$0.00	\$4,400.00
Local Schools	\$1,345.00	\$0.00	\$0.00	\$1,345.00
Sporting and Recreation Groups	\$61,887.00	\$11,040.60	\$20,424.24	\$93,351.84
Other	\$0.00	\$0.00	\$30,048.05	\$30,048.05
<b>Total</b>	<b>\$955,882.00</b>	<b>\$293,685.35</b>	<b>\$73,779.37</b>	<b>\$1,323,347.72</b>

## External Bodies Exercising Power

### *Clause 217(1)(a6) and (a7) of the Local Government (General) Regulation 2021.*

No external bodies exercised functions delegated by Council during the financial year. Council did not hold any controlling interests in companies during the financial year.

Council has an interest in the Canberra Region Joint Organisation, along with other member Councils, which is not considered material. The activities of this organisation are not controlled by any one Council.

The Canberra Region Joint Organisation provides a forum for Councils, State agencies and other stakeholders to work together at a regional level to identify shared priorities.

## Bodies Council Participated In

### *Clause 217(1)(a8) of the Local Government (General) Regulation 2021 Council participated in the following bodies during 2022/23*

- Canberra Region Joint Organisation
- Illawarra Academy of Sport
- Illawarra Shoalhaven Joint Organisation (for its Regional Illegal Dumping program)
- Regional Development Australia Southern Inland
- Southern Tablelands Arts
- South West Sydney Primary Health Network
- Statewide Mutual
- Sydney Peri Urban Network.

## Equal Employment Opportunity Management Plan

### *Statement of activities undertaken to implement its EEO Management Plan. Reg cl 217(1)(a9).*

Council is committed to attracting and retaining a diverse workforce and is developing a diversity management plan to ensure all staff have access to opportunities including training and career development.

This plan will assist Council to understand the needs of our community by attracting and retaining people from a range of backgrounds and experiences.



## Remuneration Package for the General Manager and Senior Staff

*Clauses 217(1)(b) and (c) of the Local Government (General) Regulation 2021 Statement of the total remuneration comprised in remuneration packages of all senior staff members, expressed as the total (not of the individual members). Includes:*

- Total value of salary components of their packages.
- Total amount of any bonus, performance or other payments that do not form part of salary components of their packages.
- Total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor.
- Total value of any non-cash benefits for which any of them may elect under the package.
- Total amount payable by way of fringe benefits tax for any such non-cash benefits.

Position	Remuneration Package as at 30 June 2023
General Manager	\$368,750
Directors	\$869,400
<b>Total</b>	<b>\$1,238,150</b>

## Labour statistics on 23 November 2022

*In their 2022/23 annual reports, councils must publish a statement of the total number of persons who performed paid work for them on Wednesday 23 November 2022 including, in separate statements, the total number of the following:*

- the number of persons directly employed by the council:
  - on a permanent full-time basis - 316
  - on a permanent part-time basis - 37
  - on a casual basis – 31 (increase on 2021/22 numbers is due to seasonal pool staff in November 2022)
  - under a fixed-term contract - 18
- the number of persons employed by the council who are 'senior staff' for the purposes of the Local Government Act 1993 = 4 being 1 General Manager (GM) and 3 Directors
- the number of persons engaged by the council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person = 36
- the number of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee. Nil (Apprentices and Trainees are employed by Council)

## Stormwater Management

*Clause 217(1)(e) of the Local Government (General) Regulation 2021*

Project	Expenditure
Stormwater Minor Maintenance Works Upgrade	\$207,039
Construction Ella St Drainage	\$100,000
Stormwater Drainage Maintenance	\$97,775
Wetland Maintenance	\$71,692
Creek Clearing	\$21,000
Asset Inspection & Data Collection	\$14,523
Floodplain Management Program match grant	\$150
<b>Total</b>	<b>\$512,179</b>

## Companion Animals Management

### ***Clause 217(1)(f) of the Local Government (General) Regulation 2021 and Part 16 of the Guideline on the Exercise of Functions under the Companion Animals Act 1998 (Companion Animals Guidelines).***

Council has undertaken a strategic education program in a staged process to ensure companion animal owners register their animals. This is predominately achieved through a system of issuing notices requiring companion animals to be registered under the Companion Animals Act 1998. Council has found this is an effective way to ensure owners accept responsibility when owning a companion animal and comply with the statutory provisions.

