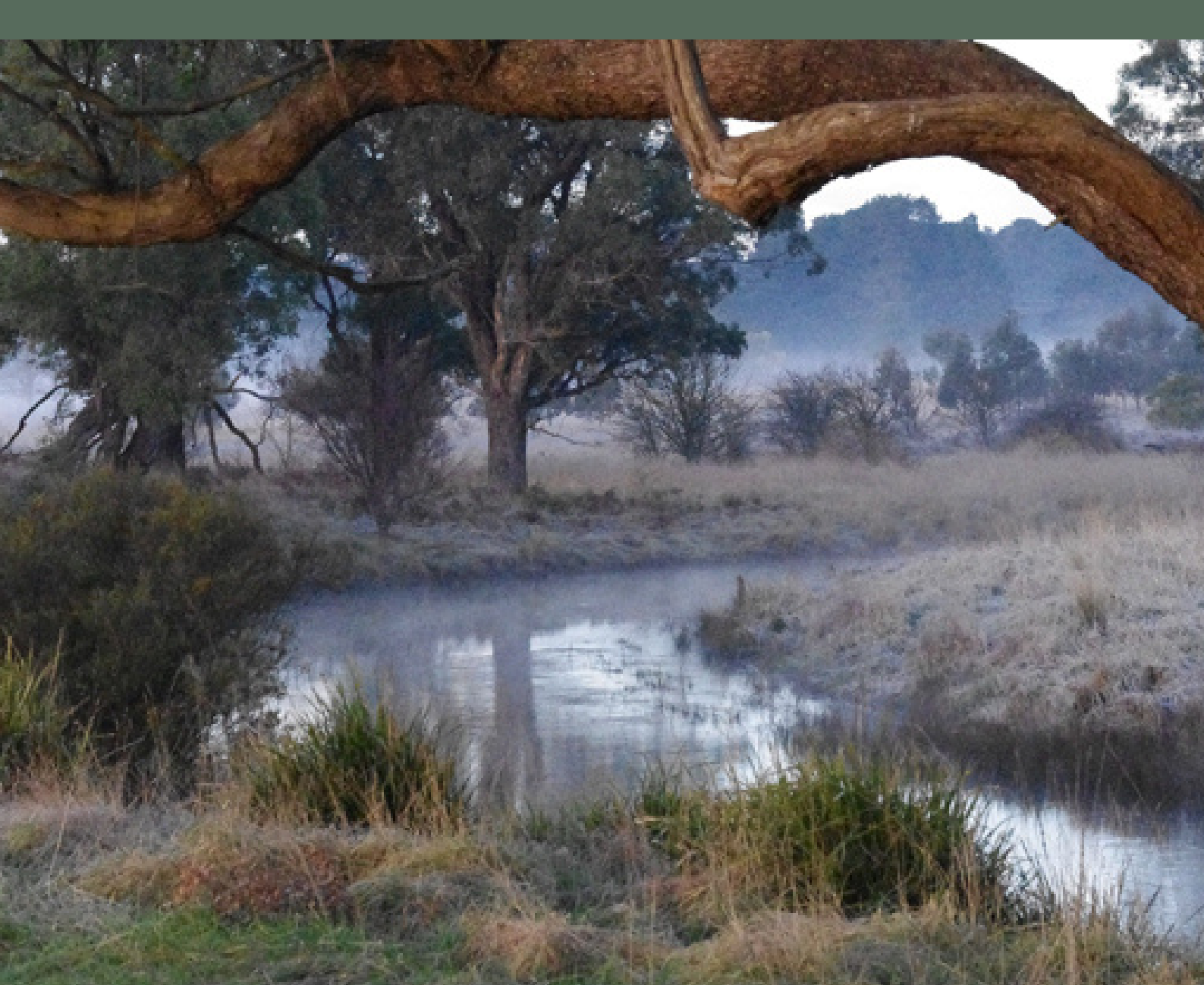




Annual Report 2021/22



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





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Our Community Vision

In 2031, we will be...

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



Introduction

The Annual Report 2021/22 provides a detailed account of Wingecarribee Shire Council's operational and financial performance during the period of 1 July 2021 to 30 June 2022.

The strategies and actions set out in Council's Delivery Program 2017-2022 and annual Operational Plans aim to achieve the broader objectives and aspirations of Council's long-term Community Strategic Plan (CSP), Wingecarribee 2031, which was developed in response to extensive community consultation. These broader objectives are summarised in Council's CSP through five key strategic themes – Leadership, People, Places, Environment and Economy. Council's Delivery Program 2017-2022 sets out a total of 100 key actions under these five themes, the achievement of which aims to ensure that we are working towards the long-term vision for the community articulated in the CSP.

Council's Delivery Program 2017-2022 is further supplemented by an annual Operational Plan and Budget adopted each financial year which sets out annual deliverables – key activities, projects, and activities – aiming to ensure that we continue to work towards the commitments set out in the Delivery Program and ultimately, the objectives of the CSP.

In particular, this report focuses on our achievements and challenges throughout the 2021/22 Financial Year in implementing Council's Delivery Program 2017-2022 and Operational Plan 2021/22.

This report also includes statutory information as prescribed by the Local Government Act 1993, Local Government (General) Regulation 2021 and any other applicable legislation which require certain information to be included in this report. These statutory reporting requirements also include audited financial information that details Council's financial performance for the 2021/22 Financial Year. This financial information is annexed to this report.



ADMINISTRATOR'S MESSAGE

Reaching out to restore trust has been Council's focus this financial year and I'm pleased to report that we've made considerable progress toward rebuilding connections with the community and operating with greater transparency.

In line with Council's commitment to working in closer collaboration with local communities the new Executive team visited 17 towns and villages across the Shire, shortly after their appointment, opening the way forward for re-establishing constructive, two-way communication.

Community Question Time has been introduced and we appointed a new Place Liaison Officer, dedicated to the needs of our village residents. This helped us to more fully understand what matters most to the people Council is here to serve, and invites public participation in planning and decision-making.

In preparation for the return of Councillors in September 2024, Council made administrative changes throughout the year that will strengthen governance and promote a positive leadership culture. The adoption of a Councillor and Staff Interaction Policy, Complaints and Complainants Policies, and the appointment of an Internal Ombudsman, provide assurance for local residents that a firm commitment has been made to seeing that things are done differently.

Together, these initiatives will safeguard against a recurrence of the factors that led to the previous Council's suspension (and ultimate dismissal), as we refocus on the future.

The year was not without its challenges.

A great deal of energy was spent preparing for the Public Inquiry called by the NSW Government into the administration of the previous Council. The findings and recommendations handed down at the end of the hearings will serve as a pivotal moment for the Shire.

Ongoing COVID-19 disruptions, a major fire in Bowral's central business district, record rainfalls and postponement of Local Government Elections were responded to with a willingness to be flexible and do what was necessary to continue efficient delivery of services. As a result, the team managed to still roll-out key initiatives and Council was pleased to provide financial and in-kind support to residents and businesses hardest hit by the pandemic and commercial fire.

Along with many Highland residents, I welcomed the NSW Independent Planning Commission's decision to block plans for a new coal mine in Berrima.

Other developments in the direction of making the Shire an even better place to live included the introduction of a bulky waste collection service, adoption of a Shire-wide Local Housing Strategy to meet the needs of the current and future community, commencement of improvement works on Station Street, and contract confirmation for the design of a purpose-built Animal Shelter and co-located SES facility.

In closing, I have no intention of being complacent during the remaining period of administration and residents may be assured of my commitment in undertaking what is a difficult and challenging role to the best of my ability.

Viv May^{PSM} - Administrator



GENERAL MANAGER'S MESSAGE

The 2021/22 financial year was a time of re-focusing on community.

During the term the NSW Government called a Public Inquiry into the former Council which ultimately led to the then suspended Councillors being formally dismissed.

The Interim Administrator's tenure was extended as Administrator until the next Local Government Elections in September 2024.

This led to the re-building of the organisation from the top down and in the first half of the year a new Executive Team was appointed.

Reaching out to re-build community connections and collaboration have been a priority.

Critical staff joined the Executive Team on a three-month Listening Tour where we re-engaged with village communities. Our thanks goes out to all residents who took part in these meetings. Sharing your input and experiences has helped us to understand what matters most to the people we serve, as we move forward together.

Key bricks and mortar projects that reflect our community-centred commitment include the re-opening of bushfire-impacted Wombeyan Caves Road as a result of a multi-million dollar restoration, allocation of \$18.5 million toward reconstruction of Old South Road, and works to replace the Shire's last remaining vehicular timber bridges. We made great progress with the extensive restoration of Bowral Memorial Hall, upgrade works commenced on Station Street, and detailed designs for the long awaited Moss Vale Bypass were progressed.

Council came alongside residents and businesses to assist with the continued recovery in the aftermath of the Black Summer fires as well as through the flooding and severe storm events in March.

Support was provided to commercial businesses affected by the Bong Bong street fire, \$120,000 was distributed to 55 community projects as part of Council's Community Assistance Scheme and \$4.5 million secured from the NSW Government Environment Protection Authority to assist in continued bushfire damaged tree removal.

We co-hosted a Response, Recovery and Resilience Expo in partnership with Wollondilly Shire Council.

With a view to meeting the future economic, housing and social needs of our evolving Shire, we detailed a long-term strategic blueprint with the release of the Local Housing Strategy. Local businesses were provided greater clarity with proposed changes to local employment zones.

The year also saw Berrima Village win the national title of best Small Tourism Town in Australia, while our Southern Highlands Koala Conservation Project received a welcome boost with the confirmation of \$600,000 in State funding over the next four years.

I conclude by commending our people, who are the strength of our organisation, for their dedicated efforts over the past twelve months. Despite on-going disruptions, from the pandemic to multiple flood and storm events, internal vacancies and political uncertainty, the team delivered on the ambitious goals set in our four-year Delivery Program.

Lisa Miscamble - General Manager

Our Shire

LOCATION & GEOGRAPHY

The Wingecarribee Shire local government area (LGA) is located 75 kilometres from the south-western fringe of Sydney and 110 kilometres from Sydney's central business district. 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 south-east of Bowral. Much of the Shire is located at or above 640 metres above sea level.

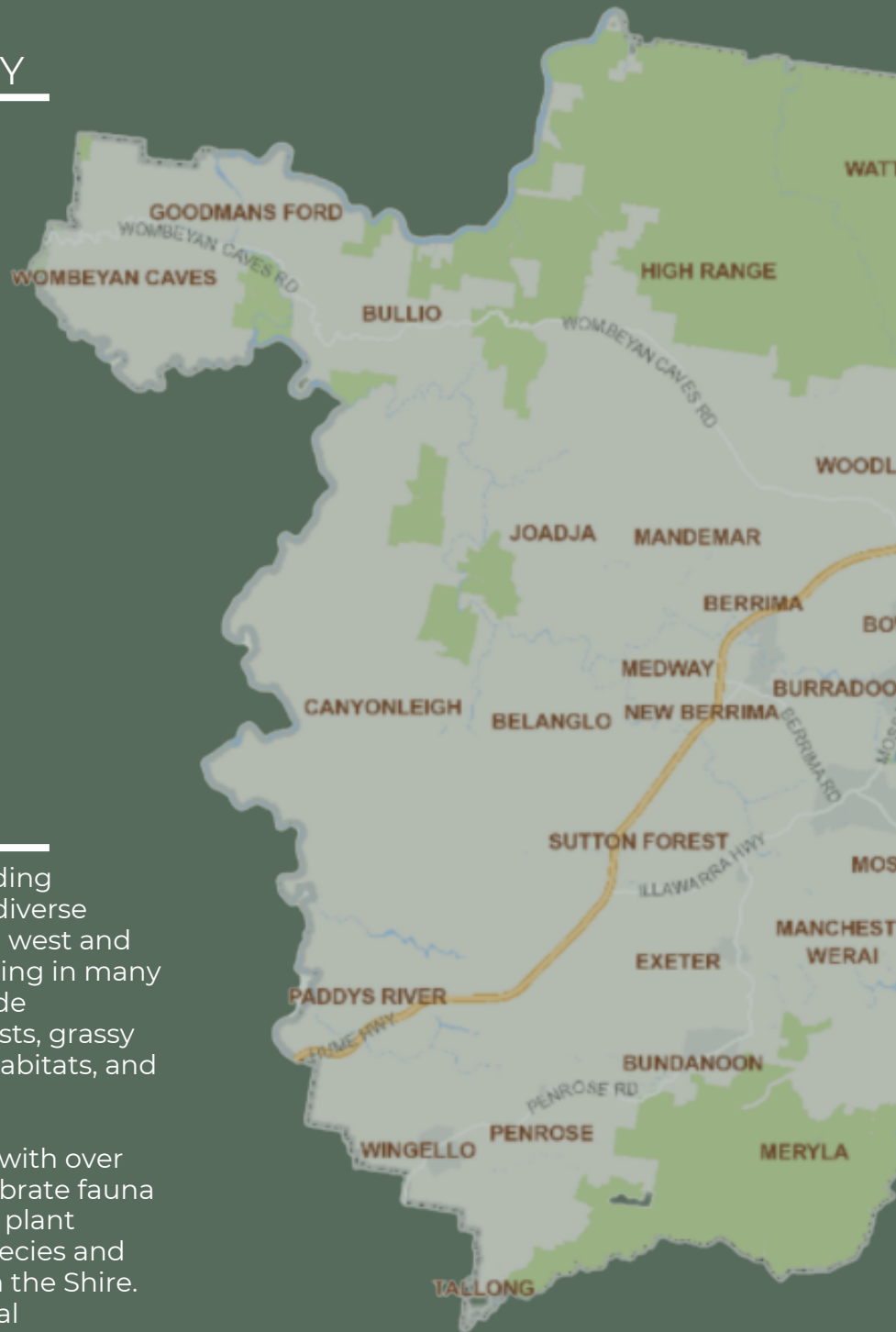
ENVIRONMENT

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.

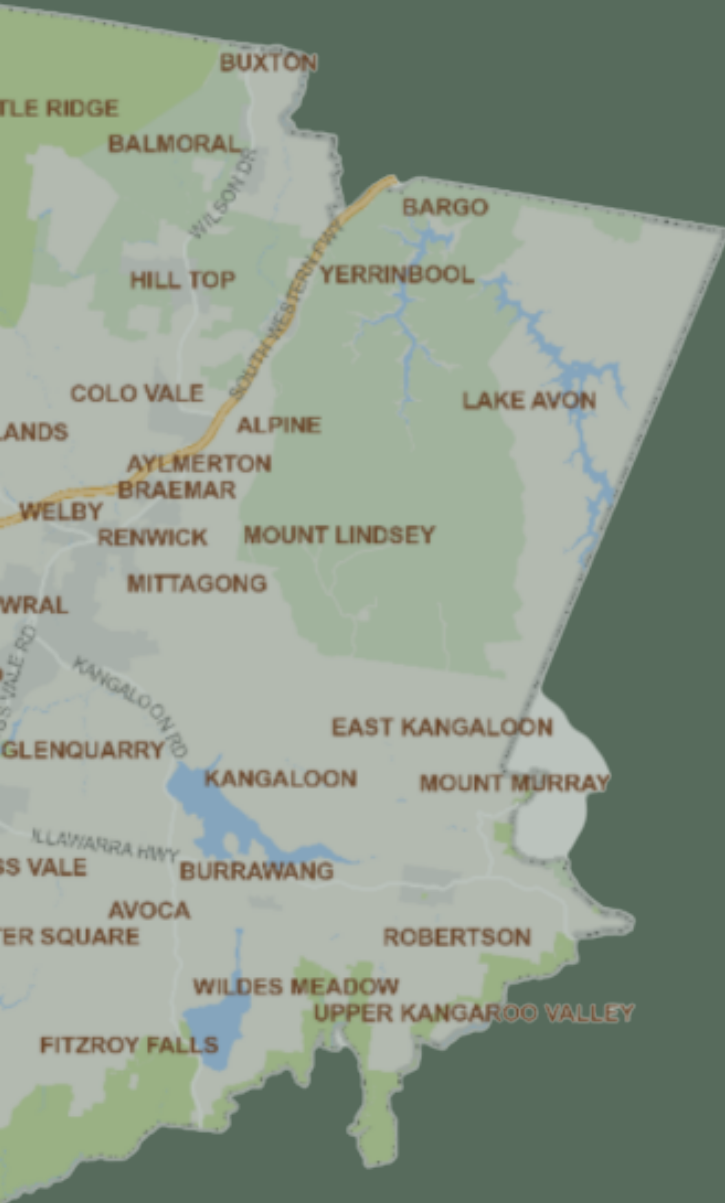


ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIANS

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 Aboriginal 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.




