



ATTACHMENTS

Ordinary Council Meeting

7 August 2024

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LACHLAN SHIRE
COUNCIL

Wiradjuri Country


Delivery Program

1: Community Services

1.1: Connecting with our Aboriginal communities.


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.1.1	Connecting with our Aboriginal communities.	Consult with Aboriginal community groups and other focus groups to identify priority issues.	Corporate & Community Services	Communications Coordinator offers consultation for all relevant groups including Aboriginal community groups, as and when needed.	
1.1.2	Celebrating Aboriginal heritage and achievements.	Support NAIDOC week celebrations.	Corporate & Community Services	Requested donation provided for NAIDOC week activities February 2024	
1.1.3	Increase opportunities for Indigenous employment in Council's workforce.	Increase the level of Indigenous employment with Council.	General Management	Three indigenous employees commenced work with Council during this period. Council's workforce has 18.5% Indigenous employees.	

1.2: Successful transition from school, to training, to employment.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.2.1	Offer employment opportunities to young people at Lachlan Shire Council.	Host school based traineeships, work experience and offer work placement opportunities.	General Management	Students have undertaken school based traineeships at Lachlan Children's Services and at the Condobolin Depot. HACC Services has hosted a work placement student.	


1.3: Council supported strategic education and training.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.3.1	Increase traineeships and cadetships in Council employment.	Foster the growth of a local workforce through traineeship, apprenticeships and ongoing training.	General Management	A Certificate III Traineeship in Childhood Education and Care and a School Based Traineeship are currently progressing at Lachlan Children Services. A School Based Traineeship in Agriculture has commenced at the Condobolin Depot and a Trainee Spatial Information Services Officer has commenced in the Information Services team.	
1.3.2	Work with schools to provide work experience in Local Government.	Work closely with regional high schools to host school based traineeships, work experience and work placement programs.	General Management	A work placement was undertaken at HACC services and School Based Traineeships undertaken at the Condobolin Depot and Children's Services.	
1.3.3	Utilise library programs to encourage reading and literacy training.	Continuation of Baby Rhyme Time and Story Time programs.	Corporate & Community Services	Baby Rhyme Time and Story Time programs are offered twice a week and occur on Wednesdays and Fridays during school term. Ongoing.	
		Establish a Coding Club for young children at Condobolin Library.	Corporate & Community Services	Equipment has been purchased and a facilitator has been sourced.	
1.3.4	Ensure targeted education and training is delivered across the Shire.	Explore Registered Training Organisation options.	General Management	Council staff have completed Staff Appraisals. Training is being undertaken utilising registered training organisations which meet Council's training requirements.	


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Lobby and advocate State Government on the need to retain skill-based training programs delivered at Condobolin and Lake Cargelligo TAFE Campuses.	General Management	Council continues to assist TAFE NSW and other training providers to market their courses across the Lachlan Shire. Course information is posted to Facebook. Courses include business administration, welding, leadership and management, community services, and first aid.	

1.4: Childcare services and facilities that meet the needs of families and care givers.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.4.1	Operate viable preschool and long day care in Condobolin.	Continue to apply for grant funding.	Corporate & Community Services	Lachlan Children's Services was successful in receiving a Professional development grant for our Educators to the value of \$5,827.52. This grant hasn't been used as of yet due to our current staff shortages we have been unable to send Educators as we don't have Educators to replace Educators to go. Lachlan Children's Services were also successful in receiving a technology grant to the value of \$5000.00. This money will be used to assist with upgrading the internet or purchasing Star link. Council continues to receive State and Federal government funding for all services.	





DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Continue viable after school, and long day care services in Condobolin.	Corporate & Community Services	Enrolment drive, advertising in local papers as well as social media to assist with boosting numbers in our preschool program which runs from Monday to Thursday during school terms. We have been advertising through a variety of different media. The start of term 1 2024 our Preschool enrolments were very low. We are now in term 3 and steadily our Preschool enrolments have improved and we are well over halfway to being at capacity everyday.	
		Maintain accreditation of Council owned preschool.	Corporate & Community Services	We will be due for an Assessment and Rating visit in 2024. Currently working on changing from the QIP to the self assessment tool which is all online. Transfer data from QIP and update goals achieved and submit new goals and outcomes to work towards	
		Maintain community satisfaction.	Corporate & Community Services	Lachlan Children's Services has received a community satisfaction survey result of 83%. This demonstrates that predominantly the service is meeting the needs of families and caregivers. Our enrolments are also starting to pick up especially within the Preschool.	
		Offer traineeships.	Corporate & Community Services	Lachlan Children's Services has just recently hired a new trainee. We have also been speaking with a student at the Condobolin High School in regards to a school based traineeship. If we are successful with securing a new SBT this relieve some pressure with our ongoing staff shortages. The advertisement still remains open for a trainee to help fill gaps where we are unable to secure a diploma or certificate 111 Educator.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.4.2	Provide mobile childcare services to remote communities where viable.	Maintain accreditation for mobile childcare services.	Corporate & Community Services	Mobile childcare services received a spot check visit in June 2024. During this visit the Assessor checked compliancy over the 7 quality areas as well as observing in the Mobile play room how Educators interacted with the children, meal and nappy change times. The Mobile Service is due for another Assessment and ratings visit at the end of 2024. We are currently transitioning from the QIP to the online self assessment tool. During the June compliance visit the Assessor noticed garden beds that were and unsafe and needing removing from the playground. This has been done. The Assessor also mentioned the playground soft fall which she was told that this is in the process of being fixed. A notice of non-compliance was sent to the Approved Provider. Evidence of competency has been sent through to the department.	
1.4.3	Ensure the mobile services are financially viable.	Continue to apply for grant funding.	Corporate & Community Services	Lachlan Children's Services currently receives grant funding for OOSH from CCCF Sustainability funding. Start strong funding for our Preschool Children this allows for all children going to School to be able to access Preschool at least 3 days per week at no cost to families. Our Mobile service receives grant funding from CCCFR.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Investigate the restructuring of the service.	Corporate & Community Services	Restructuring of mobile service is complete with services only offered where there are sufficient enrolments, and where there are sufficient staff resources, to meet required ratios. Attraction and retention of staff continues to be a constraint on adding new services. Salary structure reviewed to offer more opportunities and higher pay to attract and retain qualified staff. Community satisfaction with childcare services was over 80% in the Community Research survey, demonstrating it is currently meeting the needs of families and caregivers.	


1.5: Increase community participation in arts and cultural activities.




DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.5.1	Support the Penrith Alliance in facilitating arts training for young people, sporting and cultural exchanges, staff training and exchanges with Lachlan Shire Council	Actively foster and support sporting and cultural exchanges.	General Management	Ongoing discussion at every opportunity with Penrith City Council (PCC) Mayor and General Manager about opportunities to jointly participate community sporting and cultural events. Staff development opportunities for PCC employees for short term exchange offered. Proposal to hold a workshop to refresh the Friendship Agreement and identify further opportunities for sporting and cultural exchanges agreed the PCC General Manager.	
		Promote staff training or exchanges.	General Management	Council has approached Penrith City Council to undertake a Staff Exchange with staff in Children's Services. Two Council staff are working remotely out of the Penrith City Council Offices.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.5.2	Support Arts Out West and local art competitions.	Maintain involvement and partner in Arts Out West activities.	General Management	Arts Out West (AOW) is the regional arts and cultural development organisation for the Central West NSW and is supported through Council representation and annual financial support. Council Officers meet with AOW staff regularly to discuss opportunities for the shire. AOW has rolled out several programs and initiatives in the Shire including Cultural tourism maps, and the Condobolin Hospital Art Exhibition program. In December 2024, Condobolin, Lake Cargelligo, and Tottenham Visitor Information Centres will host a Plinth Display featuring local artists.	
		Support Waste to Art initiative.	Environment, Tourism & Economic Development	Competition held 26th - 23rd June 2023. 9 entries qualified to the regional exhibition in Lithgow.	
1.5.3	Build tourism precinct.	Continue Sculpture Trail in collaboration with Forbes Art Society and Forbes Shire Council.	General Management	Council continued to support and promote the Sculpture Down the Lachlan Art Trail during the reporting period. All sculptures located in the Lachlan Shire have now been installed, and discussions will be held with Forbes Art Society, Forbes Shire Council, and other stakeholders in the latter part of 2024 to discuss joint marketing opportunities.	
1.5.4	Increase usage of Council's library service.	Consult community in relation to creation of a sensory play area at Condobolin Library.	Corporate & Community Services	Attended SWITCH Conference Nov 2023 and won a sensory pack that has now been delivered and is available for play at Condobolin Library and will be incorporated in early learning sessions.	






DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Expand range of community activities and events offered.	Corporate & Community Services	Expanded lego collection to include more advanced coding resources.	
		Expand range of Library resources.	Corporate & Community Services	Continue to purchase library resources to expand particular collections including, Adult Fiction, Indigenous, large print and non fiction collections. The Library now offers access to ePress online as well as additional resources added to Borrow Box.	
		Maintain community satisfaction.	Corporate & Community Services	The Library maintained a 95% satisfaction rating in the most recent research community survey.	
1.5.5	Maintain sustainable library service.	Continue to apply for grant funding to expand resources and services offered.	Corporate & Community Services	The Lachlan Shire Library received in excess of \$82,000 in grant funding from the State Library for the year 2023/24 to support and expand library resources and services offered to the community.	
		Foster the growth of a local workforce through traineeship and work placement opportunities.	Corporate & Community Services	The Condobolin Library continues to host work experience placement during the current reporting period and Lachlan HACC also hosted a Community Services student this year.	
		Offer volunteer program.	Corporate & Community Services	No tasks suitable for volunteers at present	

1.6: Improved health care for the community.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.6.1	Support programs to attract and retain medical and allied health professionals.	Advocate for improved access to healthcare across shire.	General Management	Continuing attendance and participation in MLHD Lake Cargelligo Health and Section 19(2) finance meetings. Ongoing advocacy to Member for Barwon, Roy Butler MP, and Transport for NSW regarding transport difficulties for residents to travel to other regional centres for health services and the negative health outcomes this has on the Lachlan community. Submission of evidence to the Public Inquiry on Health in Regional and Rural Australia. RFDS medical centre opened in Condobolin. Residential lease of several houses in Tottenham to WNSWLHD for doctors and nurses.	
		Facilitate annual Bush Bursary program.	Corporate & Community Services	Council resolved on 15 May 2024 not to facilitate the program for the 2024-2025 financial year. Future requests for support for the Bush Bursary program will be submitted to Council for a decision at that time. Resolution 2024/103.	
1.6.2	Support sustainable aged care services.	Continue to apply for grant funding to maintain services offered.	Corporate & Community Services	Council continues to receive Federal government grant funding through HCCP. Additional grants have been applied for but Lachlan HACC did not qualify for funding offered due to being outside targeted geographical area. CHSP funding was secured for the 2024/25 financial year.	
		Foster the growth of a local workforce through traineeship and work placement opportunities.	Corporate & Community Services	Looking into opportunities for a trainee, further research to be completed. Have also had interest for school students to complete Work experience at centre. Hosted a local Community Services student at Lachlan HACC.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Maintain community satisfaction.	Corporate & Community Services	Regular engagement occurs with community members via newsletters, letters, and through home visits, at all 3 centres. Ongoing	
		Offer volunteer program.	Corporate & Community Services	Volunteer program in place for Meals on Wheels in all 3 centres, and volunteers provide Community Transport in Tottenham. Ongoing.	
		Sustainable service provided in Condobolin, Lake Cargelligo and Tottenham.	Corporate & Community Services	Sustainable service is currently provided. Investigating the provision of additional funded services in all 3 centres.	
1.6.3	The wellbeing of carers.	Provide sustainable respite care in Condobolin, Lake Cargelligo and Tottenham.	Corporate & Community Services	Respite Care provided across all 3 centres - Condobolin, Lake Cargelligo & Tottenham. Ongoing.	
1.6.4	Optimise the efficiency of the Home and Community Care funding.	Review the allocation of spending on services between each town.	Corporate & Community Services	Allocation of spending is reviewed on an annual basis to ensure adequate funding for activities provided by each town.	
1.6.5	Advocate for domestic violence services, emergency housing and healthy lifestyle programs.	Engage with relevant Federal and State agencies, community groups and non-government organisations.	Corporate & Community Services	Engagement as appropriate, and advocacy is supported on request.	

1.7: Improved social outcomes for people with disability.




DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.7.1	Advocate for the provision of aged and disability care services across the Shire.	Engage with relevant Federal and State agencies, community groups and Non Government Organisations to support aged and disability services.	Corporate & Community Services	Have maintained engagement with existing groups and agencies while also communicating with other organisations providing Aged care services across all 3 centres,	
1.7.2	Recreational and learning facilities for people with disability.	Construction of a sensory playground at Bill Hurley Park Condobolin.	Infrastructure Services	Works completed.	
1.7.3	Disability access in all Council buildings.	Installation of disabled toilets in Council buildings. Subject to grant funding.	Environment, Tourism & Economic Development	Suitable premises not identified	
		Installation of hearing loops in major Council public buildings.	Environment, Tourism & Economic Development	Hearing loop & PA system installed at Fifield Hall.	
1.7.4	Community Transport provided.	Provide community car for HACC clients in Condobolin.	Corporate & Community Services	Community Transport is frequently utilised by clients. Ongoing.	
		Provide community car for Tottenham.	Corporate & Community Services	Community Transport through Tottenham HACC is frequently utilised by clients to be transported to larger suburbs. The Condobolin Community Transport was transferred to Tottenham during early 2024 as their vehicle is in the process of being tendered. Ongoing.	






1.8: Wellbeing of youth.




DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
1.8.1	Continue implementation of Youth Strategy 2021-2030 Realising Our Potential.	Offer all abilities and accessible youth programs.	Corporate & Community Services	Youth Services contractor is tasked to provide a range of accessible and inclusive programs. Reporting is provided to Council on progress towards meeting the objectives in the Youth Strategic Plan.	
1.8.2	Increase awareness about youth programs offered.	Advertise programs through social media platforms and on Council's website.	Corporate & Community Services	Council shares information provided by Youth Services contractor regarding programs on offer. Council also shares other community organisation information when it is provided.	
1.8.3	Support youth development programs within the shire.	Support Community Drug Action Team (CDAT) initiatives.	Corporate & Community Services	Council staff attend meetings when resources allow. Due to the high number of staff vacancies and staff work loads, attendance has become limited.	
		Update the youth area at Condobolin Library with new all abilities furniture and facilities.	Corporate & Community Services	The Youth area at Condobolin Library was updated with new furniture, and a smart TV in 2022. The condition of the furniture is reviewed every twelve months and replaced accordingly.	






2: Tourism & Economic Development




2.1: A vibrant tourism industry.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.1.1	Promote Lachlan Shire as a tourist destination.	Advertise locations within the shire as attractive camping spots.	General Management	Brochures promoting the Shire's camping and fishing locations are available from the visitor information centres. The locations have also been promoted via Council's tourism website www.visitlachlan.com.au , in the On the Road and Caravanning Australia magazines. Facebook and Instagram posts are scheduled regularly to advise travellers of their options. The information is also featured in the new Lachlan Shire Visitor Guide brochure.	
		Promote specific towns in Lachlan Shire as a tourist stop point.	General Management	Promotion of the "Lachlan Shire - Heart of NSW" towns and villages continued during the reporting period through print and digital media. These included: Carvanning Australia x 2 editions, Discover the Central West x 2, The Wanderer x 1, website, Facebook, and Instagram posts.	
		Update Lachlan Shire brochures with new branding.	General Management	The draft Lachlan Shire Visitor Guide has been developed and will be printed in late July 2024, for distribution in August. The shire-wide guide has been supported by over 35 local businesses who have purchased advertising space, and will be Council's main marketing tool to attract visitors to the area. A series of niche brochures (A5) are being developed to compliment the guide and will carry the "Lachlan Shire - Heart of NSW " brand.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Work with Central NSW Tourism to encourage visitors to the Central region of NSW to come west and visit our towns.	General Management	During the reporting period, Lachlan Shire continued to be an active member of the Central NSW Joint Organisation Tourism Group. The group has developed a series of Central West maps and marketing initiatives including the update and reprint of the Central West map pad.	
2.1.2	Increase things to see and do for visitors to the shire.	Attempt to create farm tours with willing farmers.	General Management	Council continues to work with the NSW State Government to change overarching planning controls to make it easier for farm tours to operate. Destination NSW through the Central West Destination Network, has rolled out several agri-tourism capacity-building workshops in the region during the reporting period. It should be noted that there has been an increase in holiday home rental stock over the past twelve months, which adds to the Shire's accommodation offering.	
		Build a truck stop and tourist precinct.	Environment, Tourism & Economic Development	Works completed.	
2.1.3	Provide purpose built visitor information centre in Condobolin.	Construction of new visitor centre that supports tourism across the shire.	Environment, Tourism & Economic Development	New Centre Completed and officially opened 25 November 2023	
2.1.4	Participate in regional promotion.	Remain members of Central NSW Tourism and join the Newell Highway Tourism Committee.	General Management	During the reporting period, Council remained active in the Central NSW JO Tourism Group. The establishment of Destination Central West has seen a shift in tourism-related activities during the past six months. The Newell Highway Committee has also experienced changes during this time.	





DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.1.5	Promote the Wiradjuri Centre as a location for tourists to visit.	Promote the Wiradjuri Centre as a tourist destination.	General Management	Council's officers continue to work with the Wiradjuri Cultural Centre, Condobolin to promote the centre as a key tourist attraction. The WCC participated in the opening of the new Lachlan Shire Visitor Information Centre and local artworks are on display/sale at the centre. A representative from WCC joined the Tourism Manager at the Tourism Award Workshop held in Orange. Positive feedback has been received from WCC as they have experienced an increase in visitor numbers through recommendations from staff at the Lachlan Shire Visitor Information Centre.	
2.1.6	Improve the marketing of existing events.	Creation of a calendar of events.	General Management	Ongoing management of community event calendars on Council's corporate and tourism website continues. The event information is also promoted via the Australian Tourism Database Warehouse (ATDW) portal that feeds multiple tourism websites including www.visitnsw	
		Creation of a text notification database which is used to promote events.	General Management	Initial investigations show Council doesn't have software to undertake this so would have to use a third party provider. This requires further investigation around data storage. More detailed investigation will be undertaken prior to July to determine the community appetite for the service and the cost of sending texts. The value of sending texts also needs to be evaluated given our current reach using social media and other communication channels. The collection and store of mobile phone data etc. will have implications under the Privacy and Personal Information Act 1998 that must also be considered.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Events promoted on social media platforms	General Management	Council continued to utilise digital channels (Facebook and Instagram) to market local events. Information is also featured in the events calendar on Council's corporate and the visitlachlanshire websites. The digital display board at the entry to the new visitor information centre carries a QR code linking to the event calendar, while the electronic noticeboard in Bathurst Street Condobolin features event details.	
2.1.7	Increase visitors to the shire.	Promote free camping locations within the shire.	General Management	Freedom camping locations have been included in the new Lachlan Shire Visitor Guide and featured on Council's tourism website www.visitlachlan.com.au and other free camping websites. A brochure is also available at Visitor Information Centres across the Shire.	
		Provide town parking for motor homes and caravans.	Infrastructure Services	Tourism precinct open with RV and caravan parking.	
2.1.8	Improve caravan park facilities in Lake Cargelligo, Burcher, Tottenham and Condobolin.	Investigate the viability of leasing caravan parks to private operators with conditions attached for capital improvements.	Environment, Tourism & Economic Development	Review undertaken in 2022/23. Further review to occur nearing end of current leases being Nov 2025	
		Undertake enhancement works at the Tottenham Caravan Park.	Environment, Tourism & Economic Development	Majority of works have been underway. Minor works to be undertaken to complete project	


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.1.9	Develop Forbes to Condobolin Sculpture Trail.	Continue to work with Forbes Art Society and Forbes Shire Council to develop the sculpture trail from Forbes to Condobolin on Lachlan Valley Way.	General Management	The Sculpture Down the Lachlan Art Trail is a key tourism driver for the Lachlan Shire. During the reporting period, Council continued its strong working relationship with the Forbes Art Society and the Forbes Shire Council tourism staff. Marketing and development meetings are planned for the 24.25 year to discuss the potential expansion of the trail and broader marketing opportunities.	
2.1.10	Support the Lake Cargelligo Foreshore Development.	Support the development of a licensed community club and function centre near the existing boat club and recreation ground.	General Management	No progress on licencing of the community club and function centre.	
2.1.11	Support potential environmental and eco-tourism projects.	Continue to be a member of the Central West Council's Environment and Waterways Alliance.	Environment, Tourism & Economic Development	Council is an active member of the Central West Council's Environment and Waterways Alliance.	




2.2: A diverse range of employment opportunities.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.2.1	Encourage residents to shop local.	Support the Condobolin Chamber of Commerce in running the Why Leave Town Program.	Environment, Tourism & Economic Development	The Condobolin Chamber of Commerce continues to roll out the 'Why Leave Town Program'. to encourage people to shop local. Council provided financial support to this initiative.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Support the Condobolin Chamber of Commerce to hold a Christmas event.	General Management	In 2023, Council supported the Condobolin Chamber of Commerce Christmas event and assisted with digital marketing. Council has secured over \$93,000 under the Open Streets program to assist the Chamber of Commerce in hosting the Condo Comes Alive Street Festival in 2024. The 2024 event will incorporate the shop-local/Christmas event.	
2.2.2	A strong retail sector.	Assist and facilitate an effective chamber of commerce in Condobolin and Lake Cargelligo.	Environment, Tourism & Economic Development	Assisted and facilitated an effective chamber of commerce in Condobolin and Lake Cargelligo.	
		Discuss the possibility of increased business opening hours with businesses (including public holidays and weekends).	Environment, Tourism & Economic Development	Council and the Condobolin Chamber of Commerce continue to encourage extended weekend opening hours however, there has only been a slight increase - staff shortages are an ongoing factor. Thorpey's in the Paddock cafe located at the new tourism precinct in Condobolin is open on weekends from 9am to 2pm.	
		Facilitate the running of workshops that assist retailers.	Environment, Tourism & Economic Development	No recent action due to staff vacancies and other priority projects. Workshops to be investigated and scheduled in the 2024/2025 reporting period.	



2.3: Encourage business activity.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.3.1	Review the Economic Development Strategy.	Preparation of a revised Economic Development Strategy for the Shire.	Environment, Tourism & Economic Development	Due to staff resourcing, the production of the new Lachlan Shire Economic Development Strategy will commence in the 2024/2025 reporting period, subject to funding.	
2.3.2	Zone more land for industrial development.	Prepare a Rural and Industrial Land Use Strategy.	Environment, Tourism & Economic Development	The Industrial and Rural Lands Strategy was adopted by Council on 25 May 2022.	
		Provision of more land zoned for industrial land uses.	Environment, Tourism & Economic Development	Planning Proposal process commenced for re-zoning of certain identified sites in Industrial and Rural Land Strategy. Further Planning Proposals for re-zoning are expected to be commenced over the next reporting period.	
2.3.3	Encourage value added agricultural industries.	Provision of more land zoned for agricultural industries.	Environment, Tourism & Economic Development	Re-zoning of land in accordance with the Industrial and Rural Lands Strategy has commenced.	
2.3.4	Attract new industries and businesses to the Shire.	Follow up on the possibility of starting more feedlots in the shire.	Environment, Tourism & Economic Development	A feedlot expansion was approved by Council in March 2024. Further feedlots and expansions to be investigated where possible.	
		Support the provision of a solar farm in the shire.	Environment, Tourism & Economic Development	Two Development Applications have been approved for Solar Farms in Lachlan Shire Council. One has commenced the first stage of construction in Lake Cargelligo.	


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.3.5	Improve marketing of businesses in the shire.	Fund an annual training session on marketing.	Environment, Tourism & Economic Development	Lower Lachlan Community Service (Lake Cargelligo) has hosted successful marketing workshops and events during the reporting period. A grant application under the NSW Small Business Month program to roll out marketing and visual merchandising workshops in Condobolin and Lake Cargelligo was unsuccessful. Council will revisit the visual merchandising workshops in late 2024.	
2.3.6	Support mining operations in the Shire.	Encourage and support the proposal of Plantina Resources at Owendale and support Sunrise Energy Metals at Fifield.	General Management	Updates provided to Councillors at Strategic Briefings. Platina Resources project purchased by Rio Tinto. Ongoing discussion with Rio Tinto regarding their proposed community benefit program. Value adding opportunities such as renewable energy projects discussed with mining proponents. Ongoing engagement with SRL Ops to support their project including the renewal of their Road Occupancy License and S138 approval.	
2.3.7	Access to residential land.	Complete the Scott Street subdivision in Condobolin	Infrastructure Services	Works nearing completion. Revised completion date is August 2024	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Investigate the viability of a new residential sub-division in Lake Cargelligo.	Environment, Tourism & Economic Development	<p>The 1 McInnes Street Master Plan Investigations are nearing completion. The following have been undertaken or are currently being undertaken:</p> <ul style="list-style-type: none"> • Geotechnical and preliminary contamination investigation; • Detailed contour and feature survey; • Water main investigation - including the capacity of the existing network and relocating the Murrin Bridge Main running through the site; • Sewer main investigation - including the connection to the existing pump station and capacity of network; • Electrical - existing network capacity and works required; • Telecommunication / NBN connections; • Basic road design and in particular the intersection connections to the existing road network; • Stormwater investigations - how will stormwater be managed from the site; <p>The corresponding Planning Proposal has received Gateway Determination approval with conditions in April 2024. Public exhibition is in preparation.</p>	
		Prepare a residential housing strategy.	Environment, Tourism & Economic Development	The Lachlan Shire Housing Strategy was adopted by Council at the April 2024 Ordinary Meeting.	

2.4: Access to reliable current technologies.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.4.1	Advocate for complete mobile phone coverage throughout the Shire.	Make representations to service providers and Federal Government for increased mobile coverage throughout the Shire.	General Management	Blackspot and connectivity issues in Lachlan Shire regularly raised with Telstra representatives. Telstra have developing a Lachlan Shire Council Connectivity Action Plan in consultation with Council staff to overcome some of the service difficulties. Alternate technologies such as low altitude satellite are now available to provide data and communication improvements across the shire. Upgrades to mobile phone tower backup batteries have also improved reliability during power outages. Councillors updated at Pre-meeting Briefings.	
2.4.2	Public access computers and printing service offered.	Provide computer and printer access at Tottenham Library.	Corporate & Community Services	Tottenham Library has access to a laptop with internet and printing services.	

2.5: Improve the appearance of each town.








DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
2.5.1	Improve the appearance of each towns central business district.	Encourage businesses to paint shop awnings.	Environment, Tourism & Economic Development	Local business owners across the shire are being encouraged to seek funding under the Local Heritage Fund to undertake maintenance including painting shop awnings. During the reporting period, there have been several Condobolin shopfronts painted which has enhanced the street appeal. A further funding round under the Local Heritage Fund has commenced.	


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Upgrade Foster Street in accordance with the master plan	Infrastructure Services	Works completed.	
2.5.2	Improve the appearance of town entries.	Appropriate tree planting at the entrance of each town.	Infrastructure Services	Tree planting continuing. Additional funding made available through LRCI 4.	
		Improve Lake Cargelligo town entrance.	Infrastructure Services	Tree planting continuing.	
		Update town entrance signage (as funds permit).	Infrastructure Services	Works completed.	

3: Transport




3.1: Improved transport networks that meet community and business needs.





DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
3.1.1	Implement road maintenance, renewals and improvements in accordance with Transport Asset Management Plan.	Complete annual maintenance, renewals and improvements program.	Infrastructure Services	Unsealed road maintenance has continued with an emphasis on restoring storm damaged roads and gravel re-sheeting program. Narrow seal widening has also been a focus	
		Implement road sealing program.	Infrastructure Services	Sealing program for 2023-2024 was completed with 25 km of reseals undertaken on Regional and Shire roads and town Streets.	
		Prepare and implement truck rest areas near each village.	Infrastructure Services	New truck rest area has been constructed in Condobolin in conjunction with the new Visitor Information Centre. The truck rest area on Lansdale Road at Tottenham is upgraded in conjunction with the widening of Lansdale Road. Maintenance has been undertaken on the Tullibigeal truck rest area on intersection of Lake Cargelligo Road and Tullibigeal Road to improve the storm water drainage at the entranceway.	
		Reinstate flood damaged roads.	Infrastructure Services	Kiacatoo Road flood restoration is complete. Dandaloo Road and unsealed road flood damage tenders are due to be released shortly. Council crews undertaking restoration work in the south west of the shire. Continue to wait for further flood damage approvals from TfNSW. Tripartite agreement has been executed, with prepayment made. Shepherd Services Pty Ltd have been engaged to project manage the delivery of the permanent restoration work.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
3.1.2	Operate and maintain airports at Condobolin, Tottenham and Lake Cargelligo to meet statutory standards.	Complete Condobolin Airport Master Plan.	Infrastructure Services	Works completed.	
		Reseal Condobolin Aerodrome.	Infrastructure Services	Works completed.	
		Reseal Tottenham Aerodrome.	Infrastructure Services	Works completed.	
3.1.3	Progressively widen existing narrow seals in accordance with Transport Asset Management Plan.	Complete reconstruction and widening of segments as a progressive program.	Infrastructure Services	2 km of reconstruction and widening on SR 5 Lansdale Road. 2 km of reconstruction and widening on SR 64 Platina Road. Reconstruction and widening of SR 45 Boona Road.	
3.1.4	Truck by-pass for Condobolin, Lake Cargelligo and Tottenham.	Advocate to Transport for New South Wales, for a truck by-pass of Condobolin and Tottenham and develop a truck bypass for Lake Cargelligo.	Infrastructure Services	Condobolin - Maitland St, Melrose Road, Kiacatoo Road complete. Advocating TfNSW to upgrade Jones Lane/Henry Parkes Way intersection. Preferred option agreed. Detailed design to be finalised and funding secured. Lake Cargelligo - Rodeo, Grace and Foster completed Tottenham - Heavy Vehicle route in place.	
3.1.5	Road Safety Program.	Participate in the Local Government Road Safety Program in partnership with Parkes and Forbes Shires.	Infrastructure Services	Ongoing participation subject to continued funding.	
3.1.6	Traffic calming and road safety in Lake	Intersection upgrades of William and Lachlan Streets,	Infrastructure Services	Intersection upgrades of William and Lachlan Streets, Condobolin - yet to commence	


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
	Cargelligo, Tottenham and Condobolin.	Condobolin and intersection of Foster and Canada Streets, Narrandera Street and Rankin Springs Road, Lake Cargelligo.		Foster and Canada Streets, Complete Narrandera Street and Rankin Springs Road, Lake Cargelligo - not funded.	
		Main street improvements in Condobolin, Lake Cargelligo and Tottenham.	Infrastructure Services	Lake Cargelligo complete. Condobolin - no budget to complete design. Tottenham - scope not identified.	


3.2: Improved pedestrian and cycle paths.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
3.2.1	Implement the Disability Inclusion Access Plan.	Construct shared pathways around recreational facilities at sites identified in the Active Travel Plan, including Gum Bend Lake and the balance of the Lake Cargelligo Walkway stages.	Infrastructure Services	Works completed.	
		Deliver footpath and kerb and gutter replacement program.	Infrastructure Services	Work have commenced and contractors engaged to continue work as identified.	
		Improve access for pedestrians and mobility aid users in areas lacking footpaths.	Infrastructure Services	Foster Street parking and path improvements in Lake Cargelligo has been completed.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Install pedestrian lay-backs in key areas around the schools in Lake Cargelligo and Condobolin.	Infrastructure Services	Condobolin Riverwalk complete Gum Bend Lake path	
		Staged implementation of the Active Travel Plan (ATP) for Tottenham, Lake Cargelligo and Condobolin.	Infrastructure Services	Funding has been applied for and secured for the update of the ATP. This document requires updating as the majority of the identified projects are completed.	
3.2.2	Develop disability parking zones in all main towns.	Complete a map of disability parking spots after community consultation.	Infrastructure Services	To be undertaken as part of the ATP review	
		Upgrade existing, and install new complaint disability parking spaces as identified by the Disability Inclusion Action Plan.	Infrastructure Services	New Disabled Carpark is currently being constructed at the Condobolin SRA Grounds, and Foster street parking improvements in Lake Cargelligo has been completed.	






3.3: Upgrade street lighting.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
3.3.1	Conduct an audit of street lighting requirements, and	Complete audit and deliver works program including adjoining roads and caravan parks.	Infrastructure Services	Tottenham Complete. Scope of works in Condobolin and Lake Cargelligo caravan park to be confirmed.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
	develop a street lighting works program.	Install street lights near Lake Cargelligo Caravan Park.	Infrastructure Services	Scope to be confirmed	







4: Governance & Financial Control


4.1: Involved and active community groups.





DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
4.1.1	Support and develop the capacity of Council's S355 Committees and other committees that manage Council facilities, events and initiatives.	Actively seek representation of people with disability on Council committees and consultation groups.	Corporate & Community Services	Consultation offered on an inclusive basis, through a variety of communication mediums.	
		Correspondence regarding terms of reference and financial reporting.	Corporate & Community Services	Council supports S355 committees in meeting their legislative obligations. Point of contact staff member from the Corporate and Community Services directorate works with the committees, as necessary.	
		Ongoing liaison with committees.	Corporate & Community Services	After the end of each financial year contact is made regarding financial information and other contact made as needed.	
		Provide point of contact and selected information.	Corporate & Community Services	Ongoing contact and support as requested.	
4.1.2	Council deliver one main Australia Day celebration in the shire each year.	Creation of an Australia Day Shire wide committee.	General Management	Australia Day policy developed and adopted by Council. Australia Day committee formed to select winners of the various Australia Day awards. A member from a community group in the towns and villages is invited to participate in the voting for the Australia Day winners. Each community in the Shire work to host Australia Day events relevant to their respective community with financial assistance provided by Council.	








DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Host one main Australia Day event	General Management	Successful event held.	
		Provide support to other Lachlan Shire town Australia Day celebrations.	General Management	Community events planned and supported including 2024 Australia Day events ANZAC Day events and other local celebrations or events such as Condo 750. Support provided for community groups across the shire. Permanent Part-time Events Coordinator appointed and advocacy to NSW Police to reduce unnecessary and onerous event approval processes.	
4.1.3	Celebrate diversity and inclusion through Council imagery, publications and promotions.	Council publications and promotions are accessible and include imagery of people with disability.	General Management	Council continues to ensure that brochures and website content are accessible and include images of people with disability.	
4.1.4	Celebrate diversity and inclusion activities	Support celebrations held on International Day of People with Disability on 3 December each year.	Corporate & Community Services	The Library displays posters and have purchased some relevant resources in support of International Day of People with Disability	
4.1.5	Encourage community events.	Improve the community event approval process.	General Management	Permanent part time Event and Administration Assistant position filled. Application form amended and updated for review by GM. Due for completion July 2024.	








4.2: Strong effective and responsive Council.





DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
4.2.1	Council is financially sustainable and provides services at a level expected by the community.	Annual review of Investment Policy.	Corporate & Community Services	Email sent 3/1/2024 to Arlo Advisory, for review of the Investment Policy and requesting that a confirmation letter be sent regarding their Advisory status. Investment Policy updated & adopted at February 24 Council Meeting.	
		Complete quarterly reporting against budget.	Corporate & Community Services	All quarterly Budget Reviews have been lodged with Council within statutory time frames.	
		Complete statutory accounts.	Corporate & Community Services	Council is financially stable. Statutory accounts completed within legislative time frames for the 2023 financial year and is on track for the 2024 financial year.	
		Operate an effective Audit, Improvement and Risk Committee (ARIC).	Corporate & Community Services	Council has an effective and functioning ARIC which has met 4 times this financial year. ARIC is compliant with all legislative requirements, including those effective from 1 July 2024.	
		Tender Council's banking service.	Corporate & Community Services	Tender document drafted. No further progress until Council can recruit a Governance & Risk Officer.	
4.2.2	Council's decision making is equitable and ethical.	Decision making and operational activities meet legislative compliance.	General Management	OLG compliance calendar reference included on ELT meeting agenda. Compliance with the calendar has been included on the agenda for future ARIC meetings.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Schedule policy reviews throughout Council term or within legislative requirements.	General Management	Policies such as the Code of Meeting Practice, Code of Conduct, Payment of Expenses and Provision of Facilities to Councillors and the Local Approvals Policy have been reviewed. Reviewed policies are being regularly and progressively submitted to Council for adoption. Processes to re-commence following 2024 Local Government Elections.	
		Training for Councillors.	General Management	Local Government NSW Training calendar distributed to all Councillors for information and nomination of training preferences. Training booked for Councillors when requested. Promotion of Councillor training opportunities and development of Councillor training plan to recommence after 2024 local Government elections.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
4.2.3	Strengthen regional cooperation to the benefit of local residents.	Council demonstrates strong leadership and supports developing initiatives with Central West Joint Organisation, MLA and other strategic alliances such as Penrith City Council.	General Management	Lachlan Shire staff participate in numerous JO committees such as Governance and Risk, Asset Management, Water, Roads, Energy and Human Resources. GM participation on JO Renewable Energy and Net Zero business case working group. Feedback from the JO is positive on the input from LSC employees who are held in high regard. Relationships maintained with senior staff at PCC and discussions have been held with the PCC General Manager regarding opportunities for further collaboration in areas with recruitment difficulties that may impact Council operations. Favourable assessment of Lachlan Shire Council's performance in asset management and financial sustainability relevant to other CNSWJO councils	
4.2.4	Community/Customer satisfaction monitoring system in place and operational.	Community Satisfaction Survey undertaken to measure Council responsiveness and services.	Corporate & Community Services	Satisfaction Survey completed and reported to Council in October 2023. Next due in the 2024/2025 financial year.	
		Customer Request Management system reports reviewed monthly and reported to Council quarterly.	Corporate & Community Services	Monthly reporting to the Executive Leadership Team and quarterly reporting to Council is in place. CRM is monitored and staff response to actions is appropriate within resourcing constraints.	
4.2.5	Council's exposure to risk is minimised.	Active management of staff who suffer workplace incidents.	General Management	Four workers compensation claims have been closed in this period. Recover at work plans have been developed and suitable duties made available to those staff that have sustained workplace injuries.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Council's Enterprise Risk Management Framework actions implemented.	Corporate & Community Services	Work continues to progress elements contained within the Enterprise Risk Management Framework. Council has adopted an Enterprise Risk Policy, Procedures and Risk Appetite Statements.	
		Hold Work Health and Safety Committee meetings.	General Management	Health and Safety Committee meeting have been held with 80% attendance. Next meeting to be held on the 15 August 2024.	
		Provide a safe workplace to all employees.	General Management	Three Injured staff have required to have operations which have required a substantial amount of lost time hours. The impact of this has resulted in not meeting our target of below 600 hours and may impact Council's premium for the next financial year.	
		Review Council's Salary Structure.	General Management	Council's Salary Structure has been reviewed.	
		Workplace safety awareness training.	General Management	WHS training has been provided to all workers and included in the New Staff Induction Program.	
4.2.6	Effective and efficient management of fixed assets.	Implementation of the Asset Management System which will support financial accounting in Authority.	Infrastructure Services	Software has been ordered and supplied. Working with vendor to import our data Import of data successful. Next step is linking with our financial system. Recruitment of Asset Engineer/Officer to occur.	
4.2.7	Operational buildings which enable Council to efficiently perform its functions.	Construction of new depot at Condobolin.	Environment, Tourism & Economic Development	Works to recommence October 2024	




DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Upgrade Council Chambers.	Environment, Tourism & Economic Development	Works completed.	
4.2.8	Ensure that Council has a skilled and competent workforce to achieve its strategic outcomes.	Conduct exit interviews on all exiting staff.	General Management	Exit Interviews are being undertaken for exiting staff.	
		Conduct once per Council term employee opinion survey which measures employee engagement.	General Management	Employee opinion survey completed May/June 2024.	
		Develop succession plans for crucial positions identified in the Workforce Management plan.	General Management	Collating information from Staff Appraisals to identify key staff who plan to progress further through the Organisation.	
		Ensure that staff have access to independent consultants to discuss personal issues.	General Management	Council entered into a contract through the Central West JO to secure Lifeline Central West to deliver the Employee Assistance Program for Council staff.	
		Promote Council as an employer of choice.	General Management	Content under review.	
		Provide professional development, and required training to staff.	General Management	Training is being delivered to staff as identified on their training plans.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
4.2.9	Better staff engagement.	Hold staff inductions.	General Management	Staff Inductions are being undertaken quarterly.	
		Regular staff meetings.	General Management	All staff meetings held twice per year. ELT meetings held fortnightly.	
		Review of Council recruitment and induction procedure to identify individuals with disability or support needs.	General Management	Council has implemented an online e-Recruitment software that includes the ability for individuals to identify if they have support needs or a disability and require assistance to complete their application.	
		Staff newsletter.	General Management	A quarterly staff newsletter is published.	

4.3: Enhanced communication with residents.


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
4.3.1	Enhanced communication with the community	Accessible content displayed on Council's website.	Corporate & Community Services	Website protocol requires all uploaded documents to be checked for accessibility. Self-explanatory programs provided to check accessibility	
		Continued enhancement of Council website.	Corporate & Community Services	Enhancements are underway as identified. Admin refresher training organised yearly and as new users come on board.	
		Development of community contact database.	General Management	Historic Database located and reviewed. Some information is no longer current. Review process continuing.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Enhanced communication with community.	General Management	Council customer satisfaction survey undertaken by Micromex in May 2023. Actions from the report are being implemented across the organisation. Increased communication and community inaction with Council's social media, regular media releases and newsletters produced.	
		Further develop and enhance public communication materials.	General Management	The new user-friendly Lachlan Shire Council website www.lachlanshire.nsw.gov.au launched in 2023 provided the platform for Council to deliver a plethora of information to the broader community, potential developers and visitors. Council continued its social media presence and utilised the electronic noticeboard in Condobolin and digital screens in the administration offices. Hard copy posters and invitations have been used to support the digital material for Council events and activities.	
		Increase posts to Council's social media platforms. Average of 30 posts per month.	General Management	During the six month reporting period, Council continued its social media presence, with 4,429 Facebook followers, 15,073 page visits and 56,105 reaches (The number of people who saw any content from Council's Page or about Council's Page). On average Council upload approximately 60 posts per month.	
		Media releases to update on Council activities and Information.	General Management	Council continued to communicate and engage with the community through a range of print and electronic platforms. This included the production and dissemination of regular media releases, public notices, surveys, council columns, advertisements, promotional material and face to face consultation.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Publish a monthly Council column in the local newspapers.	General Management	Council utilises various mediums to inform the community about Council activities. During this reporting period the monthly Council Column and Talking Tottenham Column were delivered.	
4.3.2	Actively seek representation of the views of people with disability.	Accessible communication mediums offered.	General Management	Council continued engagement opportunities to individuals or groups within the disability sector during the reporting period.	
4.3.3	Celebrate diversity and inclusion through Council imagery, publications and promotions.	Council promotions and publications include images of people with disability.	General Management	Council has and will continue to use imagery of people with disability in marketing material, as appropriate.	




4.4: Strategic management of villages and Crown Reserves.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
4.4.1	Develop Village Management Plans.	Update the Village Enhancement Plans.	Environment, Tourism & Economic Development	The Village Enhancement Plans drafts for some localities have been submitted in draft form and are currently being reviewed.	
4.4.2	Develop Plans of Management for all Crown Reserves.	Develop a Plan of Management for the SRA Grounds.	Infrastructure Services	The plan of management draft has been revised again and is almost ready for resubmission to DPE. Plan of management has been resubmitted for the caravan park	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Develop generic Plans of Management for all Crown Reserves and then customise for each specific reserve.	Infrastructure Services	Plans of management complete, waiting on feedback from Crown Lands	



5: People and Environment

5.1: Modern waste management system including recycling and rationalisation of waste management facilities.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.1.1	Review and implement Council's Waste Management Strategy.	Implement shire wide Waste Management Strategy.	Environment, Tourism & Economic Development	<p>Actions from the strategic waste management plan are continually being implemented.</p> <p>CRC shed completed and officially opened 2023.</p> <p>Burcher Waste Facility closure and proposed transfer station conversation community consultation completed.</p> <p>Waste contracts with TG FB ROSS extended in accordance with extension provisions of existing contract.</p> <p>Closure design completed for Burcher waste facility.</p> <p>Lake Cargelligo and Condobolin filling plans completed in accordance with Geotechnical designs and reviewed by Robert Amaral.</p>	
5.1.2	Provide solid waste collection and disposal services.	Ensure that town streets are free from rubbish.	Environment, Tourism & Economic Development	<p>Transfer stations at Fifield, Derriwong and Albert continued to be operational and effective.</p> <p>Street bins are serviced ongoing by JR Richards and Council staff on routine basis.</p> <p>Kerbside collection (bulky waste) as domestic waste self hauled to facilities is free of charge.</p>	
		Maintain effective collection and disposal services.	Environment, Tourism & Economic Development	JR Richards contract extended in accordance with the terms of current contract.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.1.3	Maintain recycling services.	Continue to deliver recycling services.	Environment, Tourism & Economic Development	Kerbside and Waste Facility recycling services continued to be implemented and reviewed as required. Recycling includes kerbside collection, scrap metal, CRC Shed material.	
5.1.4	Develop and implement a Trade Waste Policy.	Create and implement a Trade Waste Policy.	Infrastructure Services	To commence following adoption on the IWCM.	
5.1.5	Investigation into the viability of Tullibigeal and Burcher waste management facilities.	Profit and loss summary for overall waste management.	Environment, Tourism & Economic Development	Ongoing monitoring of operational and capital budgets. Facilities remain unmanned with weekly, monthly and quality servicing implemented to manage waste.	

5.2: Care for our community land.




DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.2.1	Control of weeds and feral pests.	Conduct weed and feral pest inspection program and control operations.	Environment, Tourism & Economic Development	Compliance and Weed Officers undertake these action on an ongoing/daily basis. 132 inspections undertaken for the period.	
		Create a formal spraying program for footpaths.	Environment, Tourism & Economic Development	Charter's engaged to review Council GIS mapping program and to assist in developing formal spraying program. Charter have undertaken initial review for new program December 2023. 11 days spent on spraying footpaths between 1/7/23 to 31/12/23.	




DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Undertake pest and weed control programs on Council managed reserves.	Environment, Tourism & Economic Development	<p>Charter's engaged to review Council GIS mapping program and to assist in developing formal pest and weed control program. Charter have undertaken initial review for new program December 2023.</p> <p>Weed and control program carried out as part of the Weeds Action Plan (WAP). 18 inspections undertaken on Council property, 121 sites treated and 75 days treating roadsides for priority weeds and suckers.</p>	
5.2.2	Develop initiatives to reduce Council's carbon footprint.	Implement actions from Council's Energy Sustainability Plan utilising funds from the Revolving Energy Fund.	Environment, Tourism & Economic Development	Development of new 2024 Energy Sustainability Plan completed for Council to adopt at August 2024 meeting.	
5.2.3	Address weed issues at Gum Bend Lake.	Establish a weed control program at Gum Bend Lake.	Environment, Tourism & Economic Development	<p>Regular spraying of the facility undertaken to control broad variety of weeds. No aquatic weeds have been targeted this period.</p> <p>Target species have been catheads, karki, cumbungi totaling 9 treatments and spiny burr chipped weekly over summer.</p>	

5.3: Ensure that animals are properly controlled.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.3.1	Provide animal management services and encourage responsible ownership.	Hold discounted micro chipping and de-sexing programs each year.	Environment, Tourism & Economic Development	Desexing program unable to be undertaken due to availability of vets. Rangers have completed their microchipping training to allow Council to undertake discount microchipping days.	
		Provision of a companion animal surrender cage facility in Lake Cargelligo.	Environment, Tourism & Economic Development	Provision of Companion Animal Drop Off shelter was completed 30 November 2023.	

5.4: Community safety.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.4.1	Management of swimming pools.	100% compliance with swimming pool regulations.	Infrastructure Services	Compliance with swimming pool regulations has been successful. Complete	
5.4.2	Provide advocacy support to Federal and State agencies and non-government organisations for management of drug and alcohol issues.	Advocate for the establishment of a drug and alcohol rehabilitation centre.	General Management	Discussion with service providers around provision of drug and counselling services and education programs that are continuing to be delivered in the Lachlan Shire.	
		Support Community Drug and Alcohol Team (CDAT) initiatives.	Corporate & Community Services	Meetings attended when staff resources are available.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.4.3	Mitigation of crime.	Advocate for increased Police presence at Community Precinct meetings.	General Management	Mayor and General Manager attend Community Precinct (CP) meetings. Issues such as station numbers, replacement of police vacancies, designation of local commands as special remote under the NSW Police Transfer Policy and local crime statistics are examples of issues raised and discussed at CP meetings. At the December 2023 meeting the issue of increased Police imposed conditions on event applications for small community events was discussed. Police report increasing staff vacancies and difficulty with recruitment across NSW. Reintroduction of cadet training allowance hope to increase intake numbers.	
		Advocate for Neighbourhood Watch program.	General Management	Regularly discussed at Police Community Precinct meeting. Police support the re-introduction of a Neighbourhood Watch program however must be initiated by community to be successful.	
		Update CCTV network in Condobolin when funding is available.	Corporate & Community Services	CCTV Cameras have been upgraded to provide better visibility in the CBD. Link between Condobolin Police Station and Community Centre Upgraded.	

5.5: Celebrating and preserving our heritage.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
5.5.1	Promote and celebrate heritage and achievements	Complete Heritage walks in Condobolin and Lake Cargelligo. Subject to funding.	General Management	The Condobolin Heritage Walk is complete with the preparation of supporting promotional material scheduled in the 24.25 year. Refurbishment of Lake Cargelligo walkway signage is an ongoing project, subject to funding.	
5.5.2	Protect and manage our heritage.	Lodge applications to seek funding to allow Council's Local Environmental Plan (LEP) to be updated with significant local buildings.	Environment, Tourism & Economic Development	Lodged available grant applications seeking funding for works.	
5.5.3	Support our natural and built heritage.	Identify significant buildings and apply for grants under relevant programs for these buildings.	Environment, Tourism & Economic Development	Available grants have been applied for.	

6: Recreation

6.1: Increased recreational use of lakes and rivers.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
6.1.1	Complete the Lake Cargelligo and Gum Bend Lake shared paths to improve access.	Extend Gum Bend Lake walkway.	Infrastructure Services	Works completed on footpath under budget.	
		Improve access tracks and signage to bird hides.	Infrastructure Services	Works completed.	
		Improved accessible paths of travel.	Infrastructure Services	Works completed.	
		Installation of walkway and directional signage at Mt Tilga.	Infrastructure Services	LRCI 4 has funded this project in FY24/25. Concurrence granted from Spatial Services. Need to liaise with Condobolin LALC	
6.1.2	Secure a reliable water supply for Gum Bend Lake.	Lobby and participate in regional group meetings. Provide information and submissions as applicable e.g. involvement and advocacy in development of next water sharing plan. Investigate ground water options.	Infrastructure Services	Ongoing	





6.2: Upgrade community buildings.


