



BLAND SHIRE COUNCIL
west wyalong

Annual Report

2016-2017



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INTRODUCTION

Vision, Mission & Values

Council’s strategic direction is supported by our vision, mission and values. It is important that Council through both its councillors and employees continues to work towards integrating these vision, mission and values into every facet of our operations:



Common Acronyms Used in Bland Shire Council Reports and Documents

ABS	Australian Bureau of Statistics
ACAT	Aged Care Assessment Team
AFZ	Alcohol Free Zone
AGM	Annual General Meeting
ALIA	Australian Library and Information Association
AMP	Asset Management Plan
AMRC	NSW Association of Mining Related Councils
BCA	Building Code of Australia
BDCP	Bland Development Control Plan
BEC	Business Enterprise Centre
BFMC	Bush Fire Management Committee
BFMP	Bush Fire Management Plan
BSC	Bland Shire Council
BWW	Business West Wyalong
CASA	Civil Aviation Safety Authority
CBD	Central Business District
CDAT	Community Drug Action Team
CDO	Community Development Officer
CENTROC	Central West Regional Group of Councils
CEO	Chief Executive Officer
CIV	Capital Improved Value
CLRS	Councillors
CPD	Continuing Professional Development
CPI	Consumer Price Index
CPP	Cowal Partnering Program
Cr	Councillor
CRO	Community Relations Officer
CSP	Community Strategic Plan
CSU	Childrens Services Unit
CT	Community Technology
CWA	Country Women's Association
DA	Development Application
DAES	Director Asset & Engineering Services
DCCDS	Director Corporate, Community & Development Services
DCP	Development Control Plan
DEMO	District Emergency Management Officer
DEOCON	District Emergency Controller
DisPlan	Disaster Plan (Local DisPlan, District DisPlan, State DisPlan)

DP	Delivery Program
DPI	Department of Primary Industries
EA	Executive Assistant
EAP	Employee Assistance Program
ED	Economic Development
EDVETACW	Economic Development, Visitor Economy & Tourism Advisory Committee of the Whole
EEO	Equal Employment Opportunity
EFO	Electoral Funding Authority
EOI	Expression of Interest
EPAA	Environmental Planning & Assessment Act
ERA	Eastern Riverina Arts
EWSA	Educator Workplace Safety Audit
EWV	Events West Wyalong
EYLF	Early Years Learning Framework
FAG	Financial Assistance Grant
FDC	Family Day Care
FFTF	Fit for the Future
FRRR	Foundation for Rural and Regional Renewal
FYI	For your information
GHMS	Grain Harvest Management Scheme
GIPA	Government Information (Public Access) Act
GM	General Manager
GTAN	Government Training & Assistance Network
GWCC	Goldenfields Water County Council
HACC	Home and Community Care
HR	Human Resources
ICAC	Independent Commission Against Corruption
IPART	Independent Pricing and Regulatory Tribunal
IPR or IP&R	Integrated Planning and Reporting
ITAV	It Takes A Village Program
JO	Joint Organisation
K&G	Kerb and gutter
KPI	Key Performance Indicator
LALC	Local Aboriginal Lands Council
LBDC	Little Bangs Discovery Club
LCGMCAC	Lake Cowal Gold Mine Closure Advisory Committee
LEMC	Local Emergency Management Committee
LEMO	Local Emergency Management Officer

LEOC	Local Emergency Operations Centre
LEOCON	Local Emergency Operations Controller
LEP	Local Environmental Plan
LG	Local Government
LGA	Local Government Act or Local Government Area
LGNSW	Local Government New South Wales
LIAC	Legal Information Access Centre
LTFP	Long Term Financial Plan
M	Million
Manex	Management Executive
MHDA	Mental Health Drug & Alcohol
MLC	Member of the Legislative Council
MML	Murrumbidgee Medicare Local
MOW	Meals on Wheels
MoU	Memorandum of Understanding
MP	Member of Parliament
MPHN	Murrumbidgee Primary Health Network
MPR	Multi Purpose Room
MR	Main Road
MRU	Mobile Resource Unit
NAIDOC	National Aboriginal & Islander Observance Committee
NFAR	No further action required
NGO	Non-Government Organisation
NQF	National Quality Framework
NSRF	National Stronger Regions Fund
NSWEC	New South Wales Electoral Commission
NSWPLA	New South Wales Public Libraries Association
NSWRFS	NSW Rural Fire Service
OGM	Office of the General Manager
OLG	Office of Local Government
OP	Operational Plan
P&G	Parks & Gardens
PA	Per Annum
PC	Personal Computer
PCBU	Person Conducting a Business or Undertaking
PHaMs	Personal Helpers and Mentors
PLA	Public Library Association
POEO	Protection of the Environment Operations Act & Regulations
PSITAB	NSW Public Sector Industry Advisory Board
PSSA	NSW Primary Schools Sports Association

R2R	Roads to Recovery
Rd	Road
RDA	Regional Development Australia
RDO	Rostered Day Off
Rec	Recreation
REROC	Riverina Eastern Regional Organisation of Councils
RFBI	Royal Freemasons' Benevolent Institution
RFS	Rural Fire Service
RMAP	Risk Management Action Plan
RMS	Roads & Maritime Services
RRL	Riverina Regional Library
RTO	Registered Training Organisation
RV	Recreational Vehicle
SEDTA	Senior Economic Development & Tourism Advisor
SEPP	State Environmental Planning Policy
SES	State Emergency Service
SH	State Highway
SLA	Service-level agreement
SLNSW	State Library New South Wales
SRC	Summer Reading Club
SRV	Special Rate Variation
St	Street
STW	Sewerage Treatment Works
TASAC	Tourist Attraction Signposting Assessment Committee
TCORP	Treasury Corporation
TSR	Travelling stock route
TVET	TAFE Delivered Vocational Education & Training
USU	United Services Union
UV	Unimproved Value
VC	Victoria Cross
VIC	Visitor Information Centre
VPA	Voluntary Planning Agreement
WAPS	Workforce Assessment Plan & Strategy
WHS	Work Health & Safety
WWBC	West Wyalong Bowling Club
WWFHG	West Wyalong Family History Group
WWRL	West Wyalong Rugby League




About This Report

The Annual Report details Council's performance against the strategies outlined in the Delivery Program 2013 – 2016 and includes Operational Plan actions for the 2016/17 year.

This report is presented in 5 main sections:

Section 1: Report Summary – is a summary of the report containing information on Council and the Bland Shire.

Section 2: Strategic Priorities – outlines Council's performance against the Actions in the 2013-2016 Delivery Program and the key achievements, programs and projects. Overall performance against the 2016/17 Operational Plan Actions will be presented in the five Community Strategic Plan themes (**our people**, **our places**, our infrastructure, **our leadership**, **our prosperity**) and illustrated by these icons:

	Completed
	In progress
	Not progressed

Section 3: Statutory Information – contains information based on the Office of Local Government's requirements for Annual Reports.

Section 4: Non Mandatory Reporting Areas – contains other relevant information in relation to Council's operations.

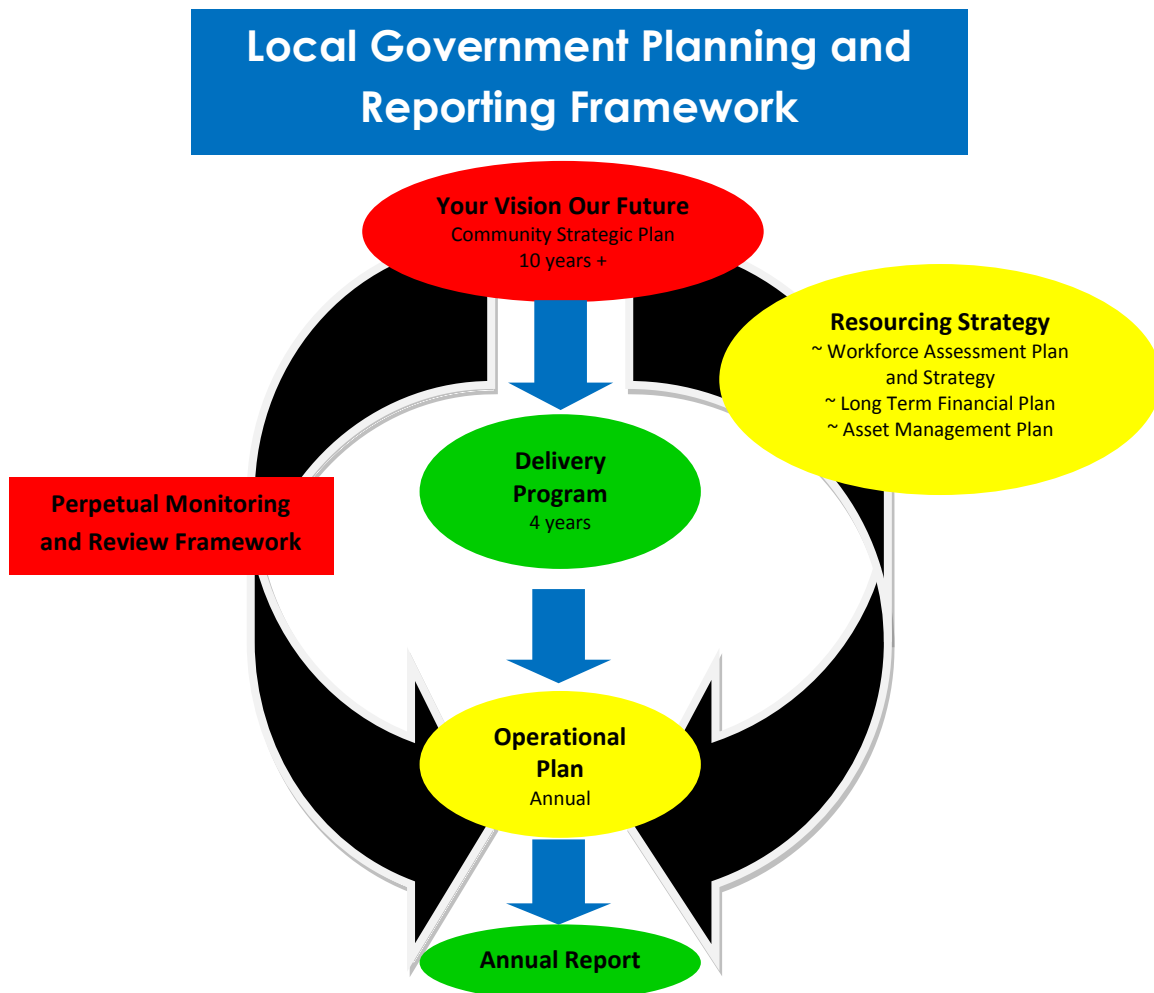
Section 5: Financial Statements – audited financial statements and special schedules for the 2016/17 year.

SECTION 1: REPORT SUMMARY

Reporting Framework

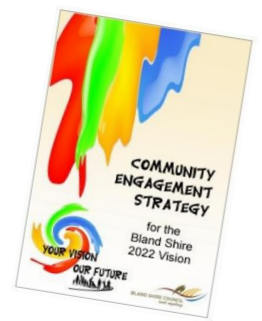
Integrated Planning and Reporting

The Integrated Planning and Reporting (IPR) framework aims to ensure Councils are providing a clear picture for the future and are better connected with their communities to gain a more detailed understanding of their area and regional context. The IPR framework for NSW local government was implemented at Bland Shire Council from 1 July 2012.



Community Engagement Strategy for the Bland Shire 2022 Vision

Prior to developing the Community Strategic Plan, Bland Shire Council adopted a Community Engagement Strategy committing Council to the largest community consultation process in its history. The Community Engagement Strategy outlined the framework from which Council worked to engage its community in the development, adoption and review of its Community Strategic Plan. It was a commitment by Council to a process of meaningful communication with the community to capture the wants, needs and vision of the community for the Bland Shire’s future.



Your Vision, Our Future - Bland Shire Community Strategic Plan



The Community Strategic Plan provides objectives for both the Council and the community to strive for in cooperation with each other and will determine the future direction of Council and its resources. Strategies within this plan are presented in the following themes:

- **OUR PEOPLE** – our greatest and most important asset
- **OUR PLACES** – where our sense of community shines
- **OUR INFRASTRUCTURE** – reviewing, renewing and improving our core community assets
- **OUR LEADERSHIP** – setting a benchmark for community standards
- **OUR PROSPERITY** – ensuring a vibrant and sustainable future

Delivery Program

The Delivery Program is adopted every four years relative to Local Government elections and is essentially a statement of commitment to the community from the Council. The delivery program is directly linked to the Objectives or “Whats” within the Community Strategic Plan. The Delivery Program is designed to be the single point of reference and all plans, projects, activities and funding allocations must be directly linked to this program.



Operational Plan

The operational plan is an annual plan supporting the Delivery Program and annual budget. It details projects and activities that will be undertaken each year to achieve the commitments in the Delivery Program and Community Strategic Plan.

Resourcing Strategies

For the strategies within the Community Strategic Plan to be realised, the Resourcing Strategies, consisting of the Long Term Financial Plan, Asset Management Plan and Workforce Assessment Plan and Strategy outlines how Council will achieve the relevant objectives with enough time, money, assets and people.



Message from the Mayor & General Manager

The period covered in this year's annual report, being from July 2016 to June 2017, has been one of significant advancement for council in many areas of its operations.

A decade of careful planning and commitment culminated in the completion of two major projects in 2016-2017 - the final stage of a stormwater harvesting program which will drought proof Council's investment in parks, gardens and sporting facilities for at least 10 years and the completion and opening of the long awaited and greatly anticipated \$2.4 million West Wyalong Stadium refurbishment.

Construction of the Stadium was completed in February 2017 with the official opening attended by more than 500 people on Saturday 4 March. This project followed major upgrades to Ron Crowe Oval, the Park Street Recreation Ground, West Wyalong Tennis Courts and the construction of a skate park as part of Council's 10 year plan to build new and enhanced sporting infrastructure.

Major works to increase the capacity of the airport dam were completed in 2016-17. This marked the final piece of a carefully designed and cutting edge stormwater management system which was able to deliver immediate benefits by maximising the use of captured stormwater and recycled water and in turn vastly reducing the use of potable water for irrigation.

Council was able to utilise new technology to install new lighting in the Main Street in November 2016. The new lighting system can be operated remotely from a smartphone or device and has reinvigorated the Main Street with an explosion of colour.

Following significant investment in the years prior, Council adopted a vastly reduced capital works program in 2016-2017 with an emphasis on asset maintenance and renewal. This tact also helped Council meet or progress closer to meeting the benchmarks set by the State Government under its Fit for the Future Framework.

However, road maintenance remains the biggest single issue for Bland Shire Council and the wider community.

While increasing its lobbying efforts for a fairer funding distribution model for roads, Council undertook a community consultation and education campaign in an effort to lower expectation levels. Council conducted a series of road network and community forums in four village communities to outline the funding challenges facing Council and get a gauge on road network priorities directly from the farmers, businesses and residents who use the local road network regularly.

Council subsequently was able to make adjustments to its road maintenance program. Bland Shire Council was extremely proud to deliver the first silo art mural in NSW during 2016-2017.

Through receipt of a Country Arts Support Program Grant and in partnership with the silo owners, Haymes Paint and local businesses, Council was able to commission high quality Melbourne based mural artist, Heesco Khosnaran, to deliver the large scale public artwork which is an ode to the rich agricultural heritage of the small community of Weethalle and the greater Bland Shire region.

Council formed a strong partnership with a group of local Weethalle community members to identify what was important to the community and what they wanted the image on the silos to reflect. The contribution of and connection to agriculture was identified by all as the desired foundation for the huge 21 x 31 metre mural to be painted on the large canvas.

The total cost of the project was around \$30,000 however through the development of strategic partnerships and sponsorship obtained, Council's actual expenditure on the project was approximately \$10,000.

Overall, it has been a positive year and we hope that the communities within the Bland Shire have benefited from council's strategic planning, prudent financial management and by having a dedicated and committed team of staff and elected representatives.



Cr Tony Lord
Mayor



Ray Smith
General Manager

The Year in Review

July 2016

- Australian Government Mobile Service Centre in Ungarie
- Road forum at Weethalle
- Child Car seat presentation at the Children Services unit
- Melbourne Cup visits West Wyalong
- Road Forums to Barmedman, Ungarie and Mirrool
- Pitch, Putt and Bowl for youth
- Vacation Care Holiday activities
- Bland Shire Library Holiday activities
- Jessica Smith, Para-Olympian and author visit Bland Shire Library.
- AR Bluett Memorial Award submission



August 2016

- Weethalle Show
- Ungarie Annual Bogeye Cup
- Bland Shire Council staff, Julie Sharpe won the LGNSW Assistant of the year.
- Reading Hour Teddy Bear Sleepover
- HSC lock in at the library
- Tech Savvy Seniors
- Childrens book week
- CSU Movie Night for kids and parents

September 2016

- Carpe Diem with John Wood
- Local Government elections
- Movie Night at Mirrool, Naradhan and Tallimba
- Wyalong Museum Garage Sale and Market Day
- Combined School Holiday Activities Program
- Bland Shire celebrated National Tree day with local schools
- Career Session for student from West Wyalong High School
- Preschool Parents committee working bee at preschool planting fruit trees, weeding and creating a sensory path in the Bilby playground
- Small Biz Bus visiting West Wyalong



October 2016

- Combined School Holiday Activities Program
- Portraits of War Touring Display at the Bland Shire Library
- Road Closures due to major flooding
- Our People, Our Places, Our Stories DVD Launch
- Grandparents day in the Library
- Schools involved in Tree Planting Day

November 2016

- Year 10 Lock-in at the Bland Shire Library
- Children Services Bare Foot Bowls
- Author Visit - Oliver Phommavanh



December 2016

- Bland Shire Library Christmas Craft
- International day of people with a disability
- Food for Fines held at the library
- Light up the Bland Shire map developed and posted on Facebook
- Library introduced the Giving Tree over Christmas
- Children's services Christmas Carnival
- Vacation Care at CSU

January 2017

- Councillors tour of Visitors Information Centre at Balranald, Hay and Deniliquin
- Australia Day celebrations
- Bland Shire Council staff Cricket match
- Dean Wood Jam Night
- Tallimba Smokey's Cup Charity Cricket Day
- Bike Safety Skills held by Bland Shire Council



Barmedman Community Forum

Bland Shire Council is hosting a community forum in Barmedman to hear from you about local issues and seek your input into Council's long term future.

Thursday 16 February
Old Barmedman Court House
Forum commences at 7.30pm

Further enquiries to Council on 6972 2266

Tallimba Community Forum

Bland Shire Council is hosting a community forum in Tallimba to hear from you about local issues and seek your input into Council's long term future.

Thursday 16 February
Tallimba Hall
Forum commences at 5.30pm

Further enquiries to Council on 6972 2266

February 2017

- Storytime resumed at the Bland Shire Library with stories and crafts
- Councillors planning day at the West Wyalong airport.
- ITAV community building at Naradhan, Tallimba
- HSC Lock-in for year 12 students in the Bland Shire Library
- Community Forums held in Weethalle, Ungarie, Tallimba and Barmedman
- Bland Shire Community Forum
- Healthy Kids Bus Stop

March 2017

- Back to NSW State Government Business Breakfast held with Businesses of West Wyalong
- Clean Up Australia Day – tip free day
- Opening of West Wyalong Stadium
- Community Reference Group
- Seniors Week with a free Mobility Scooter and Road Safety Seminar held at the S&C Club, etc
- ITAV community building at Mirrool
- The Mik Maks visit the pre-school



April 2017

- BEC Bootcamp in conjunction with businesses held.
- Mobility Scooter Information Session at S&C Club
- Vacation Care holiday program
- Scooter and Skate workshop.
- Dartball, Sumo Suits and Archery Tag for Youth
- Bland Shire Library School Holliday Program



May 2017

- Littlest Morning tea held in the Library
- Biggest Morning tea held in the Council Chambers
- Bland Shire Library storytelling and Littlest Morning Tea
- Visiting Author Caroline Touhey at the Library
- National Simultaneous Storytime at Bland Shire Library
- Tech Savvy Seniors



June 2017

- Google held workshop in West Wyalong
- Weethalle Silo Art project
- Emirates Melbourne Cup visits West Wyalong



Shire Profile

Bland history

The Shire of Bland was first declared in 1906. A “temporary” council was incorporated on 16th June 1906 and operated for a period of 6 months. The first election of the Council took place in December 1906 when Councillors G. Punton, D. Byrne, P. Kearins, J.N. Crowley, L.J. McNamara and James Howard were elected. Council remained in this state until September 1935 when a Provisional Council was formed beginning the process of the amalgamation with the Municipality of Wyalong. The Shire of Bland and Wyalong Municipality were formally amalgamated on 7th December 1937 and the present day Bland Shire Council was created.

Bland today

The Local Government Area of Bland is located on the northern fringes of the Riverina, New South Wales.

A vibrant and progressive community, the Shire covers an area of 8557.7 square kilometres and supports a population of 5955 residents (ABS, Estimated Resident Population, 2016). The Shire offers a safe and family friendly country lifestyle.

The Shire’s major centre of West Wyalong is located on the junction of the Newell and Mid Western Highways and within a 160 kilometre radius of Wagga Wagga, Griffith, Forbes, Parkes and Cowra and within 300 kilometres of Canberra – providing an authentic rural lifestyle with the conveniences of the city well within reach.

Communities located within the Bland Shire include Barmedman, Tallimba, Ungarie, Weethalle, Wyalong, Kikiora, Naradhan and Mirrool.

The Bland Shire offers outstanding Council owned parks and gardens, sporting and community facilities, terrific schools, key medical and business facilities and boasts a fierce and unique community spirit.

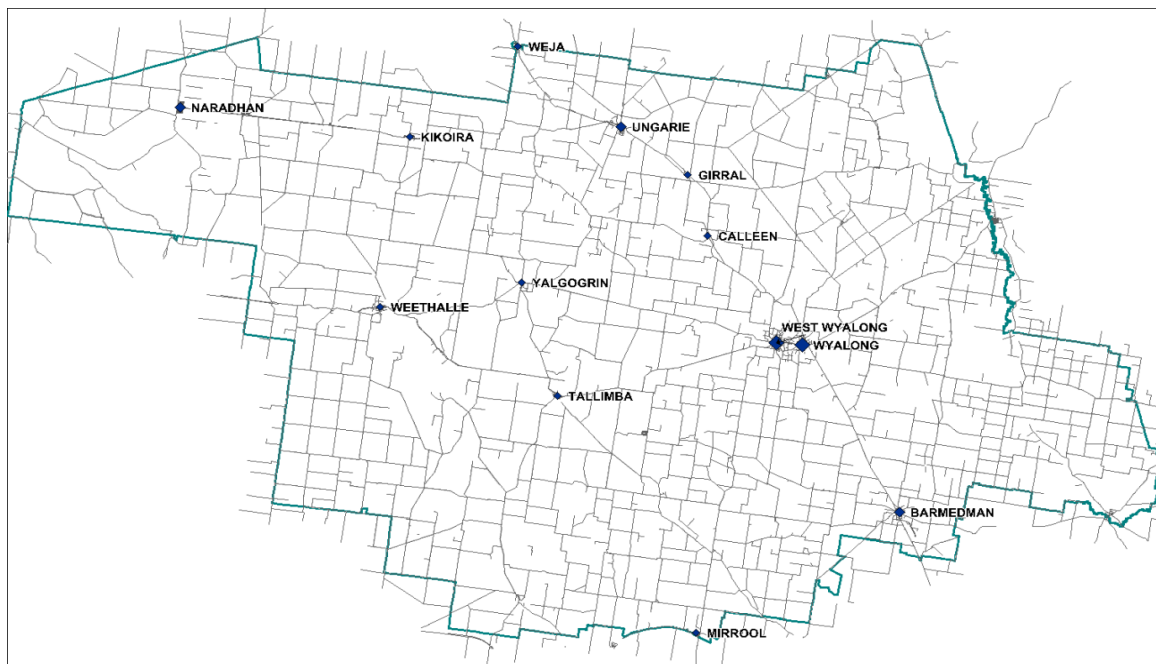
The community is proud of its facilities and services but Council and the community believe the Shire’s greatest asset is its people.

The Bland Shire has a rich history and a vibrant future. Today the Shire is a blossoming rural economy built around sheep, cattle, wheat and other crop varieties while in more recent times the Shire has also experienced significant developments away from agriculture. Evolution Mining operates a gold mine at Lake Cowal while Pace Farm has the biggest egg producing facility in the southern hemisphere.