GUULANGURRA TREE PLANTING - MAY 2022



Our Community

POPULATION

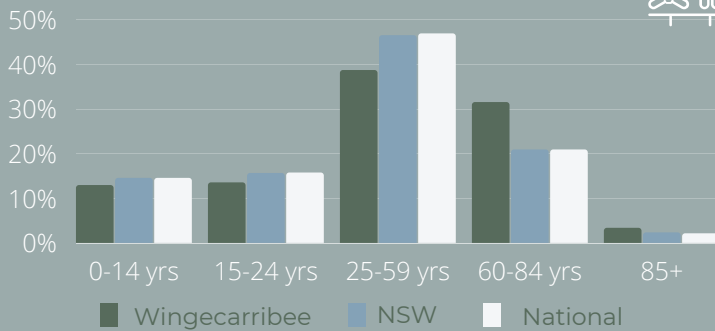
2021 Population = 52,456  = 1,000 residents



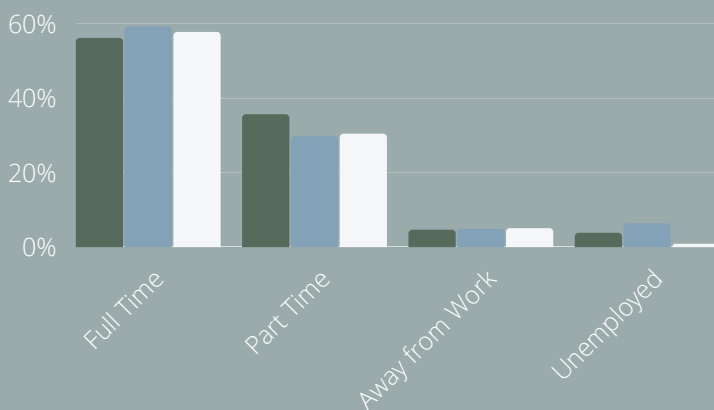
ABS ERP 2021

Wingecarribee Shire's population increased by 4,825 people (10.1%) from 2016 to 2021. This represents an average annual population change of 1.94% per year over the period.

AGE STRUCTURE



EMPLOYMENT



HOUSING



90.7%
Shire's residents live in standalone dwellings



8%
high-density housing



23,618
total dwellings

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



47.8% of the population are males *2016



52.2% of the population are females *2016



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

2.3%



of residents identify as Aboriginal and Torres Strait Islander Peoples

18%



of residents in Wingecarribee Shire were born overseas

In 2016 Median age is 47 years compared to State average of 38 years

The largest changes in the age structure in this area between 2016 and 2021 were in the age groups:

- 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%

In 2021 12.8% of the population earned an income of \$2,000 or more per week.

Median equivalised total household income (weekly)*



\$839
Wingecarribee



\$891
NSW



\$877
National



81%

Work and Live in the Shire



23%

participate in volunteering activities higher than nsw figure of 18.1%



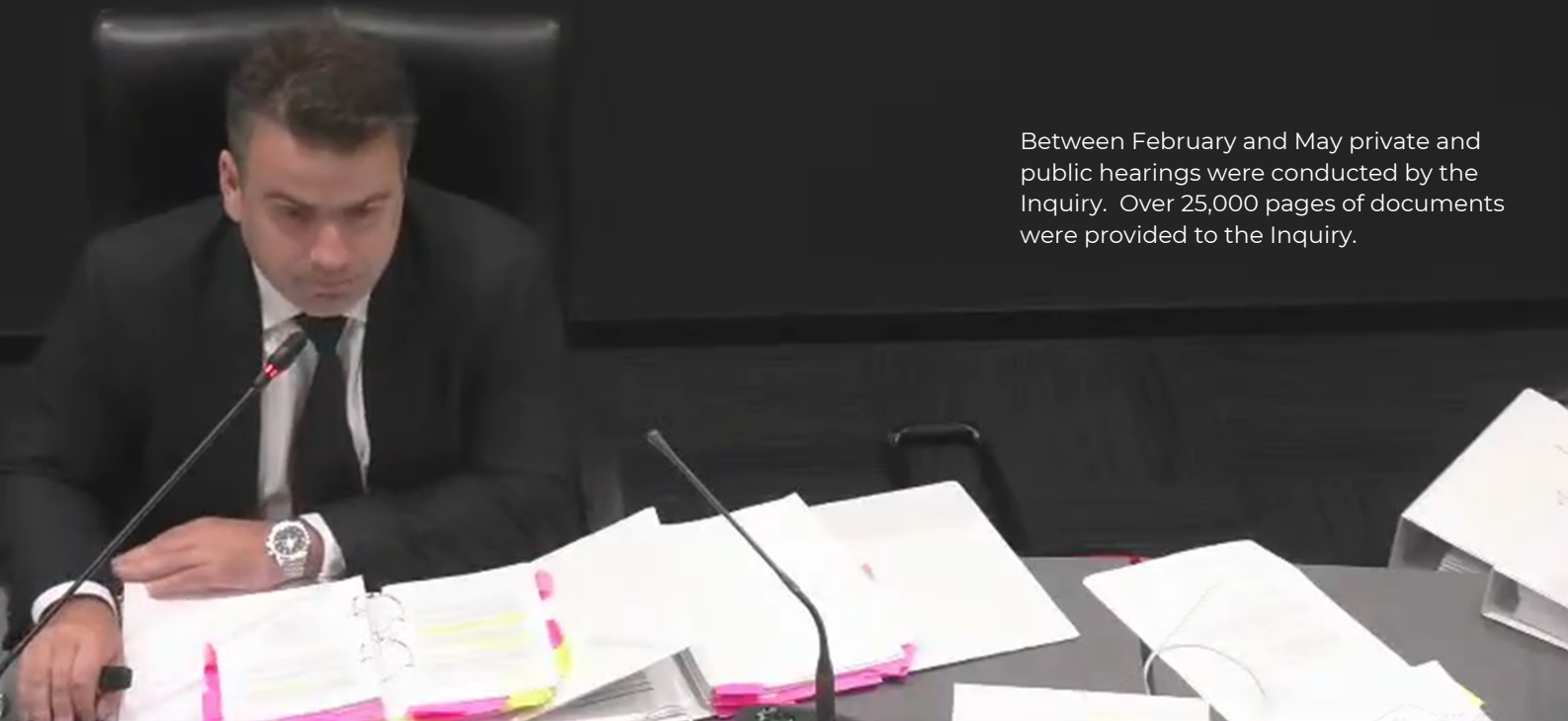
75%
Purchasing or fully own home



16.2%
Rent privately



2.3%
Social housing



Between February and May private and public hearings were conducted by the Inquiry. Over 25,000 pages of documents were provided to the Inquiry.

Our Council

Mr Viv May PSM was appointed Administrator for Wingecarribee Shire Council until the next Local Government election scheduled in 2024.

The Administrator acts as the Council, performing the role of elected Council.





Our Staff

WORK FORCE DEMOGRAPHICS

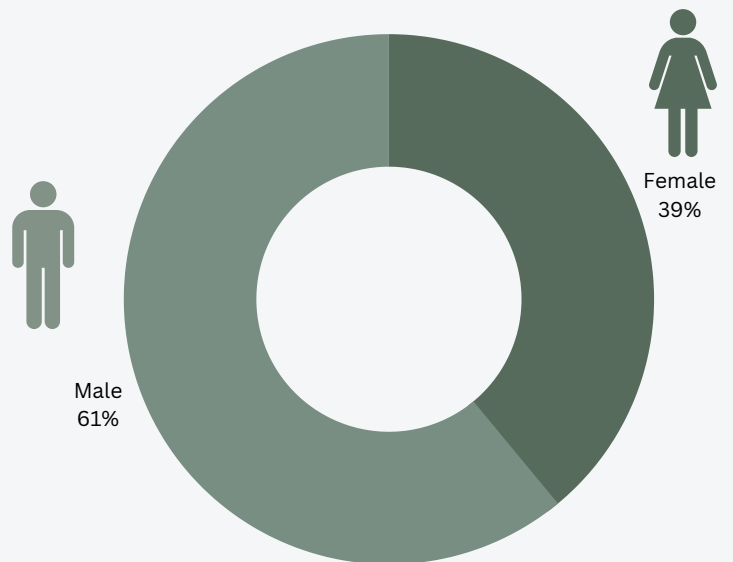
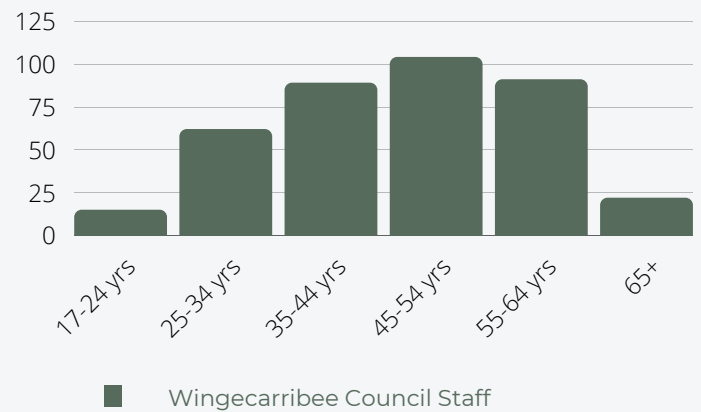
Council continues to ensure that a skilled and professional workforce is employed to support the achievement of its operational and strategic goals. Like most local councils in New South Wales, Wingecarribee Shire Council has an ageing workforce, with those aged 45 and over comprising 56.7 per cent of the workforce.

Currently, 39 per cent of Council's workforce is female and 61 per cent are male.

Council is working towards creating apprenticeship, traineeship and cadetship employment opportunities within Council, with several positions already operating across various branches of Council. This will provide sustainable employment opportunities for residents within the Shire, and will create a solid foundation of skills for future workforce planning. It will also help with proactively managing skills shortages in some professions within Council.

As at 30 June 2022, Council had 478 full-time equivalent employees.

Age Structure



Integrated Risk Management

BACKGROUND

On 25 October 2018, two contractor workers received serious injuries at Council's Moss Vale Sewerage Treatment Plant, 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; and
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.

Progress to date

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 Sewerage Treatment Plant (STP) Council has committed to develop an automated WHS induction software system.

This initiative is intended for Council workers/workplaces and contractors and subcontractors engaged to work at Council workplaces.

The automated WHS induction process will allow for clear and concise sharing of site hazards and safety requirements, which will take into consideration specific tasks to be undertaken at the site, prior to the commencement of work. This will also ensure that there is a consistent process in place for undertaking WHS inductions.

Findings, lessons learned, and details of improvements associated with the introduction of the WHS induction program will be presented at regular South East Regions of Council (SERO) safety meetings. These meetings are held quarterly and involve key safety staff from Councils in the South East Region including Bega Valley, Camden, Campbelltown, Eurobodalla, Goulburn - Mulwaree, Hilltops, Kiama, Queanbeyan-Palerang, Shellharbour, Shoalhaven, Snowy Monaro, Upper Lachlan, Wollondilly and Yass Councils.

Contractors and subcontractors will also benefit from this strategy as they will be provided with appropriate safety information prior to the commencement of work. This knowledge and information can also be when undertaking work for other parties.

Progress to date

Establishment of a cross functional Induction Working Group that will research automated WHS induction systems to meet Council induction requirements has commenced. However due to resourcing constraints, meetings have not commenced. Based on advice from SafeWork NSW, Council has requested a variation and SafeWork NSW have approved a two (2)-month extension to the original due dates.

Workplace Strategy 2

- Contractor Management Program

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

Council will develop a corporate Contractor Management Procedure and implement Contractor Management Software that holds verified contractor information that can be accessed by Council employees in the field. This will include procurement and safety documentation suitable to the engagement, prior to contractor workers accessing Council workplaces.

The system will provide additional support for Council staff and contractors to ensure all parties comply with WHS legislative and Council requirements. This will include development of centralised administration, training and hardware resources for all relevant Council staff with support offered to contractors engaged by Council.

The implemented system and procedure will be available to and will benefit all Council staff involved in engagement and supervision of contractors and contractor workers. Due to the nature of Council's business and the broad range of works involved, all of Council's contractors and contractor workers will benefit by engagement with this system. Neighbouring Councils may also benefit by use of contractors and contractor workers exposed to Council's improved systems.

Progress to date

Council staff have commenced investigations into a suitable contractor management system.

Workplace Strategy 3

- WHS Cultural Improvement Program

Council has committed to develop and implement a WHS Cultural Improvement Program to address the following issues:

- A lack of WHS cultural maturity which at the time of incident, was a supporting factor that led to several of the alleged failings outlined by SafeWork NSW, which included:
 - Failure to provide adequate supervision of work undertaken at the site by an adequately trained employee/s present at the site
 - Failure to conduct risk assessment for specific works at the site
 - Failure to require contractor to have SWMS in place for specific works at the site
- The identified lack of trust in management's dealings of disciplinary matters according to staff wellbeing surveys conducted in 2016 and 2019

All Council staff with supervisory leadership responsibilities will benefit from this strategy as they will receive targeted training that will assist them to undertake their roles. The PAWS survey and risk assessment process will help the working group identify key areas that any training packages may need to address.

All Council staff will benefit from this strategy as it is recognised that Managers and Supervisors influence culture by what they pay attention to, as reflected in the things that the organisation monitors, measures and manages. There would also be an expected flow on effect to contractors.

The introduction of a Fair and Just procedure will also greatly benefit WSC staff and the overall culture of the organisation.

Progress to date

Council officers have finalised creation and review of the People at Work survey. It was launched on 9 September 2022 and will open for 4 weeks. In addition, Council officers have also been meeting with managers and their coordinators to provide an overview and context of the survey and discuss the survey approach. There is interest from staff to join the focus group to select a range of targeted training packages based on the results of the initial People at Work Survey (PAWS).

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. But each year's presentation will be subject to the same objectives/process listed below:

1. Consult with SafeWork and all other relevant key stakeholders on choosing themes, developing and organising community presentations
2. Organise safety messages on WSC vehicles, including designing safety message stickers, production of stickers and placing stickers on WSC vehicles
3. Undertake community presentations and use WSC vehicles to undertake operation work in the community during October
4. Undertake review of key Community group members to determine how safety messages were received and determine if any follow-up action is required

The Wingecarribee Community as a whole is the intended audience and beneficiary for this strategy. The presentations have been developed for key Community and industry groups that have strong relationships and connections within the Wingecarribee Community. As part of the presentations, Council will request that each group promote the safety information and messages throughout their own networks to further increase the reach of this strategy.

Progress to date

Initiation of this program began in early July, with ongoing consultation across the organisation and the key community groups. In alignment with the Safe Work Month's theme this year 'Know Safety, Work Safely', Council's current program aims to target four key ideas:

- Injuries at Work
- Mental Health
- Managing Risk & Preventing Harm
- Safety, Health and Productivity

During October, Council will partner with SafeWork NSW to deliver a range of educational safety presentations in the community, the goal is to promote the importance of safety in the workplace. The community groups that we will engage with includes:

- Men's and Ladies' Shed Community Group at Robertson
- Business Southern Highlands

GRANTS RECEIVED

During 2021/22 Council received over \$18M in grant funds and subsidies. Details are provided below.

Project/Program	Funding Body	Grants Income
Apprenticeship Subsidy	Department of Education & Training	\$50,300
RFFF Bush Fire Grant Expenditure	NSW Rural Fire Service	\$73,638
Emergency Services Levy	Office of Local Government NSW	\$343,755
Bushfire Community Recovery Officer (CRO) Program	Resilience NSW	\$107,980
Bush Fire Prevention	Rural Fire Service NSW	\$281,842
RFS Fitzroy Falls Rural Fire Service Shed	Rural Fire Service NSW	\$30,940
Child Care Subsidy	Department of Education & Training	\$565,582
Child Care Viability Grant - CCCF Open Competitive Sustainability	Department of Education & Training	\$57,200
Special Needs Children Services Salary Subsidy	Department of Education & Training	\$8,895
Community Resilience Officer - Black Summer Bushfire Recovery Community Program	Dept of Industry, Science, Energy & Resource	\$155,600
The Festival of Place - Summer Night Fund	Dept of Planning, Industry & Environment NSW	\$13,326
BF Recovery Comm Engagement & Comm Develop	Regional NSW	(\$485)
SH Koala Conservation Project - Koala Habitat Mapping	Dept of Planning and Environment	\$150,000
Bushfire Generated Green Waste Clean-up	EPA NSW	\$4,132,849
Wingecarribee Rare Flora Species Surveys	NSW Environmental Trust	\$44,000
Indigenous Cultural Burning Project	Regional NSW	\$82,000
Financial Assistance Grant (FAG)	Office of Local Government	\$7,089,820
Vietnam War Memorial and Cherry Tree Walk Repair and Upgrade	Dept of Veterans' Affairs	\$61,190
NSW Planning Portal API Grant	Dept of Planning and Environment	\$80,000
Review of Low and Medium Density Housing Controls	Dept of Planning and Environment	\$50,000
Review Wingecarribee River Flood Study	Dept of Planning, Industry & Environment NSW	\$4,653
Better Waste Recycling	EPA NSW	\$86,792
Local Infrastructure Renewal Scheme (LRCI)	Office of Local Government NSW	\$71,636
Weed Control on Roadsides and in Bushland Reserves	Local Land Services NSW	\$35,000
Bong Bong Common Upgrade Eastern Precinct stage 1A	Customer Service NSW	\$70,340
Aboriginal Project Worker	Dept of Communities & Justice NSW	\$94,837
Bowral Memorial Hall Redevelopment	Dept of Industry, Science, Energy &	\$2,716,792
Bong Bong Common Masterplan Stage 1B, 2 & 3	Dept of Planning, Industry & Environment NSW	\$190,437
Seymour Park Playground & Amenities Upgrade	Dept of Planning, Industry & Environment NSW	\$40,000
Community Heritage Grants (Small Heritage Grants)	Office of Environment & Heritage	\$5,500
NSW ICC T20 World Cup 020 Cricket Legacy Fund	Office of Sports NSW	\$30,000
Library Per Capita Subsidy	State Library of NSW	\$142,066
Bowral Sewerage Treatment Plant Upgrade	Infrastructure NSW	\$71,448
Traffic Route Lighting Subsidy	Transport for NSW	\$112,000
Tulip Time Flagship Triennial Grant	Destination NSW	\$27,265
Small Business Month Grant	NSW Treasury	\$3,245
Southern Highlands Produce Hub Feasibility Study	Regional NSW	\$9,439
Tulip Time's Tulips After Dark (TAD)	Regional NSW	\$3,794
Local Roads and Community Infrastructure Program Round 1	Dept of Infrastructure & Regional Development	\$51,313