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
6.2.2	Upgrade and maintain community halls and facilities.	Install refrigerated air conditioning at Tullibigeal Hall.	Environment, Tourism & Economic Development	Works completed 28/8/2023	
		Provision of public address system and enhancement of functionality of SRA pavilion.	Environment, Tourism & Economic Development	Funding allocation not obtained within 2023/24 financial year	
		Upgrade and maintain public toilets.	Environment, Tourism & Economic Development	Suitable works not identified.	
		Upgrade Council Chambers and Committee Room.	Environment, Tourism & Economic Development	Upgrade works have been completed.	
6.2.3	Provide swimming pools in each main town.	Effectively operate and maintain pools at each main town.	Infrastructure Services	Swimming pools are continuing to be maintained and are operational in each main town.	

6.3: New and visually appealing streetscapes.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
6.3.1	Implement the Street Tree Replacement program.	Develop a plan of existing street trees and species list, and implement a themed street tree replacement program.	Infrastructure Services	Tree management and guideline plans have been on public exhibition and have been adopted by Council.	
6.3.2	Upgrade Foster Street Lake Cargelligo and Bathurst and William Streets Condobolin.	Design and implement streetscape upgrades.	Infrastructure Services	Works completed.	
6.3.3	Street tree plan for all towns.	Plant street trees in accordance with Streetscape Plan.	Infrastructure Services	Tree planting continues in accordance to the adopted Tree Management Policy and Guidelines.	
		Tree maintenance and watering of all street trees.	Infrastructure Services	Tree Master Plans adopted. Tree maintenance and watering is ongoing.	

6.4: Improved parks, gardens and sporting ovals.


DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
6.4.1	Improved infrastructure in parks.	Five year strategic plan developed for parks and reserves works program developed including roll out of softfall at existing and new play equipment and repairs to entry way/gates at memorial parks.	Infrastructure Services	Works completed.	
		Install automated underground irrigation to all parks.	Infrastructure Services	All budgeted works have been completed. Condobolin Cemetery, Utes in the paddock and Wiradjuri Park have been completed.	
6.4.2	Upgrade and maintain recreational and sporting facilities.	Five-year strategic plan for parks and reserves.	Infrastructure Services	AMP developed and adopted	
		Improvements to Lake Cargelligo sporting facilities.	Infrastructure Services	Resurfacing of Netball Courts is completed. LRCI 4 has funded this project in FY24/25. Initial stakeholder discussions are underway.	
		Install cricket nets at Lake Cargelligo Recreation Reserve or Central School.	Infrastructure Services	Installation completed at the Complex.	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
		Upgrades to Willow Bend Sports Centre.	Environment, Tourism & Economic Development	Works have been carried out. Minor works remain and expect to be completed by October 2024	

6.5: The provision of neat, accessible and respectful cemeteries.







DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
6.5.1	Improvements at cemeteries.	Expand footpath network to the Condobolin Cemetery.	Infrastructure Services	Works have not yet commenced. No funding allocation within 2023/2024 Budget	
		Install seats at Condobolin cemetery.	Infrastructure Services	Project is progressing with the carpark and footpath	


6.6: Community gardens in the towns.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
6.6.1	Develop community gardens in Lake Cargelligo and Condobolin.	Identify sites for community gardens.	Infrastructure Services	No funding allocation within 2023/2024 Budget	




7: Service Infrastructure

7.1: Water, sewer and energy utilities meet best practice standards with up to date technology.



DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
7.1.1	Complete effluent reuse systems in the shire.	Implement recommended option in accordance with grant conditions.	Infrastructure Services	Tottenham effluent reuse project continues in the stakeholder's engagement stage. Lake Cargelligo effluent reuse is being explored to reduce pressure on evaporation ponds	
7.1.2	Implement the asset maintenance and renewal program for water and sewerage services.	Complete annual maintenance and renewals program.	Infrastructure Services	Water main renewals occurred in Loughnan St and Foster Lake Cargelligo and Golf Links Road Condobolin. Sewer rehabilitation and relining contract has been executed. Works to commence in July.	
		Review Asset Management Plan and link with Long Term Financial Plan.	Infrastructure Services	Asset management plan has been adopted by Council. Asset maintenance and renewal is gradually progressing.	
7.1.5	Telemetry upgrade in the water and sewer assets across the Shire.	Develop a program to undertake the electrical and SCADA upgrades based on the criticality of each site.	Infrastructure Services	Upgrade of electrical and SCADA across water and sewer sections within the shire is progressing. Water meters have been upgraded to comply with new NRAR requirements	
7.1.6	Council to improve energy efficiency of facilities and plant.	Implement replacement of street lighting with energy efficient LED.	Infrastructure Services	Works completed.	
		Progressive investigations and implementation of more energy efficient facilities and plant.	Infrastructure Services	Lake Cargelligo WTP DAF, GAC and chemical separation underway. Condobolin WTP augmentation Tender currently being negotiated. Sewer main and manhole rehabilitation tender awarded	

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
7.1.7	Encourage the generation of alternate energy in the Shire.	Support and facilitate installation of renewable energy & energy projects within the shire.	Environment, Tourism & Economic Development	Installation of direct metering agreement, installation of solar and battery on Council's residential house. 39KW solar system installed at Condobolin Visitor Information Centre.	

7.2: Ensure water security for all towns and villages.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
7.2.1	Progress the Bore Fields 2 Project.	Implement project in stages.	Infrastructure Services	Pipeline and underbore have been constructed. Transfer Pump Station is 90% completed. Contract for aeration system has been awarded. Modifications to Condobolin WTP contract has been awarded. Land acquisition complete. Electrical design is with Essential Energy	
7.2.2	Complete Tottenham water security project.	Implement agreed option in accordance with grant conditions.	Infrastructure Services	Construction on new Albert Reservoir is underway. Concrete pour complete. Construction works on Leg O Mutton Dam is complete. Telemetry Upgrade has been awarded and is underway	
7.2.3	Upgrade potable water standpipes.	Install a new potable water standpipe at Lake Cargelligo. Redesign and install a potable water standpipe at Tottenham.	Infrastructure Services	Locations for the new standpipes in Lake Cargelligo and Tottenham have been chosen. Requesting quotes to construct the water mains to service both standpipes.	

7.3: Adequate town drainage.

DP Action Code	Delivery Plan Action (2022/2026)	Operational Plan Action	Responsible Department	Comments	Traffic Lights
7.3.1	Ensure that towns have adequate drainage.	Improve drainage in Foster Street Lake Cargelligo.	Infrastructure Services	Drainage upgrade works complete.	
		Maintain existing drainage network.	Infrastructure Services	Holt Street drainage consultation complete. Detailed design is underway.	

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

LACHLAN SHIRE COUNCIL REPORT TO COUNCIL MEETING TO BE HELD 7 AUGUST 2024				
AUTHOR: GENERAL MANAGER				
	Dept.	Resolution	Action Taken to Date	Expected Completion
July 2024	GM	<p>2024/173 17.9 OFFER TO PURCHASE COUNCIL PROPERTY - BATHURST STREET, CONDOBOLIN</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The General Manager’s Report No. R24/195 be received and noted. Council adopt option 2 of the report and sell the property at the price offered. The General Manager be authorised to engage Council’s legal representative to prepare the contract of sale. The Mayor and General Manager be authorised to sign the contract and other sale documents to complete the sale. <p style="text-align: right;">Brady/Turner</p>	Purchaser advised that Council are willing to accept their offer. Legal representative advised to prepare contract of sale.	October 2024
June 2024	GM	<p>2024/138 17.4 SALE OF LAND FOR UNPAID RATES - LOT 5 DP 752102</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The General Manager’s Report No. R24/158 be received and noted. Council endorse the sale of Lot 5 DP 752102 as outlined in the report. The General Manager be authorised to sign the contract documents and complete the sale. <p style="text-align: right;">Medcalf/Mortimer</p>	Sale contract prepared and sale progressing.	September 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

June 2024	GM	<p>2024/137 17.3 CONDOBOLIN CHILD CARE FACILITIES</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The General Managers Report No R24/152 be received and noted. 2. The General Manager investigate the various opportunities for the expansion of child care services in Condobolin. 3. A further report be presented to Council on the result of the investigation with a recommended strategy for Council’s consideration. <p style="text-align: right;">Brady/Mortimer</p>	<p>Meeting held with Condobolin Child Care representatives to discuss Council’s resolution. Quotations requested for valuation of Child Care facility</p>	November 2024
March 2024	GM	<p>2024/55 17.6 LAND ACQUISITION - JONES LANE CONDOBOLIN</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The General Manager’s report No. R24/66 be received and noted. 2. Council resolve to pursue the compulsory acquisition of the subject property located in Jones Lane Condobolin in accordance with the Land Acquisition (Just Terms Compensation) Act 1991 (Just Terms Act). 3. The Mayor and General Manager be delegated authority to negotiate, complete and sign any necessary documentation and affix the Council seal if required to facilitate the acquisition. 4. The General Manager be instructed and authorised to engage a legal representative to assist Council with all aspects of the acquisition. <p style="text-align: right;">Bartholomew/Mortimer</p>	<p>Instruction given to Council’s legal representative to commence compulsory acquisition. Action deferred for 1 month following communication from landowner’s representative that they are obtaining a valuation. No further communication from landowner so legal representative instructed to issue compulsory acquisition notice. Landowners representative has advised they now have a valuation and wish to exchange valuation</p>	December 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

			reports and commence negotiations.	
March 2024	GM	<p>2024/54 17.5 LACHLAN SHIRE COUNCIL WORKS DEPOT CONSTRUCTION ARRANGEMENTS</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The General Manager’s Report No. R24/65 be received and noted. 2. Option 5. (Invite tenders for Project Management and Site Supervision services only. Invite separate tenders from suitable qualified tradespeople and sub-contractors for a Panel Contract) be endorsed as the preferred arrangement to complete the Depot Construction Project. <p style="text-align: right;">Harris/Medcalf</p>	<p>Tender documents are being prepared. RFT should be distributed by June 2024. Survey and Geotechnical investigation undertaken to determine appropriate foundation remediation treatment. Tenders closed and are under assessment. Reports to August Council meeting Complete</p>	Complete
June 2024	DEP	<p>2024/124 9.3.1 PLAN OF MANAGEMENT - CROWN RESERVE 86016 (CONDOBOLIN CARAVAN PARK)</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Environment and Planning Report No. R24/139 be received and noted. 2. The draft Plan of Management be placed on public exhibition in accordance with Section 38 Local Government Act 1993 from Friday 21 June to 5pm Friday 2 August 2024, being a period of forty three (43) days. 3. That a further report be presented to Council at the end of the public exhibition period. 	<p>The Draft Plan of Management is currently on public exhibition.</p>	October 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

		Harris/Turner		
May 2024	DEP	<p>2024/110 17.1 19 MCDONNELL STREET, CONDOBOLIN</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The Director of Environment and Planning Report No. R24/114 be received and noted. The General Manager be authorised to make an offer and negotiate the purchase of the property to the value detailed in option 1 of the report. Funds for the purchase of the property and associated costs, as detailed in option 1 of the report, be allocated from Council's Condobolin Purchase Dwelling Capital Improvement Reserve. If acquired the property be classified as operational land in Council's Land and Building Asset Register as it will be used for operational purposes. The Mayor and General Manager be authorised to sign the contract documents and affix the Council seal if required. <p style="text-align: right;">Harris/Brady</p>	<p>The purchase of 19 McDonnell Street is progressing well. Contracts have been exchanged and property has settled.</p>	Completed
May 2024	DEP	<p>2024/104 9.3.1 TOTTENHAM PLANNING PROPOSAL</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The Director of Environment and Planning Report No. R24/74 be received and noted. Council endorse the preparation and lodgement of a Planning Proposal for rezoning in Tottenham, amending Lachlan Local Environmental Plan 2013, in accordance with the Council's Industrial and Rural Lands Strategy. Council approve the Planning Proposal for public authority consultation and public exhibition in accordance with any conditions imposed under the Gateway Determination. 	<p>The Tottenham Planning Proposal has been forwarded to the Department of Planning, Housing and Infrastructure (DPHI). Preliminary feedback from DPHI has been received and is currently being discussed between</p>	April 2025

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

		<p>4. Council seek authority from the Department of Planning, Housing and Industry to exercise the delegation of all functions of the relevant local plan making authority under Section 3.36 of the Environmental Planning and Assessment Act 1979 to make the local environmental plan to put into effect the Planning Proposal.</p> <p>5. Authority be delegated to the General Manager to make any minor variations to the Planning Proposal, following receipt of the Gateway Determination.</p> <p>6. A further report be submitted to Council following the public exhibition of the Planning Proposal detailing any submissions received during the public exhibition period.</p> <p style="text-align: right;">Harris/Mortimer</p>	<p>Council and DPHI officers. DEP attended meeting with DPHI officers in June 2024.</p>	
March 2024	DEP	<p>2024/50 17.1 LAKE CARGELLIGO MUSEUM – UPGRADE</p> <p>RESOLVED THAT:</p> <p>1. The Director of Environmental and Planning Report No. R24/71 be received and noted.</p> <p>2. Council endorse option 2 of the report.</p> <p style="text-align: right;">Harris/Turner</p>	<p>Purchase orders have been issued for approved works. Committee have been notified of outcome of report.</p>	September 2024
March 2024	DEP	<p>2024/42 9.3.2 EVOLUTION MINING OPEN CUT MINING EXTENSION APPLICATION - ROAD MAINTENCE CONTRIBUTION</p> <p>RESOLVED THAT:</p> <p>1. The Director Environment and Planning Report No. R24/54 be received and noted.</p> <p>2. The offer from Evolution Mining to increase the road maintenance contribution under the Memorandum of Understanding (MoU) by 50% be accepted.</p> <p>3. The Mayor and General Manager be authorised to sign the MoU variation.</p> <p style="text-align: right;">Harris/Medcalf</p>	<p>Evolution Mining has been advised of Council’s resolution. Awaiting amended MoU for signing.</p>	October 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

November 2023	DEP	<p>2023/287 17.16 1 MCINNES STREET LAKE CARGELLIGO - MASTER PLAN UPDATE</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Acting Director of Environment, Tourism and Economic Development Report No. R23/341 be received and noted. 2. Council endorse the undertaking of urban design concepts, water and sewer main investigation, stormwater investigation, electrical and telecommunication/NBN connection investigation by the preferred consultant. 3. A further report be presented to Council in the first quarter of 2024 with an update on the budget, the findings of the investigations and the progression of the planning proposal. <p style="text-align: right;">Harris/Medcalf</p>	<p>Preferred contractor advised of outcome of Council meeting. The consultant is currently working through final design changes and options paper before the matter can be presented back to Council. A report on the rezoning is being presented to the August Council meeting.</p>	February 2025
November 2023	DEP	<p>2023/276 17.5 GOANNA MANOR - LIONEL HUNT PARK, 125 BATHURST STREET, CONDOBOLIN</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Acting Director of Environment, Tourism and Economic Development Report No. R23/261 be received and noted. 2. The condition of the building be noted, the premises remain vacant, and \$60,000 from the current SRV building budget for 2023/2024 be allocated for the demolition of the building, including undertaking a historic and photographic record. 3. Stakeholder consultation be undertaken prior to the demolition of the building, subject to any regulatory requirements. 4. The Callara Cultural and Heritage Aboriginal Corporation be advised that the building is not available for their requested use. <p style="text-align: right;">Harris/Medcalf</p>	<p>EOI developed for demolition and currently open.</p> <p>Public notice for stakeholder consultation was issued on 2 April 2024 and closed on 26 April 2024. Report on submissions received following public consultation presented to the May 2024 Council meeting.</p>	October 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

			<p>A further report was presented to the June 2024 Council meeting. A professional photographer attended the site on 1 July 2024.</p> <p>CCHAC have been advised that the building is not available for their requested use.</p>	
July 2023	DEP	<p>2023/175 17.5 WILLOW BEND SPORTS CENTRE IMPROVEMENTS</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Environment, Tourism and Economic Development Report No. R23/195 be received and noted. 2. That Council proceed with Option 3 as outlined in this report. <p style="text-align: right;">Harris/Mortimer</p>	<p>A variation request will be lodged for the LRCI grant as per Council’s resolution. Purchase Orders have been placed for the cubicle works and flooring. Works schedule has been finalised with contractor for commencement by end of November. Operator has been notified of works schedule for amenities. The majority of works have been undertaken and finalisation is expected shortly.</p>	October 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