Council regularly advises customers to update the details of their companion animals as part of maintaining the Companion Animal Register. Council updates and maintains information with respect to the Wingecarribee Animal Shelter and advertises all aspects of the Animal Shelter through external social media platforms such as Facebook.

### ***Clause 16.1.2(a) of the Companion Animals Guidelines: Lodgement of pound data collection returns with the Office of Local Government.***

Animal Shelter Information	Cats	Dogs
Impounded (seized and stray)	156	158
Surrendered	24	29
Released to owner	14	94
Sold	108	59
Transferred to rescue organisation	1	3

A summary of the animals euthanised during 2022/23 is provided in the table below.

Companion animals subject to euthanasia	Cats	Dogs
Dangerous dogs	N/A	0
Illness/Injury	1	1
Unsuitable for rehoming	2	20
Unable to be rehomed	0	0
Feral/Infant animal	55	1
<b>Total subject to euthanasia</b>	<b>58</b>	<b>22</b>

## ***Lodgement of data about dog attacks with the OLG. Companion Animals Guidelines 16.1.2(b)***

Council has submitted data on dog attacks to the Office of Local Government, logging all occurrences in the NSW Companion Animals Register. The table below offers a summary of reported incidents.

Status	Incidents Reported	Attacking Dogs	Animal Victims	Human Victims	Total
Reported (investigation not commenced as of 30 June 2023)	13	15	12	3	13
Finalised	13	15	12	3	13
Under Investigations	0	0	0	0	0
<b>TOTAL</b>	<b>13</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>13</b>

## ***Clause 16.1.2(c) of the Companion Animals Guidelines Amount of funding spent on companion animal management and activities and Clause 16.1.4 of the Companion Animals Guidelines.***

The amount of funding spent on companion animal management and activities in 2022/23 is set out below. No money was paid from the Companion Animals Fund for managing and controlling companion animals in the Shire during the year.

Activity	Expenditure 2021/22	Expenditure 2022/23
Animal Shelter	\$355,408	\$425,684
Rangers	\$149,319	\$244,703
<b>TOTAL</b>	<b>\$504,727</b>	<b>\$670,387</b>

## ***Strategies council has in place to promote and assist the de-sexing of cats and dogs. Companion Animals Guidelines: cl 16.1.2(d)***

The Council implements community education programs and strategies aimed at promoting and supporting the spaying/neutering of cats and dogs. All animals rehomed through the Animal Shelter are automatically desexed upon release, reflecting a standard policy. The Council is actively considering broadening its educational efforts to include dedicated awareness days.



**Clause 16.1.2(e) of the Companion Animals Guidelines: Strategies for complying with the requirement under section 64 of the Act to seek alternatives to euthanasia for unclaimed animals.**

The Wingecarribee Animal Shelter employs various strategies to align with the mandate of seeking alternatives to euthanasia. These approaches encompass training dogs to enhance their adoptability, engaging dog trainers and behaviorists, and collaborating with other rescue groups and specialised organisations. Notably, the shelter has successfully rehomed dogs to roles in law enforcement, corrective services, and the military following training. Furthermore, shelter staff often foster young animals, preparing them for eventual adoption.

Euthanasia is a last resort, undertaken only when no other viable option remains, aligning with the shelter's commitment to minimal euthanasia practices.

**Clause 16.1.2(f) of the Companion Animals Guidelines: Off leash areas provided in the Wingecarribee Shire local government area.**

The Wingecarribee Shire has four off leash parks:

- Centennial Park, Centennial Road, Bowral (fenced)
- Jordan's Crossing, Bindar Crescent, Bundanoon (unfenced)
- Alexandra Square off leash area, Edward Street, Mittagong (fenced)
- Seymour Park, Spencer Street, Moss Vale (fenced).