Bland LGA Demographic Snapshot

Population:	5955
Median Age:	43 years
Median Household Income:	\$1100 (weekly)
Median Housing Loan Repayment:	\$1000 (monthly)
Median Rent:	\$150 (weekly)
Average Household Size:	2.4 persons

Bland Local Government Area (LGA)



Population Overview

On Census night in 2016, there were 5955 residents counted within the Bland LGA. Of these, 50.1% were female and 49.9% were male.

The median age of people in Bland Shire was 43 years. Children aged 0 - 14 years made up 20.6% of the population and people aged 65 years and over made up 21.5% of the population

Age Group Distribution - Bland LGA (2016 Census)				
Age	Number	%age of total persons	Australia	%age of total persons
0-4 years	351	5.9%	1,464,779	6.35
5-9 years	459	7.7%	1,502,646	6.4%
10-14 years	415	7.0%	1,397,183	6.0%
15-19 years	333	5.6%	1,421,595	6.1%
20-24 years	267	4.5%	1,566,793	6.7%
25-29 years	271	4.6%	1,664,602	7.1%
30-34 years	319	5.4%	1,703,847	7.3%
35-39 years	318	5.3%	1,561,679	6.7%
40-44 years	361	6.1%	1,583,257	6.8%
45-49 years	325	5.5%	1,581,455	6.8%
50-54 years	385	6.5%	1,523,551	6.5%
55-59 years	468	7.9%	1,454,332	6.2%
60-64 years	393	6.6%	1,299,397	5.6%
65-69 years	363	6.1%	1,188,999	5.1%
70-74 years	264	4.4%	887,716	3.8%
75-79 years	249	4.2%	652,657	2.8%
80-84 years	194	3.3%	460,549	2.0%
85 years and over	211	3.5%	486,842	2.1%

Source: ABS Website

Council Profile

Infrastructure and Services

The Integrated Planning and Reporting Framework sets the strategic direction for the provision of infrastructure and services throughout the Shire. Bland Shire Council provides and maintains millions of dollars worth of assets, from the essential infrastructure of roads, paths, kerb & gutter, wastewater and waste management, to the parks, playgrounds, community buildings and amenities that enhance the quality of life for our residents and visitors.



Council's road network comprises:

- 671km of sealed roads
- 147km of Regional sealed roads
- 2,370km of unsealed roads
- 34km of footpaths and shared pathways
- 190km of kerbs and gutters
- 9 bridges
- 47 pedestrian bridges
- 2 car parks
- 1,083 culverts

Materials for the construction and maintenance of these road and infrastructure assets are provided by 99 privately owned gravel pits and 3 Council owned pits located on road reserves, while its equipment is stored at 2 Council depots.



Council also provides many facilities to help create a strong, cohesive and creative community

There are a total of 143 buildings and structures including:

- Library / Visitor Information Centre / Administration offices
- Childrens Services Unit
- Community Care Centre
- Public Halls
- Museums
- Men's Shed
- Buildings under Crown Trust reserves and Council Section 355 Committees

To encourage the community to get active and enjoy our enviable climate



Council provides:

- 17 parks and recreational spaces
- 15 playgrounds
- 7 sporting precincts including 9 ovals
- Wetlands
- 2 swimming complexes
- Outdoor fitness circuit

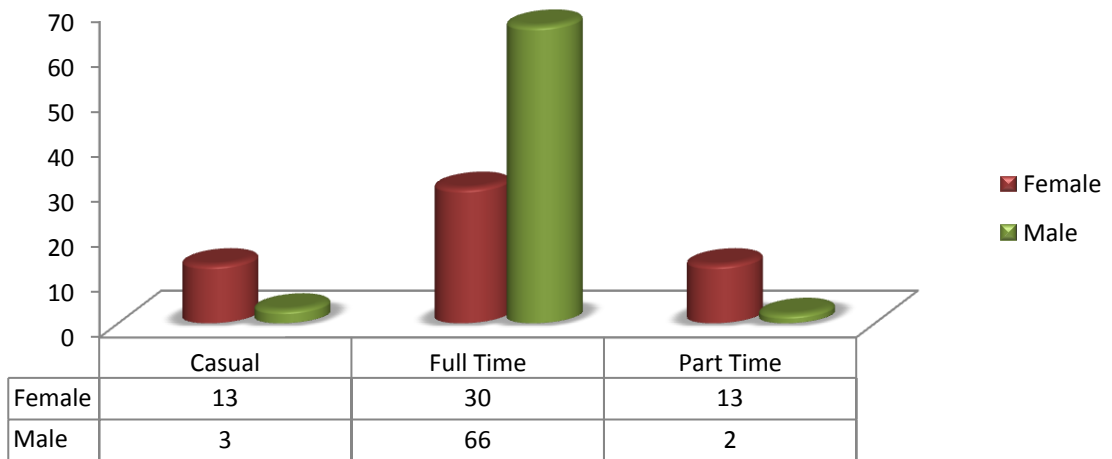
In addition, Council operates and maintains:



- West Wyalong Stadium
- 17 public toilets / amenities blocks
- 5 cemeteries
- 3 sewerage treatment plants
- Livestock saleyards
- Aerodrome
- 8 landfills
- Animal Pound

Workforce

The total number of employees at Bland Shire Council was 127 as at 30 June 2017.

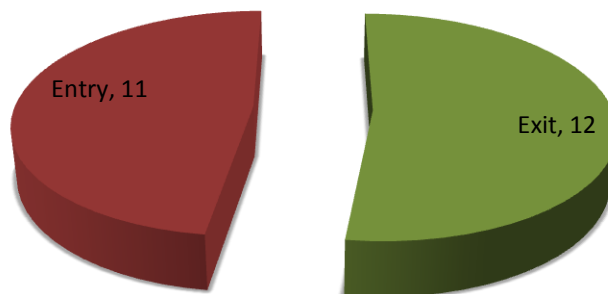


Work Location	Cadet	Casual	Permanent	
	Full Time	Casual	Full Time	Part Time
Children’s Services	1	3	4	4
Development Services		2	5	
Director Community Development			1	1
Engineering		5	11	
Environment			4	
Family Day Care		1	1	3
Finance		1	10	1
GM’s Office			6	
HACC Services		3	1	1
Human Resources			2	1
Library		1	1	1
OHS / Risk			1	
Outdoors			48	1
Ranger				2
Total	1	16	95	15

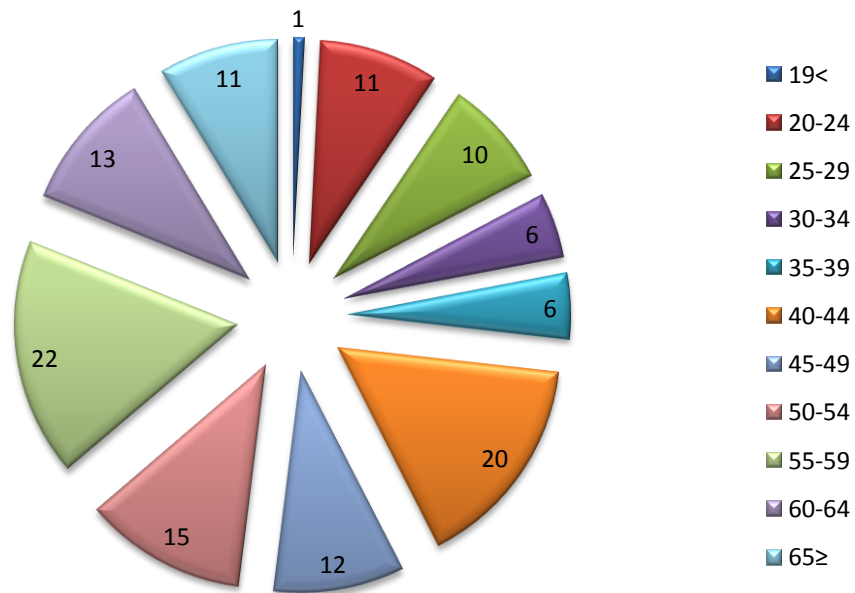
In 2016/2017 11 employees joined Council and 12 employees left Council. Eight employees resigned from their roles and 5 male employees retired.

The average years of service are 2.5 years. More females joined Council compared to males but more males left Council due to retirement.

Staff Turnover



Employees per age group



Council needs to employ younger staff to aid sustainability and develop skills and knowledge from the current mature and skilled staff.

A high percentage (57%) of staff falls in the age group ≥ 45 . A possible shortage of staff may occur in the next year or two due to the amount of outdoor staff in the age group +60.

Councillors

The Council is a body of nine members who are elected for a four year term to carry out duties under the provisions of the Local Government Act 1993 and Regulations. The Mayor and Deputy Mayor are elected annually at the September Council meeting by the Councillors.



Cr Tony Lord
Mayor
Elected: 5 April 2004



Cr Jan Wyse
Deputy Mayor
Elected: 20 September 2016



Cr Bruce Baker

Elected: 20 September 2016



Cr Rodney Crowe

Elected: 20 September 2016



Cr Penny English

Elected: 20 September 2016



Cr Kerry Keatley

Elected: 16 March 2011



Cr Liz McGlynn

Elected: 5 April 2004



Cr Brian Monaghan

Elected: 15 September 2012



Cr Murray Thomas

Elected: 20 September 2016

Representatives on State/Regional Organisations and Council Committees

State / Regional Organisations & Committees

Organisation / Committee	Representative / Delegate
NSW Association of Mining Related Councils	Cr McGlynn Cr Thomas (alternate)
Bland Rural Fire District Zone Liaison Committee	Cr Keatley General Manager
Bland District Bushfire Management Committee	Cr Baker Director Asset & Engineering Services
NSW Public Libraries Association	Director Corporate, Community and Development Services
Riverina Regional Tourism	Cr English Senior Economic Development & Tourism Advisor
Cowal Gold Project Community Environmental Monitoring & Consultative Committee (CEMCC)	Mayor Lord
Riverina Eastern Regional Organisation of Councils (REROC)	Mayor Lord General Manager
Newell Highway Taskforce	Cr Lord Senior Economic Development & Tourism Advisor
Goldenfields Water County Council	Cr McGlynn
Murrumbidgee Local Health Network	Cr Monaghan
Lachlan Valley Noxious Plants Advisory Committee	Cr Crowe Foreman Environmental Services
Australian Rural Roads Group	Mayor Lord Cr McGlynn (alternate) Cr Thomas (alternate)
Riverina Regional Library	Cr Wyse Director Corporate, Community and Development Services
Country Mayors Association of NSW	Mayor Lord General Manager

Council Meetings – Decision Making

Public Forum Sessions - 2016/17 Participation

Members of the public have the opportunity to address Council on any local government issue at the commencement of each Council meeting in the Public Forum. Addresses are to be for a maximum of 3 minutes each with a total time allowed for the Public Forum session of 15 minutes. No motions or resolutions are made during the Public Forum time.

There were a total of twenty eight (28) attendees that addressed Council during the Public Forum session of its meetings held during the 2016/17 year.

Council Meeting	Participant	Issue
19 July 2016	Mr Charles Kingston	Tourism matters and VIC location
27 September 2016	Mr Ken Peterson & Mr Terry Lemon	SES Presentation to Council
27 September 2016	Mr Charles Kingston	Tourism matters and signage, communication, public toilet facilities and opportunities
15 November 2016	Jake Klein, Jason Grieve, Elliot Willemsen-Bell, Jamie Coad, Bronwyn Flynn and Gary Pearson	Outlined plans for Evolution mine, support from Council, engagement and partnerships for the future and building relationships.
21 February 2017	Mrs Jill Funnell	Proposal for indoor heated pool and cinema complex.
21 February 2017	Mr Daniel Woods	Development application for construction of Mortuary facilities in Shire Street
21 March 2017	Mrs Therese MacFarlane	Discriminatory remarks from Cr Murray Thomas towards her son Oliver MacFarlane.
21 March 2017	Mrs Sarah Gillett	Reminded councillors that they are the voice for and of the community.
21 March 2017	Mr Daryl Kitto	Dissatisfaction with the level of maintenance on roads
21 March 2017	Mr Stuart Thompson	Road maintenance
21 March 2017	Mr Gordon Hall	Maintenance on rural roads.
21 March 2017	Mr Richard Hall	Maintenance on rural roads.
21 March 2017	Mrs Annie Stewart	Works carried out on Spries Lane and why a grid roller had not been used.

21 March 2017	Mr Len MacFarlane	Discriminatory remarks from Cr Murray Thomas towards his son Oliver MacFarlane.
16 May 2017	Mr Mark Bryant	Draft budget excluded any allocation for lighting upgrade at the Ungarie Showground.
16 May 2017	Cr Rick Firman and Mrs Julie Briggs	REROC presentation
20 June 2017	Jamie Coad, Bronwyn Flynn and Anne Bolton	<ul style="list-style-type: none"> • Proposed modification 13 to extend the life of Evolution Mining. • Project Arrive Alive and fatigue management practices.
20 June 2017	Mr Paul Northey	Conditions of rural roads.
20 June 2017	Mr Peter McCarten	Conditions of rural roads.

Councillor Attendance

Ordinary Council meetings are held on the 3rd Tuesday of each month, except January, commencing at 6.30pm. These meetings must be conducted in accordance with the Local Government Act, Regulations and Council’s Code of Meeting Practice. A decision supported by a majority of the votes at a Council meeting at which a quorum is present is a decision of the Council.

The public has the right to see the agenda and business paper for each meeting, free of charge, and attend all Council meetings. These meetings, or parts thereof, may be closed to the public to consider matters under particular circumstances as outlined in the Act.

Council meeting minutes are available from Council’s website, generally within 3 days of each meeting.

Councillor Attendance											
Council Meetings	19 July 2016	16 August 2016	27 September 2016	25 October 2016	15 November 2016	13 December 2016	21 February 2017	21 March 2017	18 April 2017	16 May 2017	20 June 2017
Cr Neil Pokoney	✓	✓	/	/	/	/	/	/	/	/	/
Cr Peter Grellman	x	✓	/	/	/	/	/	/	/	/	/
Cr Leeanne Hampton	✓	✓	/	/	/	/	/	/	/	/	/
Cr Lincoln Pike	✓	x	/	/	/	/	/	/	/	/	/
Cr Peter Templeton	✓	✓	/	/	/	/	/	/	/	/	/
Cr Liz McGlynn	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Brian Monaghan	✓	x	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Tony Lord	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Kerry Keatley	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Bruce Baker	/	/	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Rodney Crowe	/	/	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Penny English	/	/	✓	✓	✓	✓	x	✓	x	✓	✓
Cr Jan Wyse	/	/	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Murray Thomas	/	/	✓	✓	✓	✓	✓	✓	✓	✓	✓

✓ in attendance x not in attendance / not applicable

Council Workshops

Council Workshops are held on the 1st Tuesday of each month, except January. These workshops are an informal information sharing session to support and discuss the development of agenda items and / or issues. They are not decision making forums and are not open to the public.

Councillor Attendance										
Workshops 2016/17	5 th July 2016	4 th August 2016	4 th October 2016	29 th November 2016	7 th February 2017	7 th March 2017	4 th April 2017	4 th April 2017	2 nd May 2017	6 th June 2017
Cr Neil Pokoney	✓	✓	/	/	/	/	/	/	/	/
Cr Peter Grellman	x	x	/	/	/	/	/	/	/	/
Cr Leeanne Hampton	✓	✓	/	/	/	/	/	/	/	/
Cr Lincoln Pike	✓	✓	/	/	/	/	/	/	/	/
Cr Peter Templeton	✓	✓	/	/	/	/	/	/	/	/
Cr Liz McGlynn	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Brian Monaghan	✓	x	✓	✓	✓	✓	✓	✓	✓	✓
Cr Tony Lord	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Kerry Keatley	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cr Bruce Baker	/	/	✓	✓	✓	✓	✓	✓	✓	✓
Cr Rodney Crowe	/	/	✓	✓	✓	✓	✓	✓	✓	✓
Cr Penny English	/	/	✓	x	✓	✓	✓	✓	✓	✓
Cr Jan Wyse	/	/	✓	✓	✓	✓	✓	✓	✓	✓
Cr Murray Thomas	/	/	✓	✓	✓	✓	✓	✓	✓	✓

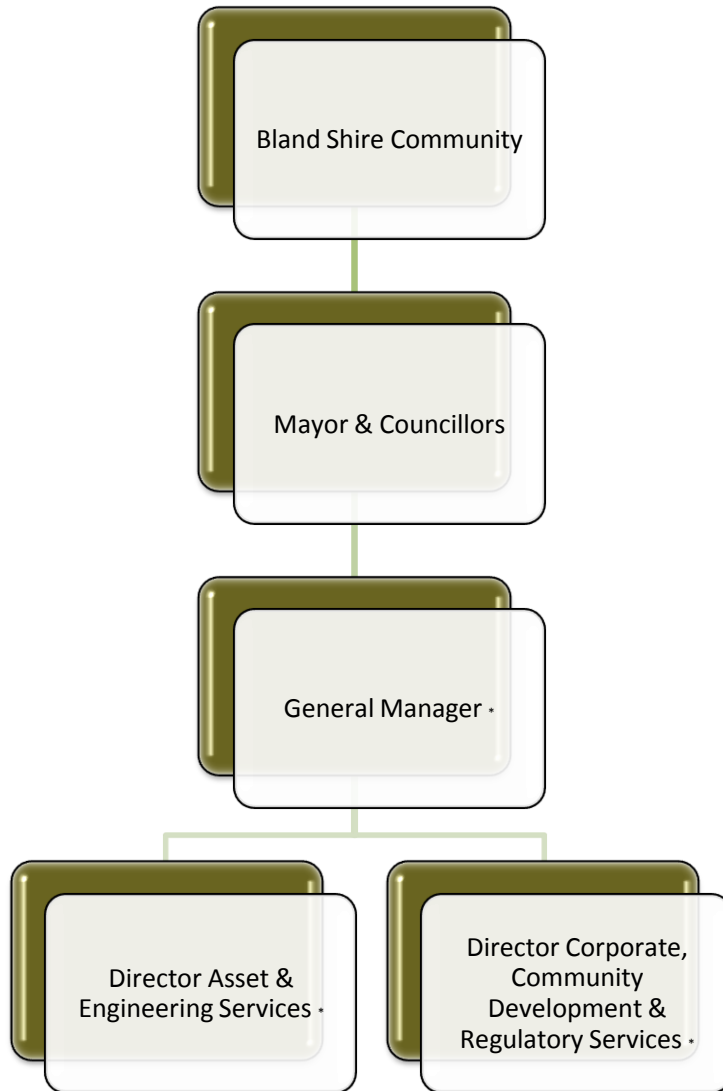
✓ in attendance

x not in attendance

/ not applicable

Organisation Structure

Bland Shire Council consists of two (2) Directorates and the Office of the General Manager, all of which are responsible for the implementation of the Delivery Program:



*Senior Staff Position – LG Act



General Manager

Ray Smith

Responsibility Areas:

- Governance
- Internal Audit
- Compliance
- Executive Support
- Human Resource Management
- Community Relations
- Community Development
- Youth Services
- Website
- EEO
- Training
- Payroll
- IPR Development & Review
- Economic Development/Tourism

Director Corporate, Community Development & Regulatory Services

Adele Casey

Responsibility Areas:

- Rates
- Corporate Budget – finance operations
- Annual Financial Statements
- Long Term Financial Planning
- Council Leases
- Manage s355 Committees
- Customer Service
- Corporate Records Management & Administration
- Information Technology
- GIPA
- Aged & Community Care
- GIS
- Family Day Care
- Preschool
- Mobile Resource Unit
- Vacation Care
- Toy Library
- It Takes A Village Program
- Library Services
- Town Planning
- Development Control
- Public Health & Regulatory Controls
- Heritage Management
- Environmental Management
- Ranger
- Museums
- Council Properties Management
- Visitor Information Delivery



Director Asset & Engineering Services

Will Marsh

Responsibility Areas:

- Urban Sealed Roads
- Urban Unsealed Roads
- Rural Sealed Roads
- Rural Unsealed Roads
- Urban Roadside
- RMS
- Street Cleaning
- Aerodrome
- Parking Areas
- Private Works
- Cemeteries
- Passive Recreation Areas
- Parks & Gardens
- Sporting Ovals
- Tree Planting & Removal
- Cycle/Walking Paths
- Rural Fire Service
- State Emergency Service
- Saleyards
- Street Lighting
- Sewerage Services
- Subdivision Control
- Waste Services
- Public Conveniences
- Caravan Park
- Public Swimming Pools
- Asset Management
- Cleaning
- Public Halls
- Risk Management
- Insurances
- WH&S
- Stores Management
- Plant & Depot Management
- Noxious Plants
- Pest Control



2016/2017 Financial Summary

The information below provides a brief overview of the income and expenditure of the Bland Shire Council during the 2016/2017 financial year.

The report and attached statements are produced in accordance with Australian Accounting Standards and the requirements of the NSW Office of the Local Government (OLG). The Financial Statements are presented in the same format across NSW as required by the OLG, are independently audited, reported to Council, placed on public exhibition and lodged with the OLG each year.

The Bland Shire Council Financial Statements, provided at the end of this Annual Report, include:

- Income Statement
- Statement of Comprehensive Income
- Statement of Financial Position
- Statement of Changes in Equity and
- Statement of Cash flows.

Grants & Contributions for operating activities rose due to a six month advance payment of over \$3 million of FAG and flood damage grant of \$1 million.

Employee benefits and on costs had a slight reduction compared to 2015/16 figures due to more efficient work practices.

Overall depreciation expenses increased by \$56,000 due to asset revaluations and stadium upgrade.

Rates & Charges Written Off

Rates & Annual Charges	
Rates	3,479
Sewer	185
Domestic Waste Management Charges	0
Trade Waste Charges	0
Pensioner Rebates	77,993
TOTAL	81,657

Financial Snapshot



Rates & Charges

Generate

22%

of total income



Interest & investment

revenue

increased by
\$ 124,000



Grant Income & Contributions

Increased by
\$ 4,132,000

44% of overall income

provided through
Grants & Contributions



\$ 9,000
decrease in
Employee
Costs

User Fees & Charges
decreased by
\$ 194,000



Local Government Industry Indicators

The Office of Local Government has developed financial indicators to compare Councils. Below is a pictorial view of Bland Shire Council's performance.

30.7 %	Operating Performance Ratio <i>This ratio measures Council's achievement of containing operating expenditure within operating revenue.</i>
37.8 %	Own Source Operating Revenue Ratio <i>This ratio measures fiscal flexibility. It is the degree of reliance on external funding sources such as operating grants and contributions.</i>
3.98 x	Unrestricted Current Ratio <i>To assess the adequacy of working capital and its ability to satisfy obligations in the short term for the unrestricted activities of council.</i>

32.4 x	Debt Service Cover Ratio <i>This ratio measures the availability of operating cash to service debt including interest, principal and lease payments</i>
6.16 %	Rates, Annual Charges, Interest & Extra Charges Outstanding Percentage <i>To assess the impact of uncollected rates and annual charges on Council's liquidity and the adequacy of recovery efforts.</i>
21.7 mths	Cash Expense Cover Ratio <i>This liquidity ration indicates the number of months a Council can continue paying for its immediate expenses without additional cash inflow.</i>

SECTION 2: STRATEGIC PRIORITIES

The Integrated Planning and Reporting framework for NSW local government was implemented at Bland Shire Council from 1st July 2012. Each new Council is responsible for preparing a new Delivery Program to align with the council electoral cycle. The General Council election for all NSW councils in September 2012 and the Bland By-Election in May 2013 provided opportunities for Bland Shire Council to reconsider and endorse its Community Strategic Plan and supporting documentation.




The Delivery Program and Operational Plan is the point where the community's strategic goals are systematically translated into actions. These are the principal activities to be undertaken by the Council to implement the strategies established by the Community Strategic Plan within the resources available under the Resourcing Strategy.

The Delivery Program is a statement of commitment to the community from each newly elected council. In preparing the program, Council is accounting for its stewardship of the community's long-term goals, outlining what it intends to do towards achieving these goals during its term of office and what its priorities will be. It is designed as the single point of reference for all principal activities undertaken by Council during its term of office. All plans, projects, activities and funding allocations must be directly linked to this Program.