Project/Program	Funding Body	Grants Income
Local Roads and Community Infrastructure Program Round 2	Dept of Infrastructure & Regional Development	\$2,133,512
Roads to Recovery (R2R)	Dept of Infrastructure & Regional Development	\$1,184,041
RID Regional Illegal Dumping Program	Illawarra Shoalhaven Joint Organisation	\$40,813
SRLX Southern Regional Livestock Exchange Upgrade	Infrastructure NSW	\$2,113,124
Storm/Flood Feb 2022 Local Recovery Funding from OLG	Office of Local Government NSW	\$1,000,000
Bowral Station Car Park Design & Preconstruction	Sydney Trains NSW	\$10,276
Australian Gov Blackspot Programs - various road projects	Transport for NSW	\$1,669,011
Block Grant	Transport for NSW	\$1,340,000
Eridge Park Rd Safer Roads Program	Transport for NSW	\$1,892,726
Fixing Country Bridges - various bridges projects	Transport for NSW	\$565,198
Fixing Local Road Round 1 - various location road projects	Transport for NSW	\$681,246
Moss Vale Bypass	Transport for NSW	\$782,697
Natural Disaster Assistance Funding (DRFA) - works on various disaster events	Transport for NSW	\$8,941,089
Road Safety Officer (RSO) Subsidy	Transport for NSW	\$32,412
Road Safety Programs	Transport for NSW	\$4,900
RRRP MR645 Old Hume Hwy 0-0.5km	Transport for NSW	\$264,426
Safer Road Program - Old South Road Renewal	Transport for NSW	\$215,839
School Zone Program (SZP1) Wombat Crossing at 5 Locations	Transport for NSW	\$ 46,172
Wombeyan Caves Road Betterment (BLER)	Transport for NSW	\$1,167,806
Bridge Renewal Program Round 5 - 2 bridges	Transport for NSW / Dept of Infrastructure & Regional Development	\$45,215
Youth Opportunities	Dept of Communities & Justice NSW	\$50,000
Youth Week	Dept of Communities & Justice NSW	\$3,692
Youth Summer Holiday Break Program	Regional NSW	\$10,000
TOTAL		\$41,339,186



Council Recognition

In February 2022 the Dhungung Food Share volunteers were selected to receive the Australian Red Cross Distinguished Team Award in recognition of service to Red Cross. The award was presented to the team, including Council's Aboriginal Community Development Officer, in May at the World Red Cross Day 2022. The Dhungung Food Share program operates every Thursday between 10.30am and 12pm at the Wingecarribee Aboriginal Community Cultural Centre.

**World Red
Cross Day
2022**



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. In 2021/22, 55 applications were received and \$119,820 of the available allocation of \$120,000 was distributed to community organisations, including the following substantial grants capped at \$7,000:

Organisation Name	Project Title	Grant or Donation	Funding
Honour Our Fallen	Honour Our Fallen	Grant	\$5,090
Zone 10 Pony Club	Electronic Timing Equipment	Grant	\$6,576
Harbison Memorial Retirement Village	Motiview Bike	Grant	\$5,000
Southern Highlands Symphony Orchestra	New Branding and Upgrade of Website	Grant	\$4,500
Burrawang School of Arts	Kitchen Safety Upgrade	Grant	\$4,481
Robertson Men's Shed	Blast Gates for Dust Collection System	Grant	\$5,800
Highlands Grace – Soul Warmers	Highland Grace Community Garden Sun Shade	Grant	\$5,500
Pop In Southern Highlands	Family Consulting and Sensory Play Area	Grant	\$4,568
Military Vehicles for Charity	New Website for Military Vehicle	Grant	\$5,000
Creative Industries Cluster – Southern Highlands	Creative Industries Directory	Grant	\$7,000
Bowral Little Athletics	Sandpit and Throwing Circle Covers	Grant	\$5,695
Your Angel	School Holiday Program Expansion	Grant	\$4,380



2021/22 Highlights

JULY 2021

Due to Covid-19 restrictions no in-person events were held in July and August 2021



Thanks for staying home, Wingecarribee

Council pledges support for fire-affected businesses

July 6, 2021 Posted in: Other
Bowral, business, Economic Development



Seymour Park upgrade complete

Wingecarribee Shire Council
21 July 2021

Are you a young person with a knack for trivia? Then this is for you!

REFRAME TRIVIA



ReFrame are hosting trivia afternoons on Zoom every afternoon until Friday 23rd July from 4-5.30PM

Join us on Zoom!
Zoom ID: 270 965 3784
Password: KMLtn6



AUGUST 2021

Support to local business and our community: COVID-19 financial relief package

August 13, 2021 Posted in: Community
COVID-19, Finance, Wingecarribee Shire Council



Tulip Time 2021 goes virtual!

August 26, 2021 Posted in: Tourism
Destination Southern Highlands, Tourism, Tulip Time, Wingecarribee Shire Council



Council to introduce bulk waste kerbside collection

August 23, 2021 Posted in: Roads and Assets
Recycling, Waste, Resource Recovery Centre, RRC, Waste, Wingecarribee Shire Council



SEPTEMBER 2021

Corbett Gardens open to locals for tulip viewing

Hampers sharing a taste of the Highlands

September 16, 2021 Posted in: Other, Tourism
COVID-19, Destination Southern Highlands, General Manager



Julia Zemiro to host the Southern Highlands' Koala Karaoke Party!

September 13, 2021 Posted in: Environment, Events
Community Event, Environment Levy, koala



Bowral Library introduces new Click and Collect service

September 24, 2021 Posted in: Community, Other
Bowral, COVID-19, Libraries, Wingecarribee Public Library



Council introduces Community Question time

September 28, 2021 Posted in: Community
Council Meeting, Interim Administrator, Wingecarribee Shire Council



2021/22 Highlights

OCTOBER 2021

Disaster Dashboard ready for storm season

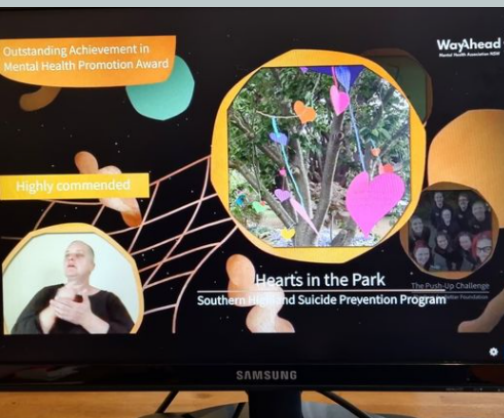
October 5, 2021 Posted in: Events, Other
🔥 Bushfire, Emergency Management Australia, General Manager, Wingecarbee Shire Council



Wingecarbee Shire Council
28 October 2021 · 🌐

🏆 Berrima, you've done it again! Congratulations on winning GOLD in Australia's Small Tourism Town Awards 🏆

Read the media release: <https://mailchi.mp/.../media-release-berrima-wins...>



Southern Highlands Suicide Prevention Program is in Bowral, New South Wales.

13 October 2021 · Instagram · 🌐

PhotoVoice Book Launch



WINGECARRIBEE SHIRE COUNCIL ANNUAL REPORT 2021/22

NOVEMBER 2021

3 Day online Response, Recovery and Resilience Expo

Wingecarbee and Wollondilly Councils to host online bushfire Expo

November 12, 2021 Posted in: Community, Events
🔥 Bushfire, Bushfire Recovery, National Bushfire Recovery Agency, Wingecarbee Shire Council



Council powers up latest solar system

November 9, 2021 Posted in: Environment, Roads and Assets
🔥 Civic Centre, Facilities, Sustainability



Arts trail



ARTStrail People's Choice winner announced

DECEMBER 2021



Light up Christmas Tree Events - Moss Vale, Bowral and Mittagong



Bowral Classic

Help make our Shire more inclusive and accessible

December 13, 2021 Posted in: Community
🔥 community, disability, survey

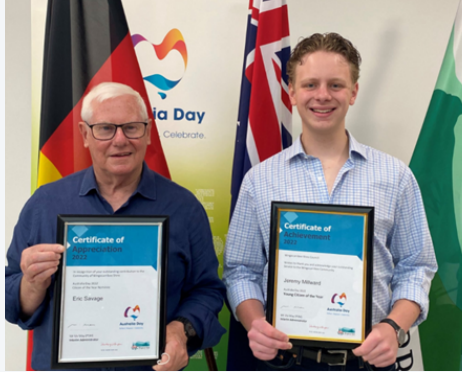


Cockatoo Run

2021/22 Highlights

JANUARY 2022

Australia Day Virtual Citizenship Ceremony



Wingecarribee Shire Council
4 January · 🌐

🎵 Talented musicians from across the Shire have been warming up for 'Plugged at the Pool'. Head on over to Bowral Pool this Saturday (8/1) from 12 pm to 6 pm and join in the fun! Details: <https://www.wsc.nsw.gov.au/Events.../Plugged-at-the-Pool>
Pool entry fee applies.
[Southern Highlands Youth ...](#) See more



Wingecarribee Shire Council
21 January · 🌐

👁️ Did you spot our Community Development team in Bowral today? They were gathering feedback on access and inclusion here in the Wingecarribee Shire. Have your say online at <https://www.yoursaywingecarribee.com.au/disability...>



FEBRUARY 2022

Council secures additional bushfire grant funding

February 18, 2022 Posted in: Other
🔥 Bushfire, Bushfire Recovery, Funding and grants, Grant, Wingecarribee Shire Council



Southern Highlands Food & Wine Festival



Wallaby Hill Equestrian Extravaganza



Old South Road set for multi-million refurbishment

February 14, 2022 Posted in: Roads and Assets
🔥 Grant, roads, roadwork, Wingecarribee Shire Council



MARCH 2022

Council secures additional funding to progress Moss Vale Bypass

March 16, 2022 Posted in: Roads and Assets
🔥 Funding and grants, General Manager, Moss Vale, roads, Wingecarribee Shire Council



Mittagong Pool further impacted by March floodwaters

March 24, 2022 Posted in: Roads and Assets
🔥 Flood, Mittagong, Mittagong Swimming Pool



Moss Vale show Robertson show

Earth hour



Bookings set to open for Seniors Festival

February 25, 2022 Posted in: Community, Events
🔥 Community Event, Seniors, Seniors Festival



Bowral Autumn Music Festival



2021/22 Highlights

APRIL 2022

Road repairs hindered by record rain
 April 1, 2022 Posted in: Roads and Assets
 Flood, roads, Wingecarribee Shire Council



Youth Week



Celebrating 150 yrs of CWA



Autumn Open Gardens

Council establishes Internal Ombudsman

April 26, 2022 Posted in: Community
 Interim Administrator, Wingecarribee Shire Council



GreenCafeen

MAY 2022

Mittagong Playhouse refurbishment update

May 5, 2022 Posted in: Development
 Development applications, Interim Administrator, Mittagong, Wingecarribee Shire Council



Robertson Potato Festival



2 Day face to face Response, Recovery and Resilience Expo



Bowral Creek to Peak



JUNE 2022

Pie Time



3 day Aboriginal Women's Gathering Retreat



Council to host Sustainability Festival

June 3, 2022 Posted in: Community, Environment, Events
 Bowral, Community Event, Sustainability



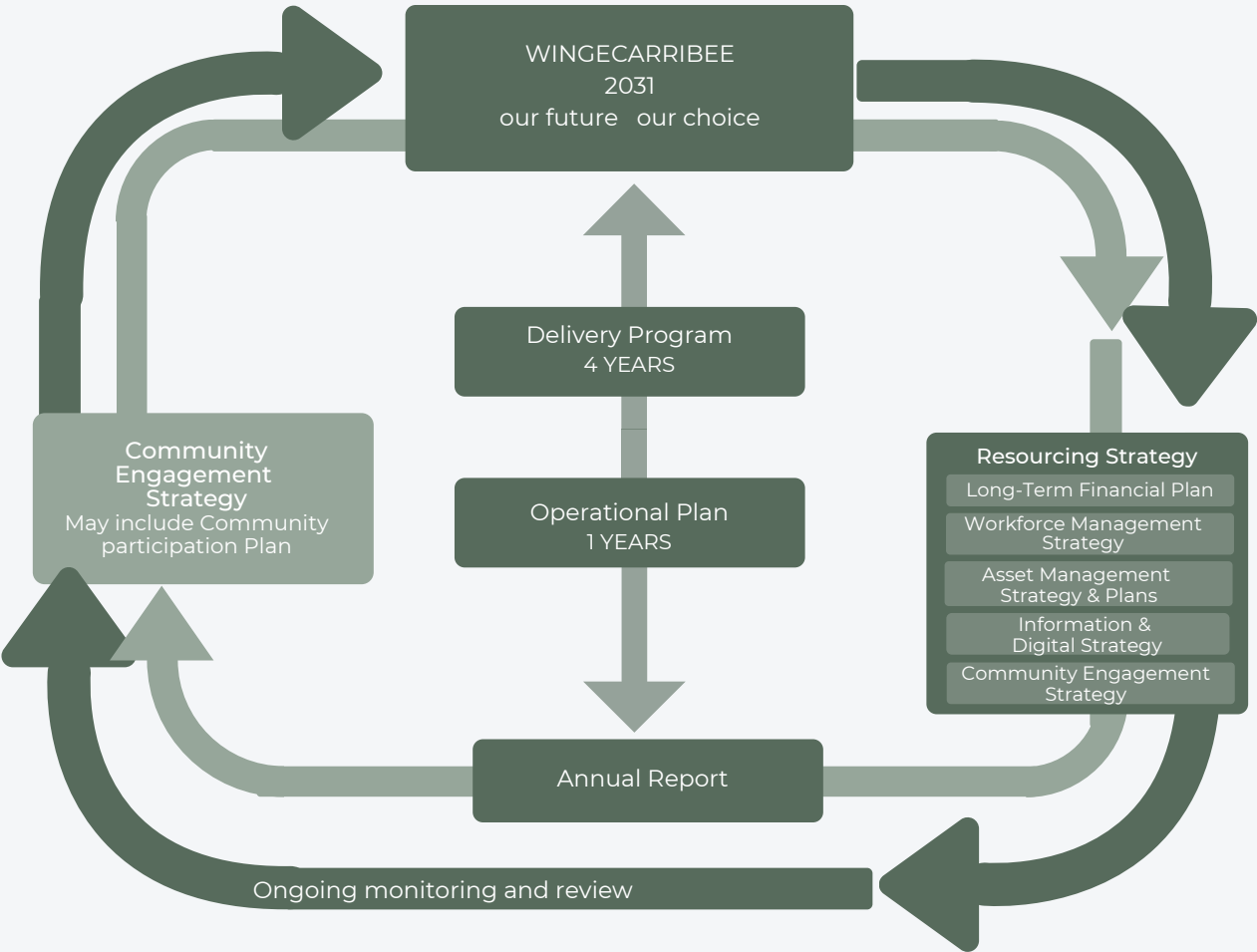
Flooding Events



Integrated Planning and Reporting

All local councils in NSW work within the Integrated Planning and Reporting framework. Council's framework is shown below. The framework recognises that Council plans and policies should not exist in isolation and are strategically linked to the aspirations of the community.

The framework ensures that Council, in partnership with the community, articulates the aspirations of the community in a Community Strategic Plan (CSP) which provides at a minimum a 10-year outlook.



Council's CSP outlines five key themes underpinned by strategies that support the achievement of the community's long-term goals and aspirations. These themes are:

Leadership



People



Places



Environment



Economy



The CSP is supported by a four-year Delivery Program that outlines the actions Council will undertake to achieve the goals of the CSP. In response to the COVID-19 pandemic, the NSW Government decided that the existing Delivery Program for each council will apply for a further 12 months, maintaining the key themes and any activities not yet completed.

An annual Operational Plan is also developed to specifically detail the activities to be performed in, and the budget for, the relevant financial year.

Council's Operational Plans are developed in support of the relevant Delivery Program in order to ensure that Council continues to work towards the actions set out in the Delivery Program on an annual basis.

Further, Council's Resourcing Strategy demonstrates how Council will manage its workforce, finances and assets, information and digital resources to achieve the aspirations and issues identified in the CSP.

To view Council's integrated planning and reporting documents please visit Council's Integrated Planning and Reporting webpage.