Further information about parks, including off leash areas in the Wingecarribee Shire can be found on our website:

 <https://www.wsc.nsw.gov.au/facilities>

## Capital Expenditure Review

In accordance with the Office of Local Government's Capital Expenditure Guidelines issued under section 23A of the Local Government Act 1993, Council undertook a Capital Expenditure Review of the new animal shelter and Moss Vales SES building prior to the commencement of works.

The Guidelines aim to ensure that a council's evaluation of the proposed capital expenditure is consistent and transparent, that the merits of projects can be compared, and that resource allocation can be made on an informed basis.

After reviewing the information provided by Council, the Office of Local Government determined that Council had satisfactorily addressed the criteria required in the Guidelines.

## Capital Works

2022/23 Capital Works Projects Expenditure.

Works	Expenditure
Community and operational buildings	\$4,545,000
Roads and related assets	\$17,602,000
Footpaths and cycleways	\$2,487,000
Stormwater drainage	\$5,437,000
Water network	\$2,391,000
Sewer network	\$4,019,000
Parks, reserves and sports fields	\$1,480,000
<b>Total</b>	<b>\$37,961,000</b>

Source: Note C1-8 General Purpose Financial Statements

Note: this list includes capital projects dedicated to Council relating to new development. The list does not include capital expenses relating to plant replacement, library books, furniture and fittings and land.

## Disability Inclusion Action Plan

*This financial year marked the first implementation period for Council's Disability Inclusion Action Plan 2022-2026 (DIAP).*

A variety of DIAP actions and initiatives were taken over this financial year to achieve better access and inclusion for people with disability in the Wingecarribee Shire.

An implementation framework has been prepared and is being used internally to measure Council's progress against our DIAP. This has been supported by the creation of a Council Steering Group to guide and monitor the implementation of the DIAP and to oversee reporting.

Selected highlights of the initiatives undertaken by Council in the 2022-2023 financial year are provided below for each of the four key DIAP focus areas.

### Positive Attitudes and Behaviours – Council supports and encourages positive and inclusive attitudes and behaviours

- The Creating and Thriving Art Exhibition was displayed in the Atrium Gallery in the Civic Centre over the month of December 2022 to celebrate the creativity and diversity of local makers and artists with disability. The exhibition was launched in the lead up to International Day of People with Disability, with the launch event featuring a community sing-along and a panel of contributing artists who spoke about their art, disability and what inclusion means to them. The launch was attended by artists and makers, community members, Council staff and disability service providers.
- Young people with disability attended artistic workshops and other events held as part of Council's Youth Opportunities funded 'FUN 'Da' MENTAL' arts and vocational skills project. Young people with and without disability worked together on artistic creations and participated in workshops, learning how to communicate respectfully and accommodate various accessibility requirements.
- A number of accessible and inclusive initiatives were funded as part of the Wingecarribee Community Assistance Scheme, including the purchase and installation of an automated front door at CTC (Community Technology Creativity) Robertson, improvements to an accessible path at Kangaloon Hall, funding for a Sing and Make community music program at Creative Space, and contributions towards an art group for people with disability. **Employment Opportunities – Council is committed to equal employment and workplace opportunities for current and future employees**
- Plans are currently underway to refurbish the back-of-house offices in the Council's Civic Centre, with consultation to date focusing on staff safety, ergonomics and comfort. A key consideration of this refurbishment is to ensure that all building codes and accessibility standards are met.
- Flexible working arrangements continue to be made available to staff who require them, and a flexible working policy and flow chart details the application process for flexible working arrangements.
- All job advertisements acknowledge Wingecarribee Shire Council as an Equal Opportunity Employer that provides an inclusive work environment and embraces the diverse talent of its people.