July 2023	DEP	<p>2023/177 17.7.1 MCINNES STREET LAKE CARGELLIGO MASTER PLAN</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director of Environment, Tourism and Economic Development Report No. R23/211 be received and noted. 2. A planning proposal be prepared and lodged with Department of Planning and Environment to re-zone the site RU5 Village under Lachlan Local Environmental Plan 2013. 3. Detailed contamination and geotechnical soil investigations be undertaken by the preferred consultant. 4. A further \$100,000 from the Housing and Development reserve be approved to continue investigations into 1 McInnes Street to determine the development potential of the site and prepare the preliminary design for the site. 5. A further report be presented to Council in the final quarter of 2023 with an update on the budget, the findings of the investigations and the progression of the planning proposal. <p style="text-align: right;">Carter/Phillips</p>	<p>The Planning Proposal to re-zone the site to RU5-Village was lodged with the Department of Planning, Housing and Infrastructure (DPHI) in March 2024.</p> <p>Investigations have progressed and are now with Calare Civil. An update report will be provided once the consultants have completed some minor design changes.</p> <p>Gateway approval for the rezoning was received from DPHI on 12 April 2024. Agency consultation is complete, followed by public consultation. A report has been prepared for the August Council meeting.</p>	February 2025
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ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

<p>May 2023</p>	<p>DEP</p>	<p>2023/116 11.2 NOTICE OF MOTION - MEMORIAL TO DAVID DOYLE AND NEIL DUNNE</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. Notice of Motion Report No. R23/115 be received and noted. 2. Council investigate and liaise with the families of the late David Doyle & Neil Dunne of D&D Technologies in honoring them for the life saving device they developed which has saved countless children’s lives world-wide. 3. Council communicate with the Doyle and Dunne families and D&D Technologies to see what type of memorial they would prefer and determine if they will finance the memorial and support Council with this proposed project. <p style="text-align: right;">Brady/Carter</p>	<p>Investigation/research is currently in progress.</p>	<p>December 2024</p>
<p>May 2023</p>	<p>DEP</p>	<p>2023/127 17.6 CONSIDERATIONS IN THE FUTURE DELIVERY OF WASTE SERVICES FOR BURCHER RESIDENTS.</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Environment Tourism and Economic Development Report No. R23/135 be received and noted. 2. Stakeholder consultation be undertaken regarding the future delivery of waste services in Burcher in accordance with a stakeholder consultation plan. 3. A further report be provided to Council, outlining stakeholder feedback and to seek a final decision from Council on the delivery of waste services in Burcher. <p style="text-align: right;">Phillips/Bartholomew</p>	<p>Initial stakeholder consultation has been completed. Information collected during the consultation period is now being collated.</p> <p>Further public consultation is to be organised in the second half of 2024. Project has been added to funding list requested by Roy Butler MP for consideration in the State Budget.</p>	<p>December 2024</p>

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

July 2022	DEP	<p>2022/222 NSW FLOOD PLANNING PACKAGE</p> <p>RESOLVED THAT: Council resolve to amend Lachlan DCP 2018 to include flood planning controls and mapping and that a further report be presented outlining the proposed changes before the draft DCP is placed on public exhibition.</p> <p>Harris/Bendall</p>	<p>The Draft DCP will be prepared subject to resource availability. Further flood studies are currently underway.</p>	Ongoing
MAY 21	DEP	<p>92/2021 HONOUR ROLL/ACKNOWLEDGEMENT BOARD</p> <p>RESOLVED THAT: That an Acknowledgement Board project be considered, along with other meritorious projects, for a funding application under the Stronger Country Communities Fund – Round 4. Subject to Council approval, and a successful grant application for the Acknowledgement Board project, expressions of interest be invited from community members to assist with the determination of appropriate criteria for a person’s name to be considered for inclusion on the board. The advisory group is also to make recommendations to Council on the initial list of people’s names for inclusion on the board. A further report be presented to Council following determination of the project funding application.</p> <p>Harris/Brady</p>	<p>The project was not supported by Council for funding under the Stronger Country Communities Fund – Round 4 or the LRCI4A funding programs. Other funding opportunities will now need to be identified. Subject to funding being received. No current grants match the proposal.</p>	On hold
FEB 18	DEP	<p>28/18 LAKE CARGELLIGO WASTE FACILITY – LAND ACQUISITION</p> <p>RESOLVED THAT: Approve the proposal to acquire 72,700 square metres of crown land comprising part lot 7308 DP 1151003, lot 7009 DP 1057453 and lots 7005 and 7006 DP: 1029763. Authorise the General Manager to lodge a Compulsory Acquisition Consent to Acquire Crown Land Application to the Department of Industry – Lands.</p>	<p>Now that the acquisition process is complete, an estimated cost will be determined for the construction of the access road for funding consideration. Further progress dependent on funding being allocated.</p>	Ongoing

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

		<p>The DIS provide an estimated cost of the access road to the March Ordinary Council meeting.</p> <p style="text-align: right;">Phillips/Hall</p>		
DEC 2017	DEP	<p>326/17 HERITAGE COMMITTEE MEETING 22 NOVEMBER 2017</p> <p>RESOLVED THAT: Adopt the recommendations made by the Heritage Advisory Committee as follows;</p> <p>a) That Council implement a Conservation Management Plan for small rural cemeteries within the Shire.</p> <p>b) That Council award \$6,000 to Meredith Ervin for works to the NAB and residence in Lake Cargelligo; \$6,000 to Katrina & Jim Thomas for restoration works at Melrose Homestead, and \$2,000 to the Tottenham & Albert Cemetery Committee for headstone restoration.</p> <p style="text-align: right;">Rees/ Frankel</p>	<p>Council’s heritage advisor is currently focusing on assisting applicants for the new round of heritage grants.</p> <p>The new heritage grants funding round opened on 27 May 2024 and closed on 22 July 2024. New projects are being assessed.</p>	October 2024
July 2024	C&CS	<p>2024/177 18. LAKE CARGELLIGO RSL SUB-BRANCH – RESTORATION OF WAR MEMORIAL/CENOTAPH</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The General Manager’s Report No. R24/212 be received and noted. 2. Council provide \$2,000 to the Lake Cargelligo RSL Sub-branch for their project to restore the Lake Cargelligo War Memorial/Cenotaph. 3. The funds be allocated from the FY24.25 Matching Grants budget. <p style="text-align: right;">Brady/Blewitt</p>	<p>Correspondence issued CM9 Ref: D24/11921 Awaiting return of new creditors form to process payment</p>	October 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

July 2024	C&CS	<p>2024/157 9.2.5 DATA BREACH POLICY AND PROCEDURES</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The Director Corporate & Community Services Report R24/155 be received and noted. The Data Breach Policy be placed on public exhibition for 28 days, and if no significant amendments are required, will be adopted. <p style="text-align: right;">Turner/Rees</p>	Data Breach Policy on public exhibition. Closing 19/08/2024	October 2024
July 2024	C&CS	<p>2024/156 9.2.4 PROCUREMENT POLICY, LOCAL PREFERENCE POLICY & DISPOSAL OF ASSETS POLICY</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The Director Corporate and Community Services Report R24/126 be received and noted. The Draft Procurement Policy v2 be placed on public exhibition for 28 days, and adopt subject to no significant responses being received. The Draft Disposal of Assets Policy v2 be placed on public exhibition for 28 days, and adopt subject to no significant responses being received. The Draft Local Preference Purchasing Policy v3 be placed on public exhibition for 28 days, and adopt subject to no significant responses being received. <p style="text-align: right;">Harris/Brady</p>	<p>All 3 policies on public exhibition closing date 19/08/2024</p> <p>CM9 Ref: - D24/11866</p> <p>CM9 Ref: - D24/11857</p> <p>CM9 Ref: - D24/11859</p>	October 2024
July 2024	C&CS	<p>2024/153 9.2.1 COMMUNITY DONATION AND EVENT SUPPORT PROGRAM</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> That the Director of Corporate and Community Services Report R24/173 be received and noted. The request from Condobolin Auto Sports Club for in-kind support estimated to be worth \$3,400 for the Yellow Mountain Cross Country 2024 event be approved. <p style="text-align: right;">Rees/Harris</p>	<p>Correspondence issued 22/7/2024</p> <p>CM9 Ref: - D24/11829</p>	COMPLETED

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

June 2024	C&CS	<p>2024/135 17.1 REQUEST FOR WATER ADJUSTMENT - ASSESSMENT NO. 1003715</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director of Corporate and Community Services Report R24/103 be received and noted. 2. Council approve a reduction of the water account for the 2024 period 2, of \$3,097.05 which is calculated as per Council's Undetected Water Leak and Faulty Water Meter Policy. 3. The ratepayer be advised this is the first and only application allowable under the Undetected Water Leak and Faulty Water Meter Policy. <p style="text-align: right;">Brady/Bartholomew</p>	<p>Credit of \$3,097.05 processed to ratepayer assessment on 20 June 2024, and a letter sent advising them of this. COMPLETE</p>	<p>COMPLETE</p>
June 2024	C&CS	<p>2024/122 9.2.4 COMMUNITY DONATION AND EVENT SUPPORT PROGRAM</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director of Corporate and Community Services Report R24/140 be received and noted. 2. Council resolves to approve: <ol style="list-style-type: none"> (a) a donation of \$500 to the Callara Culture & Heritage Aboriginal Corporation for the production of 2 books, on the proviso the books are published by 31 October 2024. This donation is to be funded from GL 3020.405 Elected Members general donations. (b) If the books are not published by this date, the funds are to be returned to council. 3. Council resolves to: <ol style="list-style-type: none"> (a) approve a donation of \$200 for Skyfest 2024 from GL 3820.460 Community events and; (b) request the balance of the donation approved at the October 2023 meeting (resolution number 2023/241) amounting to \$800 	<p>Correspondence issued and payment processed 21 June 24. Completed</p> <p>Reminder Correspondence issued 22 July 24. Payment of \$800 received 23 July.</p>	<p>COMPLETE</p> <p>COMPLETE</p>

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

		<p>be refunded to Council, within 30 days. To be returned to GL 3820.460 Community events.</p> <p>4. Council notes the donation of \$500 approved at the May 2024 meeting (resolution 2024/97) to Lakes Alive/Lake Cargelligo Progress Association is for the ongoing beautification of Dead Man’s Point, not Frogs Hollow.</p> <p>5. Council resolves to transfer \$7,000 from Elected members general donations GL 3020.405 to Special Events in kind support GL 230.509</p> <p style="text-align: right;">Harris/Bartholomew</p>	<p>Correspondence issued and payment processed 21 June 24. Completed</p>	<p>COMPLETED</p>
May 2024	C&CS	<p>2024/91 9.2.2 PUBLIC INTEREST DISCLOSURE POLICY</p> <p>RESOLVED THAT:</p> <p>1. The Director Corporate and Community Services Report R24/40 be received and noted;</p> <p>2. The draft Public Interest Disclosure Policy be placed on public exhibition for 28 days, and adopted subject to no significant issues being raised.</p> <p>3. Council rescinds the Internal Report Policy adopted April 2020 and all earlier versions.</p> <p>4. Council rescinds all earlier versions of the Public Interest Disclosure Policy.</p> <p style="text-align: right;">Harris/Bartholomew</p>	<p>completed No Feedback from PE received - CM9 Ref: - D24/9769 Adopted. Uploaded to the website COMPLETED</p>	<p>COMPLETED</p>

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

<p>July 2024</p>	<p>IS</p>	<p>160/2024 9.4.2 REQUEST FOR COUNCIL TO RECONSIDER PREVIOUS RESOLUTION REGARDING ACCESS TO "HOPBUSH VALLEY"</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report R24/194 be received and noted 2. Council's previous resolution 2021/65 to decline the request to become the responsible Road Authority for the Crown Road access to lots 12 and 13 DP 752866 and lot 25 DP 752901 be confirmed. <p style="text-align: right;">Medcalf/Mortimer</p>	<p>Resolution sent in a letter. Bogan Shire has been advised of Resolution</p>	<p>Completed</p>
<p>July 2024</p>	<p>IS</p>	<p>175/2024 17.11 TENDER ASSESSMENT - DANDALOO ROAD FLOOD RESTORATION WORK</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report No R24/205 be received and noted. 2. Council accept the tender of and award a contract to, Country Wide Asphalt Pty Ltd for T2024/08 – Flood Restoration Work – Dandaloo Road (MR 347). 3. The Mayor and General Manager be authorised to sign the contract documents and affix the Council seal if required. <p style="text-align: right;">Harris/Medcalf</p>	<p>Contract documents sent. Awaiting execution</p>	<p>September 2024</p>

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

July 2024	IS	<p>2024/174 17.10 TENDER NEGOTIATIONS - T2023/16 CONDOBOLIN BOREFIELDS II SCHEME - CONTRACT NO.3: CONDOBOLIN WTP MODIFICATIONS</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report No. R24/197 be received and noted. 2. The revised submission from Trazlbat Pty Ltd for a lump sum amount of \$314,956.96 (incl. GST) be accepted. 3. The Mayor and General Manager be authorised to execute the contract documents and affix the Council seal. <p style="text-align: right;">Brady/Bartholomew</p>	Complete	Complete
July 2024	IS	<p>2024/172 17.8 CNSWJO TENDER ASSESSMENT FOR THE SUPPLY AND DELIVERY OF BITUMEN EMULSION</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report R24/193 be received and noted. 2. The tender of Bitupave Ltd for the supply and delivery of bitumen emulsion bet accepted. 3. The General Manager be authorised to sign the contract documents and affix the Council Seal if required. 4. The Central NSW Joint Organisation be advised of Council’s decision <p style="text-align: right;">Harris/Turner</p>	Contract documents sent. Awaiting execution	September 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

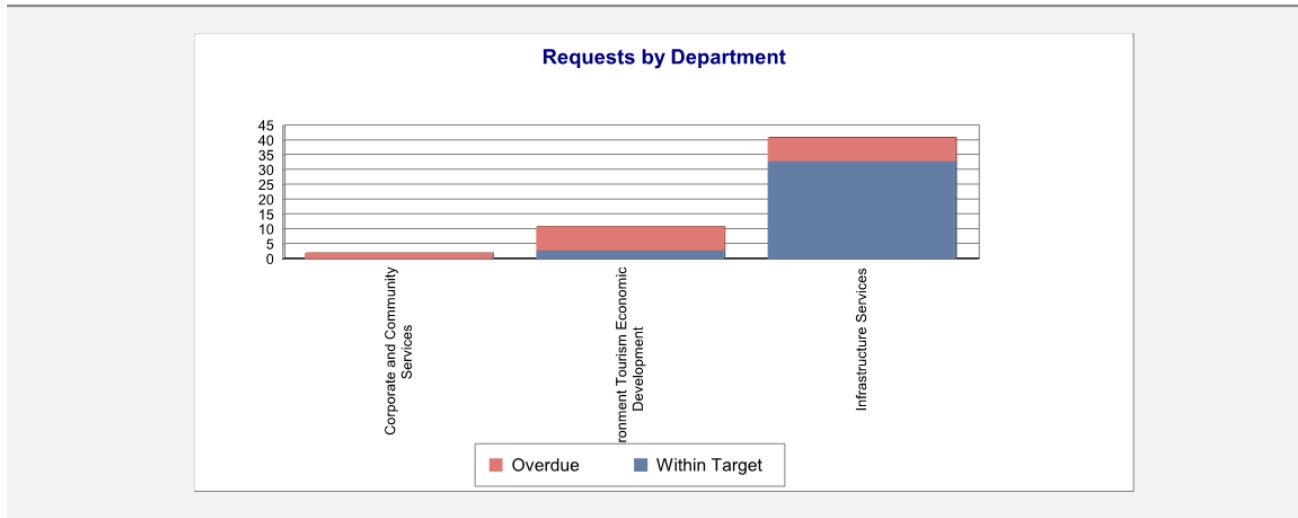
July 2024	IS	<p>168/2024 17.4 CONDOBOLIN BOREFIELDS II SCHEME - CONTRACT NO.5: TRANSFER PUMP STATION – MODIFICATION</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The Director Infrastructure Services Report No. R24/179 be received and noted. The proposal from Alliance Automation Pty Ltd to undertake additional electrical and telemetry works to accommodate the installation of the venturi aeration system at the Condobolin Borefields II Transfer Pump Station as a lump sum of \$272,537 excl. GST be accepted. The Mayor and General Manager be authorised to execute the necessary contract documents and affix the Council seal. <p style="text-align: right;">Harris/Medcalf</p>	Purchase order raised	Complete
July 2024	IS	<p>159/2024 CROWN RESERVE 96552 AND 96536 LAKE CARGELLIGO</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> The Director Infrastructure Services Report No. R24/184 be received and noted. Council formally request to be nominated as the Crown Land Manager for Crown Reserve 96552 (the golf course and cricket grounds). Council formally request to be nominated as the Crown Land Manager for Crown Reserve 96536 (the clubhouse) on the condition that there are no lease payment requirements. <p style="text-align: right;">Brady/Harris</p>	Correspondence sent. Formal transfer underway	September 2024