TRAFFIC LIGHT ICONS USED FOR ACTION STATUS



Not due to start



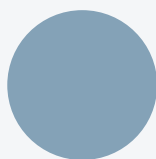
Progressing – on schedule

Project: project deliverables (timeframe, scope, budget etc) on track, approximately 75% underway, no remedial action required

Program: nominated service standards being achieved, approximately 75% underway, no remedial action required

Strategy: recommendations/actions on track, approximately 75% underway, no remedial action required

Business case/commercial entity: projections for income/expenditure on track, approximately 75% achieved or higher, no remedial action required



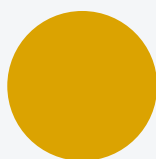
Completed

Project: project deliverables (timeframe, scope, budget etc) on track, approximately 90% complete or higher, no remedial action required

Program: nominated service standards being achieved, approximately 90% complete or higher, no remedial action required

Strategy: recommendations/actions on track, approximately 90% complete or higher, no remedial action required

Business case/commercial entity: projections for income/expenditure on track, approximately 90% achieved or higher, no remedial action required



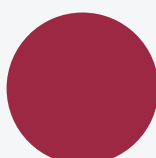
Progressing – behind schedule

Project: project deliverables (timeframe, scope, budget etc) broadly underway, concerns are being addressed and do not require other remedial action

Program: nominated service standards broadly being achieved, approximately 50%, concerns are being addressed and do not require other remedial action

Strategy: recommendations/actions broadly being achieved, approximately 50%, minor concerns are being addressed and do not require other remedial action

Business case/commercial entity: projections for income/expenditure on track, approximately 50% achieved, no remedial action required



Not progressing

Project: project deliverables (timeframe, scope, budget etc) not on track, Council intervention or direction is required

Program: nominated service standards cannot be met, Council intervention or direction is required

Strategy: recommendations/actions cannot be met, Council intervention or direction is required

Business case/commercial entity: projections for income/expenditure will not be achieved, Council intervention or direction is required



Wingecarribee 2031 Community Aspiration

The Wingecarribee Shire is vibrant with strong ethical civic and community leadership, underpinned by meaningful communication, engagement and community participation in decision making. Decisions are made in a respectful and inclusive manner to advance agreed community priorities and our leaders are held accountable for their decisions. Our leadership is responsive to the changing environment at a local and global level. We embrace the ideas of the full spectrum of our community and actively seek out ways to include a diversity of views and input into decision making.

LEADERSHIP SERVICES

Asset Planning & Support

Civic Leadership

Corporate Information

Corporate Relations

Corporate Strategy

Customer Service

Development Services

Economic Development

Employee Services

Financial Services

Governance and Legal

Information Services

Property Services

To achieve this aspiration by 2031, our community goals are:



1.1

Our Council has the trust of the community and well informed decisions are made to ensure long term sustainability of our Shire.



1.2

Council communicates and engages with the community in a diverse, open and inclusive way.



1.3

Developing community leadership, strong networks and shared responsibility for the Shire promotes and enhances community capacity.



LEADERSHIP INDICATORS

Leadership Indicators	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Percentage of formal access applications under the <i>Government Information (Public Access) Act 2009</i> decided within statutory timeframes or as agreed with the applicant	100%	100%	100%	100%	97%	100%
Hours lost due to workplace injury	2,275	539	1,269	2,627	2,751	3,478
Complaints received and recorded in Complaints Register	177	274	126	111	139	159
Compliments received and recorded in Compliments Register	-	104*	93	96	70	78

* Data includes only compliments received between 1 October 2017 and 30 June 2018. Compliments were not formally recorded in a register prior to this.

Customer Service Indicators	
Number of face-to-face customer transactions at the Civic Centre customer service counter*	18,057
Number of views of Council webpages	2,605,350
Number of unique visitors to Council's website	1,139,182
Number of phone calls received by the Contact Centre	94,981
Percentage of calls answered within 30 seconds	39,997
Average call wait time	1m48s
Average call length	3m06s

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

* Customer Service was closed for several months last year due to COVID 19 restrictions

Leadership



Our Year In Review

This year, we took action to re-focus on the future, revitalise our communities, and rebuild a better leadership culture guided by the recommendations of independent reviews commissioned to guide performance improvement across our organisation.

Election postponed pending Public Inquiry

Wingecarribee Shire local government election scheduled to take place on 4 December was deferred until September 2024 due to the Public Inquiry announced on 1 September 2021 by the Minister for Local Government, the Hon. Shelley Hancock.

ARIC Committee Members appointed

On 28 July 2021 we appointed four independent members to Council's new Audit, Risk and Improvement Committee (ARIC), for a three year period from 1 September, to provide independent advice and assurance to the General Manager and Council on matters such as internal and external audit, risk management, control framework, strategic planning and service delivery. An induction was held in November with the Independent Members and Council's Executive Team, and five meetings scheduled for 2022 with the first held on 9 June.

An enhanced leadership culture

We put an elected-member induction and professional development program in place to promote a culture of positive leadership, accountability and governance, and undertook our first quarterly report for newly created Executive metrics during the June quarter. An internal Ombudsman has been established and we have implemented 48 out of 52 recommendations made by an independent Governance and Statutory Obligations review.

Improved transparency

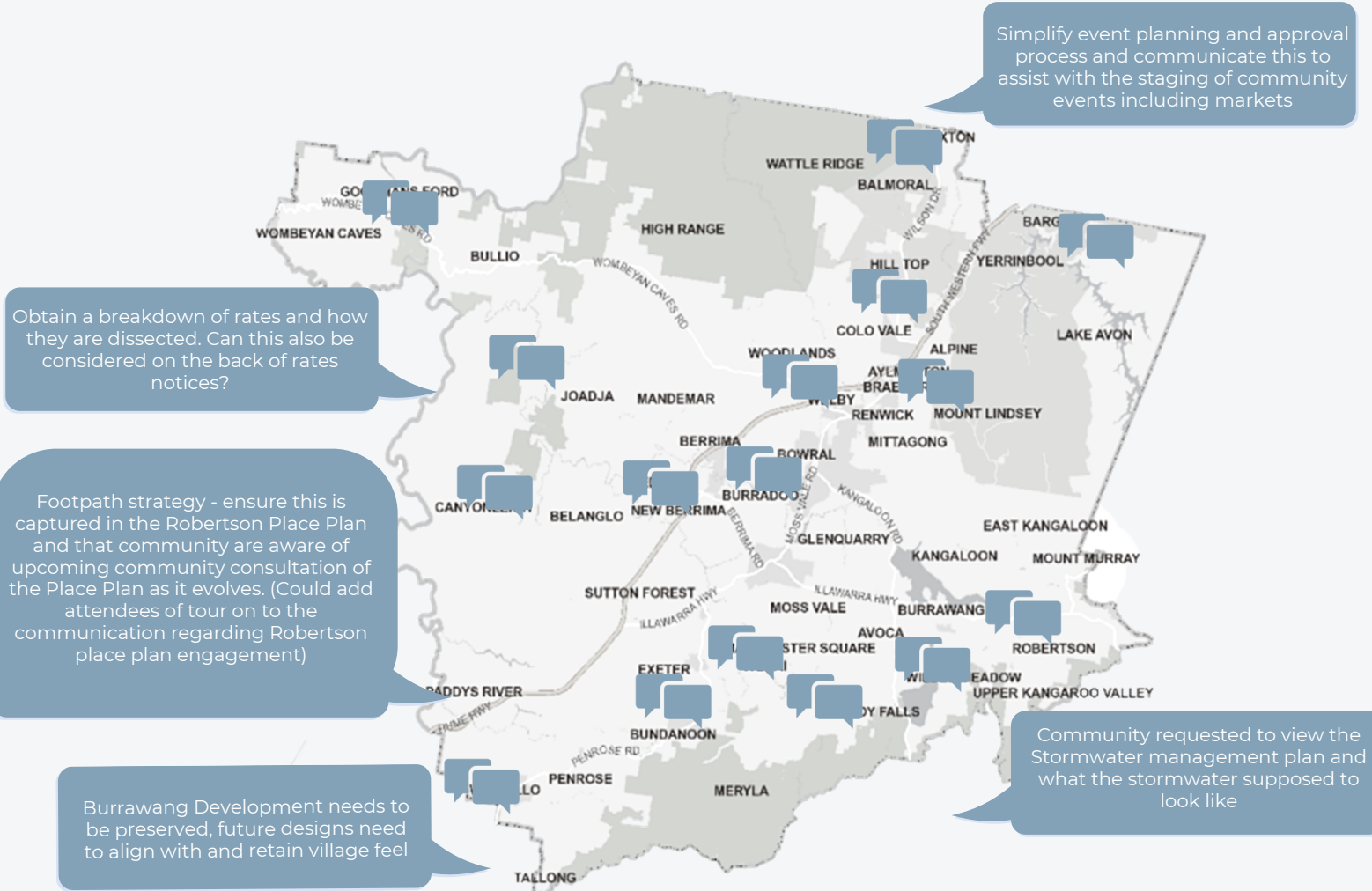
Since suspension of Council we have focused on greater transparency to restore public confidence in Council decisions. We have made more information publicly available on our website and increased timely communication through a variety of channels, including media releases which are also posted to our dedicated online digital Media Centre and corporate Twitter account, a weekly e-newsletter and social posts.

Council Meetings continue to be webcast and amendments were made to Council's Code of Meeting Practice with respect to pre-meeting briefing sessions, workshops and other information sessions. Executive Listening Tours commenced in March 2022 to reconnect with and rebuild rapport with our townships and villages.



Audit Risk Improvement Committee (ARIC)

Executive Listening Tours



8 March - 24 May 2022.



17 Sessions



Representing 24 Villages



Over 230 attendees



Leadership



Efficiencies that put the customer first

We followed through on our commitment to providing our customers with a better experience by working toward transforming the way we do business. We implemented stage two of our five year ICT Strategic Plan toward digital modernisation, including extensive hardware and software upgrades supported by staff training, to improve our service delivery and make our systems more user-friendly. We invested in new technology to achieve accountable and seamless transactions with Council and up-skilled our staff for a new record management system that facilitates scanning of all documents for online access, and will ensure that Council meets our obligations under the NSW State Records Act 1998.

We activated new eServices for improved self-service efficiency, including Electronic Cash Receipting and integration with EFTPOS machines to remove manual transaction errors, Online Rates and Water Payments via our website, new touch screen kiosks, and facility for our customers to apply for and pay for Certificates online.

Mobility has been a priority, enabling our staff to access all Council systems in real time from anywhere, for continuous efficiency when it's necessary to work remotely, and to ensure that updates are available to our customers as they happen. As a result, we were in a position to respond to the impacts of COVID-19 with minimal disruption to the services we offer our community.

Taking service delivery online

We have continued to move more services online for customer convenience.

An upgrade of our website has centralised information and data for community access. To streamline the DA process for our customers, Duty Planner appointments can now be booked online, where relevant information is also provided, so that customers can more easily research simple planning matters.

Council also initiated a staged roll-out of a new Customer Request Management (CRM) System that will enable customers to track the progress of their requests in real time.



Portal Management Team

To improve Development Assessment (DA) timeframes and communication, we introduced the Portal Management team. Coordinated by a project manager responsible for improving collaboration this has successfully expedited processes and reduced backlog and wait times.

Corporate Relations review

We undertook a thorough review of our Corporate Relations Service, including communications to inform the development of an organisational roadmap and restructure. It was resolved on 10 November 2021 that all of the resulting recommendations be implemented by the end of December 2022 and Council has sought relevant expertise in public affairs and reputation management.

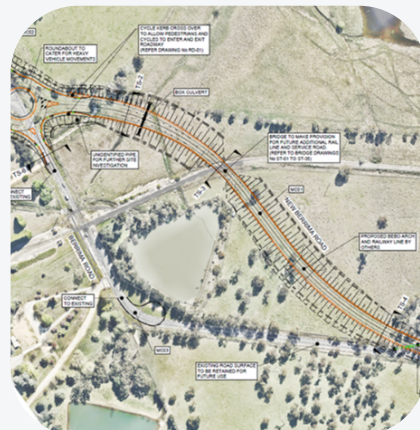
Leadership



Your say made a difference

Strong community engagement through our Your Say Wingecarribee online consultation hub provided valuable idea sharing on important projects including:

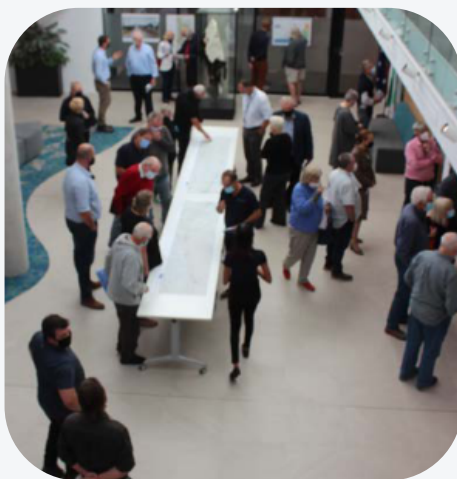
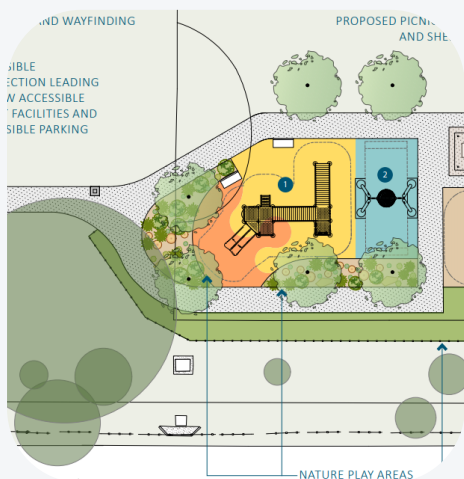
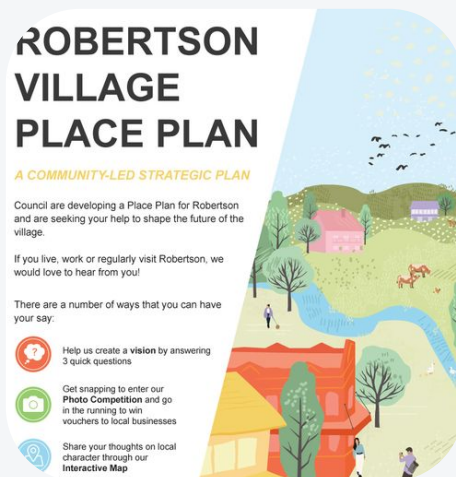
- Moss Vale Bypass
- Draft Penrose Village Park Plan
- Corporate Relations Strategy
- Australia Day Survey
- Code of Meeting Practice
- Robertson Village Place Plan
- Mittagong Cook Street and Moss Vale Church Road
- Disability Inclusion Action Plan
- Fees and Charges Destination Southern Highlands
- Councillor and Staff Interaction Policy
- Media Policy
- Bowral Memorial Hall
- Planning proposal – public exhibitions
- Leases, licences and other property related matters



Policy Reviews

The following policies were reviewed to ensure they remain relevant and effective:

- Draft Financial Reserves
- Draft Feedback and Complaints
- Draft Managing Unreasonable Conduct by Complainants



Destination Marketing



An exciting new digital campaign, designed to set the Southern Highlands apart in a competitive destination marketplace, began in December 2021 and ran through to the end of April 2022.

Goals & Objectives



/ 01

Drive brand awareness



/ 02

Drive traffic to the website



/ 03

Provide clear information



/ 04

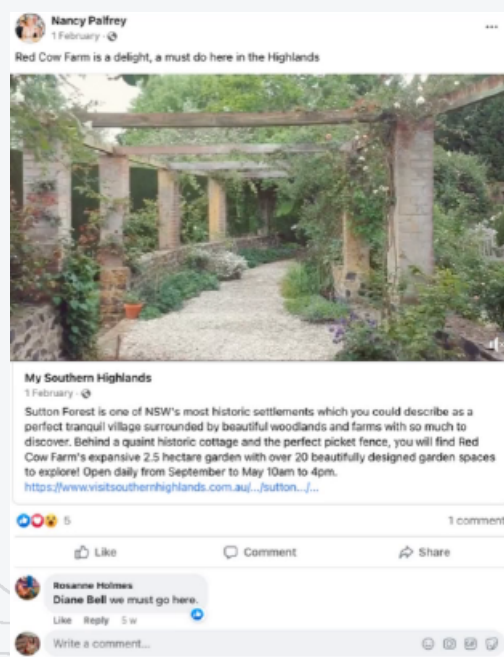
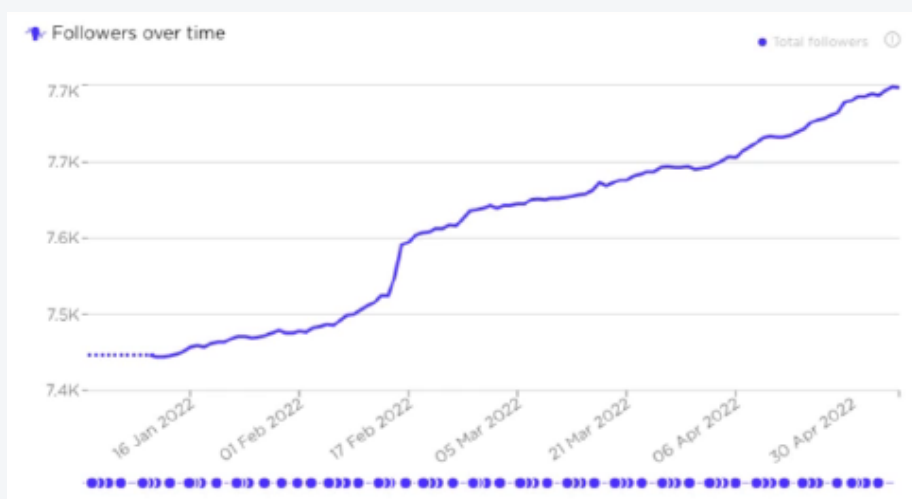
Increase midweek bookings

Reach

- We saw a significant increase in reach across all social accounts
- The Instagram account has reached 249,600 people during the period of the campaign and experienced an increase of 550 followers
- 25k impressions on My SouthernHighlands Facebook
- 1.6M page impressions on SouthernHighlands NSW Facebook