### Systems and Processes – Improving Council's systems and practices that are easy to use and information is accessible

- The Master Locksmith Access Key (MLAK) system has been reviewed to ensure that the key is easier for residents with disability to obtain, for them to gain 24 hours a day, seven days a week access to a network of public facilities including wheelchair accessible toilets. The price of the key has been kept the same, year on year, in acknowledgement that the people applying for these keys are often on the Disability Support Pension or may be seniors on limited incomes.
- A new Community Engagement Toolkit has been finalised, providing insights to Council staff about engaging with people with disability and incorporating accessibility requirements into community engagement processes.
- A new style guide has been developed, taking accessibility into account and providing guidance in relation to the use of different colours to ensure Council documents meet the Web Content Accessibility Guidelines (WCAG) required contrast ratios.
- Council has continued its internal focus on reducing paper waste and reducing the need for printing or scanning, which improves procedural accessibility for staff with disability and staff who work from home.



**Liveable Communities – Council supports the community to promote access and inclusion for everyone and reduce barriers to liveability factors such as transport, recreation and social inclusiveness. Our aim is to create a Shire where everyone has equal opportunities to live, work and play.**

- Improvements have been made to local swimming pools with the installation of a disability hoist at Bowral Pool and an adult change facility installed at Moss Vale War Memorial Aquatic Centre. Furthermore, two aquatic wheelchairs and a poolside hoist have been made available at Moss Vale War Memorial Aquatic Centre, to allow people to move from aquatic wheelchairs to standard wheelchairs.
- The Bowral Memorial Hall refurbishment was completed, with this purpose-designed concert hall boasting excellent acoustics, retractable seating and an audio-visual control system. The Hall is physically accessible, including lift access to all floors.
- Kirkham Street in Moss Vale was reconstructed, which has improved vehicular and pedestrian access to the vicinity, including TAFE, Council's Civic Centre, the Moss Vale War Memorial Aquatic Centre and Coles Supermarket. Funded by Transport for NSW, this project transformed the road pavement and footpaths, and addressed drainage issues, damaged kerbs and missing road markings.
- Station Street in Bowral was renewed, improving movement around Bowral. Along with drainage improvements, the project featured kerb and gutter, car parking, lighting and footpath improvements and has made pedestrian access from Station Street to other parts of the Bowral Town Centre safer and easier.
- The Mittagong Creek Bridge reconstruction was completed, with a widened and improved 2.5 metre footpath on one of its sides, including custom handrails that complement the visual style of the previous bridge.
- Construction work commenced on Bong Bong Common. This project will upgrade open spaces and provide a formalised carpark which will include accessible spaces. A new accessible amenities building will also be a key feature of this project, which is due for completion in the 2023/24 financial year.
- As part of the upgrade work on Old South Road, a local distributor road connecting Mittagong and Bowral town centres, the road pavement will be completely reconstructed to improve the ride surface and implement numerous safety improvements.
- Designs for the new purpose-built facilities for the Wingecarribee Animal Shelter and SES facilities have been finalised, taking into consideration accessibility requirements for visitors, volunteers and staff alike. For instance, wheelchair clearances are planned for both staff and visitors at the Animal Shelter reception counter to make this an inclusive space.
- System upgrades have been made to improve Council's Development Applications Tracker, allowing applicants to view more detailed information about their DA application online. These upgrades provide more fully integrated and easily accessible DA tracking.
- Consultation was held to inform updates to the Wingecarribee Pedestrian Access and Mobility Plan (PAMP), which guides infrastructure upgrades and investments. In person and online consultations were undertaken, as well as a survey which was distributed to community members interested in accessibility, as well as to local disability service providers.
- Sound cancelling earmuffs for children and adults have been purchased for each library branch to help reduce sensory overstimulation for library visitors. Sensory teepee tents have also been purchased and distributed to each library branch and will be trialled to reduce sensory overstimulation.

## Status of Voluntary Planning Agreements

### Section 7.5(5) of the Environmental Planning and Assessment Act 1979.

If Council has entered into one or more voluntary planning agreements (VPAs) and while any such agreement remains in force, Council must include in its annual report particulars of compliance with and the effect of the VPAs during the reporting period to which the report relates. The below table provides this information.