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

<p>March 2024</p>	<p>IS</p>	<p>2024/43 9.4.1 HOLT STREET DRAINAGE - CONSULTATION UPDATE</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report No. R24/69 be received and noted. 2. Council continue discussions with land owners of Lot 3 Section 26 DP 75859 and Lot 4 Section 24 DP 758595 with the intention of formalising an additional drainage easement adjacent to the current drainage easement. 3. Council prepare detailed design drawings and cost estimate for drainage upgrade on the concrete trapezoidal drain option. <p style="text-align: right;">Mortimer/Medcalf</p>	<p>Awaiting Consultant to provide detailed design</p>	<p>September 2024</p>
<p>November 2023</p>	<p>IS</p>	<p>2023/280 17.9 CONTRACTS FOR THE SUPPLY AND DELIVERY OF ROAD SIGNS</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report No. R23/323 be received and noted 2. Contracts for the supply and delivery of road signs from the following suppliers be accepted: <ol style="list-style-type: none"> (a) Artcraft, (b) Barrier Signs, (c) DeNeefe Signs and (d) Hi-Vis Group 3. The General Manager be authorised to sign the contract documents and affix the Council seal. <p style="text-align: right;">Harris/Medcalf</p>	<p>COMPLETE</p>	<p>Complete</p>

ACTIVE RESOLUTIONS AS AT 7 AUGUST 2024

<p>March 2023</p>	<p>IS</p>	<p>2023/49 9.4.1 ROAD ENCROACHMENT ORANGE STREET, CONDOBOLIN</p> <p>RESOLVED THAT:</p> <ol style="list-style-type: none"> 1. The Director Infrastructure Services Report No. R23/62 be received and noted. 2. The Council acquire part of Lot 3, Sec A, DP 16964 pursuant to section 177 of the Roads Act 1993 for the purpose of road widening at the intersection of Orange, Tasker and Fay Streets, Condobolin. 3. The Council will acquire the Land by compulsory process pursuant to section 30 of the Land Acquisition (Just Terms Compensation) Act 1991. 4. The Council instructs its solicitors to make application to the Minister of Local Government to approve the acquisition under the Land Acquisition (Just Terms Compensation) Act 1991. <p style="text-align: right;">Brady / Rees</p>	<p>Solicitor has been advised and requested to progress the matter.</p>	<p>December 2024.</p>
<p>OCT 21</p>	<p>IS</p>	<p>243/2021 FY21/22 UTILITIES MONTHLY UPDATE FOR SEPTEMBER</p> <p>RESOLVED THAT:</p> <p>Refer the RNSW842 Sewage Effluent Reuse Management System project costings for Tottenham to the Project Steering Committee for further discussion, highlighting the high ongoing cost for the proposed system.</p> <p style="text-align: right;">Harris/Hall</p>	<p>Public Expression of Interest process to be undertaken to identify potential users</p>	<p>December 2024.</p>
<p>JUNE 21</p>	<p>IS</p>	<p>147/2021 BURCHER WATER TREATMENT UPDATE</p> <p>RESOLVED THAT:</p> <p>The outcomes from the stakeholder information session held on 1 June 2021 be noted.</p> <p>Council provide guidance on the matter of water supply for the community of Burcher.</p> <p style="text-align: right;">Harris/Bendall</p>	<p>Ongoing.</p>	<p>Ongoing.</p>



Received Request Statistics
by Department



All Document Types
26/06/2024 to 26/07/2024

Double click onto the Category to access Minor Category and Request detail

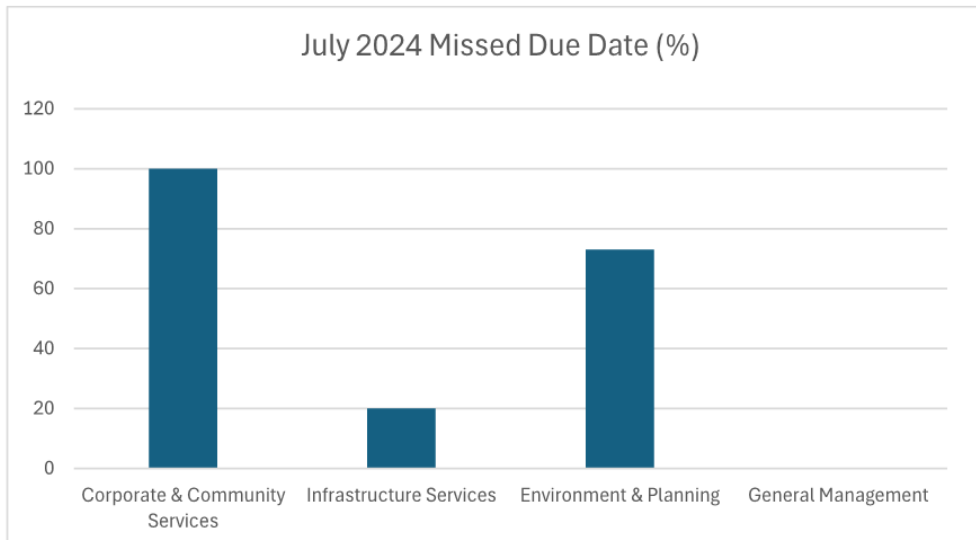
Lachlan Shire Live

Program - c_dm098 26/07/2024 11:25:44AM

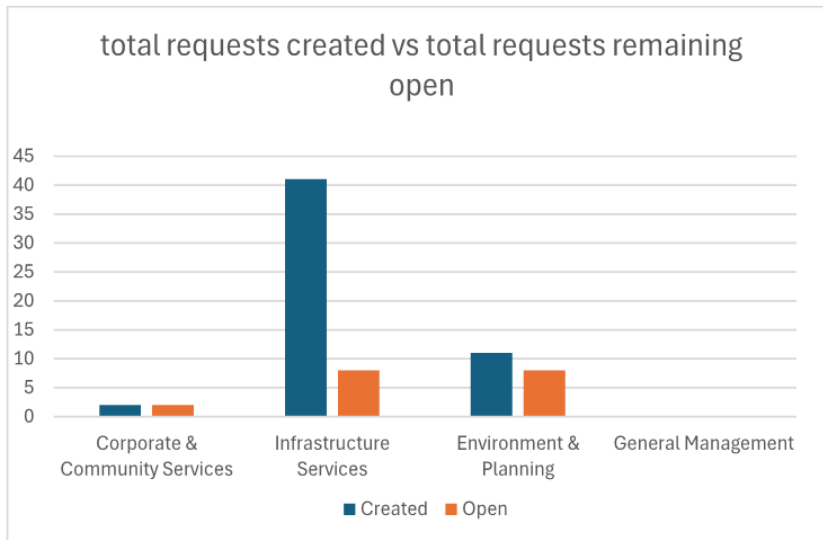
Action Officer: All Officers Category Code: All Categories
Department: All Departments Workflow: All Workflows

Department / Category	New	Closed	C/F Open	Within Tgt	%	Overdue	%
Corporate and Community Services	2	0	2	0	0%	2	100%
Finance	1	0	1	0	0%	1	100%
Water	1	0	1	0	0%	1	100%
Environment Tourism Economic Development	11	9	2	3	27%	8	73%
Animals	2	2	0	1	50%	1	50%
Council Properties	8	6	2	2	25%	6	75%
Waste Management	1	1	0	0	0%	1	100%
Infrastructure Services	41	33	8	33	80%	8	20%
Infrastructure Services	4	4	0	4	100%	0	0%
Roads	16	12	4	13	81%	3	19%
Sewer	7	5	2	4	57%	3	43%
Trees	1	0	1	1	100%	0	0%
Water	13	12	1	11	85%	2	15%
Total:	54	42	12	36	67%	18	33%

Department	Missed Due Date (%)
Corporate & Community Services	100
Infrastructure Services	20
Environment & Planning	73
General Management	0



	Created	Open
Corporate & Community Services	2	2
Infrastructure Services	41	8
Environment & Planning	11	8
General Management	0	0





08 July 2024

Lachlan Regulated River Water Source

Water allocation update

General security (GS) licenses in the Lachlan regulated river water source have received an allocation increase of 6% of their entitlement. The increment takes the combined general security account balance to 677 gigalitres (GL), or an average of 114% of entitlement. The improved resources have come from significant inflows since the last assessment.

This resource assessment is based on information to 30 June 2024. Any resource changes from this date, including rainfall in recent days, will be captured in the next routine statement in August 2024.

Current allocation

8 July 2024	Allocation Increment	Average Account Balance
General security	6%	114%

Summary of last water year (2023/24)

All higher priority licences, including towns, domestic, stock, and high security licence holders received their maximum allocation at the start of 2023/24 water year. Conveyance licences also received their maximum (100%) allocation commensurate with the higher opening balance of the relevant general security licence.

Last water year commenced with no allocation to general security users despite a high average account balance of 120% of the entitlement. By the year’s end, the allocation had risen to 24%, and the average general security account balance had been reduced to 107% of the entitlement due to usage and evaporation reduction.

In terms of Water Quality Allowance (WQA), the full 20 GL was utilised out of the annual limit of 20 GL. For the Environmental Water Account (EWA), 19 GL was used out of the annual limit of 20 GL during last water year.

The new evaporation reduction rules were implemented last year. Accordingly relevant general security account balances were reduced for the first time for estimated evaporation losses. A total of 10.6 GL was reduced from the relevant accounts over three quarters and the volume went back to general pool of resources.

Key information

- The Quarter 4, 2023/24 evaporation reduction will soon be determined and applied after account reconciliation by WaterNSW.
- The reduced maximum safe level of Lake Brewster (deemed full) remains at 79.5% of the full supply capacity while current repair work is being completed. For more information [click here](#).
- Initial work on Lake Cargelligo has been completed allowing a return to using 100% of the full storage capacity if required. The next phase of construction is expected to re-start later this year. For the project update [click here](#).

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Lachlan Regulated River Water Source



- The applicable account balances will be reset if all storages are full, deemed full, or will imminently fill in accordance with clause 45(3) of the water sharing plan. For fact sheet please [click here](#).
- A storage outlook plot for the assessment horizon is provided later in this statement.

Storage levels (as of 7 July 2024)

- Wyangala Dam is about 93% full – holding around 1,136 GL.
- Lake Cargelligo is about 81% full – holding around 31 GL.
- Lake Brewster is about 64% full – holding around 93 GL.

Seasonal climate and streamflow outlooks

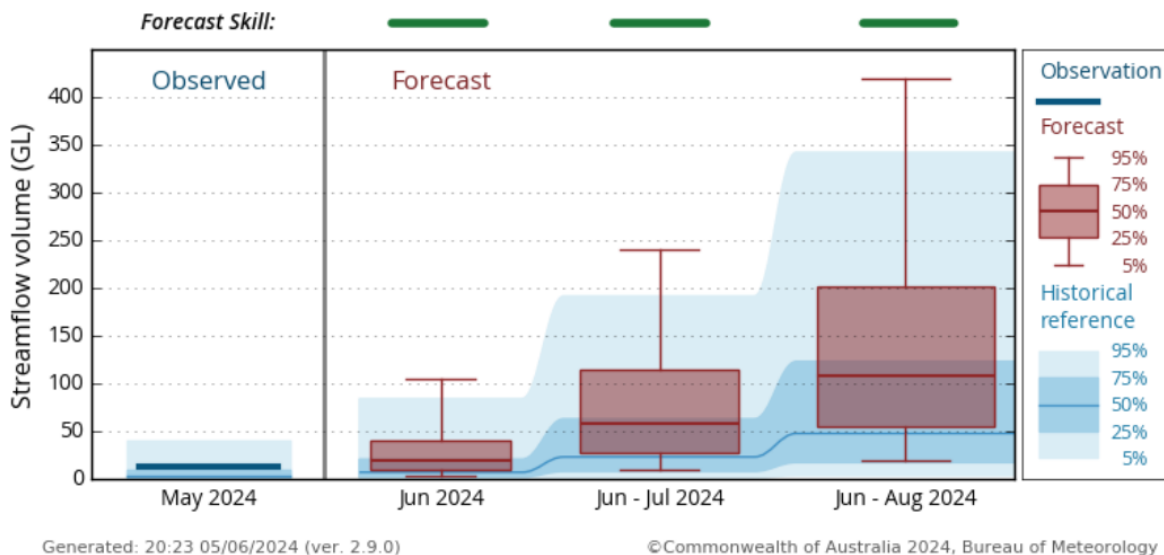
The Bureau of Meteorology’s seasonal outlook for July to September 2024 indicates that rainfall will likely to be median to above median across the catchment. Day and overnight temperatures are likely to be above median over the next three months.

For further details: [Overview—Summary - Climate Outlooks \(bom.gov.au\)](#)

The Bureau of Meteorology also issues a seasonal flow forecast for the Abercrombie River that drains into Wyangala Dam (see the figure below). This provides a forecast of potential storage inflows. All forecast quantiles for total flow volumes from June to August 2024, are noticeably higher than the historical flows, indicating likely wetter inflows than historically over this period. The graph from June to August 2024 is shown below, and updates can be found at: [Seasonal Streamflow Forecasts: Water Information: Bureau of Meteorology \(bom.gov.au\)](#)

Abercrombie River at Abercrombie (ID: 412028)

Forecast for Jun 2024 – Aug 2024



Lachlan Regulated River Water Source



Lachlan Resource Assessment Data Sheet

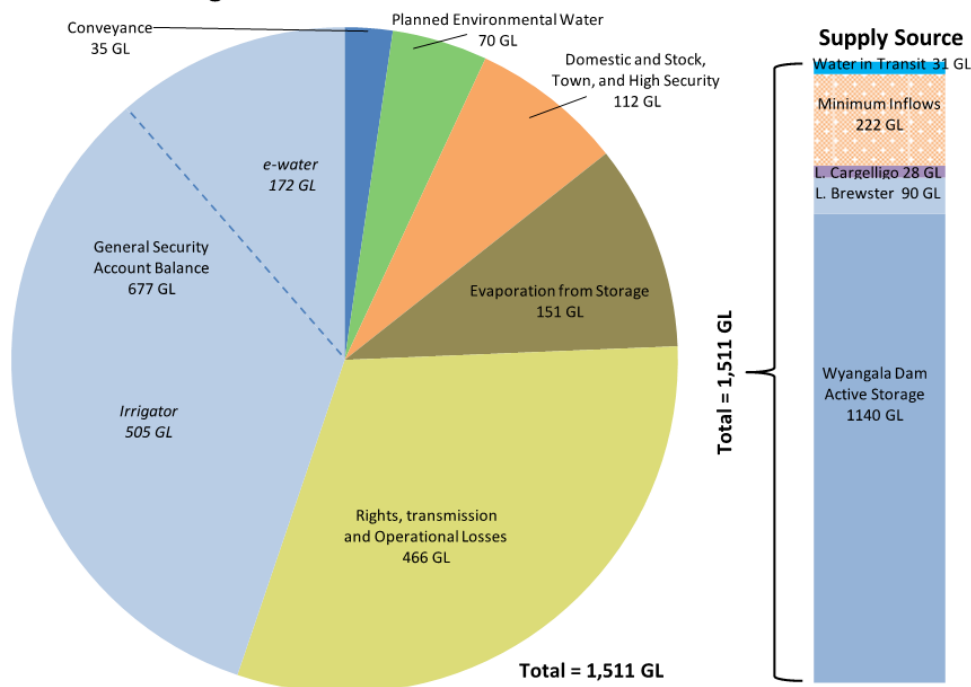
Resource Distribution (July 2024 to May 2026)	Volume (GL)
Current and Future Resources ⁽¹⁾	1,511
<i>less</i>	
This water year (07/24 to 06/25)	
Planned Environmental Water balance ⁽²⁾	40
Domestic and Stock, Town balance	28
High Security balance	28
Conveyance balance	18
General Security balance ⁽³⁾	677
Evaporation from storage ⁽⁴⁾	117
Rights, transmission, and operational losses ⁽⁵⁾	240
Storage reserve for 2025/26	
Planned Environmental Water ⁽²⁾	30
Domestic and Stock, Town, and High Security ⁽⁶⁾	56
Conveyance	17
Evaporation from storage ⁽⁴⁾	34
Rights, transmission, and operational losses ⁽⁵⁾	226
<i>equals</i>	
Surplus (or deficit) ⁽⁷⁾	0

Notes:

- (1) End of June 2024 storage volume in Wyangala Dam, Lake Cargelligo, and Lake Brewster, and the planned minimum storage inflows and tributary flows from July 2024 to May 2026 and 31 GL of flows in transit. Also, this is net of 16 GL of inaccessible (dead) storage volume.
- (2) Water reserved for the Water Quality Allowance (WQA) and the Environmental Water Allowances (EWA).
- (3) The held environmental water (HEW) is estimated to be 172 GL of GS entitlements, prior to reconciliation of usage and net trade. These reported entitlements are managed by agencies holding environmental water accounts. They include the NSW DCCEE – Biodiversity Conservation and Science Group (BCS) and the Commonwealth Environmental Water Holder (CEWH).
- (4) Budget for evaporation loss from three storages is based on projected storage depletions.
- (5) The volume required to run the river to meet all non-licence-based demands and delivery overheads. This mostly comprises basic landholder rights, and transmission and operational losses under dry conditions. The volumes needed for the remainder of the water year and the future are based on the projected demands of respective periods.
- (6) Required volume to allow full utilisation of 100% allocation to these licence holders.
- (7) Surplus volume is allocated in full and there is no deficit.