User Shareability and Engaged Users

- We saw local businesses and visitors tagging the accounts at an increasing rate as well as sharing and saving posts
- On Facebook, over two accounts we saw 182 shares which is a 95% increase from last year
- This signifies engagement, relevance and growing interest from the community



Leadership



NUMBER	DELIVERY PROGRAM ACTION	STATUS OF 2021/22 ANNUAL DELIVERABLES
DP01	Develop and implement an elected-member professional development program	 <p>OP001- Coordinate an induction and professional development program for Councillors</p> <p>The induction program for the new councillors was endorsed at the Council meeting on 14 July 2021. Any further action is currently on hold, awaiting the outcome of the Public Inquiry and subsequent announcement regarding an election for Wingecarribee Shire Council.</p>
DP02	Strengthen council's integrated planning and reporting and governance frameworks	 <p>Eleven on track/ongoing</p>  <p>OP009 Coordinate Council's preparations in the lead up to the 2021 Local Government Election</p> <p>As a result of the Public Inquiry into Wingecarribee Shire Council, the Wingecarribee Shire Local Government election has been postponed until September 2024.</p>
DP03	Improve community understanding and awareness of council decisions	
DP04	Develop and maintain an engaged and safe workforce	
DP05	Manage council's whs risk management profile to ensure risks are mitigated	
DP06	Develop and maintain council's organisational development programs	
DP07	Implement actions from council's fit for the future improvement program	
DP08	Ensure council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	 <p>Six on track/ongoing</p>  <p>OP027 Ensure debt recovery activities are consistent with Council's adopted Debt Recovery Policy and guidelines</p> <p>Due to COVID-19 and inclement weather events, debt recovery for the 2021/22 has been postponed until the 4th quarter. Due to these events, Council's overdue rates and charges financial performance indicator may exceed the 5% benchmark set by the Office of Local Government. During the 4th quarter reminder notices were sent to a number of overdue accounts for both rates and water/sewer accounts. This will be back on track for 2022/23 financial year.</p>  <p>OP028 Undertake a review of all Farmland rating properties to ensure they comply with section 515 of the Local Government Act 1993</p> <p>This review is on hold until the impacts from the adverse weather conditions ease and recommence in the 2022/23 financial year.</p>
DP09	Manage council's fleet to ensure that all plant and equipment is appropriately utilised, fit for purpose and cost effective	
DP10	Council's property activities and dealings are undertaken within the community's best interests and within legislative requirements	
DP11	Procurement activities are undertaken to achieve best value while underpinned by a robust ethical framework which enables local supplier participation	

Leadership



NUMBER	DELIVERY PROGRAM ACTION	STATUS OF 2021/22 ANNUAL DELIVERABLES
DP12	Develop and implement enhanced asset management practices	
DP13	Develop and implement business transformation program	
DP14	Enhance customer interaction with council	
DP15	Deliver an information and communication technology service that meets council's business delivery requirements	
DP16	Deliver corporate systems that meet council's business delivery requirements	
DP17	Ensure council services are delivered efficiently and effectively	
DP18	Identify opportunities for regional collaboration	
DP19	Provide quality, timely and accessible information to the community	
DP20	Implement an effective community engagement framework	
DP21	Support council committees and working groups	
DP22	Actively build capacity for community participation in leadership including mentoring and support	
DP23	Develop partnerships and networking with community, government and business	

People



Wingecarribee 2031 Community Aspiration

Our Shire has a strong sense of community, where diversity is embraced and new people and ideas are welcomed. We actively encourage participation in community life where residents feel connected and their contributions are valued.

The wellbeing of the community is enhanced through local service provision, opportunities for active and passive recreation, and a vibrant network of community organisations catering for all stages of life. We work together to build on opportunities to support those vulnerable in our community.

We attract and nurture a diverse, creative and vibrant community. We participate in informal and formal life-long learning to enhance our quality of life. Our people are able to live, work and enhance their knowledge locally.

Aquatic Services

Asset Planning and Support

Children's Services

Civic Leadership

Community Wellbeing

Economic Development

Emergency Management

Library Services

Natural Area Management

Parks and Recreation

To achieve this aspiration by 2031, our community goals are:



2.1 Our people have the opportunity for a happy and healthy lifestyle.



2.2 We are an inclusive community which actively reduces barriers for participation in community life.



2.3 Wingecarribee values and nurtures a diverse, creative and vibrant community.



PEOPLE INDICATORS

People Indicators	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Area of sports fields per 1,000 residents (hectares)	2.4	2.2	2.2	2.2	2.2	2.0
Operating cost of actively maintained land per hectare (\$)	12,702	12,003	12,967	12,701	12,892	13,054
Actively maintained land per 1,000 residents (hectares)	6.3	6.3	6.2	6.2	6.2	5.7
Provision of playgrounds per 1,000 children aged 0- 14	5.7	5.8	6.0	6.0	6.0	6.5

People Indicators	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Total library loans	248,195	247,796	249,873	204,547	200,192	164,529
Library visits	167,225	166,972	160,807*	113,484	74,772**	62,357
Enquiries [^]	-	39,575	33,355	31,425	23,262	27,490
Internet sessions	16,786	14,851	12,432	7,514	3,836	2,282
Wireless sessions [#]	10,589	14,534	13,862	8,200	4,418	4,531
eLibrary downloads [±]	9,815	18,590	30,180	41,473	48,978	47,526
Library website visits	48,867	51,545	51,824	41,948	33,190	40,843

* 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.

**Major reduction in use due to disruptions and restrictions caused by COVID-19 and the closure of the Moss Vale Branch Library for 12 months.

[^] 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.

[#] Wireless sessions commenced in the second quarter of 2016/17.

[±] Download numbers are included in Total Library Loans, and include eBooks, eAudio and eMagazines.

People



Our Year In Review

Community Event Collaborations

Council partnered with the community and business on a range of events including:

- Coordination of the Big Little Laneway Festival in Mittagong as part of the Festival of Place Summer Night program which drew 500 festival-goers to an outdoor public space, and created employment opportunities for 63 people.
- Continued involvement with the 2022 Bowral Classic.
- Youth Week activities including Fantastic Beats at Empire Cinema, Youth Art Mural Day with local artists, Equine Therapy for boys and Hill Top Holiday Day which involved five young people in the planning.
- Planning for NAIDOC Family Day and Flag Raising 2022 in partnership with Gundungurra Aboriginal Heritage Association and Moss Vale Lions Club, following our successful grant application through the Aboriginal Council.

Local Recovery Relief

Our Social Recovery Subcommittee continued to be actively engaged in, and advocate for, the needs of locals in flood and disaster recovery. When Wingecarribee was declared a natural disaster LGA in March, we created a Recovery Hub at Council's Civic Centre to support flood recovery. Council continues to work closely with those affected across our Shire.

A new partnership was developed with Corporate 2 Community, a not for profit organisation which has been successful in sourcing funds in support of disaster relief and building resilience.

Approval of our application to the Black Summer Bushfire Recovery Grant enabled us to commence recruiting in June for a Community Resilience Officer, to support our community for two years.

Bushfire Ready

Planning for hazard reduction burns in Spring was implemented for the protection of our community, works are scheduled for major improvements to Fire Access and Fire Trails, and bushfire awareness programs for the community will be offered in collaboration with the RFS.

We prioritised the health and wellbeing of locals

To ensure that our community receives the best possible healthcare, we partnered with state and community organisations to provide a broad range of health and wellness programs. Council advocated with South Western Sydney Primary Health Network to identify ways of working together to improve services available to the most vulnerable in our community.

Consultations were held about the new Commonwealth-funded Care Finder Program that provides face-to-face navigation support to people seeking aged care services from January 2023. With the Department of Communities and Justice, Bankstown Community Resource Group and Highlands Community Centre, we delivered the Women's Aboriginal Gathering Camp Optimum Experience at Fitzroy Falls to provide an opportunity to connect while promoting wellbeing.

We supported 64 families registered with Dhungung Food Share Program, in partnership with Red Cross and OzHarvest, distributing 600 care boxes with local support and donations from Highlands Community Centre, Aboriginal Affairs, Berrima District Credit Union and Le Bistro Gourmand.

Mindful of the impact of prolonged periods of isolation, we delivered a program of Mental Health Month events for different sectors of our community including online workshops on navigating the lockdown blues, 'Creative First Aid' online wellbeing workshops for creatives, and Corbett Gardens Hearts in the Park.



People



Community Collaborations

We connected community groups with opportunities to bring their creative visions to life, including:

- support for Burrawang School of Arts in their application for a Creative Capital Grant to fund the 2022 & Beyond
- a letter of support to Creative Space Southern Highlands accessible and creative learning hub
- promotion of other funding programs to community groups and organisations including the BDCU Community Foundation, Veolia Mulwarree Trust Community, IMB Community Grants and Wingecarribee Club Grants Category

Aquatic Centre Improvements

Improvements include:

- expansion of the Health Club, now with 714 members and 42 group classes delivered each week
- upgrade of heating systems for the pool hall and swimming pools, now used for hydrotherapy and rehabilitation

Visitation to Moss Vale War Memorial Aquatic Centre increased by 9,436 during the fourth quarter. The Swim School membership increased to record numbers and over 800 students won awards including NSW Swim School of the Year for 2021, and the National Excellence Award for Outstanding Growth at the 2022 Australian Swim Schools National Conference.

We utilised closure periods at our outdoor pools to clean and assess Mittagong Pool post-flooding, paint Bowral Pool and install a disability hoist, and undertake boiler repairs, floodlight upgrades, acid dosing changeover and shade sail installation, for safe operation in peak season.

Moving to an integrated strategy

Our Aquatic Strategy and Sports Facility Strategy have been integrated into a Community and Recreational Facilities Strategy.

This will allow us to better assess supply and demand for Council owned facilities and inform decisions based on the needs of our current and future community, to deliver a sustainable network of social infrastructure across our LGA over the next 20 years. This will be complete in 2022/23.

Open space & sports milestones

Council's commitment to the renewal and upgrade of sport, recreation and leisure facilities across our shire is shown through allocation of \$14M for major capital works including:

- Berrima Campground Amenities Building Renewal
- Lions Park Amenities Building Renewal
- Casburn Park Wingello Upgrade
- Lighting upgrades at Loseby Park Bowral sports field, for completion in July 2022, and Eridge Park Burradoo, for completion in November
- Mittagong Oval Accessible ramp and parking spaces

Local Emergency Management Committee (LEMC)

The LEMC continued to meet throughout the 2021/22 financial year. We held our last meeting on 17 May 2022 to plan updates including all Consequence Management Guides for specific hazardous events, focused on Prevention, Preparedness, Response and Recovery (PPRR) framework and a collaborative response across all agencies.



People

New Animal Shelter Underway

Draft plans are now in place and landscaping is complete in preparation for replacement of the animal shelter at Moss Vale.

Local skills on the rise

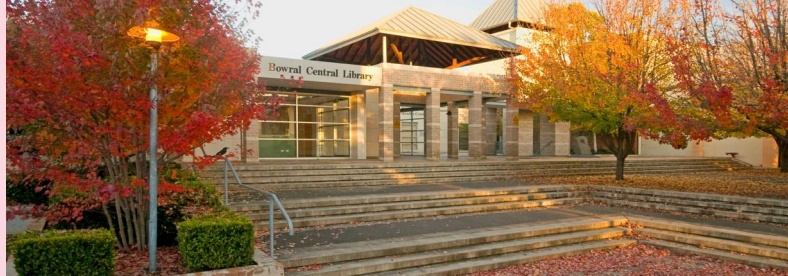
We introduced local businesses to the new University of Wollongong iAccelerate RISE targeted education program, to help local entrepreneurs bring their ideas to fruition by connecting them with practical workshops and a network of regional and international experts.

A Community Services Employers Roundtable was facilitated in May with key service providers in the Aged and Disability sectors, while Wingecarribee Local Jobs Program took a localised approach to connecting job seekers with employers.

Activating our libraries

Family-friendly activations at our libraries were many and varied.

Moss Vale Library participated in the Living Stories Western Sydney competition, opening a prize pool of over \$10,000 to local writers, with regional winners to be announced in July 2022. Easter fun included children's Craft Activity, well-attended storytime sessions, and a series of entertaining and educational Westwords writing workshops with children's author James Roy. Mittagong Library is now running Duplo activity for pre-school aged children, and libraries across our shire once again participated in the annual National Simultaneous Storytime. Australian picture book Family Tree by Josh Pyke was featured and families participating were given a native tree from our Bush Regeneration Team. The Winter Reading Challenge, now in its 10th year has been organised to start on 5 July.



In May 2022, Moss Vale Civic Centre hosted a special information and networking session for Law Week In collaboration with The State Library of NSW, on 'Dealing with NDIS Providers'. Popular Author Talks organised by Friends of the Wingecarribee Libraries resumed with bookings facilitated by our Library webpage.

To make our libraries more inviting for people, we introduced themed displays including Australian Women's History Month and Don't Judge a Book by its Cover. The Louisa Atkinson Room of Bowral Library was restored following extreme weather damage, and mould-damaged shelving at Mittagong Library was replaced with wider shelving. A click and collect service was provided during lockdown periods.

















Caring for our seniors

In collaboration with CTC Robertson, Council is running one-on-one support sessions to assist seniors with digital and smartphone devices incorporating NBN. Our Seniors Festival has been scheduled for 1-12 February 2023, and 3000 hard copies of the Seniors Directory have been distributed across the Shire. Local Emergency Contact Cards were made available to all residents.



People



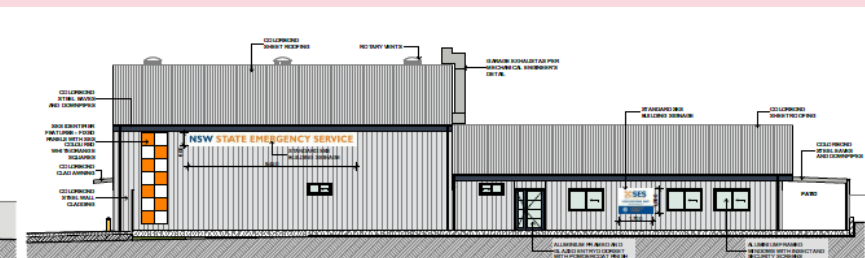
NUMBER	DELIVERY PROGRAM ACTION	STATUS OF ANNUAL DELIVERABLES
DP24	Advocate for improved health services in the shire	
DP25	Partner with community-based organisations in provision of services	
DP26	Partner with state and community organisations to provide a broad range of health and wellness programs to target specific needs of the community	
DP27	Provide access to sport, recreation and leisure services	 Seven on track/ongoing  <i>OP066 Maintain existing sport and recreation facilities to operating service standards</i> Council has not been able to achieve service level standards for the maintenance of Sports field and Open space areas due to wet soil conditions.  <i>Complete Lackey Park Sporting Hub Design</i> The Lackey Park Regional Sporting Hub project is still on hold pending the completion of the Community and Recreational Facilities Strategy.
DP28	Partner with police, business and community representatives to implement the community safety plan	 One on track/ongoing  <i>OP071 - Finalise the review of the Community Safety Plan</i> The review and update of the Community Safety Plan has commenced. Council officers have begun to investigate how Council can re-invigorate and move forward with the Community Safety Plan in a simpler approach for both Council and community. Council officers have commenced development of a project plan.
DP29	Partner with agencies to ensure emergency management processes and procedures are in place	
DP30	Implement public health and safety regulatory programs	
DP31	Assess the changing profile of the shire and prioritise services accordingly	
DP32	Provide children services to support family life	
DP33	Support agencies to implement community programs and initiatives	
DP34	Support agencies to implement community programs and initiatives	
DP35	Support initiatives which enhance opportunities for learning and skill development	
DP36	Provide a range of services and programs through council library service	

People



NUMBER	DELIVERY PROGRAM ACTION	STATUS OF ANNUAL DELIVERABLES
DP37	Implement sector plans that address key barriers to participation in community life	●
DP38	Develop and implement initiatives that support new residents participating in community life	●
DP39	Support intergenerational programs and projects	●
DP40	Support and coordinate a diverse range of community festivals and celebrations	●
DP41	Promote and deliver initiatives which enhance community understanding of aboriginal cultural heritage	●
DP42	Facilitate the promotion of community arts, emerging artists and cultural awareness and activities	●

Southern Highlands Animal Shelter +SES





Wingecarribee 2031 Community Aspiration

We have a strong 'sense of place' where people feel connected to and belong within the network of unique towns and villages.

We value our heritage and preserve what makes our built and natural environment unique. Development is tightly controlled to ensure the integrity of what makes our Shire special is not compromised, while providing a diversity of housing choice for current and future generations.

Our town and village design is sensitive to the local environment and provides safe spaces for people to live, work, learn and play.

We actively encourage the broader provision and use of public transport linkages both within and out of the Shire. Our public transport network is supported by safe, accessible and interconnected shared pathways that encourage people to be active.

PLACE SERVICES

Aquatic Services

Asset Planning & Support

Children's Services

Civic Leadership

Community Wellbeing

Economic Development

Emergency Management

Library Services

Natural Area Management

Parks and Recreation

Compliance

To achieve this aspiration by 2031, our community goals are:



3.1

We have an integrated and efficient network of public transport and shared pathways.



3.2

Wingecarribee has maintained a distinct character and separation of towns and villages.