Supporting the Delivery Program is an annual Operational Plan. It spells out the details of the Program – the individual projects and activities that will be undertaken each year to achieve the commitments made in the Delivery Program.

The General Manager must ensure that progress reports are provided to the council, with respect to the principal activities detailed in the Delivery Program, at least every 6 months.

Section 2: Strategic Priorities – outlines Council's performance against the Actions in the 2013-2016 Delivery Program and the key achievements, programs and projects. Overall performance against the 2016/17 Operational Plan Actions will be presented in the five Community Strategic Plan themes (*our people, our places, our infrastructure, our leadership, our prosperity*) and illustrated by these icons:

	Completed
	In progress
	Not progressed

The following information details the actions, projects, improvements and initiatives that have been undertaken during the period 1st July 2015 to 30th June 2016 in Council's Delivery Program 2013 – 2016. Overall it has been a most successful period but there are still many challenges facing council in its endeavours to provide adequate and cost effective services and facilities. These achievements reflect a strong teamwork approach, between the elected representatives, council staff and the community.

Our people




Vision: A strong, healthy, connected and cohesive community

Bland Shire will continue to be a community where people feel safe and care for each other, have a sense of belonging and can contribute meaningfully to our local community and neighbourhood through participation in community life.



Our greatest and most important asset

Our people: Key Achievements, Programs & Projects

2016/17 Operational Plan Actions		
	Completed	97
	In progress	1
	Not progressed	2

Community Reference Group: Council overhauled its Community Advisory Committee structure at the beginning of 2017.

Council previously facilitated advisory committees for access, culture, heritage, community services and tourism. Nominations were sought from members of the public who were appointed by Council to sit alongside Councillors and staff on each committee which met quarterly.

The committees have now been replaced with the Bland Shire Community Reference Group. Reference group meetings are held every two months and are open for discussion on all issues related to the areas previously covered by the Advisory Committees.

Meetings are attended by all Councillors and the General Manager and members of the public are invited to attend as they please. They are an open community forum.

Importantly the agenda items are set by the community. Council calls for agenda items three weeks prior to each meeting and each agenda represents the topics and issues which are important to the community.

The first community reference group meeting was held in March 2017 and the initiative has already delivered positive results for Council and the community as well as saving considerable staff and Councillor time and resources.

The process also allows Council to hear the opinions of a broader range of people rather than a select few representatives.

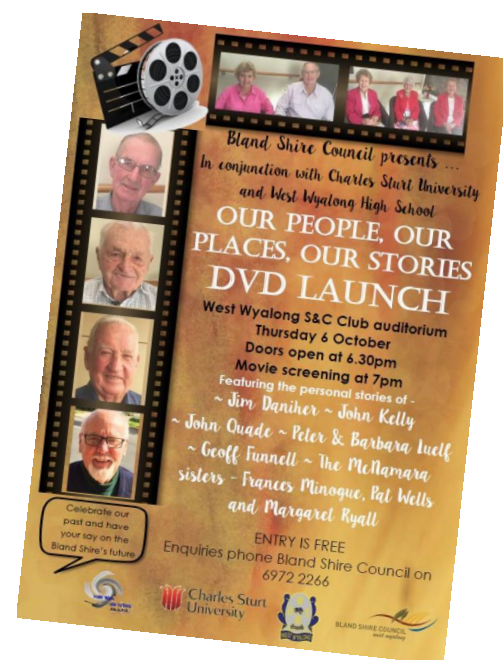


Our People, Our Places, Our Stories DVD

launch: Council recently partnered with Charles Sturt University (CSU) Wagga Wagga and West Wyalong High School to produce a DVD to tell six local stories.

Students from West Wyalong High School interviewed local icons Jim Daniher, John Kelly, John Quade, Geoff Funnell, Peter and Barbara Luelf and the McNamara sisters (Frances Minogue, Margaret Ryall and Pat Wells) about their life stories and what life was like in the Bland Shire growing up. The interviews were filmed by a production team from CSU.

The DVD were launched at the West Wyalong Services and Citizens Club on Thursday 6 October and was followed by launches in Ungarie and Barmedman.



CSP Objective: 1. Ensure health and support services and facilities address the physical, mental and general health needs of the community

Delivery Program Strategies

- 1.1 Lobby to preserve and expand health, medical and hospital services
- 1.2 Liaise and communicate with area health services and relevant health and allied health providers, both locally & regionally on behalf of the community
- 1.3 Liaise with aged care providers on behalf of the frail, aged, disabled and their carers
- 1.4 Facilitate relevant advisory health and community support committees

Progress during 2016/2017 year:

- ✓ Current member of Murrumbidgee Primary Health Network, continuous support and information distributed when required. Contact maintained with Murrumbidgee Local Health District
- ✓ Regular referral meetings conducted with area health services, allied health providers and medical practices within the Shire. Information shared amongst health services regularly.
- ✓ Partnerships developed with various groups to present information and skills to the community e.g. Cape Diem and Business West Wyalong Christmas Carnival.
- ✓ Partnered with the Australian Government Mobile Service Centre and other local service providers including Temora MHDA in a coordinated approach to assist flood affected Ungarie residents.
- ✓ Partnered with RAMHP to deliver the Carpe Diem live theatre production to the community.
- ✓ Partnerships developed with both NGO's and private sector (Evolution, Silo Art, L&R Group)
- ✓ Promotion of upcoming NDIS workshop being delivered by the NDIA.
- ✓ Partnership forged with Bellarwi CWA to bring an Alzheimer's Australia information session and offer one on one consultation to community members.
- ✓ Promotion of the Healthy Kids School Bus to offer free comprehensive health checks to local children.
- ✓ Meetings continue fortnightly with community and aged care sector. Work with local providers as required. Continue to attend meetings to network and gather information for the Community.
- ✓ Continue on-going review of existing services. Services adjusted to meet requirements of the clients.
- ✓ Respite services currently delivered to meet the needs of clients and are available within the community.
- ✓ Meetings have occurred fortnightly, with Cancer information sessions being held at the centre over the 12-month period. Successful open days also being held and information sessions continue to be conducted when the need arises.
- ✓ Throughout 2016-17 services have been adjusted to meet the requirements of both clients and industry changes. Service reviews are continual and vary to suit the clients' needs.
- ✓ Bland Shire Interagency meeting held on 26 July 2016 and 29 November 2016.
- ✓ Next meeting scheduled for August 2017.

CSP Objective: 2. Partner with relevant bodies to strengthen community health & safety in the Bland Shire

Delivery Program Strategies

- 2.1 Foster and maintain partnerships with relevant community groups and Government agencies to promote safety in the community**
- 2.2 Provide access to relevant community health and safety information to increase community awareness of personal and property security**

Progress during 2016/2017 year:

- ✓ Two Education program on road safety completed.
- ✓ Current member of Local Liquor Accord. No meetings held this year.
- ✓ Work health & safety and risk management info for volunteers and contractors completed for 2016/17.
- ✓ Learner driver workshop held and completed.
- ✓ NRMA Safer Driver School Program held on 29 and 30 September 2016 and June/July holidays workshop fully booked out within two days.
- ✓ Partnership with the NSW Food Authority has continued in the new financial year.
- ✓ Council completed its food inspection program as required by the partnership with the NSW Food Authority
- ✓ Council continues to participate in the Scores on Doors Program and completed the program for 2016/2017.
- ✓ Working with NSW Public Health continues. Projects completed for 2016/2017.
- ✓ Distributing and providing of health information to families through playgroups and newsletters is ongoing. Information updated in December 2016. Information has been provided consistently throughout this year.
- ✓ Investigations continue to establish a community drug action team.
- ✓ \$1500 in grant funding secured from the Australian Drug and Alcohol Foundation to assist in the investigation and establishment of a CDAT.
- ✓ Youth pool party event held with support from Temora CDAT members. Information provided to local residents regarding a CDAT and what is required.
- ✓ Currently awaiting outcome of funding application to employ a CDAT worker that will service Bland, Temora, Coolamon and Junee
- ✓ Council Facebook page are regularly utilised to provide information to the community on flood affected areas within the Shire and changes to laws affecting young drivers.
- ✓ The Facebook page were regularly utilised to provide information to the community around the recent fire situation, safe harvesting practices, mosquito safety information, severe weather warnings, heatwaves, local fire bans, road safety information and changes to legislation.
- ✓ The online training program for Food Safety is available on Council's website and promoted using social media for the period 2016/2017.
- ✓ The online training program for responsible dog ownership has been discontinued as it was not utilised by the public.
- ✓ The Dramatic Minds festival did not take place in the 2015/2016 period. The festival will be supported should it go ahead during the 2016/2017 period.
- ✓ Request for funding for the Dramatic minds festival was not received by Council within the current period.
- ✓ Carpe Diem - a live theatre production with a focus on men's mental health - was held on 22 October 2016 at the S & C Club.
- ✓ Swimming pool inspections are carried out as required by the Swimming Pool Inspection Program Policy. Policy will be reviewed in 2017.
- ✓ Registered FDC educators are provided with relevant training and information throughout this year to support health and safety in Family Day Care.

CSP Objective: 3. Nurture a strong sense of community and enrich the cultural life for the residents of the Bland Shire

Delivery Program Strategies

- 3.1 Encourage and foster a strong spirit of volunteering and community pride**
- 3.2 Promote, facilitate and support a thriving cultural/regional arts community**
- 3.3 Support and strengthen our indigenous culture and history**
- 3.4 Monitor and provide up to date and relevant resources and programs within the library**
- 3.5 Implement and review recommendations contained in the Community Plan**

Progress during 2016/2017 year:

- ✓ Investigations into new technologies to engage volunteers are continuing on an ongoing basis.
- ✓ A volunteer morning tea or celebratory event marking Nation Volunteer week postponed to 3 August 2017.
- ✓ Relationships strengthened with the West Wyalong Horse Sports Association, the West Wyalong Clay Target Club, Events West Wyalong and the West Wyalong Show Society.
- ✓ Council is increasing the provision of information regarding external grant funding to all community organisations within the Bland Shire to improve opportunities for organisations who utilise volunteers. Organisations that have been assisted recently include, the Weethalle Whistle Stop and West Wyalong Scout Association.
- ✓ Relationships strengthened with Bellarwi CWA, Ungarie Sub-Branch of RSL, West Wyalong Amateur Swimming Club, The Weethalle Hall committee, The West Wyalong bowling Club and Country Hope.
- ✓ A number of volunteer groups assisted with programs/initiatives and grant applications
- ✓ Local volunteer opportunities conveyed to youth through direct contact with the high school and social media.
- ✓ Appointment of Ambassadors was considered at the Australia Day Committee meeting held in December 2016. Program continually monitored.
- ✓ Grants provided to West Wyalong Rodeo, Ungarie Bowling Club, West Wyalong Clay Target Club and West Wyalong Bowling Club. In-kind support provided to Rodeo, Mirrool Silo Challenge and various other groups.
- ✓ Business West Wyalong, Weethalle Whistlestop, Bland Shire Library and West Wyalong Scouts assisted with external grants. Weethalle Whistlestop and West Wyalong Rugby Club assisted with Council grants.
- ✓ West Wyalong Community Cinema, Ungarie RSL sub-branch and Weethalle Hall assisted with external grants. West Wyalong Can Assist and West Wyalong Bowling Club assisted with Council grants.
- ✓ Council grants provided to Wyalong Family History Group and West Wyalong Harness Racing Club. Ongoing in kind support provided to various groups.
- ✓ Plans in place to engage local community organisations with training to assist with governance, online activity and social media.
- ✓ Volunteer promotion campaign through Council's Facebook page. Release of Census date launched in West Wyalong with promotion/focus on local volunteer rates. Volunteer grant writing workshop scheduled for later 2017.
- ✓ Membership of Eastern Riverina Arts continuing.
- ✓ Youth week funding secured for the delivery of 2017 Youth Week initiatives.
- ✓ Youth week activities that were held in April 2017 include Dartball, Sumo Suits and Archery Tag, a digital animation workshop and a scooter/skate workshop with numerous bookings taken. All sessions were successful and well attended.
- ✓ Support for Cultural Advisory Committee continuing. Committees went into recess for an indefinite period.
- ✓ Committees have been replaced with community reference group in early March 2017. Support has been provided by council.
- ✓ Carpe Diem production held on 22 October 2016.
- ✓ Investigation into other touring programs continuing.
- ✓ School holiday activities including movie nights and the NRMA Safer Driving School planned for the upcoming September/October 2016 holidays.
- ✓ Youth trip to Lake Talbot in Narrandera planned and delivered in January 2017.
- ✓ Bike Safety Skills program planned and delivered in January 2017.
- ✓ April 2017 holiday activities include Dartball, Sumo Suits and Archery Tag, a Digital Animation Workshop and a Scooter/Skate Workshop with numerous bookings taken and well attended. All holiday activities

- during the 4 holiday periods have increased attendance and engagement from young people.
- ✓ Liaison with Eastern Riverina Arts to bring the live theatre production 'Basin' to Wyalong Hall in July 2016. Liaison continues.
 - ✓ Strong liaison with Eastern Riverina Arts regarding Weethalle Silo Public Art project and in the delivery of the upcoming youth Digital Animation Workshop.
 - ✓ Weethalle Silo artist conducted workshops with Weethalle Public School students.
 - ✓ Grant application submitted for silo art project in Weethalle. Weethalle silo art project completed in July 2017
 - ✓ Live theatre production Basin held at Wyalong Hall. Initiatives reported to monthly Council meetings through the Community Services report.
 - ✓ CASP grant application successful for silo art project. Permission obtained from new silo owner. Silo art project to commence September 2016.
 - ✓ Silo art project progressing, Cultural initiatives discussed at Community Reference Group meeting 14 March with positive response. Assistance provided to the Community Cinema Steering Committee with a view to opening a cinema in West Wyalong.
 - ✓ Cinema grant application submitted March 10 still pending.
 - ✓ Procedure in place to fly Aboriginal flag on days of significance.
 - ✓ Council is in the negotiation stages with the West Wyalong Local Aboriginal Land Council for the purchase of land in Central Road, West Wyalong for a second industrial estate. Negotiations continue for the purchase of land in Central Road, West Wyalong for a second industrial estate.
 - ✓ Mik Mak Show delivered in March 2017. Promotion was during January 2017.
 - ✓ The following cultural events completed for January to March 2017:
 - Healthy Harold – FDC & Bland Preschool
 - Mik Maks show (Community event)
 - Drum Beat visit – Bland Preschool
 - Harmony Day - FDC
 - Crocodiles encounters – Preschool
 - Zoo mobile – Preschool and Ungarie Preschool
 - Library visits –Preschool
 - Wolds greatest shave/Crazy hair – FDC; Ungarie Bland Preschool; Preschool and ITAV
 - ✓ Easter celebrations delivered successfully.
 - ✓ State Library of NSW Assessment and Compliancy review undertaken.
 - ✓ All library materials, programs and resources are regularly reviewed as per Agreement with Riverina Regional Libraries.
 - ✓ Children's author Oliver Phommavanh visited from the 31 October – 4 November 2016. All planning for Mr Phommavanh's visit has been finalised with 9 local schools participating in the week-long event.
 - ✓ Evaluation forms have been sent to all schools and home school families in connection with author visit. From all accounts, author visit was very successful.
 - ✓ Currently seeking a resident author to visit in 2017.
 - ✓ Grant funding for Library services are investigated and applied for when relevant.
 - ✓ All library staff attended Riverina Regional Library staff training days. Training included Libero (updates), new online reading advisory tools, new HSC Study Lab, social media.
 - ✓ Senior Library Assistant attended SWITCH Conference 23 – 26 November 2016.
 - ✓ Riverina Regional Library continues to provide a weekly delivery of new material for both adults and children.
 - ✓ The library's HSC Collection reviewed and updated.
 - ✓ Currently reviewing Library statistics to assist with future collection budget allocation.
 - ✓ 2017-18 Library collection allocation reviewed and updated.
 - ✓ 2017-18 Adult Author and Junior Author / Series planned
 - ✓ Book collection standing order lists reviewed and updated.
 - ✓ RRL continues to manage the library's collection
 - ✓ Currently investigating availability of speakers for the library and obtaining quotes for a 5 day visit in latter part of the year.
 - ✓ Author John Heffernan has been booked to visit 11 – 15 September 2017. Accommodation and travel arrangements have been organised for John's visit.
 - ✓ Information re John's visit has been sent out to all schools and home school families within the Bland Shire. The deadline for the return of forms indicating participation in this event is Friday 30th June 2017 (end of term 2).
 - ✓ Library DVD profile updated.

- ✓ Due to a reduction in Library budget re collection allocation 2017-18, it is anticipated that the acquisition of new material will be affected, if only slightly. However, Riverina Regional Library have recommended that there be no further budget reductions in this area.
- ✓ Council advisory committees currently in recess for an indefinite period.
- ✓ Excellent attendance at Community Reference Group.
- ✓ Partnership established to bring Bike Safety Skills program to West Wyalong.
- ✓ Partnership with West Wyalong Community Transport strengthened to assist with the cost of youth and community excursions in 2017.
- ✓ Partnership strengthened with the DPI and West Wyalong High School to deliver a fishing workshop as part of try something new week.
- ✓ Partnership Established with ERA to deliver a Digital Animation Workshop to local youth.
- ✓ Highly successful Tree Day initiatives held in Weethalle in August 2016 working in partnership with the Primary School.
- ✓ Bike Safety Skills program scheduled for January 2017.
- ✓ International Day of People with Disability event held on 2 December 2016.
- ✓ Intergenerational Film Project Launch held in Ungarie, West Wyalong, and Barmedman.
- ✓ Fishing workshop held with students from West Wyalong High School as part of try something new week.
- ✓ Partnership established with Bellarwi CWA to deliver Alzheimer's Australia presentation and one on one session to community members as required.
- ✓ Partnership established with Royal Far West to deliver the Healthy Kids School Bus comprehensive health screenings to local children.
- ✓ Support provided to the West Wyalong Horse Sports Committee, the West Wyalong Clay Target Club, the Ungarie Croquet Club, the annual Ungarie Bogeye Cup event and Events West Wyalong.
- ✓ Support provided to numerous community organisations including – The Wets Wyalong Bowling Club, Country Hope, The Weethalle Hall Committee, The Ungarie RSL Sub- Branch, Wyalong Art Group, Cinema Steering Committee, West Wyalong Harness Racing Club and Wyalong Family History Group and The West Wyalong Cinema Steering Committee.
- ✓ External grant opportunities promoted to numerous community groups and organisations via email and Social Media.
- ✓ Media advertisement published on Facebook and in the Wets Wyalong Advocate calling for local community groups interested in grant opportunities to provide details to Council to form a Community Grants Distribution Mailing List.
- ✓ Numerous Facebook promotions and direct emails to organisations noting current and upcoming grant opportunities.
- ✓ Grant opportunities distributed to relevant organisations via post and promoted through Facebook.
- ✓ Direct support provided to a number of community groups including West Wyalong Show Society, Events West Wyalong, Business West Wyalong, Scout Association and the Weethalle Whistle Stop.
- ✓ Support provided to Wyalong Art Group in the development of a constitution and receiving incorporation status.
- ✓ Successful Tree Day initiative held in Weethalle. Additional Tree Day activities planned for Tallimba and Barmedman.
- ✓ Partnership reinforced with the West Wyalong High School to deliver a career education session to students.
- ✓ Partnerships with local primary schools reinforced in the delivery of a drawing competition encouraging young people to have their say about what they like about the community.
- ✓ Presentation at Wyalong Public School regarding waste management.
- ✓ Partnership strengthened with West Wyalong High School and the DPI to deliver a fishing workshop as part of 'Try Something New Week'.
- ✓ Partnered with local youth to implement establishment of Skate Park extension.
- ✓ Consultation conducted with local youth regarding possible skate park extension. Discussions held with youth fishing group and participants in Council holiday activities
- ✓ Nominations for awards to open in second quarter 2016-2017.
- ✓ Australia Day awards nominations received. Australia Day Awards Committee of the Whole meeting held in December 2016.
- ✓ Successful Australia Day breakfast and awards ceremony held in the new location of McCann Park on 26 January.

CSP Objective: 4. Ensure services are accessible for all residents including the aged, people with a disability, young people and families

Delivery Program Strategies

- 4.1 Work with the community to determine future needs and network with relevant Government Departments and Non-Government Organisations
- 4.2 Offer youth services and events to all towns and villages in the shire.
- 4.3 Provide quality Toy Library facilities and promote to residents
- 4.4 Provide and monitor quality library services to the aged, people with a disability, young people and families
- 4.5 Provide quality and affordable Family Day Care, Mobile Resource Unit, Vacation Care and Preschool services
- 4.6 Provide and monitor quality HACC services and promote healthy aging to the residents of the community
- 4.7 Encourage cooperation and cross promotion of children and youth services
- 4.8 Monitor and promote the diverse range of services available to the community within the Bland Shire

Progress during 2016/2017 year:

- ✓ Service survey for all Bland Shire Council Children's Services has not progressed in 2016. Plans in place for early 2017.
- ✓ ITAV Survey completed
- ✓ Service surveys postponed until after new Kindyhub service established. To be completed Term 3/2017.
- ✓ Completed service surveys for the aged care.
- ✓ Community consultation undertaken at the West Wyalong Show. Additional consultation initiatives planned for upcoming movie nights in late September 2016 and the launch of the Intergenerational Film project in West Wyalong, Ungarie and Barmedman in early October 2016.
- ✓ Community consultation undertaken at Intergeneration Film launches at Barmedman, West Wyalong and Ungarie.
- ✓ Community consultation undertaken at Wyalong and Weethalle movie night events.
- ✓ Consultation conducted regarding draft Community Strategic Plan documentation and Disability Inclusion Action Plan
- ✓ Tree Day initiatives held in Weethalle on 30 August 2016.
- ✓ Youth focused movie night scheduled and held for the Weethalle community on 27 September.
- ✓ Regional Youth focused meetings attended where possible.
- ✓ CDO regularly attends the bi-monthly REROC youth and community development network meetings
- ✓ Numerous discussions held with TAFE to establish a free or subsidised youth focused hospitality skills short course for local youth.
- ✓ Council partnering with LALC to deliver Bike Safety Skills program in January 2107.
- ✓ Council partnered with West Wyalong High School and DPI to deliver Fishing Workshop in December 2016.
- ✓ Council Partnering with L& R Group to deliver end of year youth event with an anti drug focus.
- ✓ Scooter and skate workshop held in conjunction with Australian Drug and Alcohol Foundation.
- ✓ Bland Shire Youth Strategy completed.
- ✓ West Wyalong High School contacted to assist in the reestablishment of the Youth Focus Group. Promotion currently underway at the school seeking new members. Promotion will begin in early 2017 to establish the 2017 youth focus group.
- ✓ Facebook and local school promotion calling for local youth to join the Youth Focus Group was conducted in early 2017. Only one response was received. Further promotion to occur later in the year.
- ✓ Due to a lack of interest in the group from young people, focus was realigned to facilitate youth engagement regarding youth issues at targeted events and holiday activities.
- ✓ Investigation into new and more engaging forms of communicating with young people continuing.
- ✓ Council is currently engaging with youth via face to face means, youth specific and Council's common social media platforms and regular school engagement.
- ✓ Social media engagement increasing. A post targeting learner driver reach more than 800,000 people.
- ✓ Toy library stock take programmed for January 2017 were completed.
- ✓ Regular access to Toy Library available at Mobile Resource Unit playgroups, Family Day Care, playgroups and It Takes a Village program sessions is ongoing.