Description of VPA	Description of Works	Address	Party to Voluntary Planning Agreement (VPA)	Status	Agreement Date
Renwick VPA	Monetary Contribution, detailed design of open space to be dedicated under VPA	Renwick Drive, Renwick	Landcom / Wingecarribee Shire Council	Active	11 September 2008
Douglas Road VPA (Lot 24)	Infrastructure provision	Lot 24 Douglas Road, Moss Vale	Maloney Nominees Pty Ltd	Active	23 March 2010
Douglas Road VPA (Lot 21)	Infrastructure provision	Lot 21 Douglas Road, Moss Vale	Ronald James Arkoll Ross Gordon Hales Kevin N. Dunlop K.N.D. Nominees Pty	Active	23 March 2010
Frensham Pool VPA	Public access to pool	Range Road, Mittagong	Winifred West School	Active	07 December 2012
Nattai Ponds VPA	Dedicating land Community Facilities and road works	Isedale Road, Mittagong	Feldkirchen Pty Ltd	Active	11 April 2013
Gibraltar Park Planning Agreement	Monetary Contribution, detailed design of open space to be dedicated under VPA	Old Bowral Road, Bowral	Old Bowral Estate Pty Ltd	Active	17 July 2014
Retford Park	Monetary Contribution, detailed design of open space to be dedicated under VPA	Old Bowral Road, Bowral	James Oswald Faifax	Active	18 August 2015
Dirty Janes	Infrastructure provision	Bong Bong Street, Bowral	Goldfish Black Pty Ltd, Tara Elias, Craig Elias, Sammy Criniti	Active	14 October 2015
Darraby Sewer	Infrastructure provision	Boughton Street, Moss Vale	Darraby Pty Ltd and Boughton Street Moss Vale Pty Ltd	Active	23 December 2015

## Development contributions

*Disclosure of how development contributions and development levies have been used or expended under each contributions plan. Environment Planning and Assessment Regulation 2021 cl 218A(1), (2) and (3)*

Project	Amounts expended (\$'000)	Percentage of project cost funded by contributions	Project completed (Yes/No)
Resource Recovery Centre operations	41	1.5%	Yes
Developer Contributions Planner	61	8%	Yes
Eridge Park netball courts lighting upgrade	46	22%	Yes
Integrated transport strategy	5	50%	No
Jasmine Street, Bowral drainage	1,099	77%	Yes
Retford Park detention basin design	120	100%	Yes
Garrett Street, Moss Vale drainage design	17	10%	Yes
Balmoral bushland park establishment	9	48%	No
Water main reticulation renewals	571	100%	Yes
Bundanoon dam to Exeter reservoir design	40	35%	Yes
Werai water pump station to Exeter reservoir upgrade	38	100%	Yes
Werai water pump station and balance tank upgrade	27	100%	Yes
Sewer pump replacements	45	43%	Yes
Sewer telemetry upgrade	25	7%	Yes
Sewer main renewals	2,176	100%	Yes
Sewer vent pipe replacement	57	100%	Yes
Sewer manhole renewals	13	100%	Yes
Mansfield pump and rising main upsize	336	100%	Yes
Berrima septic receival system upgrade	93	100%	Yes
Moss Vale sewer treatment plant upgrade	41	19%	No
<b>Total contributions</b>	<b>4,860</b>		



## Total value of all contributions and levies received and expended during the year.

Category \$'000	Opening balance at 1 July 2022	Contributions received during the year	Interest and investment income earned	Amounts expended	Held as restricted assets at 30 June 2023
Roads	7,003	551	246	-	7,800
Community facilities	530	6	18	-	554
Open space & community facilities	7,397	387	254	(33)	8,005
Administration	920	85	32	(48)	989
Resource Recovery Centre	-	41	-	(41)	-
Community facilities library	824	74	29	-	927
Administration (MVEC)	2	-	-	-	2
Future works (MVEC)	212	-	7	-	219
Land acquisition (MVEC)	(1)	-	-	-	(1)
s7.12 levies under a plan	732	227	31	-	990
S7.11 not under a plan (VPA)	3,592	-	120	-	3,712
S7.11 not under plans Parking	313	-	10	-	323
S64 contributions water	15,794	1,482	541	(676)	17,141
S64 contributions sewer	14,455	1,311	437	(2,786)	13,417
S64 contributions stormwater	1,717	172	27	(1,276)	640
<b>Total contributions</b>	<b>53,490</b>	<b>4,336</b>	<b>1,752</b>	<b>(4,860)</b>	<b>54,718</b>