3.3

Our built environment creates vibrant and inviting public spaces.



3.4

Local business is supported through a connected community.



PLACE INDICATORS

Places Indicators	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Construction certificates issued	521	438	363	297	353	265
Development applications approved	934	985	995	722	1229	890
Subdivision certificates approved	79	92	77	57	69	42
Sealed road network re-sealed annually (%)	7.9	9.1	3.3	7.2	6.8	4.2
Unsealed road network re-sheeted (%)	5	6	10	4	5	9
Unsealed road network maintained (maintenance grade) (kms)	207	200	205	206	220	160
Footpath maintained annually (carriageway kms)	10.08	13.6	15.6	16.2	11.5	13.4
Shared paths and cycle paths repaired (lineal metres)	4,410	3,311	1,640	4,456	6,859	8,684
Footpath installed annually (lineal metres)	1,420	1,100	500	203	810	671
Shared paths and cycle paths installed annually (lineal metres)	450	320	0	0	420	415





Keeping the green between

A key focus of Council's Local Environmental Plan and Development Control Plans is keeping the green between our towns and villages. In line with our place-based approach to planning that retains the character of our Shire's towns and villages, Council adopted the Wingecarribee Local Strategic Planning Statement in July 2021.

Systems improvements are underway over the next 12 months to achieve greater consistency in planning advice and outcomes for applicants.

Community-led vision for growth

Work progressed with the Robertson Village Place Plan in close consultation with the local community, reflecting Council's commitment to ensuring that growth is managed in a way that is in-keeping with community expectations and preserves local character and sense of place. We commenced with the Bowral Town Centre Master Plan to enhance the experience of a gateway town to the Highlands.

Council updated our website to promote local heritage and provide information to the community, development industry and real estate agents on how to protect it.

A major review of heritage items across our Shire was undertaken to inform our heritage education and recognition program.

A draft heritage study reported to the Local Planning Panel will guide our Planning Proposal to significantly improve and protect significant sites, places and buildings within the Shire.

We created the new role of Place Liaison Officer, dedicated to meeting the needs of our townships and villages, by facilitating constructive, two-way communication and collaboration between Council and our valued Village Associations and Community Groups.

Meeting local housing needs

We completed significant work in implementing our Local Housing Strategy toward ensuring our current and future community's housing needs are met. Council commenced infrastructure assessment for the first new living area, reviewed medium density housing controls, and worked with local housing providers to increase stock of social and affordable housing in our Shire.

To ensure that planning controls allow for diversity of housing choice, we commenced a review in consultation with community and industry in June 2022.

Connecting our shire

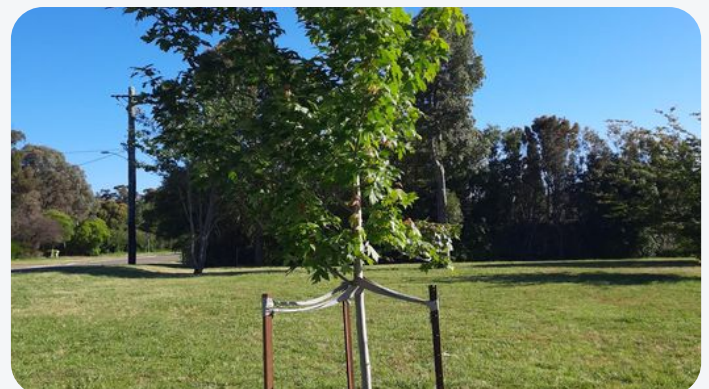
We've commenced development of a Wingecarribee Shire Integrated Transport Strategy to complement the Local Housing Strategy to ensure accessible, efficient and interconnected public transport for moving people around our Shire.

Improved Footpaths

We undertook programmed renewals and repairs of pathways including footpath and cycleways on Highland Drive, King Ranch Drive, Robinia Drive and Boardman Road, Bowral. All Pathway Maintenance Customer Requests were actioned within 14 days. Projects to improve links between transport hubs included Penrose Road footpath link, Wilson Drive, Balmoral footpath link, Station Street, Bowral pavement rehabilitation, and Old South Road renewal and upgrade.

Revitalising urban streets with trees

We planted 76 shrubs in East Bowral to replace dying hedge and 67 trees were planted across Moss Vale, Bowral, Burradoo, Bundanoon, Renwick, Exeter, Colo Vale, Braemar and Balaclava.





Bowral Memorial Hall

Momentum ramped up on transformation of this local landmark with works now moving into fit-out. Structural deficiencies not identified in the design necessitated remediation work.

Roadworks for safer travel

To provide people with better roads and safer travel, we partnered with agencies to deliver a program of upgrades, renewals and maintenance, including.

- Safety improvements to Eridge Park Road, Bowral, Woodlands Highway and Mt Broughton
- Resurfacing of Boardman Road, Bowral
- Reconstruction of Old Hume Highway, New Berrima
- Regional Road Gravel Re-sheeting
- Unsealed road grading and repairs across the shire
- Delivery of renewal projects in partnership with Transport for NSW, paid for in part by various funding schemes, including: Old South Road, Wombeyan Caves Road, Burrawang Creek Bridge, Ritters Creek Bridge, Diamond Fields Creek Bridge and Merrigang Street Bridge.

Road Maintenance Customer Requests were typically actioned within 28 days despite volume increasing due to extreme weather events.

Water and sewer service

We progressed with delivery of our Water Cycle Management Strategy, investing over \$10M in the water supply network, with further projects to be implemented within our 2022/23 Capital Program.

Upgrades to sewage treatment plants progressed with tender submissions underway for Bowral, the Moss Vale design process at 90%, and Mittagong in the early stages of design. Tender submissions are underway for Bowral Sewage Treatment Plant upgrade and the Moss Vale upgrade design progressed to 90%.

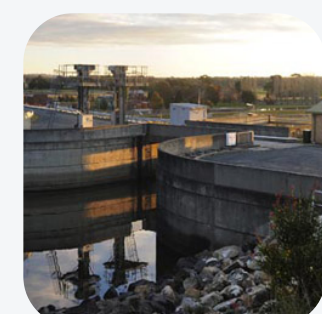
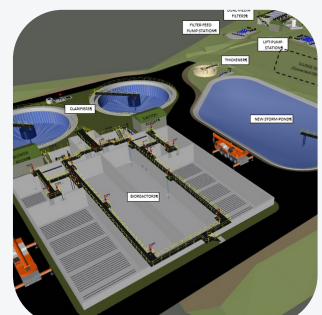
Stormwater management

Reactive maintenance is being undertaken in addition to programmed maintenance of our draining network, responding to 266 customer requests within a 3 month period. \$4.8M was invested in capital renewal and upgrade of the stormwater network, including Prince St, Jasmine St, Spring St and Station St.

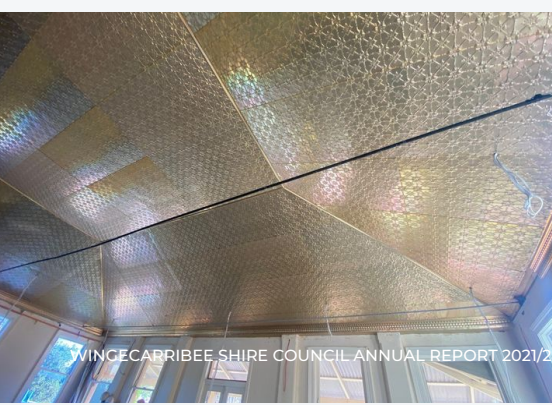
We completed a Wingecarribee River Flood Study and implemented improvements to Retford Farm and Bowral Golf Course basins. In Moss Vale, drainage works were completed at Mt Ashby/Nowra Road Culvert, 1 and 5 Nowra Road Culvert, and 674 Nowra Road Culvert.

Extensive testing of water quality was carried out on a weekly basis, at 56 sampling points across 28 storage reservoirs, to ensure water quality compliance with the Australian Drinking Water Guidelines (ADWG) and NSW Health requirements. Further field sampling from across the water supply network, conducted by our Water Reticulation Team to ensure the safety and wellbeing of our community, returned a water compliance rating of 99.7%.















With dams at over 100% capacity, a Dam Safety Emergency Plan has been drafted, with modelling to be completed.




Bowral Memorial Hall





NUMBER	DELIVERY PROGRAM ACTION	STATUS OF ANNUAL DELIVERABLES
DP43	Undertake advocacy activities to further the development of an integrated public transport network	 <p><i>OP097 - Work with key agencies and utilise road network modelling and existing strategic documents to develop an integrated Transport Strategy</i> The development of a Wingecarribee Shire Transport Strategy has been identified as a critical requirement in ensuring the effective and sustainable management of the Shire's transport network.</p> <p>The Transport Strategy will integrate with the recently adopted Wingecarribee Local Housing Strategy and also involve liaison with other transport authorities.</p>
DP44	Provide infrastructure linkages between public transport hub	
DP45	Promote public transport options and linkages across the shire	 <p><i>OP099 – Plan and implement the Recreational Pathways Strategy</i> On hold- Funding has been revoked to the 22/23 FY</p>
DP46	Expand our network of footpaths and cycle ways to improve connectivity of the Shire	 <p>Three on track/ongoing</p>  <p><i>OP100 – Review Council's Pedestrian Access Mobility Plans</i> Council has Pedestrian Access and Mobility Plans (PAMP) prepared for all towns and villages in the Shire. These plans are over 10 years old and so a review and update of the documents is required. Due to resourcing difficulties, no progress has been made on this item. The delivery of updated PAMPs is to be an objective for 2022/23.</p>
DP47	Partner with agencies to advocate for improved transport services	
DP48	Provide a rigorous planning assessment framework which reflects state legislation and council's adopted land use strategy to ensure appropriate development outcomes	
DP49	Review and prepare planning strategies, policies and studies that retain the character of the shire's towns and villages	
DP50	Implement initiatives that promote and protect cultural heritage	
DP51	Implement a program of towns and village centre improvements	 <p>One on track/ongoing</p>  <p><i>OP111 – Continue to develop the Bowral CBD Master Plan</i> No progress has been made on this matter in the 4th quarter.</p>
DP52	Deliver the urban street tree implementation plan	
DP53	Provide and maintain high quality community facilities across the shire	
DP54	Undertake the redevelopment of Bowral memorial hall	 <p><i>OP119 – Deliver the Bowral Memorial Hall refurbishment works</i> The Bowral Memorial Hall project is progressing well with construction momentum now ramping up. The project still continues to endure latent site conditions and structural deficiencies that were not identified in the design.</p> <p>The stage re-design variation along with the capturing costs associated with structural remediations will be brought to Council next quarter. Works are now moving into fitout as the final structural elements are being finalised.</p>



NUMBER	DELIVERY PROGRAM ACTION	STATUS OF ANNUAL DELIVERABLES
DP55	Effectively plan for and deliver on the diverse needs of people with a disability	
DP56	Ensure planning controls allow for diversity of housing choice	
DP57	Partner with agencies to plan and deliver a program of road upgrades, renewals and maintenance	
DP58	Implement a long-term solution for the use and disposal of roadside spoil	
DP59	Review and implement water master plan	
DP60	Review and implement sewage treatment plant upgrade strategy	
DP61	Improve stormwater management across the shire	
DP62	Undertake drinking water quality management	
DP63	Ensure the integrity of water and sewer infrastructure	
DP64	Ensure regulatory compliance of sewerage infrastructure	
DP65	Facilitate and advocate for enhanced access to telecommunication networks	

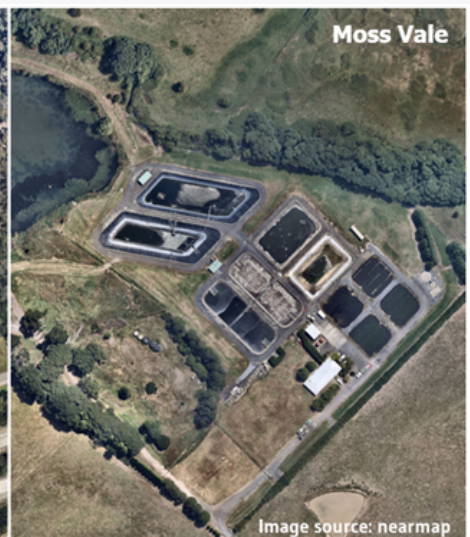


Image source: nearmap



Wingecarribee 2031 Community Aspiration

Our unique natural environment is valued, protected and enriched. The health of local waterways and air quality is enhanced and there is a greater reliance on renewable energy and waste is minimised.

We are leaders in sustainable living and our rural landscapes are productive and preserved. Our wildlife corridors are actively managed and the Shire's natural assets are protected through programs which engage and encourage community partnerships and participation in initiatives which preserve our native flora and fauna.

To achieve this aspiration by 2031, our community goals are:

Environmental Services

Development Services

Economic Development

Environment Services

Natural Area Management

Regulatory Compliance

Strategic Land Use Compliance

Waste Management



4.1 Wingecarribee's distinct and diverse natural environment is protected and enhanced.



4.2 Sustainable living practices are actively encouraged.



4.3 Wingecarribee achieves continuous reduction in waste generation and disposal to landfill.



4.4 Wingecarribee addresses, adapts, and builds resilience to climate change.



ENVIROMENT INDICATORS

Environment Indicators	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Bushcare and Landcare participants (groups)	17	17	17	18	15 (active)	12
Community volunteers environmental work (hours)	3,237	3,786	3,905	2,021*	1573****	1057*****
Native trees and shrubs planted on public land and established native plant species	14,712	13,383	10,807	3,300**	4,994/2,200 Public Land / private land	5199*****
Bushcare group work sessions	179	201	179	50*	137****	49*****
Domestic recycling diverted from landfill (tonnes)*	5,345	5,857*	4,276*	3,785	3,988	4,347
Putrescible total (tonnes)	12,284	12,084	12,124	12,348	12,428	11,732
Green waste (tonnes)	9,256	8,380	8,518	9,075	9,855	12,733
Onsite sewerage management system inspections	350	301	300	269	300	301
Notices/infringements issued	21	28	44	115+	135	64
Food shop inspections#	409	279	338	265	232	248
Workshops in the correct operation of wood heaters	1	2	0*	0***	0***	0***

* Program affected by drought, bushfires, and COVID restrictions

** Plantings affected by drought

*** No workshops were held as a series of advertising and promotion campaigns were conducted instead.

**** Program affected by COVID restrictions

***** Program affected by COVID restrictions and La Nina rain events

This figure includes both routine inspections and subsequent reinspections.

Council's greenhouse gas emissions over time							
Emissions from Council operations (excluding wastewater treatment) (TCO ₂ -e)							
Emission Scope	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Scope 1	2,810	2,771	2,834	2,836	2,624	2,629	2,446
Scope 2	9,039	8,705	8,518	8,394	8,556	8,992	8,641
Scope 3	3,485	3,451	3,077	2,519	2,422	2,474	2,463
Subtotal	15,334	14,927	14,429	13,749	13,602	14,095	13,551
Wastewater treatment fugitive emissions (TCO ₂ -e)*							
Emission Scope	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Scope 1	7,761	10,033	6,685	6,465	7,399	10,644	14,517
GRAND TOTAL	23,095	24,960	21,114	20,214	21,001	24,740	28,068



Environmental Policy and Strategy Updates

A thorough review of our internal environmental assessment process was triggered by changes to the NSW State Environmental Planning Policy 2021 and changes have been implemented.

Community engagement commenced for drafting of an updated Environment and Climate Change Strategy as a central pillar.

An Emission Reduction Plan was written with a target of Net Zero emissions by 2030 and will result in cost savings and future proofing.

Spotlight on sustainability

In support of sustainable farm management, we partnered with Local Land Services at two Rivers of Carbon field workshops for rural landholders. Our Sustainable US Framework delivered Schools Environment Day, an EnviroMentor program, Solar My School promotions, a Greener Footprint Fair and a Green Caffeine reusable cup scheme has attracted over 1000 members since its launch in April.

We collaborated with WinZero to identify opportunities to create trial Net Zero Homes, providing assistance for residents to retrofit their homes for energy efficiency, and textile recycling bins were installed at our Resource Recovery Centre and promoted to the community.

Council committed to adopting the Climate Wise program and SIM table, an education tool to assist community members with developing emergency response plans.

Prioritising natural assets

Our active Bushcare program was implemented across 59 reserves and management sites, focused on regeneration and control of environmental weeds. The Bushcare Volunteer Program resumed following a recess due to COVID-19, now with 12 active groups and approximately 150 volunteers. Two training workshops were delivered on best practice bush regeneration.

Using funds from the NSW Environmental Trust we completed rare flora surveys to provide important information about the impacts of climate change and bushfire on the land.

New vegetation maps for the Shire have been published in a State Vegetation Type Mapping tool which offers a Trees Near Me App the community can use to identify suitable plant species for planting on their property.

Council completed our rabbit control program at East Bowral reserves and Pindone baiting for Hammock Hill reserve.

Cultural backburns

We were successful in our bid for a grant under the State's Building Local Economic Recovery (BLER) fund for the Indigenous Cultural Burning Project and have commenced detailed environmental assessments and archaeological studies in preparation.

Recovery projects for threatened species

We collaborated with the NSW Government on programs to conserve local wildlife and flora including:

- Glossy Black Cockatoos
- Eucalyptus Macarthurii
- Persoonia Glaucescens
- Phyllota Humifusa
- Eucalyptus Aquatica

Council has secured grant funding of \$600,000 over 4 years to continue the Award-winning Southern Highlands Koala Conservation Project.