- ✓ Promotion of the toy library service ongoing – schedule achieved for this reporting period.
- ✓ The library's housebound service continues to operate on a fortnightly basis, delivering a variety of material to frail aged residents and those with disabilities. The library currently services 18 clients.
- ✓ The library continues to promote the service via handouts, website, social media, community noticeboards, presentations and exhibitions e.g. Probus talk in October 2016.
- ✓ Storytime continues to be held weekly during school term with attendance remaining high.
- ✓ A storytime session is provided monthly for Family Day Care.
- ✓ Multiple storytime sessions are provided for visiting Bland Preschool groups during school term.
- ✓ Plans in place for National Simultaneous Storytime Wednesday 24th May 2017. 4 x storytime sessions were provided for visiting Bland Preschool groups during June.
- ✓ A storytime session was provided for Little Wattle Day Care Centre group in June.
- ✓ The library continues to utilise Storytime Toolkits provided by Riverina Regional Library.
- ✓ Baby Bounce program reviewed due to poor attendance numbers.
- ✓ New format catering for children 0 – 3 years (seems to be more demand for this age group).
- ✓ Program will continue to promote reading and literacy due to renewed interest, Baby Bounce recommenced on Friday 17th March with 5 mums and their babies plus two additional children participating in the program. There were also 2 apologies from people unable to attend.
- ✓ The library is currently trialling the use of a PowerPoint presentation to deliver the program.
- ✓ Baby Bounce will remain on a Friday (fortnightly) as a result of feedback from parents
- ✓ The library continues to promote Baby Bounce via handouts, website, social media, community noticeboards, and by targeting community groups e.g. new mother's group – meet each Tuesday at Gardener's Rest.
- ✓ September School Holiday Program fully booked. Activities include cake decorating, mason jar craft and a Fizzle and Pop Science Show performed by Melbourne based group The Scientwists.
- ✓ The library continues to utilise School Holiday Toolkits provided by Riverina Regional Library and to engage RRL staff for school holiday activities.
- ✓ The library continues to engage community members with specific skills or interests for its school holiday programs.
- ✓ Variety of activities organised for January school holidays re Summer Reading Club
- ✓ Planning for April 2017 school holiday program. The July school holiday program has been finalised. The program includes pom pom puppies, cooking, learning to knit with the library's resident knitting group Knit and Knatter, and sand art.
- ✓ The library will also provide some additional fun during the school holidays with marbles and chalk board drawing (all materials provided by RRL).
- ✓ Library staff is continually liaising with each respective book deposit station to ensure a high standard of service is being provided.
- ✓ The library continues to provide a Book Deposit Station to the villages of Barmedman and Weethalle.
- ✓ A changeover of library materials occurs every ten weeks (an average of five changeovers per year)
- ✓ In lieu of Bland Shire Library now being a branch library of Riverina Regional Library, a review of the Deposit Station Agreement is currently being undertaken.
- ✓ Programs running at library:
 - Portraits of War (SLNSW touring exhibit)
 - Author Visit
 - HSC Lock-in for Year 10 students
 - Spook-tacular Storytime Event
 - Summer Reading Club program launched Wednesday 30th November 2016. Program runs from 1 December 2016 – 31 January 2017.
 - After School Christmas Craft Activity held 1st December 2016.
 - Day Book Club (monthly)
 - Writers' group (fortnightly)
 - Knit and Knatter (fortnightly)
 - Needles and Thread (fortnightly)
 - Storytime (weekly)
 - Summer Reading Club Finale & Presentation (10 February)
 - HSC Lock-in for Year 12 students (15 February)
 - Various school visits re school reading program
 - Preschool Visits (13, 15, 29 March) –
 - part of their community engagement program
 - Currently planning for Library and Information Week 22 – 28 May

- Currently planning Seniors Computer Training to be held 2 hours, one day per week, over six weeks.
- Currently planning competition for Book Week 18 – 25 August 2017 to be distributed to local schools and home-schooled families start of 2nd term. Competition centred round this year's theme: Escape to Everywhere ... with a focus on our local community
- National Simultaneous Storytime held Wednesday 24 May – an annual event held to promote reading to young people.
- Biggest Morning Tea held Thursday 25 May –
- an event held in support of Cancer Council.
- Storytime and Littlest Morning Tea held Thursday 25 May.
- Library's resident writers' group Pals of the Pen attended RFBI afternoon tea to read aloud a selection of their written work – organised by Senior Library Officer.
- Presentation of knitted rugs and shawls to local hospital on behalf of Knit and Knatter who continue to knit for a variety of charitable causes.
- The library is currently conducting a six week Basic Computer Training program for seniors. 20 people registered for the program which was launched in May during Library and Information Week. Sessions are being held every Tuesday 10am – 12pm with the last session to be held 27 June 2017.
- 4 x storytime sessions were provided for visiting Bland Preschool groups during June.
- A storytime session was provided for Little Wattle Day Care Centre group in June.
- The library continues to promote reading and literacy, the use of library databases and other online resources to visiting school groups.
- All schools including home school families have been invited to visit the library during Book Week to participate in a variety of fun educational activities.
- Currently planning activities for Book Week 18 – 25 August 2017. All activities are based around the annual theme and short-listed books.
- Senior Library Officer to speak at next month's Kikoira CWA meeting.
- ✓ The library continues to provide support for its Day Book Club held monthly in the library e.g. RRL Book Club Kits and bonus material.
- ✓ The library also lends support to various book clubs not affiliated with the library
- ✓ Enrolments undertaken and spaces allocated for 2017 class groupings.
- ✓ Promotion of pre-school service continuing
- ✓ Pre-school changeover to the 600 hours attendance requirement has been met.
- ✓ School children aged 5-12 years December 2016 and January 2017 completed successfully. April sessions in planned and completed.
- ✓ Mobile Resource Unit playgroup services maintained.
- ✓ Vacation care schedules for July 16, December 16, January 17 and April 17 programs distributed to Community.
- ✓ Promotion of service planned in January during 'Back to school' promotions in both West Wyalong and Temora.
- ✓ Day Care educators visit done as per schedule.
- ✓ Training requirements have been ongoing and met as required throughout the year.
- ✓ Review of philosophy and NQF to be undertaken in January 2017.
- ✓ Review of philosophy and QIP to be undertaken in January 2017.
- ✓ Mik Maks show held on 18 January. 130 children and parents attended. (Community event)
- ✓ Library Staff scheduled to attend a training session on 24 April.
- ✓ Fire Warden training
- ✓ Budget based funding meeting attended
- ✓ Preschool parent information session held in early Feb 2017
- ✓ Open invitation to attend parent committee meetings; participate in daily programs; parent fruit duty; family fun nights and promotion nights.
- ✓ Preschool parent information session held in early Feb 2017.
- ✓ Supporting family day care educators ongoing.
- ✓ Parent Committee meetings held each term. Movie night, school photos, mini Olympics, enrolment/open day, Teddy Bears Picnic and Ladies Night.
- ✓ Local show participation; Teddy bears picnics, excursions.
- ✓ Child Protection training held in September 2016.
- ✓ Parent surveys have been returned. Quality improvement plan updated. Linking all documentation to NQF and EYLF (programs, observations, learning stories etc).

- ✓ Coordination Unit provides ongoing training and awareness to all scheme educators.
- ✓ All services are currently meeting the regulatory requirements of rating and assessment.
- ✓ Child Protection Training to be conducted in September, Autism spectrum workshop and Environments workshop to be held in November 2016
- ✓ Staff scheduled to attend a training session on 24 April.
- ✓ Other training offered as required Investigate and implement sustainable practices within CSU ongoing.
- ✓ Aged Care Expo held in November 2016. Very successful with good feedback from stall holders and public.
- ✓ Plans in place for Aged Care Expo on 17 November 2017.
- ✓ Presentation to the community provided at Toppy Hall and open days were well attended.
- ✓ Seniors Week activities not progressed at this stage.
- ✓ Quarterly calendar for activities and services commenced in 2016.
- ✓ Preliminary audit completed
- ✓ Visitor information design updated significantly. Content to be updated as it is made available.
- ✓ Changes made to page displays. Events listings updated weekly. Documents for consultation added and promoted.
- ✓ Local Government Week events held in local villages.
- ✓ Council displays at West Wyalong Show ongoing.
- ✓ Weekly Council notices page in West Wyalong Advocate continuing.
- ✓ Social media presence strengthened with introduction of Instagram and Youth Facebook pages.
- ✓ Noticeboard updated at least weekly.
- ✓ Ongoing promotion in newspaper and community newsletters.
- ✓ New community newsletter to be launched in January. Large number of media releases, posters and flyers issued promoting Council events and programs.
- ✓ November edition of village focused community newsletter released and distributed.
- ✓ Updated Community Services Directory finalised, printed and circulated among local businesses to a welcome reception.
- ✓ Scholarships advertised November 2015, close early February 2016.
- ✓ Highly successful International Day of people with Disability Day celebrations and access awards held on 3 December 2016.
- ✓ Scholarships maintained and distributed for 2017.

Our places




Vision: Providing great community facilities for everyone to enjoy

Bland Shire Council will continue to provide excellent and accessible community facilities in a responsible manner and foster the contribution of community groups and organisations for the betterment of the Bland Shire.



Where our sense of community shines

Our places: Key Achievements, Programs & Projects

2016/17 Operational Plan Actions		
	Completed	36
	In progress	0
	Not progressed	0



Weethalle Silo Art Project: Bland Shire Council was extremely proud to deliver the first silo art mural in NSW during 2016-2017.

Through receipt of a Country Arts Support Program Grant and in partnership with the silo owners; Paul and Jenny Northey, Haymes Paint and local businesses, Council was able to commission high quality Melbourne based mural artist, Heesco Khosnaran, to deliver the large scale public artwork which is an ode to the rich agricultural heritage of the small community of Weethalle and the greater Bland Shire region.

Council formed a strong partnership with a group of local Weethalle community members to identify what was important to the community and what they wanted the image on the silos to reflect.

The contribution of and connection to agriculture was identified by all as the desired foundation for the huge 21 x 31 metre mural to be painted on the large canvas.

The total cost of the project was around \$30,000 however through the development of strategic partnerships and sponsorship obtained, Council's actual expenditure on the project was approximately \$10,000.

The installation of the prestigious public artwork has not only reinvigorated the small Weethalle Township and captured the heart of the Bland Shire community, but has further contributed greatly to a surge in local tourism.

Local Government Week Initiatives: As part of Local Government Week activities, Bland Shire Council hosted two guided tours of the Wetlands for West Wyalong Public School students on Monday 22 August and Thursday 25 August.

The sessions offered a valuable insight into the Wetlands project educating our young residents on the cultural, economic, environmental and social benefits of the Wetlands. In addition to the guided tours, the students worked on some activities that will assist them to complete an environment project they are currently undertaking in the class room.



5. Provide equal access to Council's services and facilities for residents and visitors to the Shire

CSP Objective:

Delivery Program Strategies

- 5.1 Connect with the community utilising forums, committees and elected members
- 5.2 Access external grant and funding opportunities to improve Council's community facilities
- 5.3 Utilise social media to connect with and inform residents, retailers, business, industry and visitors
- 5.4 Provide an informative and accessible user friendly Council website utilised to promote community services and events and keep exploring new communication methods

Progress during 2015/16 year:

- ✓ Council at their October 2016 council meeting adopted that the 2016-2017 Community Forums be postponed till February 2017.
- ✓ Community Forums were planned and delivered for February 2017 to Weethalle, Ungarie, Barmedman and Tallimba.
- ✓ Country Arts Support Program (CASP) application submitted to acquire funding to assist with the implementation of a large scale public art project in Weethalle.
- ✓ CASP grant submission successful with \$4000 received to assist with the delivery of the Weethalle silo mural project in 2017.
- ✓ An application submitted to The Club Grants Art and Culture Infrastructure Fund requesting \$300,000 to assist with the development of the West Wyalong Cinema. Currently awaiting an outcome.
- ✓ Grandparent's day grant submitted to fully fund new initiative.
- ✓ Applying for external grant funding to implement Tourism and Business programs and projects is undertaken on a regular ongoing basis and when and where appropriate. The funding programs changed as a result of the Federal Government Election and Regional Tourism Organisation Review. The NSW Government released the Regional Tourism Organisation Review on 6 July 2016 and they are still implementing the changes. The Federal Government's National Stronger Regions Fund has been wound up and replaced by the Building Better Regions Fund. Bland Shire Council were successful in obtaining a Murray Darling Basin Grant, Back to Business Grant and Future Towns Program Grant.
- ✓ Applying for external grant funding to implement engineering works and projects are monitored and applied for when available.
- ✓ The number of Facebook followers reached 2000 people in September 2016 – more than double the number of followers in 2015.
- ✓ Facebook followers have increased to over 2200 by December 2016.
- ✓ By July 2017 Facebook followers surpassed 2500 people.
- ✓ New social media techniques utilised to maximise engagement. Contact Us button added to page linking to website. Road closures information page created on website to keep the community and travellers up to date.
- ✓ New video technology used on Facebook
- ✓ Children's services Unit Facebook page is continually updated containing info on events, programs and updates.
- ✓ The library's Facebook page is consistently updated and maintained by the Senior Library Assistant. Photos from regular events are posted weekly.
- ✓ SLA continues to promote programs, services and events via the library's Facebook page.
- ✓ Riverina Regional Library staff continues to post regular book reviews and library related links on the Bland Shire Library Facebook page.
- ✓ Riverina Regional Library staff continues to post regular book reviews and library related links on the Bland Shire Library Facebook page.
- ✓ Council's social media accounts are conducted in accordance with the Social Media policy and procedure constantly.
- ✓ Total posts reach of 48,484 from 23 August-19 September 2016. Post on 2 August 2016 had a reach of 818,862 people.
- ✓ Facebook continues to be utilised as a fast and effective means of promotion and communication.
- ✓ Council's Facebook presence continues to grow with over 2500 followers and increased reach and engagement.

- ✓ Investigations on new web technology are ongoing.
- ✓ Building Better Council Websites national benchmarking report released with positive assessment of Council's website. Teleconference offered to identify/discuss new technologies.
- ✓ Held teleconferences with Melbourne company site improve regarding potential new technologies.
- ✓ Permissions slips and enrolment forms for Council event and programs are continuously added and updated on Council's website.
- ✓ Australia Day awards online forms were launched in October 2016.
- ✓ Christmas lights map registration forms released online.
- ✓ Community consultation conducted online for Community Strategic Plan.
- ✓ Community events calendar revamped and well utilised by community groups, locals and visitors. Updates are continuing.
- ✓ FDC currently in process of moving to web based format
- ✓ CSU online based forms and permission slips are updated continuously. Services have implemented web based programs to assist families.
- ✓ Website are up to date with information.

6. Facilitate equal access for residents to community and government services

CSP Objective:

Delivery Program Strategies

- 6.1 Council services and programs create opportunities to connect and are relevant and responsive to the needs of our community including innovative service provision to isolated residents
- 6.2 Assist with access to visiting services information

Progress during 2015/16 year:

- ✓ Investigating alternative play group venues to better meet the needs of the community is ongoing.
- ✓ Reviewed services and new venues commencing July 2017
- ✓ Investigating Family and Community Services funding continues
- ✓ Family and Community Services Funding investigated as they arise.
- ✓ Support provided as necessary to relevant Council Advisory Committees as needed. Council committees currently in recess for an indefinite period.
- ✓ Council Advisory Committees replaced with Community Reference Group. Support will continue to be provided as required.
- ✓ Council grants provided to a number of community organisations to assist in the delivery of numerous projects and events including the West Wyalong Horse Sports Association for delivery of the West Wyalong Rodeo, the Ungarie Bowling Club in the establishment of the Ungarie Croquet Club and the West Wyalong Clay Target Club to assist with their Open Shoot event.
- ✓ Council grants provided to the West Wyalong Rugby Union Club, Western Wheelers and the Weethalle Whistle Stop.
- ✓ Elite athlete grant administered to Nicole Caldwell.
- ✓ Financial Assistance provided to the West Wyalong Amateur Swimming Club to assist with the costs associated of hosting a regional carnival.
- ✓ Financial assistance provided to Bellarwi CWA to assist with costs of hosting an Alzheimer's Australia information session and one on one consultation.
- ✓ Movie night event scheduled for the Weethalle community on 27 September 2016.
- ✓ HACC services continue to be available for all eligible residents of Bland Shire.
- ✓ HACC services have been and continue to be provided to all towns and villages within the Shire. Services altered to meet the needs of eligible residents of Bland Shire.
- ✓ The Ungarie Community Expo was held on 7 July 2016.
- ✓ Tree Day initiatives held in Weethalle in August 2016.
- ✓ The intergenerational film project launched in Barmedman and Ungarie in October 2016.
- ✓ Movie night event held in Weethalle.
- ✓ Mobile Resources Unit service regularly visits targeted areas within the Shire.
- ✓ HACC Services continue to be available for all eligible residents of Bland Shire.
- ✓ The library continues to communicate events, services and programs to all primary and secondary schools within the Bland Shire, Home School families, Preschool, Family Day Care Service and Little Wattle Day Care Centre.
- ✓ Events Calendar updated continuously.
- ✓ Distribution of the Visitors Information Centre CONNECT 06, 07 and 08 newsletter went to all businesses via e-mail and hard copies delivered to those requested. Newsletter is available in the Visitors Information Centre and on council website.
- ✓ Investigations into innovative Children's Service provision to isolated residents are ongoing.
- ✓ The library continues to communicate events, services and programs to all primary and secondary schools within the Bland Shire, Home School families, Preschool, Family Day Care Service and Little Wattle Day Care Centre.
- ✓ Continue to utilise CSU resources for programs such as Storytime and other activities.
- ✓ Partnership with West Wyalong High School re Volunteer program, HSC Lockin, support of special needs students
- ✓ The library currently provides a work placement for a Year 12 student with special needs. The student attends the library every Tuesday morning 10am – 11.30am during school term. The student also volunteered their time to assist with holiday activities which is testimony to the dedication of library staff.
- ✓ Updated and distributed the Visitors Information Centre CONNECT 09-14 newsletters to all businesses via e-mail and hard copies delivered to those requested. Newsletter available in the VIC and on council website

- ✓ Ten Year 11 students and two Year 10 students with an interest in child care and / or teaching are currently volunteer their time at the library to assist with Storytime. The students have a rotating roster – with two students attending the library on a Thursday morning.
- ✓ Links to information are provided on Council's website continuously
- ✓ Relevant and current visiting service information is available for parents and carers of Bland Preschool, Family Day Care and Playgroups.
- ✓ The Ungarie Community Expo was held in Ungarie on 7 July 2016 with visiting services including Housing NSW, Centrelink and Temora MHDA.
- ✓ Partnership strengthened to deliver DPI fishing workshop to West Wyalong High School students.
- ✓ Visits from Memory Van and Australian Government Mobile Service Centre promoted and assistance provided.

CSP Objective: 7. Plan, provide and support a range of community and cultural activities to meet the needs of residents and visitors

Delivery Program Strategies

- 7.1 Relevant Advisory Committees to support Council to meet objectives within the Community Strategic Plan**
- 7.2 Assist community groups to access external funding opportunities**
- 7.3 Advocate relevant Government bodies and Non-Government Organisations (NGOs) for services and facilities**
- 7.4 Assist community groups to provide activities to the wider community**

Progress during 2015/16 year:

- ✓ Community Strategic Plan reviewed and updated as required.
- ✓ Council funding provided to community organisations is reviewed by relevant Advisory Committees as required.
- ✓ Council committees went into recess for an indefinite period during October 2016 to January 2017.
- ✓ Council grant funding requests reviewed by relevant Council staff and Council as necessary.
- ✓ Committees replaced by Community Reference Group. Grants assessed directly by Council.
- ✓ Assistance provided to community groups in the recognition of external grant opportunities and potential funding streams.
- ✓ Assistance provided to numerous community groups including the Weethalle Whistle stop and West Wyalong Scouts Association.
- ✓ Assistance provided to The Weethalle Hall Committee, The West Wyalong Cinema Steering Committee and the Ungarie RSL Sub-Branch.
- ✓ Assistance provided to Wyalong Art Group, West Wyalong Harness Racing Club and Wyalong Family History Group.
- ✓ Grant information regularly provided to community groups via Facebook and email.
- ✓ Submissions to government and non government organisations in relation to services and facilities for the Shire made as opportunity arises.
- ✓ Assistance provided through various formats including Facebook, online calendar, community noticeboard and media through regular radio and newspaper interviews.
- ✓ Community Christmas lunch, Christmas carnival, community charity events and Carols by Candlelight all provided with promotional support.
- ✓ Assistance continues to be provided for various community events including the Ageing of the Brain presentation, charity walk, car rally, triathlon and various other events.

Our infrastructure




Vision: Maintaining & improving the Shire's assets & infrastructure in a changing climate

Bland Shire Council will strive to face and meet the challenges faced by a large road network and aging infrastructure to best meet community needs in a financially responsible manner while also investigating opportunities for improvements to infrastructure and efficiencies



*Reviewing, renewing and improving our core
community assets*

Our infrastructure: Key Achievements, Programs & Projects

2016/17 Operational Plan Actions		
	Completed	49
	In progress	3
	Not progressed	1

Stadium: Council’s major capital project for 2016-2017 was the \$2.1 million upgrade of the West Wyalong Stadium.

The Stadium was officially opened in March of this year and has already attracted a host of major events and sparked increased community participation in sport and recreation which includes:

- West Wyalong Basketball Association – Juniors, Seniors, Ladies Day, Western League Junior Representative Wildcats teams and training and Country Premier League Training
- Lifeball
- Indoor Tennis
- Western Region High School
- Gala day
- Basketball Knockout
- Basketball NSW
- Referee Development Course
- NSW Country high schools – Coaching Clinic, U15s, U15s Gala day
- Western Junior League, BNSW- Overnight Camp and Round 1 Competition
- Private Function
- PSSA Basketball
- NSW State League Game Dubbo vs Wagga
- Junior Rugby League Training
- Rugby Union Training

- St Mary’s School
- Youth School Holiday Activities

It is a venue of which Council and the community is immensely proud.



CSP Objective: 8. Work in partnership with key stakeholders to improve road infrastructure for vehicle and pedestrian access

Delivery Program Strategies:

- 8.1 Lobby Government for additional funding to ensure roads are maintained at an acceptable standard throughout the Shire**
- 8.2 Continued membership of Newell Highway Task Force**
- 8.3 Lobby Government to improve conditions on the By Pass**
- 8.4 Maintain and improve general vehicle and pedestrian access within the Shire**

Progress during 2016/2017year:

- ✓ Providing relevant information to Council to enable them to lobby Government has been completed for this year.
- ✓ Cr. Lord remains the BSC delegate on this Taskforce as well as the Senior Economic Development & Tourism Officer being a member of the Newell Highway Promotions Committee.
- ✓ Meeting held in Dubbo on 5th October 2016 but not all representatives could attend due to the closure of the Newell Highway between West Wyalong and Forbes. The next meeting of the Taskforce was held in Forbes on 14th December 2016 with the Mayor of Forbes being elected Chairman and Clr. Tony Lord being elected Vice Chairman.
- ✓ Bland Shire Council has initiated a comprehensive report on the impacts of the closure of the Newell Highway in October 2016. This report will be presented to a ministerial delegation in June 2017.
- ✓ Clr. Lord remains the BSC delegate on this Taskforce as well as the SEDATO being a member of the Newell Highway Promotions Committee.
- ✓ Report released during Ministerial delegation on 23rd June 2017.
- ✓ Liaising with Road & Maritime Services is ongoing.
- ✓ Pedestrian Access Mobility Plan previously completed. Not anticipated to revisit the plan in 2016-2017.

CSP Objective: 9. Manage waste and recycling to improve the utilisation of existing resources, including exploring new technologies

Delivery Program Strategies

- 9.1 Continued monitoring of viable recycling options**
- 9.2 Consult with the community and relevant stakeholders regarding waste management options throughout the Shire**
- 9.3 Research alternate technologies relating to waste management**
- 9.4 In consultation with relevant communities, implement and monitor Council's waste management strategy to increase the life of existing resources**

Progress during 2016/2017year:

- ✓ Investigating and reviewing of recycling options monitored regularly.
- ✓ No report necessary for Council in connecting with recycling options and costs. Monitoring continues..
- ✓ Investigating participation in the National TV and Computer Product Stewardship Scheme in association with REROC is completed for this reporting period and ongoing.
- ✓ Investigating of new innovations in waste management is continually monitored.
- ✓ Implementation of Council's Waste Strategy is ongoing.