## Swimming Pool Inspections Program

### Section 22F of the Swimming Pools Act 1992 and clause 23 of the Swimming Pools Regulation 2018

During 2022/23 the following inspections of private swimming pools were undertaken under Division 5 of Part 2 of the Swimming Pools Act 1992:

53 inspections were carried out.

- Number of inspections of tourist and visitor accommodation = 7
- Number of inspections of premises with more than 2 dwellings = 2
- Number of inspections that resulted in issuance of a certificate of compliance under s 22D of the Act = 39
- Number of inspections that resulted in issuance of a certificate of non-compliance under cl 21 of the Regulation = 14

### Government Information Public Access Activity

***A total of 39 valid access applications were received by Council under Part 4 of the Government Information (Public Access) Act 2009 (GIPA Act).***

The below table summarises the decisions made with respect to the access applications decided by Council during the reporting period.

Decision on formal GIPA application	No. of Decisions	Percentage of Total
Access to information granted in full	2	5%
Access to information granted in part	26	67%
Access to information refused in full	1	3%
Information not held	3	8%
Information already available to applicant	1	3%
Refuse to deal with application	1	3%
Refuse to confirm or deny whether information is held	0	0%
Application withdrawn by applicant	5	13%
<b>Total</b>	<b>39</b>	

\* More than one decision may be made in respect of a particular access application, as provided by section 58(2) of the Government Information (Public Access) Act 2009. Statistics do not include two access applications which remained in progress as at 30 June 2023. Statistics include access applications which were received prior to 1 July 2022 but decided within the 2022/23 reporting period.

Further information regarding how Council decided access applications under the GIPA Act during 2022/23 is available at Council's Proactive Release of Information Register webpage.

In accordance with section 21 of the GIPA Act, Council conducted its annual review of its agency information guide. The NSW Information and Privacy Commission (IPC) was consulted during this process who confirmed that no changes were required to Council's draft agency information guide, which incorporated recommended practices pursuant to the IPC's guidelines.

### Public Interest Disclosures

***Section 31(1) of the Public Interest Disclosures Act 1994 and clause 4 of the Public Interest Disclosures Regulation 2011.***

During 2022/23, Council received 0 Public Interest Disclosures.

Council has adopted a Public Interest Disclosures Policy which is available on the Council's Policies webpage. This document is also available to staff through Council's Intranet.

### Privacy Statement

***Section 33 of the Privacy and Personal Information Protection Act 1998 requires Council to have a Privacy Management Plan.***

Council's Privacy Management Plan, available at Council's Privacy Guidelines webpage, includes a commitment by Council to include a statement concerning privacy in its Annual Report.

Council continues to collect personal information for lawful purposes as part of its proper functions under the Local Government Act 1993 and other relevant legislation. This includes, for example, personal information concerning rates records and development applications. People have the right to access their personal information, which is held by Council, and to request that their own personal information be appropriately amended.

Council's Privacy Management Plan provides more detail about the collection, use and disclosure of personal information by Council.



# PART 3 :

## FINANCIAL PERFORMANCE

Council's Audited Financial Statements



<https://www.wsc.nsw.gov.au/Council/Policies-Strategies-and-Reports/Council-Reports/Annual-Reports>

This Annual Report has been prepared in accordance with the Local Government Act 1993 and includes the information prescribed in the Local Government (General) Regulation 2021. Every effort has been made to ensure the accuracy and reliability of the data; however, Council makes no representation or warranties that the information is without error.





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