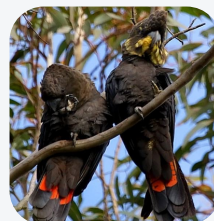


Image: David Cook





Land for Wildlife

To encourage conservation on private land, Council offers Private Conservation Agreements, a Habitat and Wildlife Program and a Land for Wildlife network which works closely with large landholders who conserve around 4,000 hectares voluntarily for wildlife. Properties participating in our Land for Wildlife program represent 7% of our Shire's vital Koala habitat and 22 new applicants were secured this year, taking the total of local landowners involved to 180. Council contributed 1000 Koala Feed trees to these landholdings, and in an agreement with Wariapendi Native Nursery in Colo Vale, we have made a regular supply of the trees available for purchase, with all profits going back to Koala carers.

Promoting pollution reduction

In March and May 2022, we delivered our two, annual pollution reduction campaigns to educate our community on ways to reduce smoke pollution from wood burners, fire pits and burning off green waste, as well as rules around backyard burning. Workshops were held during National Recycling Week in November, including recycling 101, advanced recycling, and recycling food waste.

Council connected 200 local school children and teachers with outdoor environment group Bird Life Southern Highlands, Water NSW and JR Richards for Schools Environment Day in May, at Camp Wombaroo. We delivered presentations to Oxley College on the local water cycle, and to Hill Top Public School, on the localised effects of climate change and opportunities to reduce our impacts.

A newsletter tool bag was developed for builders and certifiers to address waste security, and proactive targeted patrols to building sites ensured awareness and compliance.

Plastic Free July

Responding to pandemic restrictions, we took our four, Plastic Free July workshops online. A four part video series was developed for social media, e-newsletter and our website, and part of our Lunch and Learn series focused on zero waste by promoting practical ways to live plastic-free. We ran additional online workshops during National Recycling Week in November, including recycling 101, advanced recycling, and recycling food waste.

Energy Initiatives

Doing our part to become more energy smart, we completed an LED lighting upgrade at Moss Vale Aquatic Centre and installation of a 100Kw solar PV system on the Civic Centre, funded by Council Revolving Energy Fund. Smart electricity metres were installed across the majority of our sites.





NUMBER	DELIVERY PROGRAM ACTION	STATUS OF ANNUAL DELIVERABLES
DP66	Manage public natural assets	
DP67	Maintain and build high value environmental lands and corridors	
DP68	Ensure the impacts of development on biodiversity are assessed, monitored and mitigated	
DP69	Build community partnerships and education programs to reduce pollution	
DP70	Reduce the impact from council infrastructure and operations	
DP71	Develop and implement policies that support health, environment and sustainability outcomes within council and across the shire	
DP72	Implement planning controls that protect the shire's natural resources	
DP73	Advocate to state and federal government to ensure planning controls, plans and proposals reflect community priorities	
DP74	Develop partnerships with community and agencies to identify, - update and maintain awareness of key natural resources	
DP75	Implement community awareness programs that promote sustainable living	
DP76	Develop partnerships and networks to leverage off existing programs	
DP77	Implement state government regulations	
DP78	Advocate and educate for improved development outcomes	
DP79	Support the establishment and expansion of businesses that produce goods locally	
DP80	Promote and encourage waste minimisation and recycling	
DP81	Implement strategies to reduce illegal dumping	
DP82	Manage the resource recovery centre in accordance with environmental protection authority licence and ensure efficient and cost-effective operations	
DP83	Develop and implement a council waste strategy and policy	
DP84	Implement strategies to improve energy management	
DP85	Undertake initiatives that increase awareness and encourage water, energy and waste reduction	
DP86	Implement strategies to address the impacts of climate change	
DP87	Improve resource and energy efficiency at council facilities and monitor carbon emission	
DP88	Encourage carbon reduction across the Shire	



Wingecarribee 2031 Community Aspiration

We harness the economic potential of the area by building on the intrinsic advantages of the Shire. Our primary industries are thriving through the protection of good quality agricultural land, water and the environment. We broaden our economic base to provide a variety of jobs locally while embracing and capitalising on technological advancements. Our sustainable economy attracts and retains people to live and work in the area.

We encourage creativity and innovation in the expansion of 'clean' industries in the Shire. Local training and development opportunities are tailored to complement the skillsets required by current and future local employers.

To achieve this aspiration by 2031, our community goals are:

ECONOMIC SERVICES

Economic Development

Development Control

Tourism and Events

Southern Regional Livestock Exchange



5.1

Our Shire attracts people to work, live and visit.



5.2

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



5.3

We support the productive use of our agricultural land and promote our diverse and thriving local agriculture industry and its right to farm.



5.4

Local business is supported through a connected community



ECONOMIC INDICATORS

Economy indicators	2016/17	2017/18	2018/19	2019/20*	2020/21	2021/22
Accommodation bookings/commission through the Welcome Centre (\$)	25,628	30,298	47,021	54,612	56,471	47,983
Commission from events ticketed through the Welcome Centre (\$) ^	3,041	4,044	3,273	1,545	845	2,106
Visitation to the Welcome Centre	61,907	57,653	55,603	32,506	41,812	17,819
Tourism website hits*	286,657	354,370	559,340	275,685	387,657	478,720

YEAR IN REVIEW

Southern Highlands Escape

The 2021-22 Southern Highlands Escape is Destination Southern Highlands new annual publication, which has been expanded to include tourism, lifestyle and business services. The new style incorporates consumer information with the addition of living in the Southern Highlands, making it a publication catering to visitors and locals.

It will be distributed in July 2021 to:

- Council's Southern Highlands Welcome Centre and Civic Centre
- 160 Information Centres throughout NSW
- Destination NSW and Tourism Australia offices, both here and overseas
- Fulfilment of information requests via Destination Southern Highlands
- Local accommodation houses and venues
- Promotional packages for special interest groups, weddings and conferences
- Included in Welcome Packs available for businesses and residential enquiries
- High visitation locations throughout the Southern Highlands, including (but not limited to) cellar doors, speciality shops, attractions, etc.
- All advertisers

Destination Strategy

Southern Highlands Destination Strategy 2020-2030 was developed to provide a roadmap for Wingecarribee Shire Council to move forward with strategic planning and actions for Tourism and Economic Development for the next 10 years. It is the first to combine both Tourism and Economic Development into one plan and identify increased opportunities across tourism and attractions, agribusiness, equine, professional business services, creative industries, healthcare, advanced manufacturing and education. Through these combined opportunities the Southern Highlands can create new jobs which will attract young families to the area and help to rebalance our demographics into the future.

Our economy will become more diverse, we will grow whilst protecting the unique character of our region.





Local Economic Development

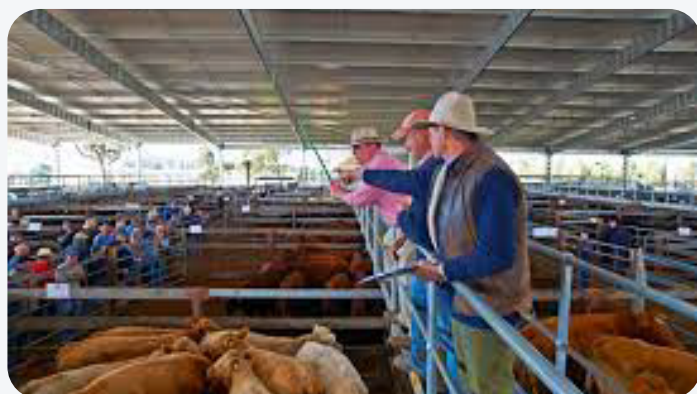
Following the impacts of bushfires and COVID-19 on local businesses in 2020, Council waived its Industry Partnership Program fees for 2021/22. As the business sector recovers, a revised program which offers new initiatives and benefits for industry commenced in January 2022.

Council has continued an economic recovery campaign with a particular focus on retailers and tourism operators aimed at encouraging the purchase of good and services of local business that are operational but experiencing difficulties.



Southern Regional Livestock Exchange

The Southern Regional Livestock Exchange (SRLX) remained functional during COVID-19 restrictions. Though output at the facility has been down compared to previous years, which is due to several factors, such as producers restocking after drought conditions have improved.



Works are proceeding with the redevelopment of the SRLX, which is being delivered though funding secured from the NSW State Government. The upgrades will improve user safety, animal welfare, efficiency of use, biosecurity and productivity.

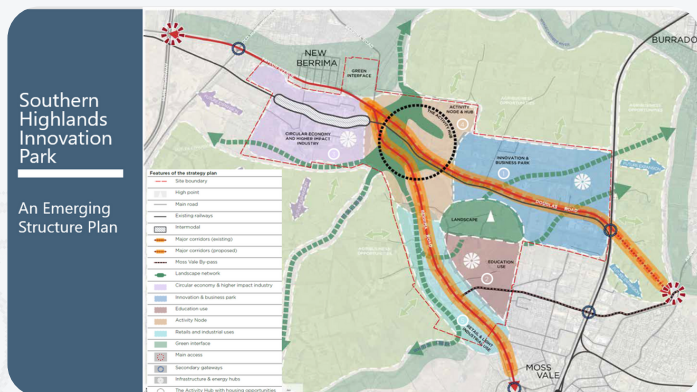


Promoting the Southern Highlands














Destination Southern Highlands' major marketing campaign was Pie Time 2022. Local business participation was encouraged, providing marketing opportunities during what typically is an off-season period for the Southern Highlands. The number of pies sold across the many participating businesses for the month of June was in excess of 75,000.

Southern Highlands Innovation Park

Following the adoption of the Destination Strategy, Council has commenced work on Stage 1 of a Master Plan for the Southern Highlands Innovation Park (SHIP). The Master Plan will provide clearer direction on the future of the SHIP and provide greater certainty to industry in the provision of infrastructure and services.





NUMBER	DELIVERY PROGRAM ACTION	STATUS OF ANNUAL DELIVERABLES
DP89	Support regional activities and partnerships to broaden and promote the range business and industry investment	
DP90	Build on partnerships that increase and broaden local employment opportunities	
DP91	Ensure tourism development assessment is based on quadruple bottom line principles (i.e. Considers environmental, economic, social and governance factors)	
DP92	Promote the southern highlands as a world class tourist destination	
DP93	Develop and implement marketing and promotional activities to promote the southern highlands	
		 <i>OP192 - Provide an enhanced partnership and services program to the local community</i> Partnerships are not being pursued.
DP94	Explore options to progress moss vale enterprise zone	
DP95	Support the establishment and expansion of clean industries	
DP96	Manage the operation of the southern region livestock exchange	
DP97	Ensure development does not impact on viable primary production and food security	
DP98	Facilitate programs and networks that support and strengthen business development	
DP99	Support initiatives that provide opportunities for business mentoring and connection	
DP100	Support regional economic development initiatives	

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 2021 and any other legislation which requires information to be included in this report.

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.

Council's annual report must include details or a summary of resolutions made during the relevant financial year concerning work carried out on private land and details or a summary of such work if the cost of the work has been fully or partly subsidised by Council, together with a statement of the total amount by which Council has subsidised any such work during that year.

Private works	Summary or details of work	No. of works	Total costs	Owner contribution	Council contribution
General fund	General private works	-	-	-	-
Water fund	Water main works	23	\$137,466.28	\$178,458.87	-
Sewer fund	Sewer main works	55	\$215,962.85	\$270,582.93	-

CONDITION OF PUBLIC WORKS

2021/22 Capital Works Projects Expenditure

Works	Expenditure
Community and operational buildings	\$1,546,000
Roads and related assets	\$16,951,374
Footpaths and cycleways	\$1,040,000
Stormwater drainage	\$3,545,000
Water network	\$7,654,000
Sewer network	\$3,290,000
Parks, reserves and sports fields	\$725,000
TOTAL	\$34,751,000

Source: Note C1-8 General Purpose Financial Reports
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.

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 2021 to 30 June 2022.

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 \$2,500,000.00
Design Services for Four Bridges	Pitt & Sherry (Operations) Pty Ltd	\$281,285.40
Purchase of a Wheel Loader	Construction Equipment Australia	\$281,843.10
Old South Road Watermain Extension	SJ Plumbing Industries Pty Ltd	\$1,253,840.00
Wombeyan Caves Road Restoration Works	Civil Constructions Pty Ltd	\$5,611,141.00
Supply of 1 (one) Vacuum Jetter Truck	KOR Equipment Solutions Pty Ltd	\$577,016.00
Annual Raw Water Supply from Wingecarribee Dam	Water NSW	\$1,500,000.00
Water Main Renewal - Exeter NSW	Killard Infrastructure Pty Ltd	\$822,605.00
Councillor Portal and Intranet	WebVine Consulting Pty Ltd	\$165,825.00
Legal Services Panel	Panel of 9 Contractors	\$1,500,000.00
Sewer Manhole Renewals 2021-22	Carve Earthworks & Construction Pty Ltd	\$218,775.00
SPS BW16(E5) Upgrade	Gongues Constructions Pty Ltd	\$402,406.40
Moss Vale Bypass Design – Stage 1	MU Group Consulting Pty Ltd	\$1,562,628.85
Roadside Mowing	GLG Greenlife Group Pty Ltd	\$179,265.04
3 Year Enterprise Licence Agreement for ESRI Software	ESRI Australia Pty Ltd	\$181,500.00
Fire Safety System Servicing	Shunique Pty Ltd	\$264,010.30
Bushfire Tree and Green Waste Processing	Panel of 3 Contractors	\$4,801,308.60
Water & Sewer Renewal - Kirkham Street, Moss Vale	Killard Infrastructure Pty Ltd	\$1,254,220.41
Bong Bong Common Masterplan – Design	Phillips Marler	\$375,139.00
SPS BU8 Rising Main & Emergency Storage Tank	Killard Infrastructure Pty Ltd	\$540,748.06
Tree Maintenance Services	Panel of 6 Contractors	in excess of \$1,500,000 per year
Wingecarribee Animal Shelter and SES - Design	Figgis & Jefferson Tapa Pty Ltd	\$398,488.32
Community and Recreational Facilities Strategy	Tredwell Management Services	\$164,786.00
Asphalt Concrete Works – Eridge Park Road, Burradoo	Fulton Hogan Industries Pty Ltd	\$758,284.89
Asphalt Concrete Works – Mt Broughton Road, Werai	Roadworx Surfacing Pty Ltd	\$185,392.15
Asphalt Concrete Works – Old Hume Highway, Berrima	Roadworx Surfacing Pty Ltd	\$520,789.79
Water Main Renewal - Station Street, Bowral	Killard Infrastructure Pty Ltd	\$364,530.10
Sports Lighting Upgrades, Bowral NSW	Matthew Burke Electrical Pty Ltd	\$583,127.23
Waste Water Reticulation System Relining Package	Kawalewski Plumbing Pty Ltd	\$236,517.00
Water Main Renewal – Belmore Street, Mittagong	Infrastructure Renewal Services Pty Ltd	\$171,930.00
Construction of Seven Bridges – Separable Portion 2	Brefni Pty Ltd	\$1,049,033.00
Colo Vale Water Main Distribution Pipework Upsizing	Killard Infrastructure Pty Ltd	\$355,169.24
Stormwater Drainage and Carpark Construction – Station Street, Bowral	Zivil Earthmoving Pty Ltd	\$767,145.76
Supply of InQuick Integral Bridge – Old South Road	InQuick Pty Ltd	\$196,350.00
Construction of Seven Bridges – Separable Portion 1	Bridge & Civil Pty Ltd	\$1,714,563.40
Printing & Distribution of Notices - Rates & Water Billing	Print Mail Logistics Limited	in excess of \$200,000.00

CAPITAL EXPENDITURE REVIEW

Capital Expenditure Guidelines

Council did not have any projects in 2021/22 that required reporting in accordance with the Office of Local Government's Capital Expenditure Guidelines issued under section 23A of the Local Government Act 1993. 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.