10. Manage stormwater and sewerage resources**CSP Objective:****Delivery Program Strategies**

- 10.1 Investigate and manage local flooding issues**
- 10.2 Ensure adequate water storage and management for future use within Council's community facilities**
- 10.3 Identify funding opportunities to maximise future water storage options**
- 10.4 Effectively manage and maintain stormwater infrastructure**
- 10.5 Effectively manage and maintain sewerage infrastructure**

Progress during 2016/2017year:

- ✓ Ungarie flood study continuing. West Wyalong retardation and stream flow time changes continuing.
- ✓ Concentrating on the Ungarie Flood Study to enable this in the next stage.
- ✓ Looking at funding to continue streamlining /retarding stormwater through West Wyalong.
- ✓ Stormwater recycling plan reviewed and actions being pursued. Completed for this reporting period.
- ✓ Monitoring of irrigation system satisfactory.
- ✓ Investigated external funding opportunities and none available at this stage. Completed for 2016/17.
- ✓ Stormwater Asset Plan under review. 80% completed by September 2016 and process completed by December 2016. Not reviewing for 2016/17.
- ✓ Sewerage Asset Plan planed to be reviewed in 2016/17. Review on hold

11. Ensure that public places and facilities are well maintained and easily accessible to foster community pride in their infrastructure**CSP Strategies:****Delivery Program Strategies**

- 11.1 Ensure users of Council's facilities enter into occupancy agreements**
- 11.2 In collaboration with users and budgetary constraints provide facilities that are maintained to acceptable standards**
- 11.3 Facilitate access for the community and visitors to all public places and facilities**
- 11.4 Maintain parks, ovals and recreational facilities to approved standards and budget**
- 11.5 Effectively manage and maintain cemeteries within the Shire**

Progress during 2016/2017year:

- ✓ Memorandum of Understandings completed. Some casual users yet to be completed by September 2016.
- ✓ Memorandum of Understandings completed by December 2016.
- ✓ Developing and fostering existing relationships with certain group's ongoing.
- ✓ Open Space Asset Management Plan are being reviewed. 90% complete by September 2016.
- ✓ 100% Completed for this reporting period.
- ✓ Council continues to provide heritage funding programs.
- ✓ Council's heritage assistance program was well supported during the 2016/2017 financial year with two significant projects being completed.
- ✓ Promotion of Parks and Sporting Facility bookings process ongoing. Implementing 2016-2017 Revenue Program.
- ✓ Access incentive scheme promoted and provided to businesses within the community as required.
- ✓ Assessing of public facilities/buildings against compliance with Premises Standards is ongoing
- ✓ Weekly inspections of parks, ovals and recreational facilities ongoing and completed for this reporting period.
- ✓ Fortnightly playground inspections conducted for all playgrounds within the Shire completed.
- ✓ Routine maintenance and works programs implemented and monitored for this reporting period.
- ✓ Council's sport and recreation facilities 2016-2017 revenue policy adopted at October 2016 council meeting and fees and charges implemented.
- ✓ Weekly maintenance carried out at Wyalong Cemetery and completed for this quarter.
- ✓ Village cemeteries inspected and maintained for the reporting period.

12. Review Council's building assets to meet the needs of the community**CSP Strategies:****Delivery Program Strategies**

- 12.1 Complete a building review to determine if community needs are being met**
- 12.2 Develop a maintenance program to ensure the integrity of Council's buildings**
- 12.3 Use planning and heritage policies and controls to protect and improve the unique built environment**
- 12.4 Manage Council's facilities to meet health and safety expectations**
- 12.5 Responsibly manage asset renewal and maintenance**
- 12.6 Determine community need and develop design for indoor multi-purpose facility**

Progress during 2016/2017 year:

- ✓ Review of Council's building assets completed, it is not envisaged to do another review in 2016 -2017.
- ✓ Maintenance of Council's buildings in accordance with maintenance program and budget completed.
- ✓ Review of council maintenance program as part of the 2016-2017 budget completed.
- ✓ A review of heritage policies completed for financial year.
- ✓ Council staff continue to enforce the controls in the Local Environmental Plan and Development Control Plan.
- ✓ The Development Control plan will be reviewed at the conclusion of the Local Environmental Plan review
- ✓ Occupational health & safety audits are ongoing. Completed for first quarter.
- ✓ Council property building maintenance program are ongoing.
- ✓ Sign implementation ongoing when required. Projects completed.
- ✓ Asset Management and Renewal Plan to be reviewed as part of the Aesthetic implementation.
- ✓ No intention to review the Asset Management Strategy and Action Plan in 2016-2017.
- ✓ Tender to Burton Constructions of Wagga with an estimated completion date in early January 2017. Regular reports being submitted to council
- ✓ Practical completion of works was achieved on 23rd December 2016 with a final inspection scheduled for 23rd January 2017.
- ✓ Interim Occupancy was granted in February 2017 with outstanding matters being addressed and monitored.
- ✓ Ongoing investigations into the remaining works required for Final Occupation Certificate
- ✓ Preliminary discussions held with the current committee and council to determine a management format in December 2016.
- ✓ A draft Management Structure was presented to the December 2016 Council workshop and it was agreed to further review the management options in early 2017.
- ✓ Discussions held at the February 2017 Council Workshop. Resolved at Council meeting on 21st February to proceed with formation of management committee, determine a schedule of fees and charges for 2017/18 budget and seek EOIs for cleaning/canteen operations.
- ✓ Meeting held with Basketball Association representatives on 26th June, revised fees and charges to be presented to July Council meeting for consideration
- ✓ Ongoing liaison with users in relation to the management and access to the facility.

CSP Objective: 13. Develop, implement and monitor appropriate programs, schedules, plans and budgets for the effective and efficient management of Council's assets and infrastructure

Delivery Program Strategies

- 13.1 Implement and monitor a street cleaning program
- 13.2 Works programs are developed, reviewed and implemented in accordance with road hierarchy and budget allocations
- 13.3 Maintain street trees to approved standards and budget
- 13.4 Kerb and Guttering programs are developed and implemented in accordance with budget
- 13.5 Effectively manage and maintain town and village upkeep throughout the Shire
- 13.6 Airport facilities are maintained to approved standards and budget
- 13.7 Effectively management and maintain Council's Works Depots

Progress during 2016/2017year:

- ✓ Street cleaning contractor terminated in September 2016 in accordance with Council's wishes. Staff providing service to Main Street.
- ✓ Monitoring of Transportation Infrastructure Operating Program ongoing and completed for this reporting period.
- ✓ Implementation of the Preferred Street Tree Species ongoing.
- ✓ Maintenance of street trees within approved budget completed
- ✓ Transportation Infrastructure Operating Program monitored. Completed for this reporting period.
- ✓ Village maintenance programs are ongoing. Reviewed and implemented when and where necessary.
- ✓ Maintenance program and monitoring of the airport and facilities are ongoing.
- ✓ Council's works depot day to day workings are ongoing.

Our leadership




Vision: A well run council acting as the voice of the community

Bland Shire Council will aim to set a benchmark in the community for leadership, governance and customer service. Council will seek to build and strengthen community partnerships and foster participation from all Bland Shire communities in the decision making process.



Setting a benchmark for community standards

Our leadership: Key Achievements, Programs & Projects

2016/17 Operational Plan Actions		
	Completed	93
	In progress	7
	Not progressed	5

Fit For The Future: The Fit for the Future benchmarks set by the State Government presented different challenges to different Councils - particularly in rural areas like ours. For Bland Shire Council – with the second longest road network in the state – the task appeared almost impossible.

Depreciation incurred on our 2370 kilometres of unsealed road and 867 kilometres of sealed road – not to mention our bridges and other public infrastructure – ensured Council’s budget was in deficit.

Frozen Federal funding and rate pegging restrictions combined with high community expectations for Council services, facilities and our roads infrastructure presented even greater challenges. Council’s auditors made a presentation to Council in December 2016. Our 2016-2017 budget delivered a further \$1 million in projected savings.

Council staff continue to engage in ‘best practice’ activities and are always looking to identify possible savings and how to do things more cost effectively. With further identified savings in 2017-2018, Council expects to be able to meet nine of the 10 Fit for the Future benchmarks set by the State Government.

Fit for the Future Benchmarks Expected Improvement in Financial Performance

Measure/Benchmark	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Achieves FITF Benchmark?
Operating Performance Ratio (Greater than or equal to break-even average over 3 years) (>0)	-22.35%	-12.90%	-1.28%	3.18%	7.56%	11.19%	Yes
Own Source Revenue Ratio (Greater than 60% average over 3 years) (including FAGS) (>60%)	87.44%	81.27%	86.75%	87.18%	87.65%	88.13%	Yes
Debt Service Ratio (Greater than 0% and less than or equal to 20% average over 3 years) (>2X)	1.19%	0.88%	0.82%	0.76%	0.70%	0.64%	Yes
Real Operating Expenditure per capita A decrease in Real Operating Expenditure per capita over time (Decreasing)	Decreasing	Decreasing	Increasing Decreasing	Decreasing	Decreasing	Decreasing	Yes

Professional Development: Council is proud and committed to providing professional development opportunities to its staff.

Council has been involved with the Australasian LG Performance Excellence Program since its inception four years ago.

The program has helped Council staff make better management and operational decisions, prioritise and optimise our resources and improve our service delivery. These achievements were highlighted in an Independent Engineering Efficiency and Effectiveness Report undertaken by Jeff Roorda and Associates in 2015-2016

Council has also entered a team in the Rural Management Challenge since its introduction. Council staff have enthusiastically embraced the challenge and benefitted from increased confidence and knowledge as a result.

Council also provides year round training programs and opportunities for staff. With the benefit of such staff development programs, Council staff continues to receive recognition and acclaim from both within and outside the industry. One such example is Council executive assistant, Julie Sharpe, who was named the inaugural LG NSW Assistant of the Year.



14. To provide quality leadership, governance and management

CSP Strategies:

Delivery Program Strategies

- 14.1 Ensure Councillors are provided with appropriate support and resources to carry out their civic duty
- 14.2 Ensure Councillors take ownership and a strong leadership role in implementing the Community Strategic Plan
- 14.3 Ensure the General Manager takes on a high level role in implementing the Community Strategic Plan and associated documents
- 14.4 Ensure the long term financial sustainability of Council through effective and prudent financial management
- 14.5 Take advantage of new and emerging technology to improve services

Progress during 2016/2017 year:

- ✓ Review of Code of Meeting practice continuing.
- ✓ Review of councillor handbook to be progressed in mid 2016 following determination of Council's Fit for the Future submission.
- ✓ Developing of Councillor's induction program to be progressed in mid 2016 following determination of Council's Fit for the Future submission.
- ✓ Mayor and Deputy Mayor elections held in September 2015 and results provided to Office of Local Government, NSW Councils and local media.
- ✓ Review of Provisions of Facilities and Expenses for Councillors policy completed and adopted by Council at Sept 2015 meeting.
- ✓ Councillors advised of opportunities as they become available
- ✓ Review of Councillor Portfolio Program continuing to be presented to the July 2016 Council meeting.
- ✓ Councillor Induction Program discussions held at Manex meeting. Program will be developed
- ✓ Induction program scheduled for 16 September 2016
- ✓ New council elections to be held in September 2016 following which the mayoral and deputy mayoral elections will be conducted.
- ✓ Councillor support and requests continue to be managed by the Office of the General Manager
- ✓ 2014/15 Annual Report completed within required timeframes.
- ✓ Planning continues for the End of Term Report to be presented in August 2016.
- ✓ 2016 and the review phase of the IPR documentation. Timeline to be released in early 2016.
- ✓ Business Paper reports continue to be linked to IPR framework
- ✓ Operational Plan and Capital Works Projects monitored quarterly by Manex
- ✓ Delivery Program Progress Reports provided every 6 month
- ✓ Initial draft of the End of Term Report to be presented to July Council Workshop
- ✓ Quarterly reports for Delivery Program Progress to be presented to the June/July 2016 Council meeting.
- ✓ Progress Report being finalised for presentation to July Council meeting and inclusion in the End of Term Report and Annual Report
- ✓ Progress Report presented to March 2016 Council meeting
- ✓ Manex continue to quarterly monitor the Operational Plan and Capital Projects for inclusion in the Delivery Program Progress Report
- ✓ Initial draft of the End of Term Report to be presented to July Council Workshop
- ✓ Planning continues for the End of Term Report to be presented in August 2016 and the review phase of the IPR documentation. Timeline to be released in early 2016.
- ✓ Submission completed and lodged for the annual AR Brett Awards Program.
- ✓ Judges advised that submission made the second cut but was not successful.
- ✓ Operational Plan quarterly update to 31st December 2015 presented to Manex on March 1st
- ✓ Operational Plan quarterly update to 30th June 2016 being completed and provided to Manex prior to inclusion in the Delivery Program Progress Report
- ✓ Initial draft of the End of Term Report to be presented to the July Council Workshop
- ✓ Timeline developed and planning continues for the review phase of the IPR documentation.
- ✓ Quarterly Budget Review Statements for 2015-16 produced and sent to the GM & Directors within 2 weeks of the end of the quarter.
- ✓ Overdue debtor accounts and rate assessments have been sent for debt collection with Council's contracted collection agency.

- ✓ The 2014-15 Financial Statements have been completed and audited. They were submitted to the OLG within the designated time frame.
- ✓ Investments have been managed effectively; investing in secure term deposits, the term of the deposit has been selected based on future cash requirements and best rate of interest at that time.
- ✓ The Long Term Financial Plan was completed with the available information at the time and has been incorporated in the Strategic Plan. Revisions are continuing as variations are proposed by the State Government, Councillors and Council directors.
- ✓ Preparations are underway to have Operational and Balance sheet accounts, support documentation and other data ready for 2015-16 end of year financial reporting.
- ✓ The 2015-16 Financial Statement templates have been ordered to commence the preparation of the 2015-16 financial statements post 30 June 2016.
- ✓ The latest version of the Long Term Financial Plan has been received from LG Solutions. Data is currently being updated to provide financial results up to 2026/27.
- ✓ There were no overdue matters or issues raised during the reporting period.
- ✓ New wireless equipment installed to improve connectivity to Depot.
- ✓ Business continuity management and interruption response analysis conducted November 2015.
- ✓ Technology regularly reviewed as per organisation's needs.
- ✓ Network infrastructures are continuously reviewing and updating when required.
- ✓ IT disaster recovery plan continually updated and completed for this reporting period.
- ✓ New wireless equipment installed to improve connectivity to Depot.
- ✓ Business continuity management and interruption response analysis conducted November 2015.
- ✓ Technology regularly reviewed as per organisation's needs.
- ✓ Network infrastructures are continuously reviewing and updating when required.
- ✓ IT disaster recovery plan continually updated and completed for this reporting period.

15. Develop strong community partnerships

CSP Strategies

Delivery Program Strategies

15.1 Regular consultation with key industry, business and stakeholders

15.2 Working in partnership with community groups, advisory committees, Government Departments, businesses and Council staff

15.3 Assist and/or foster community events and initiatives through Council sponsored grants/sponsorship opportunities

Progress during 2016/2017 year:

- ✓ Ongoing attendance and participation in meetings and events as required.
- ✓ Initial introductions with Evolution Mining representatives held and invitation extended through their Community Relations Advisor to address Council.
- ✓ Open communication between Council and key local industries ongoing as required.
- ✓ Technology regularly reviewed as per organisation's needs.
- ✓ GM attends REROC meetings on a regular basis as well as quarterly meetings of the Riverina-Murray Regional Leaders Network.
- ✓ Arrangements are in hand for councillors to meet with the CEO of Evolution Mining, Mr. Jake Klein, in April 2016.
- ✓ Ongoing liaison with relevant groups as required 2016 schedule of meetings updated and circulated to staff and Councillors in January 2016.
- ✓ Village Community Forums held on 1st October 2015.
- ✓ Fit for the Future Public Forum held on 10th November 2015.
- ✓ Council reviewed its committee schedule and representation at its September 2015 meeting.
- ✓ General Manager maintains ongoing participation and representation at the Riverina Pilot Joint Organisation.
- ✓ Road network forums held during March 2016
- ✓ Second round of road Network Forums to be held in July 2016
- ✓ Councillor representatives on Advisory Committee and section 355 committee of Council is ongoing
- ✓ General Manager maintains ongoing participation and representation.
- ✓ GM attended an OLG workshop on 30 June 2016 to discuss the roll out of JO's in September 2017.
- ✓ Council grant program promoted regularly through community radio, word of mouth, local media and email distribution.
- ✓ Council grants distributed to West Wyalong Town Band, House of Fashion, West Wyalong Women's Bowling Club and the Barmedman Show Society.
- ✓ Council grants awarded to the West Wyalong Medical Centre, Business West Wyalong, the Mirrool Silo Kick Committee, the West Wyalong Clay Target
- ✓ Club and the West Wyalong Family History Group.
- ✓ Grants awarded to Weethalle Rodeo Committee and The West Wyalong Harness Racing Club in this quarter.
- ✓ Assistance provided to the West Wyalong Women's Bowling Club, the Ungarie Croquet Club, the West Wyalong Clay Target Association and The West Wyalong Riding for the Disabled Association

CSP Strategies **16. Provide opportunities in a variety of forums for all stakeholders to contribute to Council's decision making****Delivery Program Strategies****16.1 Encourage village residents to participate in community forums****16.2 Monitor and provide innovative and accessible communication strategies to all Shire residents to encourage active participation****16.3 Ensure all Council communications are targeted and clearly branded**

Progress during 2016/2017year:

- ✓ Village Community Forum held on 1 October 2015.
- ✓ Community input into forum agenda completed for this year.
- ✓ Forum outcomes were reported back to the community
- ✓ Active and increased presence utilising community mailing list and social media.
- ✓ Advertising of events is ongoing through West Wyalong Advocate and community newsletters.
- ✓ Extensive advertising carried out across various mediums.
- ✓ Connect with Council page launched allowing residents to register to receive specific information from Council through email.
- ✓ Target audience identified for each program/project and advertised accordingly using various mediums (e.g. press, social media, newsletters, mail drops etc).
- ✓ Public Forum included in monthly meeting notice and opportunities provided for those interested.
- ✓ Provision of Council branded signs and banners ongoing for funding recipients.
- ✓ Banners provided at various events.
- ✓ Logo displayed in accordance with Corporate Style Guide.

CSP Strategies **17. Lead the community by example with sustainable, effective, efficient and customer focused practices**

Delivery Program Strategies

- 17.1 Review Council's customer service charter and regularly monitor Council services to ensure they are provided in a professional, timely and friendly manner and are responsive to community need**
- 17.2 Provide sustainable, productive, highly skilled and committed workforce which supports current and future service delivery needs**
- 17.3 Develop, implement and monitor HR programs to solidify Council's reputation as an employer of choice**
- 17.4 Review and implement Council policies and comply with WH&S and Risk Management requirements**
- 17.5 Ensure Council's workforce is provided with appropriate equipment and resources to meet the needs of Council and the community**

Progress during 2016/2017 year:

- ✓ Customer service staff has been trained in Tech One and ongoing training and support is in place.
- ✓ Delivering of purchasing services ongoing.
- ✓ Practices and performance are monitored to ensure customer service levels meet the standards set in Council's Customer Service Charter. The results of the recent Customer Service Survey are in the process of being analysed and current practices reviewed to address any identified service gaps. Incoming correspondence is processed on the day it is received and distributed to designated action officers. A report of outstanding actions is submitted to Manex fortnightly for follow up.
- ✓ Store services delivery completed for this reporting period.
- ✓ Development Assessment staff aim to process applications within statutory timeframes.
- ✓ Process improvement and efficiencies across Council's functional areas is dependent on the outcome of the Fit for the Future program, to be progressed in early 2016. School based trainee appointed.
- ✓ Individual training plans for trainees, apprentices and cadets completed for 2015.
- ✓ Training opportunities for employees ongoing.
- ✓ Tech1 training completed.
- ✓ Research into E-learning program opportunities ongoing.
- ✓ Process for tracking training needs developed.
- ✓ Ongoing exploration of external funding opportunities for training and education.
- ✓ Database of staff licences and qualifications developed and maintained.
- ✓ 'On the Job' induction program ongoing.
- ✓ Staff competencies ongoing.
- ✓ Audiometric screening conducted on 17 Sept for all outdoor staff.
- ✓ PD's have been reviewed and updated to include anyone/areas that may be at risk.
- ✓ Local medical centre conducting skin checks for our staff.
- ✓ Policies and procedures updated for flexible work practices and arrangements for staff and promoted to staff.
- ✓ Retirement planning sessions and phased retirement options are ongoing.
- ✓ Periodic reminders for staff achievement awards included in Facts Friday.
- ✓ Staff Achievement Awards presented during the Bland But Not Boring Appreciation Breakfast in December 2015.
- ✓ Improving cross functional communication to be developed following results from EEO and Employee Engagement Survey and progressed in early 2016 following the release of the IPART results.
- ✓ Assistance in management of workforce relations and provision of timely advice on workplace relations matters are ongoing.
- ✓ Staff learning and development initiatives completed for this year.
- ✓ Cost effective recruitment services completed for this reporting period.
- ✓ Workforce plan implemented and completed for this reporting period. A staff 'culture' taskforce has been established to report back to GM on matters related to the culture of the council workforce. GM has met with all members of the Task Force and a number of procedural changes are being implemented as a result of the Taskforce Report.
- ✓ Delegations Register reviewed and updated. Individual position requirements circulated to affected staff. Process for monitoring changes determined.
- ✓ Finalised and now in maintenance cycle Review of recruitment processes completed for this year.

- ✓ Local schools, TAFE, universities and other organisations for potential staff "career expos" and introduce school based programs have not progressed
- ✓ Collecting and reporting on 'advertising source' data have not progressed for this year.
- ✓ Review and update of position descriptions completed for this reporting period.
- ✓ With Fit for the Future no progression has been made to attract potential staff to Council.
- ✓ Learning and Development plans completed for this reporting period.
- ✓ Individual training plans completed in 2015.
- ✓ Training opportunities for employees are continuing.
- ✓ Ongoing training on technology is a ongoing process.
- ✓ E-learning opportunities and programs completed.
- ✓ Tracking training needs are continuing. Completed for this reporting period.
- ✓ Identifying of external funding opportunities for training and education were completed for this reporting period
- ✓ Database of staff licenses is up to date.
- ✓ Currency of the Corporate and 'On the Job' Induction Program completed for this year.
- ✓ Staff competency assessments are up to date. Flexible work practices and arrangements for staff are up to date.
- ✓ Employee health and wellbeing programs are up to date. the Employee Assistance Program (EAP) is up to date.
- ✓ Ongoing provision of monthly staff service details to Manex and relevant supervisors, staff recognised at monthly staff meetings.
- ✓ Period reminders for staff achievement awards included in Facts Friday
- ✓ Staffing issues/trends has been reported to Manex and up to date.
- ✓ GM is providing a monthly update on matters affecting council to all staff through a notice attached to payslips employee representation on workplace committees promoted and encouraged proactive management of Return to Work Program completed for this reporting period
- ✓ Reviews of HR policies and procedures ensuring that updates are communicated to staff are ongoing and up to date.
- ✓ Local Government week celebrations held in villages in conjunction with National Tree Day.
- ✓ Implementation of EEO Management plan ongoing.
- ✓ Developing a mentoring and coaching program has not progressed.
- ✓ The feasibility of job rotation is reviewed periodically as opportunities arise.
- ✓ EEO and Employee Engagement Survey completed for 2015.
- ✓ Identifying and nurturing talent ongoing.
- ✓ Reporting on succession plan and initiative ongoing.
- ✓ Council continues to participate in REROC initiatives that involve resource sharing.
- ✓ Developing and reporting on successions plan ongoing.
- ✓ Council Risk Management Action Plan developed and maintained.
- ✓ Hazard inspections in progress. May not complete all Council operations this year due to other work pressures but will endeavour to increase rate of inspections.
- ✓ Maintained WHS Management Systems.
- ✓ WHS met according to approve schedule.
- ✓ A few inspections completed due to other work pressures. WHS audits conducted and completed for this reporting period.
- ✓ Safety checks completed for this reporting period safe work, WHS and risk management processes ongoing and encouraged.
- ✓ Upgrade of computer, phones and other IT equipment ongoing as per organisational needs
- ✓ Knowledge transfer and capture initiatives not progressed.
- ✓ Plant Replacement developed and Program completed. Replacement in progress. Draft program for 2016-2017 as part of the draft budget process

CSP Strategies **18. Develop and maintain a framework of plans and policies that ensures open and transparent Council communication**

Delivery Program Strategies

18.1 Develop, implement and promote best practice governance policies and procedures

18.2 Council's plans, policies and documents continue to be put on effective public display for comment and feedback from the community

Progress during 2016/2017year:

- ✓ Annual GIPA report for 2014-2015 has been completed and forwarded to the Information and Privacy Commissioner and the Minister for Local Government.
- ✓ All formal and informal GIPA applications have been completed within the statutory timeframe. Government information (Public Access) Act publication guide completed
- ✓ The Policy Register and Council's website are updated as policies and procedures are adopted by Council/Manex.
- ✓ Manex quarterly monitor progress with the recommendations from the Office of Local Government Promoting Better Practice Review.
- ✓ Meeting schedule for Internal Audit Committee to be determined.
- ✓ Independent Chair of the Internal Audit Committee resigned from Committee
- ✓ Senior Records Officer and Records Officer have completed an Advanced Diploma in Records Keeping.
- ✓ Records staff attends regional training by State Records when it becomes available and also complete on-line training. Records staff attends quarterly meetings of a Local Record Management Networking Group.
- ✓ The Policy Register and Council's website are updated as policies and procedures are adopted by Council/Manex.
- ✓ Regular retention and disposal of Council's paper based records is undertaken in accordance with the State Records Disposal Authority.
- ✓ Implementing a disposal program for electronic documents has commenced.
- ✓ Review of corporate insurance completed.
- ✓ All outstanding matters identified in this Review have been addressed and completed.
- ✓ Now waiting on advice from the NSW OLG that IAC's will become mandatory at which time further arrangements will be made to implement the legislation.
- ✓ It is expected that proposed changes to the LG Act, to be introduced in September 2016 will include requirements for councils to have an IAC.
- ✓ Council plans and policies advertised when required.

Our prosperity




Vision: Growing our population and jobs

Bland Shire Council will strive to attract new tourists, new industry and business, support existing businesses and promote leading edge practices to help stimulate investment and employment to ensure a vibrant future.



Ensuring a vibrant and sustainable future

Our prosperity: Key Achievements, Programs & Projects

2016/17 Operational Plan Actions		
	Completed	41
	In progress	1
	Not progressed	0



Emirates Melbourne Cup Tour: Council successfully applied to have Australia's most famous sporting trophy visit West Wyalong and it was showcased in a spectacular Main Street parade which drew both locals and visitors into West Wyalong's Main Street and shops to catch a glimpse.

Community activation events were also held in the morning and evening - in partnership with Business West Wyalong while the trophy also made a special visit to the local retirement village where residents were delighted to get the opportunity to have their photographs taken holding the Cup.

Following the terrific success of the event, Bland Shire Council was subsequently bestowed the honour of opening the 2017 Melbourne Cup Tour on 1 July 2017.

Google Digital Garage: Google in partnership with the Bland Shire Council, NSW Business Chamber and Murray Riverina NSW Business Chamber delivered a Google Business Digital Garage workshop in West Wyalong on Tuesday 27 June 2017.

The workshop covered the practical steps businesses take to help put their business on Google Maps & Search and be found online by new customers. Google also shared insights about how the growth of mobile devices is shaping consumer behaviour and what businesses need to do to respond to these changes

The Google Business Digital Garage Workshop attracted over 60 attendees from within and outside the Bland Shire with some participants travelling from Sydney to attend.

West Wyalong was one of only four locations in NSW to host the event.



CSP Strategies **19. Visitors and tourists are welcomed and make a positive contribution to the community and economy**

Delivery Program Strategies

- 19.1 Work with business and property owners to rejuvenate their businesses and shop fronts and encourage the maintenance of buildings with character**
- 19.2 Work with the tourism industry to identify and develop products and services that appeal to visitors of the Shire**
- 19.3 Visitor Information is kept relevant and up to date**

Progress during 2016/2017year:

- ✓ Council Heritage Assistance program is promoted using Council's website.
- ✓ Heritage advice was provided on Council's website during the reporting period.
- ✓ The Verandah Upgrade Program has been completed. Verandah upgrades are funded under Council's Local Heritage Funding.
- ✓ Attended Business and Events West Wyalong meetings during the months of July, August and September 2016.
- ✓ Attended Business and Events West Wyalong meetings during 2016/2017. Reported actions to Community Services and Engineering for Road Closures for an event.
- ✓ The Senior Economic Development & Tourism Officer has an active participation and representation in the relevant regional tourism and business meetings and events including Riverina Regional Tourism, Eastern Riverina Regional Tourism, Riverina Regional Tourism, Regional Development Australia Riverina and Central West, Events West Wyalong, Business West Wyalong, The Gold Trails, The Newell Highway Promotions and Task Force Committees, Destination NSW, AusIndustry, NSW Department of Industry, Planning & Environment, Office of Environment & Heritage, Crown Lands, State Training Services, Roads & Maritime Service, Australia Bureau of Statistics, Business Enterprise Centres, and other Government Departments as required including the Small Business Commissioner. With the State Government implementing the Destination Networks, Riverina Regional Tourism is developing some options on going forward.
- ✓ The Senior Economic Development & Tourism Officer has promoted the League of Extraordinary Communities to both the Australian Federal & State Governments and is working on developing some marketing collateral. The Senior Economic Development & Tourism Officer has met with marketing companies and the Charles Sturt University. Adloyalty has been engaged to provide some initial concept ideas and discussions are ongoing.
- ✓ The most recent property purchase was 583 Newell Highway as a potential site for a food processing plant.
- ✓ Council is also in the negotiation stages with the WWLALC for the purchase of land in Central Road, west Wyalong for a second industrial estate.
- ✓ Update and replace VIC information as needed. Restock and order brochures in the VIC. Regularly update the VIC Connect with events within the Bland Shire.
- ✓ Updated the Accommodation Brochure and Food Brochure as needed. Ordering out of stock brochures from neighbouring town on an ongoing basis. Ordered Caladescope maps of areas beyond our borders.
- ✓ Developing a map to Lake Cowal's public access for visitors. Updating fossicking maps.
- ✓ This is ongoing and local tourism publications and website information is reviewed and updated on a regular basis and when and where appropriate. This includes TripAdvisor and Destination NSW Get Connected. Information is also supplied and promoted through Riverina Regional Tourism and the printed material is dispatched to the Visitor Information Centres
- ✓ Local tourism publications and website information is reviewed and updated on a regular basis and when and where appropriate. This includes TripAdvisor and Destination NSW Get Connected. Information is also supplied and promoted through Riverina Regional Tourism which is now called Thrive Riverina and the printed material is dispatched to the Visitor Information Centres on the Eastern Seaboard of Australia and the motels in the Bland Shire. The Mayor, General Manager and the SEDTA held discussions with the Tourism Minister regarding Destination NSW funding. The Bland Shire has also been showcased through the business events held and the 2017 Emirates Melbourne Cup Tour.
- ✓ A wetlands brochure was developed and released in March 2017.
- ✓ Discussions have progressed on the publication of a Bland Shire map.
- ✓ Images have been taken by a drone to provide a new perspective of some of the Bland attractions
- ✓ The Greg Grainger Travel OZ filming has been aired twice on the 7 Network and had received a great

response.

- ✓ The Mayor, General Manager and the SEDTA held discussions with the Tourism Minister regarding Destination NSW funding.
- ✓ Discussions have progressed on the publication of a Bland Shire map.
- ✓ Images have been taken by a drone to provide a new perspective of some of the Bland attractions
- ✓ Visitor information shelters are being developed for Barmedman, Weethalle and Ungarie and the installation of the visitor information shelters was delayed due the extremely wet September, October and November. The visitor information shelters will be installed in February and March 2017. Images have been taken by a drone to provide a new perspective of some of the Bland attractions that will be used at Barmedman.
- ✓ The Visitor Information Shelter frames have been installed at Barmedman, Weethalle and Ungarie. Meetings have been held with representatives from Barmedman, Weethalle and Ungarie regarding the sourcing and selection of the images for the Visitor Information Shelters which has delayed the installation of the interpretative panels as we are trying to source better and more appropriate images.
- ✓ An interpretive sign is being developed for the wetlands..
- ✓ Register events on Riverina Localist website.
- ✓ Council has resolved to retain the VIC services in the Library on a permanent basis.
- ✓ The issue of a new VIC was discussed at the Planning Day on 19th February 2017 and further discussions will be held in conjunction with the 2017/18 budget deliberations.
- ✓ No funds allocated in the 2017/18 budget for a new VIC. Review of operations underway.
- ✓ It is expected that following the election of a new council that the issue of a new VIC will be resurrected and most probably at the scheduled Planning Day on 19th February 2017.
- ✓ This is ongoing and adoption of best practices and technology to improve the overnight visitor spend in the Bland Shire is reviewed regular basis and when and where appropriate acted on. This includes TripAdvisor and Destination NSW Get Connected.
- ✓ Adoption of best practices and technology to improve the overnight visitor spend in the Bland Shire is reviewed regular basis and when and where appropriate acted on. This includes TripAdvisor and Destination NSW Get Connected. The SEDTA has organised digital and visual merchandising workshops and organised a visit by Google with follow up workshops in August.

CSP Strategies **20. Plan for a range of industries that build on the strengths of the Bland Shire to stimulate investment and employment**

Delivery Program Strategies

- 20.1 Encourage and actively seek out business and industry to relocate within the shire**
- 20.2 Have ongoing engagement and communication with the shire's existing and prospective industry and business including diversification into alternate industries/businesses**
- 20.3 Actively promote the Business Development Assistance to new and existing businesses**

Progress during 2016/2017year:

- ✓ Business Development Assistance program is actively promoted. The Mayor, General Manager and the SEDTA have held meetings and discussions to target new businesses to establish operations in the Bland Shire
- ✓ The Business Development Assistance program is actively promoted. The Mayor, General Manager and the SEDTA have held meetings and discussions to target new businesses to establish operations in the Bland Shire
- ✓ SEDTA maintain a relationship with and meets with Business West Wyalong on a regular and ongoing basis. The SEDTA involved Business West Wyalong with the Business Enterprise Centre workshops, Small Biz Bus visits to West Wyalong. Planning is also underway to run some workshops in 2017. A business breakfast has been held and three Business Boot Camps will be delivered as well as two Business Digital Database workshops and a Google Digital Garage Workshop and Visual Merchandising one on ones. Additional workshops will be conducted in August.
- ✓ SEDTA has an active participation and representation in the relevant regional tourism and business meetings and events including Riverina Regional Tourism which is now known as Thrive Riverina, Destination Riverina Murray, Regional Development Australia Riverina and Central West, Events West Wyalong, Business West Wyalong, The Gold Trails, The Newell Highway Promotions and Task Force Committees, Destination NSW, AusIndustry, NSW Department of Industry, NSW Department of Premier & Cabinet, Planning & Environment, Office of Environment & Heritage, Crown Lands, State Training Services, Roads & Maritime Service, Australia Bureau of Statistics, ARTC, Transport NSW, NHVR, Business Enterprise Centres, and other Government Departments as required including the Small Business Commissioner. With the State Government implementing the Destination Networks, Thrive Riverina are developing some options on going forward
- ✓ Business Development Assistance program is actively promoted. Meeting are held with the mining and prospecting companies on a regular basis. . Meeting are held with the mining and prospecting companies on a regular basis. The Mayor, General Manager and the SEDTA have held meetings and discussions to target new activities to be held in the Bland Shire.
- ✓ Senior Economic Development & Tourism Officer proactively monitors and support requests to assist future major developments within the Bland Shire. The Senior Economic Development & Tourism Officer markets, promotes and encourages new and existing retail business and industry. . The Mayor, General Manager and the SEDTA have held meetings and discussions to target new businesses to establish operations in the Bland Shire.
- ✓ The Senior Economic Development & Tourism Officer proactively markets, promotes and encourages new and existing retail business and industry.
- ✓ SEDTA proactively markets, promotes and encourages new and existing retail business and industry. The Mayor, General Manager and the SEDTA have held meetings and discussions to target new businesses to establish operations in the Bland Shire.

CSP Strategies **21. Promote leading edge communication technology to link everyone within and outside Bland Shire**

Delivery Program Strategies

21.1 Lobby for and work with Industry, Government and Education providers to ensure Bland Shire residents and businesses have access to competitive telecommunication services

21.2 Analyse, interpret and promote emerging social trends and Government initiatives in technology to benefit the community

Progress during 2016/2017 year:

- ✓ This task is undertaken on a regular ongoing basis, with regular emails being sent to businesses in the Bland Shire making them aware of new technologies. The Senior Economic Development & Tourism Officer has been working with NBN and Lendlease with regards to the installation of Fixed Wireless and Fixed Line in the Bland Shire and West Wyalong. We are also working on some workshops to be delivered in 2017.
- ✓ This task is undertaken on a regular ongoing basis, with regular emails being sent to businesses in the Bland Shire making them aware of new technologies. The SEDTA has been working the nbn and Lendlease with regards to the installation of Fixed Wireless and Fixed Line in the Bland Shire and West Wyalong. The SEDTA organised NBN to attend and deliver a workshop in West Wyalong.
- ✓ Senior Economic Development & Tourism Officer submitted a response to the Federal Governments Mobile Phone Black Spot Program and Telecommunication Review and included these comments in the Newell Highway and Agricultural submissions. A report of the flooding of the Newell Highway is also being prepared to present to the State and Federal Governments.
- ✓ SEDTA submitted a response to the Federal Governments Mobile Phone Black Spot Program and Telecommunication Review and included these comments in the Newell Highway and Agricultural submissions. A report of the flooding of the Newell Highway is also being prepared to present to the State and Federal Governments. Bland Shire Council representatives also met with the new NSW Government Infrastructure Coordinator in West Wyalong. The General Manager and SEDTA have prepared a number of State and Federal Government enquiries.
- ✓ Training and learning opportunities regarding new social trends and ways to adapt them to Local Government is ongoing.
- ✓ Government initiatives are monitored and opportunities considered and shared with relevant groups.
- ✓ Training and learning opportunities are researched continuously and new features/practices trailed. All opportunities analysed and considered when appropriate.
- ✓ New Government initiatives opportunities analysed and considered when appropriate.
- ✓ Maintenance of Councils traineeship and apprenticeship program opportunities is ongoing. New trainees recruited.
- ✓ Fostering partnerships with education sector is ongoing. Partnerships identified.
- ✓ Benefits of protecting our environment workshops held as part of the various town Shows. Completed.
- ✓ Identifying education activities for local businesses is undertaken on a regular ongoing basis, arranged for the Business Enterprise Centre to conduct business workshops in West Wyalong and visits by the Small Biz Bus. The Senior Economic Development & Tourism Officer promotes other educational and information activities to the local businesses. The Senior Economic Development & Tourism Officer has applied for Energise Enterprise Funding to run a series of workshops and consultation for the businesses of the Bland Shire. Funding was secured and four workshops will be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Futures Fund will further develop these skills.
- ✓ Arranged for the Business Enterprise Centre to conduct business workshops in West Wyalong and visits by the Small Biz Bus. The SEDTA promotes other educational and information activities to the local businesses. The SEDTA has applied for Energise Enterprise Funding to run a series of workshops and consultation for the businesses of the Bland Shire. Funding was secured and four workshops will be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Future Town Fund and Back to Business Week will further develop these skills. A business breakfast has been held and three Business Boot Camps will be delivered as well as two Business Digital Database workshops and a Google Digital Garage Workshop. Additional workshops are planned the held in August.
- ✓ Senior Economic Development & Tourism Officer regularly liaises with retail and industry to assist in creating employment opportunities in the Bland Shire.

- ✓ SEDTA regularly liaises with retail and industry to assist in creating employment opportunities in the Bland Shire.
- ✓ The Senior Economic Development & Tourism Officer has applied for Energise Enterprise Funding to run a series of workshops and consultation for the businesses of the Bland Shire. Funding was secured and four workshops will be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Future Town Fund and Back to Business Week will further develop these skills.
- ✓ This is ongoing and this task is undertaken on a regular ongoing basis, arranged for the Business Enterprise Centre to conduct business workshops in West Wyalong and visits by the Small Biz Bus. Funding was secured and four workshops were be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Future Town Fund and Back to Business Week will further develop these skills. A business breakfast has been held and three Business Boot Camps will be delivered as well as two Business Digital Database workshops and a Google Digital Garage Workshop. One on One visual merchandising visits where organised and delivered in July and additional social media workshops are planned for August
- ✓ Additional traineeship or apprenticeship opportunities are being sought. All vacancies filled.
- ✓ Graduate program for appropriate positions is ongoing. Vacancies filled.
- ✓ Facilitating work experience and/or cadetship opportunities is ongoing. No cadetships at this stage. To revisit next year.

CSP Strategies **22. Work with our communities and businesses to use our resources in a sustainable way for the future of the Bland Shire**

Delivery Program Strategies

- 22.1 Through partnership with stakeholders foster our education, learning and training industry and increase employment opportunities within the Shire**
- 22.2 Ensure a sustainable environment for current and future generations through effective management and planning for the long term future by ensuring appropriate land is zoned and available to support business and industrial growth**
- 22.3 Promote agricultural practices which are leading edge and efficient**
- 22.4 Liaise with utility providers to ensure a quality sustainable service to the community**

Progress during 2016/2017year:

- ✓ Maintenance of Councils traineeship and apprenticeship program opportunities is ongoing. New trainees recruited.
- ✓ Fostering partnerships with education sector is ongoing. Partnerships identified.
- ✓ Benefits of protecting our environment workshops held as part of the various town Shows. Completed.
- ✓ Identifying education activities for local businesses is undertaken on a regular ongoing basis, arranged for the Business Enterprise Centre to conduct business workshops in West Wyalong and visits by the Small Biz Bus. The Senior Economic Development & Tourism Officer promotes other educational and information activities to the local businesses. The Senior Economic Development & Tourism Officer has applied for Energise Enterprise Funding to run a series of workshops and consultation for the businesses of the Bland Shire. Funding was secured and four workshops will be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Futures Fund will further develop these skills.
- ✓ Arranged for the Business Enterprise Centre to conduct business workshops in West Wyalong and visits by the Small Biz Bus. The SEDTA promotes other educational and information activities to the local businesses. The SEDTA has applied for Energise Enterprise Funding to run a series of workshops and consultation for the businesses of the Bland Shire. Funding was secured and four workshops will be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Future Town Fund and Back to Business Week will further develop these skills. A business breakfast has been held and three Business Boot Camps will be delivered as well as two Business Digital Database workshops and a Google Digital Garage Workshop. Additional workshops are planned the held in August.
- ✓ Senior Economic Development & Tourism Officer regularly liaises with retail and industry to assist in creating employment opportunities in the Bland Shire.
- ✓ SEDTA regularly liaises with retail and industry to assist in creating employment opportunities in the Bland Shire.
- ✓ The Senior Economic Development & Tourism Officer has applied for Energise Enterprise Funding to run a series of workshops and consultation for the businesses of the Bland Shire. Funding was secured and four workshops will be delivered by the Australian Retail Association Retail Institute in July 2016. The NSW State Government Future Town Fund and Back to Business Week will further develop these skills.
- ✓ Additional traineeship or apprenticeship opportunities are being sought. All vacancies filled.
- ✓ Graduate program for appropriate positions is ongoing. Vacancies filled.
- ✓ Facilitating work experience and/or cadetship opportunities is ongoing. No cadetships at this stage. To revisit next year.
- ✓ A parcel of land has been identified and Council has agreed to purchase the land and has delegated the General Manager to finalise the purchase. Bland Shire Council has also applied for National Stronger Regions Fund application to assist in the development of the identified industrial land. In June 2016 Bland Shire Council were advised that their application was unsuccessful. Bland Shire Council will submit an application under the Building Better Regions Fund. . In June 2016 Bland Shire Council were advised that their application was unsuccessful. The General Manager and SEDTA are monitoring appropriated funding opportunities to assist in the development of the industrial land.
- ✓ Council staff continues to enforce the controls in the Local Environmental Plan and Development Control Plan.
- ✓ Workshop/program targeting agricultural industry completed as part of the annual town Shows.
- ✓ Other opportunities to be investigated in 2017
- ✓ Councillor Liz McGlynn was appointed as the BSC delegate to GWCC on 27th September 2016 for a four (4) year term.

- ✓ Cr McGlynn continues as Bland Shire's delegate to GWCC with regular updates reported to Council at each ordinary monthly meeting.
- ✓ Councillor Liz McGlynn was appointed as the BSC delegate to GWCC on 27th September 2016 for a four (4) year term.
- ✓ Regular updates are reported to Council at each ordinary monthly meeting
- ✓ Discussions held with Telstra and the NBN Co. regarding telecommunication issues within the Shire.
- ✓ Discussions planned for early 2017 with Goldenfields Water County Council regarding 'developer charges'.
- ✓ Discussions held with Telstra, the NBN Co and Goldenfields Water County Council during this period

SECTION 3: STATUTORY INFORMATION

Details Of Oversees Visits by Councillors, Council Staff or Representatives

There were no overseas visits by Councillors, Council staff or representatives during this reporting period.

Details of Mayoral and Councillor Fees, Expenses and Facilities

Total amount of money expended during that year on the provision of councillor facilities and the payment of councillor expenses

The total amount expended on payment of expenses and provision of facilities during the year was \$162,051.

The following Mayoral and Councillors Fees were paid during the year:-

i) Mayoral Fees	\$ 22,030
ii) Councillors Fees/Allowances	\$ 102,156

Council reimburses all reasonable travelling expenses incurred in attending meetings of Council or its Committees and in attending to Council business inside and outside the area (with Council's prior approval). The total travelling cost provided for Councillors was \$7,100.

Provision of dedicated office equipment allocated to councillors

The following facilities are provided to the Mayor and Councillors:-

Equipment	Cost
iPads	\$ 0
Internet	\$ 251.60

Telephone calls made by councillors

The Mayor is provided with a mobile phone and call costs were \$4,016

Attendance of councillors at conferences and seminars

Costs associated with attendance at approved conferences and seminars are fully reimbursed. Costs of attending other conferences and meetings of other organisations in accordance with a resolution of the council are also reimbursed.

Event	Cost
LGNSW Conference	\$ 2,907
Countrywide Conference	\$3,800

Training of councillors and provision of skill development

Expenses incurred in the training of councillors and provision of skill development

Event	Cost
Cr Training	\$ 9,179

Interstate visits by councillors, including transport, accommodation and other out of pocket travelling expenses

There were no interstate visits by Councillors during this reporting period.

Oversee visits by councillors, including transport, accommodation and other out of pocket travelling expenses

There were no overseas visits by Councillors during this reporting period.

Expenses of any spouse, partner or other person who accompanied a councillor in the performance of civic functions

There were no expenses incurred during this reporting period.

Expenses involved in the provision of care for a child or an immediate family member of a councillor

There were no expenses incurred during this reporting period.

Contracts Awarded

Contractors Name	Nature of Goods or Services Supplied	Total Amount Payable
Aberlines Garage Pty Ltd	Plant Purchase & Vehicle Parts & Service	\$ 238,942.17
Armstrong Toyota	Plant Purchase & Vehicle Parts & Service	\$216,655.98
Western Kerbing	Kerb & Guttering Road Works	\$283,378.89
BP Australia Pty Ltd	Fuel and Oil purchases	\$ 227,991.43
Broons Hire	Roller Hire	\$267,469.56
Downer EDI Works Pty Ltd	Spray Bitumen & Purchase of Emoleum	\$528,448.17
Burton Construction	Sports Stadium Construction	\$1,844,900.31
Herrick Welding	Yiddah & Naradhan Fire Shed Construction	\$210,413.60
Assetic Australia	Asset Management & Plan Software	\$404,569.00
Leisure and Recreation Centre	Swimming Pool Management	\$159,394.57
Volvo Commercial	Heavy Plant Purchase – VOLVO FE300	\$370,690.78
Millers Metals	Gravel Crushing and Supply	\$530,526.91
Oilsplus Holdin	Fuel & Oil Purchases	\$263,995.30
Origin Energy	Electricity Supply	\$183,005.42
Rods Earthmoving	Plant Hire	\$304,797.35
Technology One	Computer Software System	\$159,508.46
Veritech Corp	Maintenance and Supply of Computer Hardware & Software	\$179,045.05
Wagga Truck Hire	Plant Purchase & Vehicle Parts & Services	\$373,623.32
Interflow Pty Ltd	Sewer Mains Relining	\$239,416.78
ERM Business Energy	Street Lighting Electricity Supply	\$151,897.21

Private Works and Financial Assistance

Resolutions made under section 67 concerning work carried out on private land

There were no resolutions made under section 67 concerning work carried out on private land during 2016/17.

During the year Council undertook works on private land but no subsidies were provided. The Council's policy in relation to these works is to charge plant at rates based on a commercial return (including operator) and capital invested. Additional labour is charged at cost plus 60% for overheads.

Summary or details of work	Cost	Total amount by which Council has subsidised any such work
Various private road works and traffic control	\$ 22,835	Nil

Section 355 Committees of Management

Annual assistance provided to Council Committees of Management as defined under S.355 during the 2016/17 year was \$871.00.