SPECIAL RATE VARIATION

Sections 508(2) and 508A of the Local Government Act 1993 and Special Rate Variation Guidelines

Description Of Works	Expenditure
Maintenance Works	
Roads Maintenance	\$ 1,531,257
Building Maintenance	\$ 957,946
Parks Maintenance	\$ 431,579
Drainage Maintenance	\$ 293,140
Total Maintenance Expenditure	\$ 3,213,922
Capital Works	
Exeter Rd Renewal Sutton Forest To Ellsmore Rd	\$ 1,376,107
Throsby St Moss Vale Road Renewal	\$ 771,920
Local Roads Resealing Program	\$ 479,120
Bowral Memorial Hall Project Manager/Scoping	\$ 386,207
Local Drains New Culverts	\$ 361,831
Construct Prince St Drainage	\$ 173,408
Footpath Construction Railway Ave Colo Vale	\$ 150,000
Design Range Rd Renewal	\$ 143,787
Station St Car Park Formalisation	\$ 135,000
Construct Spring St Drainage	\$ 119,000
Depot Upgrade Project	\$ 116,354
Construct Drainage Jasmine St	\$ 115,650
Heavy Patching	\$ 100,000
Caalong St Robertson Pathway Missing Link	\$ 98,000
Bong Bong St Bowral Parking Lanes	\$ 96,261
Construct Drainage Wingecarribee St Outside	\$ 91,436
Construct Drainage Dangar St Moss Vale	\$ 85,213
Church Rd Oval Amenities Building Stage 2	\$ 72,000
Station St Pavement Renewal Bong Bong To Boolwey	\$ 68,209
Madeline St Hill Top Pathway Construction	\$ 65,000
Design Centennial Rd Creek Stability Works	\$ 60,000
Kirkham Rd Renewal South Wingecarribee St	\$ 58,150
Land Acquisition Retford Park Basin Bowral	\$ 56,639
Penrose Rd Penrose Pathway Construction	\$ 53,000
Design Sackville St Hilltop Drainage	\$ 52,074
Mittagong Rd (Cliff - Tullona) Bowral Footpath	\$ 37,777
Design Cavendish St Drainage	\$ 36,368
Oxley St Berrima Pathway Construction	\$ 35,000
Plant Purchases / Sale	\$ 32,500
Pools Infrastructure Renewal As Per Amp	\$ 29,000
Lake Alexandra Outlet	\$ 28,185
Bowral Railway Station Camellia Garden Bed Renewal	\$ 22,000
Design Drainage Berrima Rd (Lyttton/Gibbons)	\$ 21,000
Design Upgrade Drainage Hood Cook St Option 3	\$ 20,130
Minor Capital Projects < \$20,000	\$ 153,190
Total Capital Expenditure	\$ 5,699,516
Total	\$ 8,913,438

ENVIRONMENT LEVY

The following 2021/22 projects and programs were funded by the Environment Levy:

Program	Total
Biodiversity Conservation	
Bushland Restoration and Weed Management	\$ 397,420.96
Revegetation	\$ 5,308.72
Vegetation Conservation	\$ 10,313.12
Mt Gibraltar Plan of Management	\$ 95.00
Biodiversity Conservation - Vertebrate Pest Mgt/Mg	\$ 11,594.65
Green Web Action	\$ 16,307.73
	\$ 441,040.18
Community Capacity & Commitment	
Awareness Campaigns	\$ 7,794.13
Community Education	\$ 11,425.55
Community Support	\$ 8,893.82
Landcare & Bushcare	\$ 29,102.33
Env & Sustainability Committee Support	\$ 10,638.09
Environment Levy Awareness	\$ 321.75
Rural Partner Program	\$ 12,695.12
Urban Sustainability Partner Program	\$ 41,660.64
	\$ 122,531.43
Environment Levy Management	
Env Levy Program Coordination	\$ 117,896.06
Grant Applications	\$ 8,427.78
Env Levy Corporate Support	\$ 74,142.96
	\$ 200,466.80
Environmental Systems	
Data Collection Biodiversity	\$ 2,967.07
	\$ 2,967.07
River Health & Wetlands	
Riparian Management Plans Delivery	\$ 108,073.64
	\$ 108,073.64
Sustainable Living	
Community Sustainability	\$ 115,682.59
	\$ 115,682.59
Town Planning	
Town Planning	\$ 45,000.00
	\$ 45,000.00
Expenditure	\$1,035,761.71

STORMWATER MANAGEMENT CHARGE

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

Works	Expenditure
Construct Spring St Drainage	\$124,000
Asset Inspection & Data Collection	\$19,258
Creek Clearing	\$73,691
Stormwater Drainage Maintenance (smc)	\$35,584
Stormwater Minor Maintenance Works	\$4,166
Wetlands Maintenance	\$13,550
TOTAL	\$270,250

RATES AND CHARGES WRITTEN OFF

Clause 132 of the Local Government (General) Regulation 2021

Amount of Rates and Charges written off during 2021/22	
Postponed Rates under Section 595(1) LGA (1993)	\$6,589.97
Pensioners under Section 575 LGA (1993)	\$1,576,680.73
Water Determinations	\$65,360.14
Sewer Charges – non-rateable properties	\$0.00
Other	\$14,245.68
TOTAL	\$1,662,876.52

FINANCIAL ASSISTANCE TO PERSONS FOR COUNCIL FUNCTIONS

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 2021/22 comprised:

Category	Donations/ Contributions	Community Assistance Scheme	Rate Subsidies	Total
Arts & Culture Bodies	\$503,001	\$4,140	-	\$507,141
Charity/Welfare Groups	\$22,733	\$7,442	\$7,614	\$37,788
Community Groups	\$394,445	\$75,064	\$67,334	\$536,843
Environmental Groups	\$1,527	-	-	\$1,527
Local Schools	-	\$5,081	-	\$5,081
Other Councils	-	-	-	-
Sporting and Recreation Groups	\$61,479	\$20,929	-	\$82,407
TOTAL	\$983,184	\$112,655	\$74,948	\$1,170,788

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 2021/22.

- Amounts, costs and expenses paid or received by way of out of court settlements, other than those the terms of which are not to be disclosed
- Summary of the state of progress of each legal proceeding and (if it has been finalised) the result.

Legal Matter	Amounts, costs and expenses paid or received		Summary of the state of progress	Result
	Paid	Received		
Beaches Capital Venture Pty Ltd	\$10,742.60	-	Ongoing	N/A
Castlebar Holdings	\$1,260.00	-	Finalised	Notice of Discontinuance filed 2 May 2022
Eisenschmitt Pty Ltd	\$43,977.96	-	Judgment handed down	The Land and Environment Court approved the decision of the parties to uphold the appeal and grant consent to DA21/0992, with conditions. Costs order outstanding
Feldkirchen Pty Ltd	\$3,870.00	-	Finalised	The Land and Environment Court proceedings were dismissed in December 2021
Halcyon Hotels	\$31,672.02	-	Judgment handed down	By way of 34 Agreement
Koshakji	\$9,971.50	-	Finalised	The Land and Environment Court proceedings were discontinued
Lee Environmental Planning and Lasovase Pty Ltd	\$2,760.00	-	Ongoing	N/A
Links House (Bowral)	\$6,150.00	-	Finalised	Land & Environment Court proceedings discontinued
Maly	\$6,196.00	\$8,914.00	Finalised	Local Court decision made 31 August 2021 with conviction. Defendant to pay Council's costs
Mittagong Central Developments	\$25,788.61	-	Finalised	Deed of Settlement and Release entered into and judicial review proceedings discontinued. Council to pay agreed amount as per Deed of Settlement and Release
Scott & Ors	\$2,421.39	-	Finalised	Land & Environment Court proceedings discontinued
Reulie Land Co Pty Ltd	\$9,633.00	\$11,286.00	Ongoing	N/A
Winifred West Schools Ltd	\$328,194.19	-	Judgment reserved	Costs order outstanding
Woodbine Park Nominees Pty Ltd	\$42,285.81	-	Finalised	The Land and Environment Court granted consent to the modification application subject to the parties' agreed conditions.
Zube	\$13,415.00	-	Ongoing	N/A

DISABILITY INCLUSION ACTION PLAN

Section 13(1) of the Disability Inclusion Act 2014

On the advice of the NSW Government, Council extended its Disability Inclusion Action Plan 2017-2021 (DIAP) until 30 June 2022. This extension recognised that COVID-19 delayed and complicated the commencement of consultation in relation to the development of new DIAPs. As such, in the 2021-2022 financial year, Council's 2017-2021 DIAP continued to be implemented through a variety of actions and initiatives that sought to achieve better access and inclusion for people with a disability in our local area.

While continuing to deliver against Council's 2017-2021 DIAP, Council also performed extensive external community consultation and engagement with stakeholders to inform the development of Council's 2022-2026 DIAP.

Planning originally commenced in 2021 to develop engagement strategies to ensure that the views and opinions of local residents and service providers were captured in Council's new DIAP. This community consultation included a survey seeking comments and feedback from all sectors of the community. 146 surveys were completed through Your Say Wingecarribee, and an additional 41 surveys were completed during face to face consultations held at disability services, group homes and a pop up stall in Bowral. 15 people participated in community focus groups.

The data gathered through this community consultation contributed to the development of Council's 2022-2026 DIAP, which outlines Council's commitment to improving the level of inclusion and access to Council services, facilities, information and programs over the next four years.

The 2022-2026 DIAP was adopted by Council on 15 June 2022 and took effect on 1 July 2022. Council's website has the DIAP available to download as an accessible PDF, and a copy of the DIAP was sent to Disability Council to meet the 30 June 2022 deadline.

To close out reporting against Council's 2017-2021 DIAP, selected highlights of the initiatives undertaken by Council in the 2021-2022 financial year are provided below for each of the four key areas of focus identified in the DIAP.

Attitudes and Behaviours – Council supports and encourages positive and inclusive attitudes and behaviour towards people with disability

- The Creating and Thriving Art Exhibition was displayed in the new Atrium Gallery in the Civic Centre over the months of December 2021 and January 2022 as part of celebrating the creativity and diversity of people living with disability. This inclusive art exhibition was launched on International Day of People with Disability (3 December 2021). The artworks were submitted by people with disability, with many made available for purchase by the public.
- The official bulb planting for the 2022 Tulip Time celebrations included a local aged care accommodation and service provider and the 2022 Tulip Time Ambassador, Australian Paralympian and Southern Highlands local Eliza Stankovic-Mowle.
- A number of accessible and inclusive initiatives were funded as part of the Wingecarribee Community Assistance Scheme 2021-22, including Wheelchair Bowls, a School Leaver Employment Support Program, a Braille camp concert event and a sensory play area.





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

- Refurbishments to the Moss Vale Civic Centre included installing a new lift to enable first floor access for people with disability, as well as the installation of a more inclusive customer service interface including self-service kiosks. The refurbishment also included four meeting rooms, new office space and accessible toilet facilities. These refurbishments mean that meetings and events held at the Civic Centre will be more accessible into the future.
- Refurbishments to the Moss Vale Library, including new facilities such as an haptic learning tactile desk.
- A range of Community Meetings were held across the Shire's towns and villages to ensure that members of the community could ask questions directly to Council representatives without having to visit the Moss Vale Civic Centre. In addition to these meetings, an Executive listening tour was held in 18 locations across the Shire to provide local residents an overview of Council's current focus, introduce the new executive and take questions from the public.
- The Renwick Shared Path was completed, which connects Renwick to Mittagong Railway Station via a footpath of approximately two kilometres in length. This includes a new accessible bridge over the rail line, improving access to transport for the community around Mittagong and Renwick.
- The Seymour Park playspace and amenities have been upgraded, funded through a NSW Government Grant. The park now has two accessible parking spaces and an accessible toilet block.

Employment – Council is committed to equal employment and workplace opportunities for current and future employees in the workplace

- Flexible working arrangements have been made available to staff who require them, and a Flexible Working policy and flow chart was developed to detail the application process for flexible working arrangements.
- All job advertisements acknowledge Wingecarribee Shire Council is an Equal Opportunity Employer that provides an inclusive work environment and embraces the diverse talent of its people.

Systems and Processes – Council systems and processes are inclusive of people with disability with improved access to information and services

- The Master Locksmith Access Key (MLAK) system is continually 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.
- A link has been added on Council's website to the National Public Toilet Map website, which provides details of public accessible toilets across Australia.
- During COVID-19 Public Health Orders, a Click and Collect service was introduced by Wingecarribee Public Libraries to ensure library members could continue to access collections and materials by placing their library order online or by phone. This ensured library services could continue to enhance community wellbeing while keeping people safe, including people with disability, older people and others who are immunocompromised.
- Wingecarribee Shire Council's website has continued to meet level 2.0AA of the Web Content Accessibility Guidelines. Steps to improve upon this rating have been taken, including adding audio playback functionality to the website to make it more accessible for people who are blind or have vision impairment.
- Building inspections and Development Application processes have been made more accessible and efficient. An accessible MyInspect booking system has been launched so that people can book civil or building inspections online, and the Development Application tracker has also been made available to improve the ease of engaging with Council for development matters.
- Internally there has been a move to using more online forms to reduce paper waste and reduce the need for printing or scanning, which improves procedural accessibility for staff with disability and staff who work from home.

GOVERNMENT INFORMATION PUBLIC ACCESS ACTIVITY

A total of 42 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	No. of decisions*	Percentage of total
Access to information granted in full	2	4%
Access to information granted in part	25	51%
Access to information refused in full	1	2%
Information not held	5	10%
Information already available to applicant	3	6%
Refuse to deal with application	1	2%
Refuse to confirm or deny whether information is held	0	0%
Application withdrawn by applicant	12	24%
TOTAL	49	

* 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 four access applications which remained in progress as at 30 June 2022. Statistics include access applications which were received prior to 1 July 2021 but decided within the 2021/22 reporting period.

Further information regarding how Council decided access applications under the GIPA Act during 2021/22 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 and confirmed that Council's draft agency information guide met the mandatory requirements of the GIPA Act and 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 2021/22, Council received 1 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.

EXTERNAL BODIES EXERCISING POWER

Clause 217(1)(a6) 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.

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

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 2021/22 financial year, all expenses relate to the Interim Administrator only.

Expense Category	Interim Administrator
General travel	\$9,271
Interstate, overseas travel	-
Accommodation and meals	\$39,709
Professional development	-
Conferences and seminars	\$2,993
Community meetings and non-council functions/events	-
ICT and office equipment	\$2,148
Carer for child or family member	-
Interim Administrator Fees	\$277,891
TOTAL	\$332,011

BODIES COUNCIL PARTICIPATED IN

Clause 217(1)(a8) of the Local Government (General) Regulation 2021

Council participated in the following bodies during 2021/22:

- 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

Clause 217(1)(a9) of the Local Government (General) Regulation 2021

Council delivered Code of Conduct training to all staff during the 2021/22 financial year.

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 2021/22.

SWIMMING POOL INSPECTIONS PROGRAM

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

During 2021/22 the following inspections of private swimming pools were undertaken under Division 5 of Part 2 of the Swimming Pools Act 1992:

Type of Inspection	Number
Tourist and visitor accommodation	8
Premises with more than two dwellings	3
Inspections that resulted in issue of a certificate of compliance under section 22D of the Swimming Pools Act 1992	43
Inspections that resulted in issue of a certificate of non-compliance under clause 21 of the Swimming Pools Regulation 2018	7
TOTAL	61

LABOUR STATISTICS AS AT WEDNESDAY 25 MAY 2022

Clause 217 of the Local Government (General) Regulation 2021

Council must publish a statement of the total number of persons who performed paid work for them on Wednesday 25 May 2022 including, in separate statements, the total number of the following:

- the number of persons directly employed by Council:
 - on a permanent full-time basis - 295
 - on a permanent part-time basis - 43
 - on a casual basis, and - 14
 - under a fixed-term contract - 19
 - the number of persons employed by the Council who are "senior staff" for the purposes of the Local Government Act 1993 - 4
 - 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 - 21
 - the number of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee - 0

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 2022
General Manager	\$358,750.00
Deputy & Directors	\$840,000.00
TOTAL	\$1,198,750

- 1.This includes termination payments in accordance with the Standard Contract of Employment of General Managers.
- 2.This includes termination payments in accordance with the Standard Contract of Employment of Senior Staff.
- 3.This includes 2 Deputy General Managers until October 2021 a 3 Directors Post.



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

Lodgement of pound data collection returns with the OLG during the 2021/22 Financial Year are included in the table below.

Animal Shelter Information	Cats	Dogs
Impounded (seized and stray)	172	63
Surrendered	18	29
Released to owner	8	44
Sold	95	40
Transferred to rescue organisation	0	5

A summary of the animals euthanised during 2021/22 is provided in the table below.

Companion animals subject to euthanasia	Cats	Dogs
Dangerous dogs	N/A	0
Illness/Injury	17	1
Unsuitable for rehoming	0	14
Unable to be rehomed	0	0
Feral/Infant animal	68	0
TOTAL	85	15

Clause 16.1.2(b) of the Companion Animals Guidelines:
Lodgement of data about dog attacks with the Office of Local Government

Council officers have recorded all reported dog attack incidents in the Shire on the NSW Companion Animals Register. The table below provides a summary of reported incidents.

Status	Incidents reported	Attacking Dogs	Animal Victims	Human Victims	Total
Reported (investigation not commenced as at 30 June 2022)	10	14	19	5	47
Finalised	6	8	8	5	26
Under investigations	4	6	11	1	22
TOTAL	20	28	38	11	95

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 2021/22 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
Animal Shelter	\$355,408
Rangers	\$149,319
TOTAL	\$504,727

Clause 16.1.2(d) of the Companion Animals Guidelines:
Community education programs and strategies in place to promote and assist the desexing of cats and dogs

Companion animal community education programs carried out and Strategies Council has in place to promote and assist the de-sexing of cats and dogs. All dogs and cats rehomed through the Animal Shelter are desexed at the time of release as a standard policy measure. Council is looking to further expand its educative programs to specifically include education and awareness days relating to the benefits of desexing animals.

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

Wingecarribee Animal Shelter adopts several strategies to comply with the requirement to seek alternatives to euthanasia such as training the dogs to become more adoptable, seeking the help of a dog trainer and a canine behaviourist and contacting other rescues and organisations that may have a bigger interest base in a particular breed or type of animal. The shelter has in the past rehomed dogs to the police, corrective services and the military who have completed training and gone on to serve. Staff also frequently foster infant animals so they can be raised and readied for adoption. The Wingecarribee Animal Shelter is minimal euthanasia so only euthanises animals when absolutely no other option is available.

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); and
- Seymour Park, Spencer Street, Moss Vale (fenced).

Further information about off leash areas in the Wingecarribee Shire is available on Council's Leash-Free Areas in the Wingecarribee Shire webpage.



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	Landcome / 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 Arkcoll 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





Annexure

COUNCIL'S AUDITED 2021/22 FINANCIAL STATEMENTS
AVAILABLE ONLINE AT [ANNUAL REPORTS.](#)





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