Donations and Contributions under section 356 (financially assist others)

Section 356 Donations 2016/17		
Beneficiary	Purpose	Amount
West Wyalong Clay Target Club	Strengthening Communities	\$1,188
West Wyalong Bowling Club	Strengthening Communities	\$390
West Wyalong Rodeo	Strengthening Communities	\$5,300
Ungarie Bowling Club	Strengthening Communities	\$650
Western Wheelers Crooked Mile Show and Shine	Strengthening Communities	\$680
Weethalle Whistle Stop	Strengthening Communities	\$3170
West Wyalong Bowling Club	Strengthening Communities	\$2900
West Wyalong Amateur Swimming Club	Strengthening Communities	\$500
West Wyalong Can Assist	Strengthening Communities	\$1000
Wyalong Family History Group	Strengthening Communities	\$3177
Royal Hotel Mirrool	Local Heritage Grant	\$4862
Top Town Tavern	Local Heritage Grant	\$30 000
TOTAL		\$53,817

*List does not include Business Assistance grants given out by Council.

Details of External Bodies, Companies and Partnerships

External bodies that exercised functions delegated by Council

The Council had delegated functions to the following bodies:

- **Lachlan Valley Noxious Plants Advisory Committee** - The encouragement and promotion of a common approach by Councils in its area to the control of noxious plants in the area.
- **Lachlan Catchment Management Authority** - The encouragement and promotion of a common approach by Councils in its area of control.
- **Road and Maritime Services** - Complete works as delegated
- **Riverina Eastern Regional Organisation of Councils (REROC)** - The development of resource sharing initiatives between member councils and other adjoining councils.
- **Central NSW Organisation of Councils (CENTROC)** - The development of resource sharing initiatives between member councils and other adjoining councils.

Council jointly participates in the:

- Road Safety Officer Project administered by REROC with Cootamundra and Temora Councils – with support from the NSW Roads & Maritime Services.

The Council has delegated functions to the following bodies operating as Council Committees of Management as defined under S.355:

- Barmedman Community Centre
- Barmedman Sports & Recreation Committee
- Barmedman Tidy Towns Committee
- Ungarie Showground & Recreation Committee
- Ungarie Advancement Group
- Ungarie Retirement Village
- Weethalle Recreation Ground Committee
- Weethalle Tidy Towns Committee
- West Wyalong Tidy Towns Committee
- Wyalong School of Arts & Hall Committee
- Mirrool Silo Kick Challenge Committee

Corporations, Partnerships, Trusts, Joint Ventures, Syndicates or Other Bodies (whether or not incorporated) in which the Council held a controlling interest

The Council did not hold a controlling interest (whether alone or in conjunction with other councils) in any company during the year.

- **Southern Phone Company (SPC)** - Council holds two (2) \$1.00 shares in SPC – a joint council initiative to provide telecommunications services to local government and the community in general. The dividend is determined by the proportion of revenues generated from each Council area.

Year	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Dividend Paid to Council	\$ 1,224.94	\$ 4,032.92	\$ 25,622.62	\$ 29,852.92	\$28,314.83	\$19,752.75

Corporations, Partnerships, Trusts, Joint Ventures, Syndicates or Other Bodies (whether or not incorporated) in which Council participated

Council was involved in the following organisations: -

Name	Purpose
Murrumbidgee Local Land Services	Promotion of a common approach by Councils in the area to the control of Land Management.
Eastern Riverina Arts Program	To promote and encourage culture and the arts in the Eastern Riverina area.
Riverina Eastern Regional Organisation of Councils (REROC)	A Regional Organisation of Councils in the eastern part of the Riverina region formed to explore opportunities for resource sharing and engage in strategic alliances; to identify regional solutions for local problems and to lobby other levels of government and to promote the common interests of the area.
Family Day Care	In partnership with Temora Shire Council to provide Family Day Care services to the Temora Shire.
Central West Regional Group of Councils	Partnership between Councils to supply motor oil. Participation in Human Recourses Group and Work Health and Safety Group
NSW Food Authority	To conduct food shop compliance inspections

EEO Management Plan

Equal Employment Opportunity (EEO) is about making sure that workplaces are free from all forms of unlawful discrimination and harassment and providing programs to assist members of EEO groups to overcome past or present disadvantage.

Activities undertaken during 2016/17 to implement the Council's Equal Employment Opportunity Management Plan

Workplace Diversity

As of 30 June 2017, 44% of staff was females, compared to 55% males. There is a 1% increase in women and 1% decrease in male employees from 2016/2017 period.

EEO Management Plan 2016/2017

Key achievements were:

Policies and Procedures:

- Review Council's Workplace Bullying & Harassment Policy and Grievance & Dispute Policy to ensure clarity and consistency with other related policies, procedures and EEO legislation.
- Promote Council's Employee Assistance Program.

Communication and Awareness:

- EEO Policy and Management Plan displayed on website, intranet and notice boards.
- Design a flier to communicate the purpose and function of the committee to staff.

Training and Development:

- Maintain database of training records including names of employees, course title, date attended.
- Continue regular training on the prevention of workplace bullying and harassment and handling of EEO issues.

Recruitment, Promotion, Transfer and Separation:

- Exit interviews are monitored for EEO and diversity implications and reported to relevant members.
- Recruitment and Selection policy and procedure is equitable and adheres to selection based on skills, knowledge and experience relating to the position description.

Grievance Handling:

- There is an effective EEO grievance resolution process where staff are able to raise concerns and issues. The process is easily accessible & confidential.

Implementation, Evaluation and Review:

- EEO Management Plan and its policies and procedures are evaluated to determine the effectiveness of the Plan.
- Monitor workplace grievances and harassment allegations to identify and appropriately action any issues or trends in relation to equity and diversity.

Executive Remuneration Packages

The executive team consist of 2 senior staff and 1 General Manager.

The General Manager, Director Corporate, Community and Development Services and Director Assets and Engineering Services are designated senior staff positions and the incumbents are employed under a contract arrangement. Executive remuneration packages are on a total employment cost basis and inclusive of a Council owned vehicle, superannuation and salary.

General Manager's Total Remuneration

Total Remuneration Package – General Manager	
Component	Value
Salary	\$188,400
Bonus payments, performance payments or other payments that do not form part of the salary component	nil
Non-cash benefits – including Employer's contribution to Superannuation	\$36,878
Total amount payable by way of fringe benefits tax for any such non-cash benefits	nil
Total Remuneration Package	\$225,278

Senior Staff Packages Total Remuneration

Total Remuneration – Senior Staff Packages (Directors)	
Component	Total Value
Salary Components of Package	\$329,106
Bonus payments, performance payments or other payments that do not form part of the salary component	nil
Non-cash benefits – including Employer's contribution to Superannuation	\$38,480
Total amount payable by way of fringe benefits tax for any such non-cash benefits	\$19,808
Total Remuneration Package	\$387,394

Stormwater Management

Statement detailing stormwater management services provided by Council

Council's stormwater infrastructure comprises an extensive network of:

- More than 19.5kms of open channels, drains and waterways. These are located and routed through the urban environment
- Piped drainage and pits that flow into open channels
- Devices to improve water quality such as retarding and detention basins and wetlands

Maintenance works undertaken on the stormwater system this year included quarterly inspections and maintenance of the banks.

The following works were undertaken this year on Council's stormwater system:

- Ongoing maintenance of the stormwater network
- Cleaning out of earth channels
- Slashing and mowing of the banks
- Improvements to harvesting and reuse operations.
- Works to better manage stormwater.
- Identifying opportunities and planning for the enlargement of dams in the catchment area to further enhance the capacity to irrigate parks and sporting fields, including dealing with the crown and Aboriginal land claims.

Following the multiple storm/flood events of recent years, Council officers have implemented additional maintenance programs for the stormwater network, including a program for assessing and cleaning of road culverts and open drains.

Report on Capital Works Projects

Capital Works, Projects & Tasks – 2016/17

Project	Progress & Status as at 30 June 2017
West Wyalong Stadium Refurbishment	Completed
Preserverance Street Sporting Precinct (Ron Crowe Oval) Stage 2 upgrade	Completed
Main Street illumination	Completed
Playground Equipment	Completed
Heritage panels	Completed
Increase Capacity of Airport Dam reticulation	Completed
Heritage Panels stage 2	In Progress

Companion Animals

Lodgement of pound data collection returns with the Division

Information on the pound activities is maintained by Council's Rangers. This information is collated each month and entered into the Survey of Council Seizures of Cats and Dogs on the NSW Pet Registry website.

Lodgement of data relating to dog attacks with the Division

Dog attacks are entered on the NSW Pet Registry within 72 hours of the attack being reported to Council. During the reporting period nine (9) dog attacks were investigated by Council's Rangers.

Amount of funding spent relating to companion animal management and activities

The amount of funding spent in relation to companion animal management was approximately \$144,000 which includes employees costs, veterinary support and pound maintenance.

A grant of \$3500 was received from the Office of Local Government to promote responsible pet ownership.

Companion animal community education programs

During the reporting period, Council was successful in receiving a Responsible Pet Owners Grant. The grant was used to fund a desexing and microchipping program for Seniors by offering a subsidy for these costs. The program was supported by a presentation at the Aged Care Expo to provide information for Seniors on caring for older pets and how Council can assist when they can no longer care for their pet.

Council also provides information on its website in relation to responsible pet ownership.

Strategies council has in place to promote and assist the desexing of dogs and cats

Council encourages all animals that are leaving the pound to be desexed prior to their release.

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

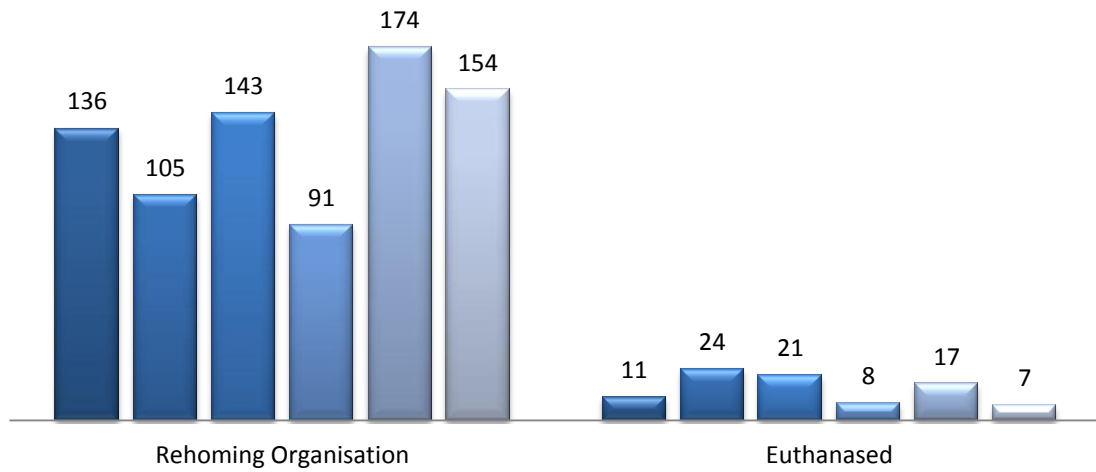
All animals that are not claimed by the owner are assessed for suitability for rehousing. Council has established an extensive network of rehousing organisations. The rehousing rate for dogs was 65 per cent, however, there has been an increase in the number of dogs released to their owner. The rate of rehousing of cats has increased significantly during this reporting period with a rate of 35 per cent. Despite this, the rehousing of cats remains difficult.

Off leash areas provided by the council area

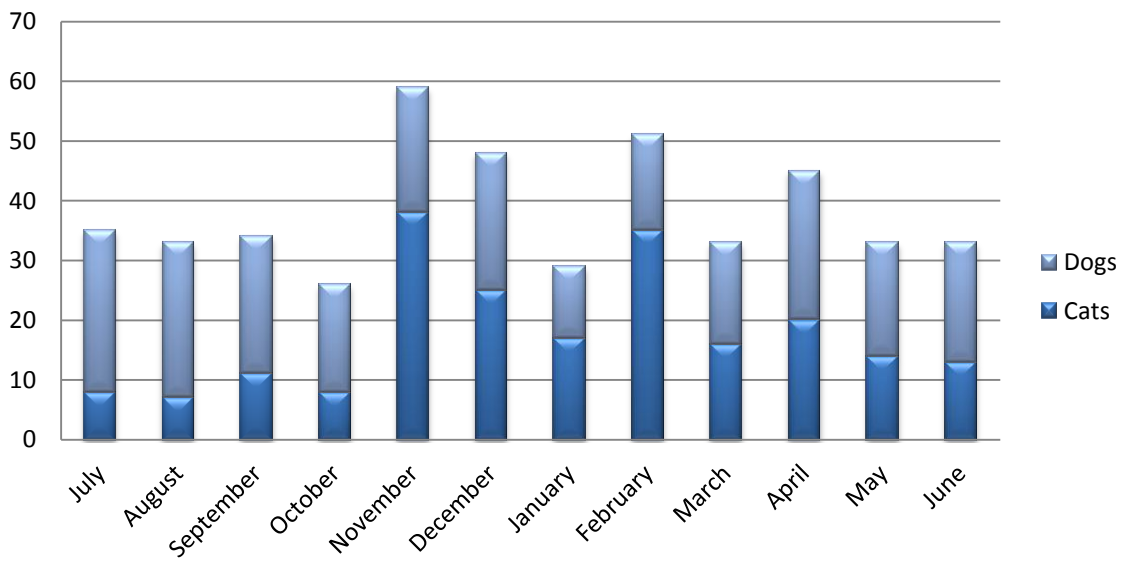
An off leash area is provided at Coinda Bushland Reserve which is located between Wyalong and West Wyalong.

Rehousing v Euthanasia of Dogs 2011 to 2017

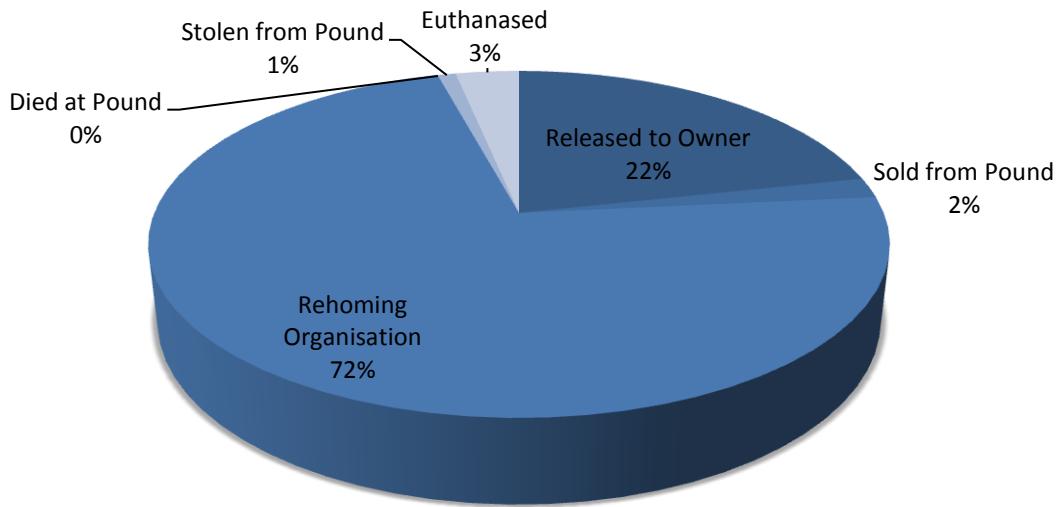
■ 2011/2012 ■ 2012/2013 ■ 2013/2014 ■ 2014/2015 ■ 2015/2016 ■ 2016/2017



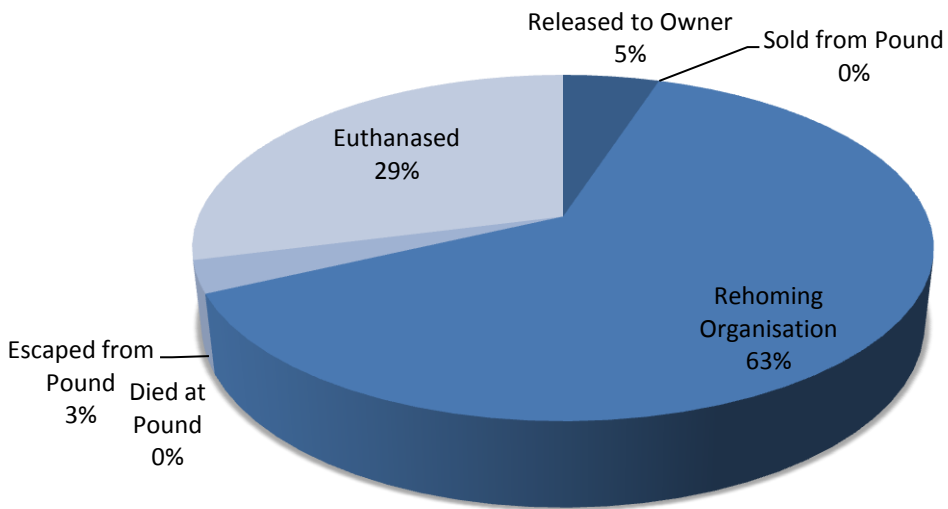
Animals Impounded 2016/2017



Dogs - Exit from Pound Method 2016/2017



Cats - Exit from Pound Method 2016/2017



GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT (GIPA) Annual Report

Obligations under s.125 of the GIPA Act

1. Review of proactive release program - Clause 7(a)

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

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

A systematic program is undertaken annually to review documents listed in Council's Publication Guide. The review seeks to identify corporate information not contained in the Publications Guide that could be proactively made available to the general public without imposing unreasonable additional cost to Council.

Council encourages applications for information not available on its website to be made under the informal request provisions of the GIPA Act to ensure the information requested is clearly identified and reduce the possibility of delays.

During the reporting period, Council continued to proactively release information, in addition to the statutory release of open access information by:

- Regularly checking Council's website for content and currency of information to ensure that information in relation to new proposals, developments, programs and initiatives of Council are released in a timely manner.
- Distributing regular media releases on Council decisions, projects, services, and events and matters of community interest and activities that are supported by Council and placing the media releases on Council's website.
- Regular briefings with Customer Service staff and other relevant staff to ensure that they are aware of their responsibilities under the GIPA Act and other legislation that potentially restricts the release of certain information i.e. Privacy and Personal Information Protection Act, Health Records and Information Privacy Act and the Companion Animals Act.
- Work closely with local and regional media.
- Reviewing Council's Access to Information Policy and Procedures to ensure they are efficient and effective.
- Further developed social media sites to increase awareness among its constituents of the activities being undertaken by Council and where they can access information regarding these activities. This information is regularly reviewed and updated.

As a result of this review, Council released the following information proactively during the reporting period:

- Plans & Policies (updated)
 - Guide to the Management of Roadside Vegetation
 - Payment Expenses & Provision of Facilities to Councillors Policy
 - Related Party Disclosure Policy
 - Local Orders Policy
 - Internet Email & Computer Usage Policy
 - Recruitment & Selection Policy
 - Bullying & Harassment Policy
 - Internal Reporting Policy
 - Equal Employment Opportunity Policy
 - Children's Services Policies
 - Safe Sleep & Rest Policy
 - Sun Protection Policy
 - Enrolment & Orientation Policy

- Bland Shire Council Community Engagement Strategy – 2022 Vision
- Community Strategic Plan 2017-2027
- Operational Plan 2016-2017
- Revenue Policy 2017-2018
- Asset Management Plan 2015
- Delivery Program 2013-2017
- Long Term Financial Plan 2016-2026
- Workforce Assessment Plan & Strategy 2016-2020
- Annual Report 2015-2016
- Council Business Papers & Minutes
- Bland Shire Council Annual Financial Statements 2015-2016
- Contracts Register
- GIPA Disclosure Log
- Combined Delivery Program & Operational Plan 2017
- Resourcing Strategy 2017-2027
- BSC Community Engagement Strategy 2027
- BSC Disability Inclusion Action Plan 2017-2021

2. *Number of access applications received - Clause 7(b)*

Clause 7B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications).

Total number of applications received
0

3. *Number of refused applications for Schedule 1 information - Clause 7(c)*

Clause 7C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to Schedule 1 and the Act (information for which there is conclusive presumption of overriding public interest against disclosure).

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

4. Statistical information about access applications - Clause 7(d) and Schedule 2

Table A: Number of applications by type of applicant and outcome*									
	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	% of total
Media	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0%
Private sector business	0	0	0	0	0	0	0	0	0%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0%
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0	0%
Members of the public (other)	0	0	0	0	0	0	0	0	0%
Total	0	0	0	0	0	0	0	0	
% of Total	0%	0%	0%	0%	0%	0%	0%		

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

Table B: Number of applications by type of application and outcome										
	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of Total
Personal information applications*	0	0	0	0	0	0	0	0	0	0%
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0	0	0%
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0%
Total	0	0	0	0	0	0	0	0	0	
% of Total	0%	0%	0%	0%	0%	0%	0%	0%		

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

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

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the Act		
	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%

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

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

	Number of occasions when application not successful	% of Total
Responsible and effective government	0	0%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	0	0%
Business interests of agencies and other persons	0	0%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	0	

Table F: Timeliness

	Number of applications	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	0	0%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	0	

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

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by ADT	1	0	0
Total	1	0	0
% of Total	0%	0%	

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

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

	Number of applications for review	% of Total
Applications by access applicants	0	0%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%

Table I: Applications transferred to other agencies

	Number of applications for review	% of Total
Agency-Initiated Transfers	0	0%
Applicant – Initiated Transfers	0	0%
Total	0	

Public Interest Disclosures Report

Public authorities are required to report annually to Parliament on their obligations under the *Public Interest Disclosures Act 1994* (section 31). The annual report must be prepared within four months after the end of each reporting year and submitted to the Minister responsible for the public authority. It must be tabled in each House of Parliament by the Minister as soon as practical after it is prepared, unless it is included in an annual report prepared for the purposes of the *Annual Reports (Departments) Act 1985* or the *Annual Reports (Statutory Bodies) Act 1984*.

1. Statistical information on PIDs

	June 2015 – June 2016
Number of public officials who made PIDs	Nil
Number of PIDs received	Nil
Of PIDs received, number primarily about:	
Corrupt conduct	N/A
Maladministration	N/A
Serious and substantial waste	N/A
Government information contravention	N/A
Local government pecuniary interest contravention	N/A
Number of PIDs finalised	Nil

Note: The number of PIDs finalised only refers to PIDs that have been received since June 2016

2. Commentary on PID obligations

- 2.1. Council has adopted an Internal Reporting Policy based primarily on the guidelines issued by the NSW Ombudsman.
- 2.2. Council's General Manager has raised the existence of the Policy through a number of staff meetings as well as through the Staff Consultative Committee.

Environmental Planning and Assessment Act 1979

There were no planning agreements in force during this reporting period.

Carers Recognition Act 2010

Council has met its obligations under the Carers Recognition Act 2010 as outlined by the Australian Government. The obligations being:

- Having an understanding of the Statements for Australian Carers
- Raising awareness among employees and contractors on the purpose of the Act
- Ensure staff and contractors have an understanding of the obligations associated with the Act
- Consider the needs of carers

SECTION 4: NON MANDATORY REPORTING AREAS

Asset Reporting

Assets acquired during 2016/17 year

Assets acquired during the year are included in each of the Business Activities in the following conditions of work section.

Assets held at the end of 2016/17 for each of Council's principal activities

The assets held by Council at the end of year 2015/16 are presented in the Financial Statements which is part of this Annual Report.

Condition of public works (including public buildings, public roads, water, sewerage and drainage works)

Council owns, operates and maintains many public works facilities including the following:

- Roads
- Bridges, culverts, causeways, stormwater drains
- Footpaths, kerb and gutters, street trees
- Buildings and public amenities
- Aerodrome
- Saleyards
- Parks and gardens and playing fields
- West Wyalong Stadium
- Sewerage treatment works and reticulation systems
- Caravan Park
- Cemeteries
- Swimming Pools
- Landfill Sites

Programmed works:

Special Schedule 7 of the Financial Statements that form part of this report contains the financial information required under S 428 (2) (d).

Notes with respect to proposed programs are set out hereunder.

1. Condition of Roads and Bridges

Council's roads vary from formed natural surfaces to two lane sealed rural and urban roads and Council has in place detailed forward planning programs to maintain their road assets. From the NSW Government's Integrated Planning and Reporting program a one year works program has been formulated from a broad three year program. These are all part of a ten year forward planning.

Council's operations day workforce carried out the major works, reconstruction and maintenance and over the past twelve months the following have been carried out:

- Bitumen Resealing
- Gravel Resheeting
- Wet Grading

Urban Roads	<ul style="list-style-type: none"> • Pavement rehabilitation works required
Local Sealed Roads (Rural)	<ul style="list-style-type: none"> • Shoulder widening required, pavement rehabilitation required, resealing works required
Local Unsealed Roads	<ul style="list-style-type: none"> • Gravel resheeting works • Re-shaping works • Heavy Patching and stabilising of roads
Regional Roads, Sealed	<ul style="list-style-type: none"> • Shoulder widening, pavement rehabilitation and resealing required
Concrete Bridges	<ul style="list-style-type: none"> • Satisfactory
Timber Bridges	<ul style="list-style-type: none"> • There are no timber bridges on Council's roads
Culverts and Causeways	<ul style="list-style-type: none"> • Satisfactory • Some may need widening to accommodate road widening

2. Condition of Stormwater Drainage

Council's stormwater drainage system in all towns and villages consists mainly of kerb and gutter and open drainage channels some of which are concrete.

3. Footpaths, kerb and gutter and street trees

Removal of a number of large street trees causing damage to footpath, kerb and gutter and under power lines

Footpaths	<ul style="list-style-type: none"> • Concrete footpath trip reduction
Kerb and gutters	<ul style="list-style-type: none"> • Kerb & gutter program • Some replacement carried out.
Street trees	<ul style="list-style-type: none"> • Tree removal and replacement program actioned.

4. Condition of Buildings and Public Amenities

Council owns, operates, occupies and/or leases a number of buildings and public amenities throughout the towns and villages in the Shire. Maintenance is carried out by contract and/or Council.

Building maintenance is an ongoing concern with the condition of buildings being reviewed annually.

In addition to the above the asbestos register details the condition of any asbestos in each building as well as if remediation works are required. Where action was required, it was carried out as part of the Building Maintenance Project.

Buildings & Public Amenities	<ul style="list-style-type: none"> • Fair to Satisfactory
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5. Aerodrome

Council owns and operates the West Wyalong Aerodrome, which includes a sealed runway, gravel cross strip, terminal building and various private hangers. The Aerodrome facilities include a pilot activated lighting system and non directional beacon. The facility is in a satisfactory condition and there are no full time employees at the Aerodrome. The aerodrome is licensed to CASA requirements.

6. Saleyards

Council owns and operates the West Wyalong Saleyards. Occasional sheep sales are held at the Saleyards. Council employs a part time Saleyards Manager to oversee the operation and maintenance of the facility.

7. Parks, Gardens and Sporting Fields

Council maintains various parks, gardens and sports grounds in the towns and villages and carries out works ranging from mowing to irrigation to landscaping. All parks and ovals are in a state of continual improvement with extensions of watering systems, cricket wicket upgrades, and landscaping a priority.

Parks and Ovals	<ul style="list-style-type: none"> • Park Improvements and tree pruning
-----------------	--

8. Condition of Sewerage Works

Council owns and operates three sewage treatment plants in West Wyalong, Barmedman and Ungarie. The West Wyalong Sewage Treatment Plant operates under an Environmental Protection Authority Load-based Licence. The pump stations are connected by Telemetry.

The sewage treatment plants supply a reticulation system. Overall, the two reticulation systems are in a satisfactory condition however, sections of each system have been identified for replacement and/or repair due to their condition.

The bulk of the treated effluent from the West Wyalong Sewage Treatment Plant is re-used for irrigation on selected Council parks, sporting fields, Wyalong Lawn Cemetery and the West Wyalong Golf Course.

Sewage Treatment Plants	<ul style="list-style-type: none"> • Improvements West Wyalong • Flood proof Ungarie pump
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9. Condition of Caravan Park

Council operates and maintains the West Wyalong Caravan Park by lease arrangement. Maintenance works (other than capital works) are carried out by the lessee. The Caravan Park infrastructure is ageing and in need of repair and/or replacement.

Caravan Park	<ul style="list-style-type: none"> • Satisfactory
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10. Cemeteries

Council operates and maintains cemeteries in Wyalong, Barmedman, Tallimba, Ungarie and Weethalle.

All cemeteries are monumental in addition to a Lawn Cemetery in Wyalong. The responsibility for maintenance of the cemeteries rests with Council employees within the recreation group and the village maintenance crew.

Cemeteries	<ul style="list-style-type: none"> • Landscaping • New beams lawn cemetery
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11. Condition of Swimming Pools

The Ungarie swimming pool comprises of a 25m pool and toddler pool with the plant for the two pools being separated. The amenities are housed in a brick building and are of a good standard.

The Holland Park Pool facility was commissioned in November 2010 for the Bland Shire residents. The project incorporated a renewed 50m pool, new Hydroplay facility for the toddlers with separate plant, new seating areas, grandstand, shade and upgraded kiosk, grounds and entry.

The water slide located at Holland Park Olympic Pool is operational and is compliant with WorkCover licence requirements. The water slide is at a stage that will need refurbishment in the near future.

The pools are operated by a contractor.

West Wyalong	<ul style="list-style-type: none"> • Satisfactory
Ungarie	<ul style="list-style-type: none"> • Satisfactory

12. Condition of Landfill Sites

Council operates the West Wyalong Landfill sites under an Environmental Protection Authority Licence, and seven sites at villages throughout the Shire. The Bland Shire Waste Management Strategy has been adopted by Council and changes to the operations and landfill sites will progress.

West Wyalong	<ul style="list-style-type: none"> • Shed for non-perishable waste transfer and Forklift
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Estimate of amount of money required to bring the works up to a satisfactory standard

Special Schedule 7 of the Financial Statements that form part of this report contains the financial information required. Notes with respect to proposed programs are set out above.

Estimate of annual expense of maintaining the works at that standard

Special Schedule 7 of the Financial Statements that form part of this report contains the financial information required. Notes with respect to proposed programs are set out above.

Council's program of maintenance for the 2016/17 year

Special Schedule 7 of the Financial Statements that form part of this report contains the financial information required. Notes with respect to proposed programs are set out above.

Human Resources Activities

Human Resource Management activities undertaken by Council in 2016/17

Human Resources Unit provides a wide range of human resource services including recruitment, selection and induction, learning and development, workplace relations, change management, performance management, employee counselling and assistance, strategic advice to General Manager and Directors on HR matters and advice to supervisors on industrial and operational HR issues

Workplace Relations

Consultative Committee meetings are held on a regular basis. Council has kept the major unions and staff informed on Workplace changes.

Recruitment and selection

During 2016/2017, 22 positions were advertised. The 22 vacancies were filled by either new full time employees, promotions or casual employees.

All appointments were merit based and in accordance with the Council's EEO policy.

Traineeships/Apprenticeships

Council is committed to offer development opportunities to the community. Cadetships, traineeships and apprenticeships offered by the Council cut across a range of operations and include Financial Services, Civil Construction, Conservation and Land Management, Children's Services and Horticulture.

Work Experience Placement

Council maintains its commitment to providing safe, challenging and enlightening work experience opportunities to students within the Shire. These placements provide students with an opportunity to gain valuable career insights across a variety of areas, along with promoting career within Local Government.

Learning and Development

Staff development requirements are identified in the annual Performance and Development reviews which form the basis of the training and development program. Council is focussed on developing staff and career paths and succession planning.

The learning and development opportunities included:

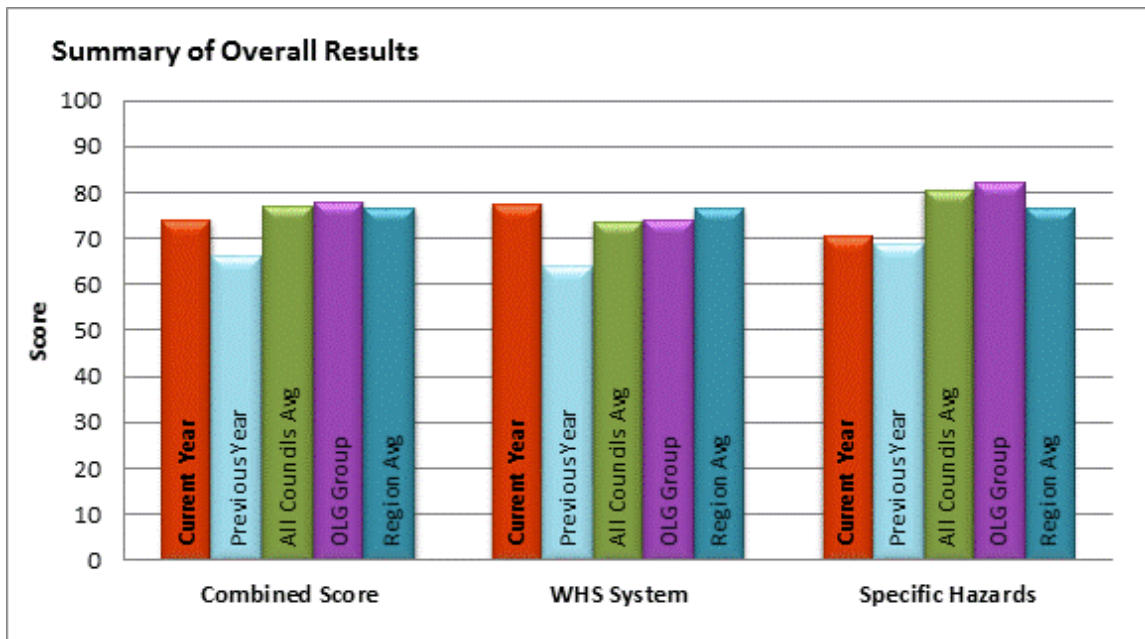
1. Provide First Aid/ CPR
2. Traffic Control
3. Chemical Application
4. Plant and Vehicle Management
5. Identify and respond to children and young people risk
6. Records Management fundamentals
7. Social Media
8. Mechanical maintenance supervisory
9. Fire warden and Fire safety
10. LG Finance Professionals Conference
11. Retention and disposal authority of LG records
12. Trim and cut trees
13. Fell trees manually
14. Fleet maintenance
15. Prepare work zone traffic management
16. Implement traffic control plans
17. PA & EA conference
18. Leadership skills for executives
19. NSW Revenue Professionals Conference
20. Assets edge reflect basic
21. NSW Regional Events Conference
22. Confined Space
23. Rewarding Reading
24. Water Industry Operations Conference
25. Authorised Inspection Station Training
26. One Source Training – FBT
27. Investigating Conduct in the Public Sector
28. Bio-security Legislation
29. Biological Control of Weeds
30. Swimming Pool Assessment, Compliance and Safety Awareness
31. Micro Soft Excel
32. Plant and Fleet Management Workshop
33. Leadership Success

WHS Management System

The following graph shows the overall results for Bland Shire Council, based on the submitted audit responses. The graph also indicates your performance against several benchmarks.

Specifically, the graph shows:

- Council’s overall score (the combined score for Sections 1 & 2)
- Council’s score for each section (1- WHS Management System and 2- Specific Hazards)
- Comparison of Council’s scores to:
 - Council’s last year scores
 - All Councils
 - Councils in your region
 - Councils in your OLG group



These results indicate that Council’s overall WHS performance (considering both Sections 1 and 2) is 74.0% which is about average when compared to the average score for all Councils.

For Section 1 (WHS Management System) Council scored 77.4%.

The ratings for each element in Section 1 are summarised below:

WHSMS Element	Poor <50%	Fair 50-75%	Good >75%
WHS Policy			
Planning			
Hazard Identification			
Consultation			
Training			
Emergency Prep			
Purchasing			
Inspection & Testing			
Health Monitoring			
Incident Investigation			
Document Control			
Record Management			
WHS Audits			
Management Review			

For Section 2 (Specific Hazards) Council scored 70.6%. The ratings for each element are summarised below:

Specific Hazard	Poor <50%	Fair 50-75%	Good >75%
Manual Handling			
Chemicals Management			
Electrical Test & Tag			
First Aid			
Volunteer Management			
Event Management			
Working from Heights			
Workplace Stress			
Hazardous Noise			
Contractor Management			
Infection Control			
Traffic Management			
Office Safety			
Amenities			
Construction Safety			
Quarries and Mines			
Confined Spaces			
PPE			
Sun Protection			
Preventative Maintenance			
Asbestos			

Council will continue to take a systematic approach to improve our WHS Management System and will focus on those areas that have the highest impact on injury incidence or claims costs.

This will be achieved by:

- Obtaining additional information to better understand the issue and the available options.
- Consider the purchase of better equipment.
- More and improved employee training.
- Sourcing additional resources or funding to address specific issues.

Council will continue to enhance current policies and procedures to ensure safe working conditions for employees, contractors and volunteers engaged in Council operations.

Business Activities

Category 1 & 2 Business Activities

A Category 1 business is one that “must be capable of being separately identified within the operations of Council’s and have its accounting and other operations structure in such way as to provide a distinct reporting framework for its operations to Council.”

A Category 2 business is a business with an annual gross operating income of less than \$2m.

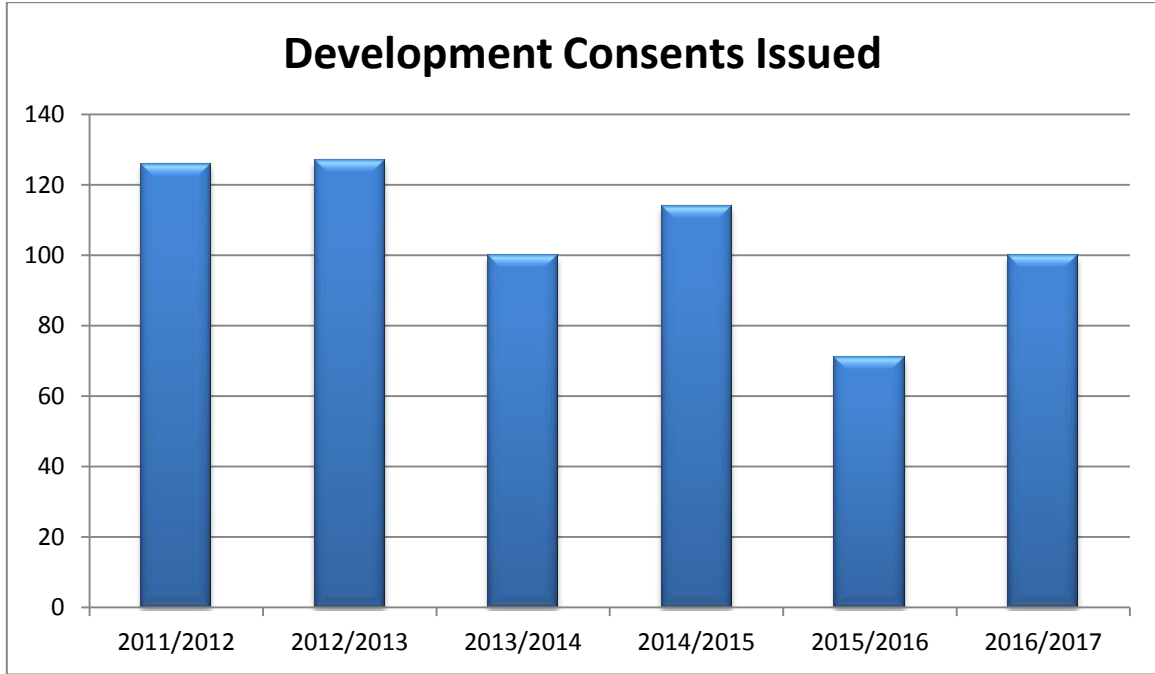
Council’s business activities as reported within the Annual Financial Statements include Council’s Sewerage Business Activity (Category 2).

Summary of Progress of the Council in implementing the principles of Competitive Neutrality

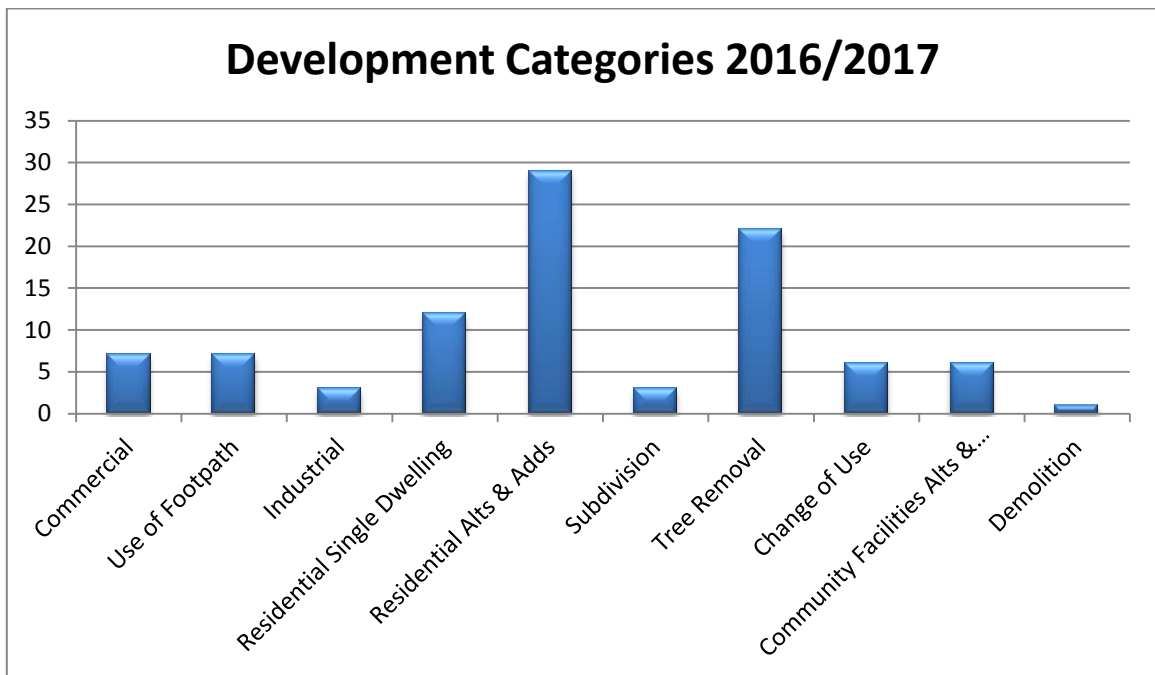
- a) Category 2 Business Activities have been identified: Sewerage Business Activity
- b) All income and expenditure has been reported for the Business Activity and the Special Purpose Financial Statements have been prepared in accordance with:
 - The NSW Government Policy Statement “Application of National Competition Policy to Local Government”
 - The Division of Local Government Guidelines “Pricing and Costing for Council Business – A Guide to Competitive Neutrality”
 - Local Government Code of Accounting Practice and Financial Reporting
 - The NSW office of Water (Department of Environment, Climate Change & Water) Guidelines “Best Practice Management of Water and Sewerage”

Development Statistics

Development Applications



Development Categories



NSW Rural Fire Service (NSWRFS) 2016/2017 Annual report

Management

- 34 of 34 Brigade annual general meetings held
- All elected field officers have been appointed
- 2 Liaison Committee meeting held
- 3 Senior Volunteer Management Team meetings held
- Pre & Post season Bush Fire Management Committee meetings held
- Pre & Post season Group Captains/Captains meetings held
- 28 Long Service Medals presented.
- Ongoing Code of Conduct & Ethics training for staff and volunteers
- Ongoing Conflict of interest training for staff & volunteers
- Ongoing WH&S & Hazard reporting for staff & volunteers
- Bush Fire Risk Management plan submitted for approval
- 2016/2017 Business plan completed & implemented
- 2016/2017 Zone estimates completed & approved
- 2016/2017 Station & Hazard Reduction claims submitted to NSWRFS for reimbursement
- 2016/2017 Staff annual work plans & professional development plans completed
- 2016/2017 Heavy Plant Register reviewed & updated
- 1 Single bay Brigade stations was constructed at Yiddah.
- 1 Double bay Brigade station was constructed in Naradhan
- Allocated funds to construct a double bay station at Bland Creek have been transferred to Narraburra Brigade
- Bland Temora Zone application to host NSWRFS 2018 State Championships in Temora was successful.
- On the 11th March 2017 Temora NSW Community Engagement Centre was officially opened
- \$70k of funding was received from NSWRFS for improvements to Temora airbase
- West Wyalong airbase infrastructure has also been increased with two 50,000lt water tanks
- \$120k of funding was received from NSWRFS to construct a Hot Fire Training Centre behind Bland Fire Control Centre.

Administration

- Individual Brigades membership list updated & disseminated to Brigades
- Ongoing new membership applications continue to be processed
- 9 National Parks & Wildfire pass issued to volunteers
- 2016/2017 Brigade call out books updated & distributed
- Monthly M&R reports completed
- ALL accounts processed within acceptable timeframes
- Meeting notices and minutes distributed within acceptable timeframes
- Ongoing Volunteer photo identification & authority cards processed & distributed
- Brigade Station event briefings & volunteers long service medal citation coordinated
- NSWRFS Hewlett Packard electronic records system implemented
- Section 44 Logistic & finance management completed
- NSWRFS Resource Management data entry

Operational Services (Community Safety)

- 2 Community volunteer engagement committee meetings held
- 33 of 35 planned Community Engagement Activities/Treatments completed
- Community Protection planning & engagement commenced in the villages of Tallimba & Arian Park
- NSWRF State Mitigation crews assisted with programmed hazard reduction across the Zone
- Strategic chemical spraying & slashing of Bland & Temora Council Roads & Villages completed
- Duty of care inspections for Hazard reduction & complaints in all Villages across the Zone occurred
- 2016/2017 fire season commenced on October 1 & ended on the 31st March
- Permit issuing officer workshops carried out across the Zone
- Fire trails inspected & register updated
- Volunteers engaged in community awareness displays at the following local shows: Weethalle, Ungarie, West Wyalong, Barmedman & Temora
- 140 of 145 scheduled Hazard reduction completed
- 232 Fire permits issued for Bland
- 194 Fire Permits issued for Temora

Membership Services: (Learning and Development)

- Zone 2016/2017 annual training plan disseminated to volunteers
- 2 Volunteer training committee meetings held
- 4 Group Captains attended Regional Group Captain forums in Cobar & Mudgee
- Volunteers attended aviation workshop in Young
- Communication Group continue to conducted weekly radio check & training during the fire season
- Brigade tanker workshops continue to be held across the Zone
- 1 Multi Agency exercise table top exercise held
- Emphasis this year has been on 145 field officers to complete Crew Leader Grass Lands to ensure they all have a clear understanding of fire ground management
- Only one Heavy plant manager trained which is a concern when large scale fires occur.

Infrastructure: (Operations)

- 4 Volunteers assisted with annual tanker equipment inspections
- 67 NSWRF tankers were serviced and RMS inspected for roadworthiness
- All NSWRF & Brigade maintained trailers have been RMS inspected
- ALL inspections & servicing has been recorded on NSWRF Resource Management Systems
- 26 Private tankers RMS inspections have been received & recorded
- Out of area assistance plan reviewed & updated
- Communications & Logistic plans reviewed and updated
- Business Continuity plan reviewed & updated
- All communication towers are now maintained by NSWRF

- All Brigade stations have been sprayed for spiders
- Brigade Station construction monitored for progress payments
- Ongoing WH&S issues for Brigade stations identified with corrective actions have been completed & recorded
- Mezzanine floors in stations that do not meet required standards have been removed or isolated
- An electrical test & tagging machine has been purchased to check all electrical equipment
- Test & tag has been completed in both Fire Control Centers/Stores, Thanowring & West Wyalong Brigade Stations.
- Ongoing test & tagging of Brigade stations will be carried out by trained staff & volunteers

2016/2017 INCIDENTS

Bland LGA: 108 Temora LGA: 59

Section 44 (Class 3 fire occurred - Paynes Rd Nth Yalgogrin 30th November 2016).

Steve Holden

Zone Manager

Bland Temora Zone

ATTACHMENT 2: FINANCIAL STATEMENTS

Council has been granted an extension for the 2016/17 Audited Financial Statements and Special Schedules. Council's detailed financial position will be provided under separate cover.



We welcome your feedback on the Annual Report 2016/17 so we can continually improve Council's reporting to the community. Copies of this report can be obtained by accessing our website or visiting our office.

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