Resource Distribution as at 30 June 2024
Lachlan Regulated River Water Source



Allocations in 2024/25 for the Lachlan regulated river water source

Date	License Category	Increment	Total 2024/25	Average Account Balance
1-Jul	Domestic & Stock	100%	100%*	100%*
1-Jul	Local Water Utility	100%	100%*	100%*
1-Jul	High Security	1.00 ML/unit share	1.00 ML/unit share*	100%*
1-Jul	Conveyance	1.00 ML/unit share	1.00 ML/unit share*	100%*
8-Jul	General Security	0.06 ML/unit share	0.06ML/unit share	114%

*Maximum allowable

Storage outlook

The storage outlook for the assessment horizon is provided below. It shows that with current allocations and commitments and an assumed repeat of the historical minimum inflow sequence (known at the start of the water sharing plan) together with forecast demands, the combined Wyangala, Lake Brewster and Lake Cargelligo storage volume will reduce to a minimum by the end of May 2026 then begin to recover.

Lachlan Regulated River Water Source

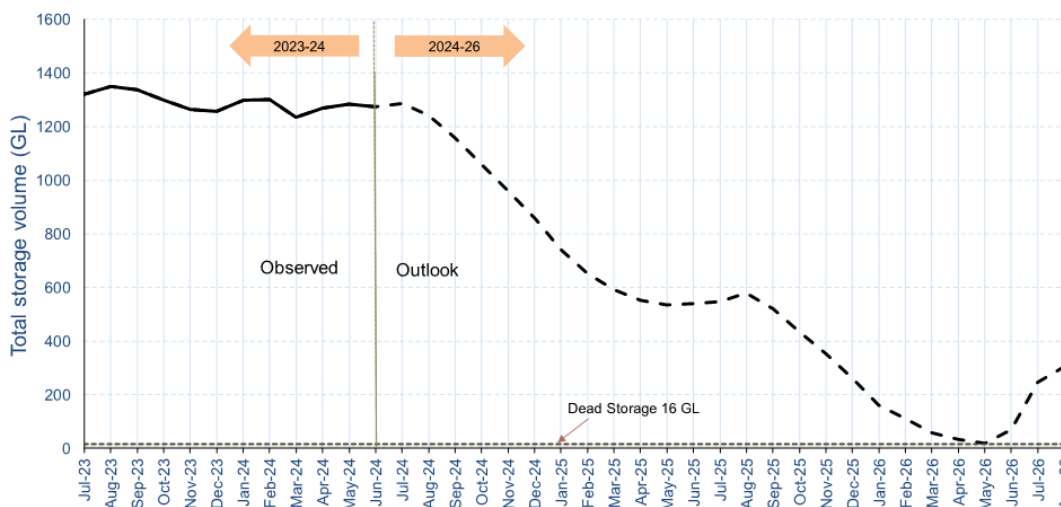


Figure: Simulated Depletion of Combined Wyangala, Lake Brewster and Lake Cargelligo Storage Volume

Water Allocation Guide

The NSW Department of Climate Change, Energy, the Environment and Water published a series of guides to describe the water allocation methods for most NSW regulated river systems. The guide for this water source is available at the below link.

For further details: <https://water.dpie.nsw.gov.au/our-work/allocations-availability/allocations/how-water-is-allocated/resource-assessment-process>

Further information

The next routine monthly water allocation statement for this water source will be published on **Thursday 8 August 2024**.

Information on available water determinations and water sharing plans is available on the Department of Climate Change, Energy, the Environment and Water website: [Water \(nsw.gov.au\)](http://Water.nsw.gov.au)

Subscribe [here](#) to receive Department of Climate Change, Energy, the Environment and Water’s monthly email update on water planning, management and reform in New South Wales.

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Investment Report

01/07/2024 to 31/07/2024



Portfolio Valuation as at 31/07/2024

Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
AMP Bank	BBB+	TD	GENERAL	Annual	08/08/2023	13/08/2024	5.4500	1,000,000.00	1,000,000.00	53,604.11	4,628.77
AMP Bank	BBB+	TD	GENERAL	Annual	15/08/2023	20/08/2024	5.3000	1,000,000.00	1,000,000.00	51,112.33	4,501.37
Westpac	AA-	TD	GENERAL	Quarterly	23/08/2022	23/08/2024	4.3800	500,000.00	500,000.00	4,200.00	1,860.00
Australian Military Bank	BBB+	TD	GENERAL	Quarterly	29/08/2022	29/08/2024	4.4500	1,000,000.00	1,000,000.00	7,802.74	3,779.45
NAB	AA-	TD	GENERAL	At Maturity	31/08/2023	03/09/2024	5.2200	1,000,000.00	1,000,000.00	48,052.60	4,433.42
Westpac	AA-	TD	GENERAL	Quarterly	30/08/2022	03/09/2024	4.4400	1,000,000.00	1,000,000.00	7,663.56	3,770.96
BOQ	A-	TD	GENERAL	At Maturity	30/08/2022	03/09/2024	4.4000	1,000,000.00	1,000,000.00	84,624.66	3,736.99
NAB	AA-	TD	GENERAL	Quarterly	05/09/2023	10/09/2024	5.2000	1,000,000.00	1,000,000.00	8,120.55	4,416.44
P&N Bank	BBB+	TD	GENERAL	Quarterly	08/09/2022	10/09/2024	4.4000	1,500,000.00	1,500,000.00	9,221.92	5,605.48
P&N Bank	BBB+	TD	GENERAL	Annual	13/09/2022	13/09/2024	4.4500	500,000.00	500,000.00	19,689.73	1,889.73
NAB	AA-	TD	GENERAL	Annual	13/09/2023	17/09/2024	5.2400	1,500,000.00	1,500,000.00	69,555.62	6,675.62
BOQ	A-	TD	GENERAL	Annual	27/03/2024	24/09/2024	5.0900	1,000,000.00	1,000,000.00	17,710.41	4,323.01
AMP Bank	BBB+	TD	GENERAL	Annual	20/10/2022	21/10/2024	4.9000	1,000,000.00	1,000,000.00	38,394.52	4,161.64
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	07/11/2023	05/11/2024	5.4800	1,000,000.00	1,000,000.00	40,236.71	4,654.25
AMP Bank	BBB+	TD	GENERAL	Annual	22/11/2022	19/11/2024	4.7000	750,000.00	750,000.00	24,433.56	2,993.84
AMP Bank	BBB+	TD	GENERAL	Annual	29/11/2022	03/12/2024	4.6500	1,000,000.00	1,000,000.00	31,339.73	3,949.32
Westpac	AA-	TD	GENERAL	Quarterly	05/12/2023	05/12/2024	5.3000	750,000.00	750,000.00	6,207.53	3,376.03
BOQ	A-	TD	GENERAL	Annual	11/12/2023	10/12/2024	5.3200	1,500,000.00	1,500,000.00	51,159.45	6,777.53



Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
Bank of Sydney	Unrated	TD	GENERAL	Annual	12/12/2023	12/12/2024	5.3500	500,000.00	500,000.00	17,076.03	2,271.92
NAB	AA-	TD	GENERAL	At Maturity	19/07/2024	21/01/2025	5.3000	1,000,000.00	1,000,000.00	1,887.67	1,887.67
NAB	AA-	TD	GENERAL	At Maturity	30/07/2024	30/01/2025	5.3100	2,000,000.00	2,000,000.00	581.92	581.92
Westpac	AA-	TD	GENERAL	Quarterly	13/02/2024	18/02/2025	5.1200	500,000.00	500,000.00	5,610.96	2,174.25
P&N Bank	BBB+	TD	GENERAL	Annual	21/02/2023	25/02/2025	5.0000	1,000,000.00	1,000,000.00	22,191.78	4,246.58
Bank of Sydney	Unrated	TD	GENERAL	At Maturity	27/02/2024	26/02/2025	5.1700	500,000.00	500,000.00	11,048.22	2,195.48
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	02/03/2023	04/03/2025	5.1000	500,000.00	500,000.00	10,479.45	2,165.75
Police Credit Union SA	Unrated	TD	GENERAL	At Maturity	14/03/2023	18/03/2025	4.9400	1,000,000.00	1,000,000.00	68,483.29	4,195.62
Westpac	AA-	TD	GENERAL	Quarterly	26/03/2024	26/03/2025	4.9700	1,000,000.00	1,000,000.00	4,901.92	4,221.10
Summerland Bank	Unrated	TD	GENERAL	Annual	29/03/2023	01/04/2025	4.8700	1,000,000.00	1,000,000.00	16,811.51	4,136.16
Auswide Bank	BBB	TD	GENERAL	Annual	04/04/2023	08/04/2025	4.9000	900,000.00	900,000.00	14,377.81	3,745.48
AMP Bank	BBB+	TD	GENERAL	Annual	09/05/2023	06/05/2025	5.0000	1,000,000.00	1,000,000.00	11,506.85	4,246.58
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	28/05/2024	27/05/2025	5.2700	1,000,000.00	1,000,000.00	9,384.93	4,475.89
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	28/06/2023	26/06/2025	5.5500	1,000,000.00	1,000,000.00	5,169.86	4,713.70
NAB	AA-	TD	GENERAL	Annual	26/06/2024	26/06/2025	5.3000	1,000,000.00	1,000,000.00	5,227.40	4,501.37
NAB	AA-	TD	GENERAL	Annual	27/06/2024	02/07/2025	5.5000	1,000,000.00	1,000,000.00	5,273.97	4,671.23
P&N Bank	BBB+	TD	GENERAL	Annual	11/07/2023	09/07/2025	5.8000	1,000,000.00	1,000,000.00	3,336.99	3,336.99
NAB	AA-	TD	GENERAL	Annual	19/07/2024	22/07/2025	5.3500	1,000,000.00	1,000,000.00	1,905.48	1,905.48





Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
NAB	AA-	TD	GENERAL	Annual	30/07/2024	30/07/2025	5.3000	600,000.00	600,000.00	174.25	174.25
BOQ	A-	TD	GENERAL	Annual	10/08/2021	12/08/2025	1.0000	1,000,000.00	1,000,000.00	9,780.82	849.32
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	05/09/2023	09/09/2025	5.0500	500,000.00	500,000.00	22,897.95	2,144.52
Westpac	AA-	TD	GENERAL	Quarterly	12/09/2023	16/09/2025	5.0200	1,500,000.00	1,500,000.00	10,315.07	6,395.34
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	28/09/2023	30/09/2025	5.2500	1,000,000.00	1,000,000.00	44,301.37	4,458.90
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	04/10/2023	07/10/2025	5.3000	1,000,000.00	1,000,000.00	43,852.05	4,501.37
P&N Bank	BBB+	TD	GENERAL	Annual	29/11/2023	28/11/2025	5.4500	1,000,000.00	1,000,000.00	36,731.51	4,628.77
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	30/11/2023	02/12/2025	5.4200	1,000,000.00	1,000,000.00	36,380.82	4,603.29
Warwick Credit Union	Unrated	TD	GENERAL	Annual	20/12/2023	18/12/2025	5.2000	2,000,000.00	2,000,000.00	64,109.59	8,832.88
Suncorp Bank	AA-	TD	GENERAL	Annual	23/01/2024	27/01/2026	5.0500	2,000,000.00	2,000,000.00	52,852.05	8,578.08
Suncorp Bank	AA-	TD	GENERAL	Annual	06/02/2024	10/02/2026	4.9300	2,000,000.00	2,000,000.00	47,814.25	8,374.25
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	09/04/2024	14/04/2026	4.9300	1,000,000.00	1,000,000.00	15,397.81	4,187.12
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	06/06/2024	10/06/2026	5.2500	1,000,000.00	1,000,000.00	8,054.79	4,458.90
Westpac	AA-	TD	GENERAL	Annual	27/06/2024	29/06/2026	5.2500	2,000,000.00	2,000,000.00	10,068.49	8,917.81
Westpac	AA-	TD	GENERAL	Quarterly	09/07/2024	14/07/2026	5.0900	1,000,000.00	1,000,000.00	3,207.40	3,207.40
Australian Military Bank	BBB+	TD	GENERAL	Annual	24/07/2024	28/07/2026	5.2200	1,000,000.00	1,000,000.00	1,144.11	1,144.11
P&N Bank	BBB+	TD	GENERAL	Annual	18/04/2023	20/04/2027	5.0000	1,000,000.00	1,000,000.00	14,383.56	4,246.58





Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
P&N Bank	BBB+	TD	GENERAL	Annual	14/02/2023	15/02/2028	5.2000	500,000.00	500,000.00	12,038.36	2,208.22
NAB	AA-	CASH	GENERAL	Monthly	31/07/2024	31/07/2024	3.7500	5,539,862.23	5,539,862.23	11,423.59	11,423.59
Macquarie Bank	A+	CASH	GENERAL	Monthly	31/07/2024	31/07/2024	4.1500	3,903,360.15	3,903,360.15	13,705.31	13,705.31
NAB	AA-	CASH	GENERAL	Monthly	31/07/2024	31/07/2024	2.8500	3,308,442.97	3,308,442.97	3,307.77	3,307.77
TOTALS								68,751,665.35	68,751,665.35	1,250,326.67	245,554.75



Portfolio by Asset as at 31/07/2024

Asset Type: CASH

Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
NAB	AA-	CASH	GENERAL	Monthly	31/07/2024	31/07/2024	3.7500	5,539,862.23	5,539,862.23	11,423.59	11,423.59
Macquarie Bank	A+	CASH	GENERAL	Monthly	31/07/2024	31/07/2024	4.1500	3,903,360.15	3,903,360.15	13,705.31	13,705.31
NAB	AA-	CASH	GENERAL	Monthly	31/07/2024	31/07/2024	2.8500	3,308,442.97	3,308,442.97	3,307.77	3,307.77
CASH SUBTOTALS								12,751,665.35	12,751,665.35	28,436.67	28,436.67

Asset Type: TD

Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
AMP Bank	BBB+	TD	GENERAL	Annual	08/08/2023	13/08/2024	5.4500	1,000,000.00	1,000,000.00	53,604.11	4,628.77
AMP Bank	BBB+	TD	GENERAL	Annual	15/08/2023	20/08/2024	5.3000	1,000,000.00	1,000,000.00	51,112.33	4,501.37
Westpac	AA-	TD	GENERAL	Quarterly	23/08/2022	23/08/2024	4.3800	500,000.00	500,000.00	4,200.00	1,860.00
Australian Military Bank	BBB+	TD	GENERAL	Quarterly	29/08/2022	29/08/2024	4.4500	1,000,000.00	1,000,000.00	7,802.74	3,779.45
NAB	AA-	TD	GENERAL	At Maturity	31/08/2023	03/09/2024	5.2200	1,000,000.00	1,000,000.00	48,052.60	4,433.42
Westpac	AA-	TD	GENERAL	Quarterly	30/08/2022	03/09/2024	4.4400	1,000,000.00	1,000,000.00	7,663.56	3,770.96
BOQ	A-	TD	GENERAL	At Maturity	30/08/2022	03/09/2024	4.4000	1,000,000.00	1,000,000.00	84,624.66	3,736.99
NAB	AA-	TD	GENERAL	Quarterly	05/09/2023	10/09/2024	5.2000	1,000,000.00	1,000,000.00	8,120.55	4,416.44
P&N Bank	BBB+	TD	GENERAL	Quarterly	08/09/2022	10/09/2024	4.4000	1,500,000.00	1,500,000.00	9,221.92	5,605.48



Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
P&N Bank	BBB+	TD	GENERAL	Annual	13/09/2022	13/09/2024	4.4500	500,000.00	500,000.00	19,689.73	1,889.73
NAB	AA-	TD	GENERAL	Annual	13/09/2023	17/09/2024	5.2400	1,500,000.00	1,500,000.00	69,555.62	6,675.62
BOQ	A-	TD	GENERAL	Annual	27/03/2024	24/09/2024	5.0900	1,000,000.00	1,000,000.00	17,710.41	4,323.01
AMP Bank	BBB+	TD	GENERAL	Annual	20/10/2022	21/10/2024	4.9000	1,000,000.00	1,000,000.00	38,394.52	4,161.64
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	07/11/2023	05/11/2024	5.4800	1,000,000.00	1,000,000.00	40,236.71	4,654.25
AMP Bank	BBB+	TD	GENERAL	Annual	22/11/2022	19/11/2024	4.7000	750,000.00	750,000.00	24,433.56	2,993.84
AMP Bank	BBB+	TD	GENERAL	Annual	29/11/2022	03/12/2024	4.6500	1,000,000.00	1,000,000.00	31,339.73	3,949.32
Westpac	AA-	TD	GENERAL	Quarterly	05/12/2023	05/12/2024	5.3000	750,000.00	750,000.00	6,207.53	3,376.03
BOQ	A-	TD	GENERAL	Annual	11/12/2023	10/12/2024	5.3200	1,500,000.00	1,500,000.00	51,159.45	6,777.53
Bank of Sydney	Unrated	TD	GENERAL	Annual	12/12/2023	12/12/2024	5.3500	500,000.00	500,000.00	17,076.03	2,271.92
NAB	AA-	TD	GENERAL	At Maturity	19/07/2024	21/01/2025	5.3000	1,000,000.00	1,000,000.00	1,887.67	1,887.67
NAB	AA-	TD	GENERAL	At Maturity	30/07/2024	30/01/2025	5.3100	2,000,000.00	2,000,000.00	581.92	581.92
Westpac	AA-	TD	GENERAL	Quarterly	13/02/2024	18/02/2025	5.1200	500,000.00	500,000.00	5,610.96	2,174.25
P&N Bank	BBB+	TD	GENERAL	Annual	21/02/2023	25/02/2025	5.0000	1,000,000.00	1,000,000.00	22,191.78	4,246.58
Bank of Sydney	Unrated	TD	GENERAL	At Maturity	27/02/2024	26/02/2025	5.1700	500,000.00	500,000.00	11,048.22	2,195.48
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	02/03/2023	04/03/2025	5.1000	500,000.00	500,000.00	10,479.45	2,165.75
Police Credit Union SA	Unrated	TD	GENERAL	At Maturity	14/03/2023	18/03/2025	4.9400	1,000,000.00	1,000,000.00	68,483.29	4,195.62
Westpac	AA-	TD	GENERAL	Quarterly	26/03/2024	26/03/2025	4.9700	1,000,000.00	1,000,000.00	4,901.92	4,221.10
Summerland Bank	Unrated	TD	GENERAL	Annual	29/03/2023	01/04/2025	4.8700	1,000,000.00	1,000,000.00	16,811.51	4,136.16





Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
Auswide Bank	BBB	TD	GENERAL	Annual	04/04/2023	08/04/2025	4.9000	900,000.00	900,000.00	14,377.81	3,745.48
AMP Bank	BBB+	TD	GENERAL	Annual	09/05/2023	06/05/2025	5.0000	1,000,000.00	1,000,000.00	11,506.85	4,246.58
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	28/05/2024	27/05/2025	5.2700	1,000,000.00	1,000,000.00	9,384.93	4,475.89
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	28/06/2023	26/06/2025	5.5500	1,000,000.00	1,000,000.00	5,169.86	4,713.70
NAB	AA-	TD	GENERAL	Annual	26/06/2024	26/06/2025	5.3000	1,000,000.00	1,000,000.00	5,227.40	4,501.37
NAB	AA-	TD	GENERAL	Annual	27/06/2024	02/07/2025	5.5000	1,000,000.00	1,000,000.00	5,273.97	4,671.23
P&N Bank	BBB+	TD	GENERAL	Annual	11/07/2023	09/07/2025	5.8000	1,000,000.00	1,000,000.00	3,336.99	3,336.99
NAB	AA-	TD	GENERAL	Annual	19/07/2024	22/07/2025	5.3500	1,000,000.00	1,000,000.00	1,905.48	1,905.48
NAB	AA-	TD	GENERAL	Annual	30/07/2024	30/07/2025	5.3000	600,000.00	600,000.00	174.25	174.25
BOQ	A-	TD	GENERAL	Annual	10/08/2021	12/08/2025	1.0000	1,000,000.00	1,000,000.00	9,780.82	849.32
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	05/09/2023	09/09/2025	5.0500	500,000.00	500,000.00	22,897.95	2,144.52
Westpac	AA-	TD	GENERAL	Quarterly	12/09/2023	16/09/2025	5.0200	1,500,000.00	1,500,000.00	10,315.07	6,395.34
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	28/09/2023	30/09/2025	5.2500	1,000,000.00	1,000,000.00	44,301.37	4,458.90
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	04/10/2023	07/10/2025	5.3000	1,000,000.00	1,000,000.00	43,852.05	4,501.37
P&N Bank	BBB+	TD	GENERAL	Annual	29/11/2023	28/11/2025	5.4500	1,000,000.00	1,000,000.00	36,731.51	4,628.77
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	30/11/2023	02/12/2025	5.4200	1,000,000.00	1,000,000.00	36,380.82	4,603.29
Warwick Credit Union	Unrated	TD	GENERAL	Annual	20/12/2023	18/12/2025	5.2000	2,000,000.00	2,000,000.00	64,109.59	8,832.88
Suncorp Bank	AA-	TD	GENERAL	Annual	23/01/2024	27/01/2026	5.0500	2,000,000.00	2,000,000.00	52,852.05	8,578.08





Issuer	Rating	Type	Allocation	Interest Paid	Purchase Date	Maturity Date	Rate (%)	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
Suncorp Bank	AA-	TD	GENERAL	Annual	06/02/2024	10/02/2026	4.9300	2,000,000.00	2,000,000.00	47,814.25	8,374.25
ING Bank (Australia) Ltd	A	TD	GENERAL	Annual	09/04/2024	14/04/2026	4.9300	1,000,000.00	1,000,000.00	15,397.81	4,187.12
ING Bank (Australia) Ltd	A	TD	GENERAL	At Maturity	06/06/2024	10/06/2026	5.2500	1,000,000.00	1,000,000.00	8,054.79	4,458.90
Westpac	AA-	TD	GENERAL	Annual	27/06/2024	29/06/2026	5.2500	2,000,000.00	2,000,000.00	10,068.49	8,917.81
Westpac	AA-	TD	GENERAL	Quarterly	09/07/2024	14/07/2026	5.0900	1,000,000.00	1,000,000.00	3,207.40	3,207.40
Australian Military Bank	BBB+	TD	GENERAL	Annual	24/07/2024	28/07/2026	5.2200	1,000,000.00	1,000,000.00	1,144.11	1,144.11
P&N Bank	BBB+	TD	GENERAL	Annual	18/04/2023	20/04/2027	5.0000	1,000,000.00	1,000,000.00	14,383.56	4,246.58
P&N Bank	BBB+	TD	GENERAL	Annual	14/02/2023	15/02/2028	5.2000	500,000.00	500,000.00	12,038.36	2,208.22
TD SUBTOTALS								56,000,000.00	56,000,000.00	1,221,890.00	217,118.08



Portfolio by Asset Totals as at 31/07/2024

Type	Capital Value (\$)	Face Value (\$)	Accrued (\$)	Accrued MTD (\$)
CASH	12,751,665.35	12,751,665.35	28,436.67	28,436.67
TD	56,000,000.00	56,000,000.00	1,221,890.00	217,118.08
TOTALS	68,751,665.35	68,751,665.35	1,250,326.67	245,554.75



Counterparty Compliance as at 31/07/2024

Long Term Investments

Compliant	Bank Group	Term	Rating	Invested (\$)	Invested (%)	Limit (%)	Limit (\$)	Available (\$)
✗	NAB	Long	AA-	18,948,305.20	27.56	25.00	-	-1,760,388.86
✓	ANZ Bank	Long	AA-	4,000,000.00	5.82	25.00	-	13,187,916.34
✓	Westpac	Long	AA-	8,250,000.00	12.00	25.00	-	8,937,916.34
✓	Macquarie Bank	Long	A+	3,903,360.15	5.68	20.00	-	9,846,972.92
✓	ING Bank (Australia) Ltd	Long	A	9,000,000.00	13.09	20.00	-	4,750,333.07
✓	BOQ	Long	A-	4,500,000.00	6.54	20.00	-	9,250,333.07
✓	AMP Bank	Long	BBB+	5,750,000.00	8.36	15.00	-	4,562,749.80
✓	P&N Bank	Long	BBB+	6,500,000.00	9.45	15.00	-	3,812,749.80
✓	Australian Military Bank	Long	BBB+	2,000,000.00	2.91	15.00	-	8,312,749.80
✓	Auswide Bank	Long	BBB	900,000.00	1.31	15.00	-	9,412,749.80
✓	Summerland Credit Union	Long	Unrated	1,000,000.00	1.46	5.00	-	2,437,583.27
✓	Bank of Sydney	Long	Unrated	1,000,000.00	1.46	5.00	-	2,437,583.27
✓	Police Credit Union SA	Long	Unrated	1,000,000.00	1.46	5.00	-	2,437,583.27
✓	Warwick Credit Union	Long	Unrated	2,000,000.00	2.91	5.00	-	1,437,583.27

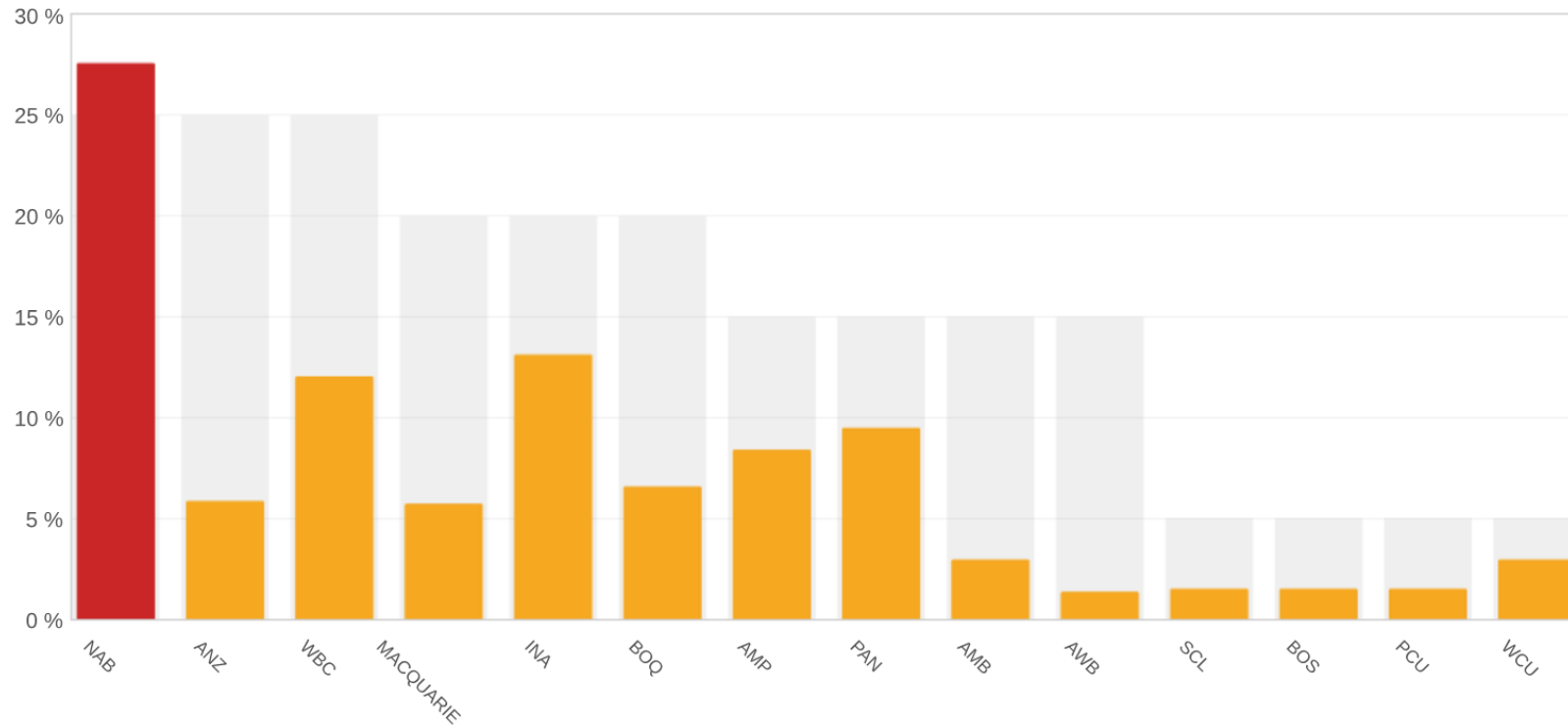




Compliant	Bank Group	Term	Rating	Invested (\$)	Invested (%)	Limit (%)	Limit (\$)	Available (\$)
TOTALS				68,751,665.35	100.00			



Counterparty Compliance - Long Term Investments



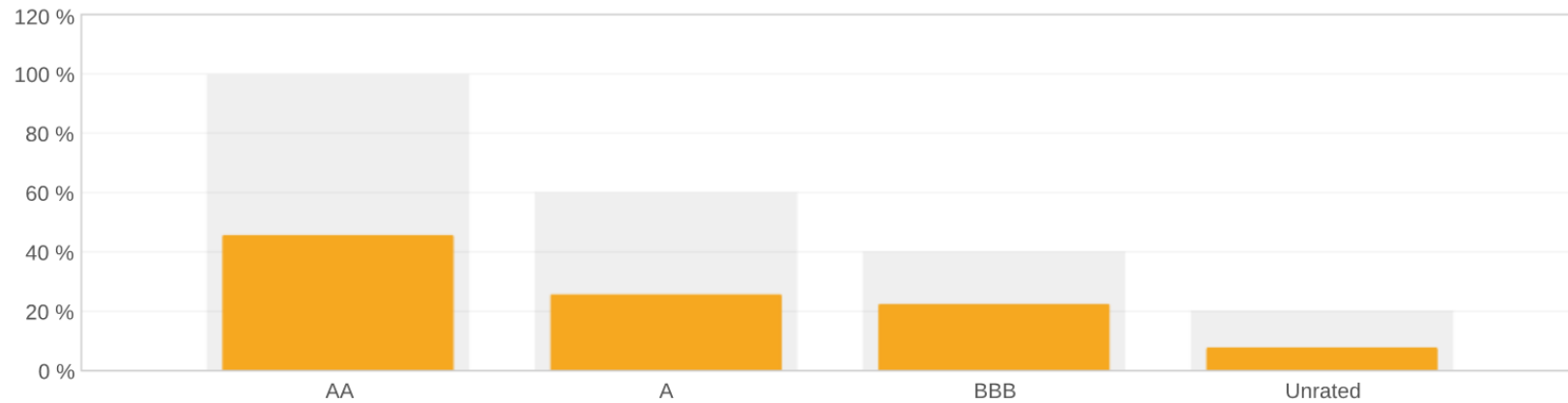


Credit Quality Compliance as at 31/07/2024

Long Term Investments

Compliant	Rating	Invested (\$)	Invested (%)	Limit (%)	Available (\$)
✓	AA	31,198,305.20	45.38	100.00	37,553,360.15
✓	A	17,403,360.15	25.31	60.00	23,847,639.06
✓	BBB	15,150,000.00	22.04	40.00	12,350,666.14
✓	Unrated	5,000,000.00	7.27	20.00	8,750,333.07
TOTALS		68,751,665.35	100.00		

Credit Quality Compliance - Long Term Investments

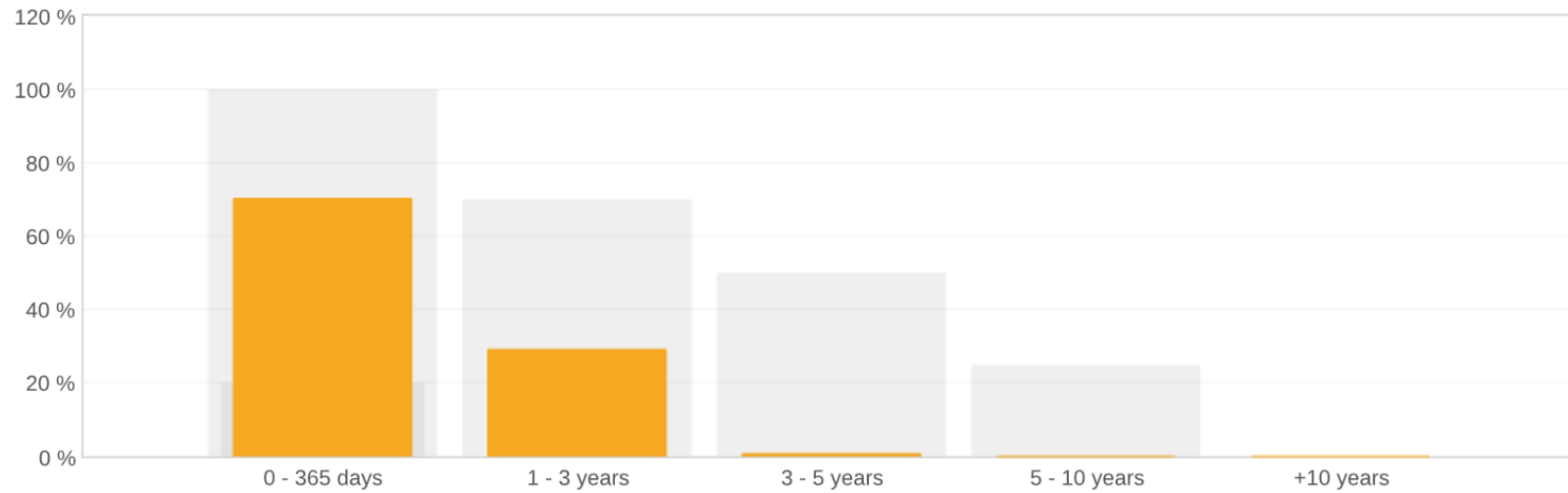




Maturity Compliance as at 31/07/2024

Compliant	Term	Invested (\$)	Invested (%)	Min Limit (%)	Max Limit (%)	Available (\$)
✓	0 - 365 days	48,251,665.35	70.18	20.00	100.00	20,500,000.00
✓	1 - 3 years	20,000,000.00	29.09	0.00	70.00	28,126,165.75
✓	3 - 5 years	500,000.00	0.73	0.00	50.00	33,875,832.68
✓	5 - 10 years	-	0.00	0.00	25.00	17,187,916.34
✓	+10 years	-	0.00	0.00	0.00	-
TOTALS		68,751,665.35	100.00			

Maturity Compliance

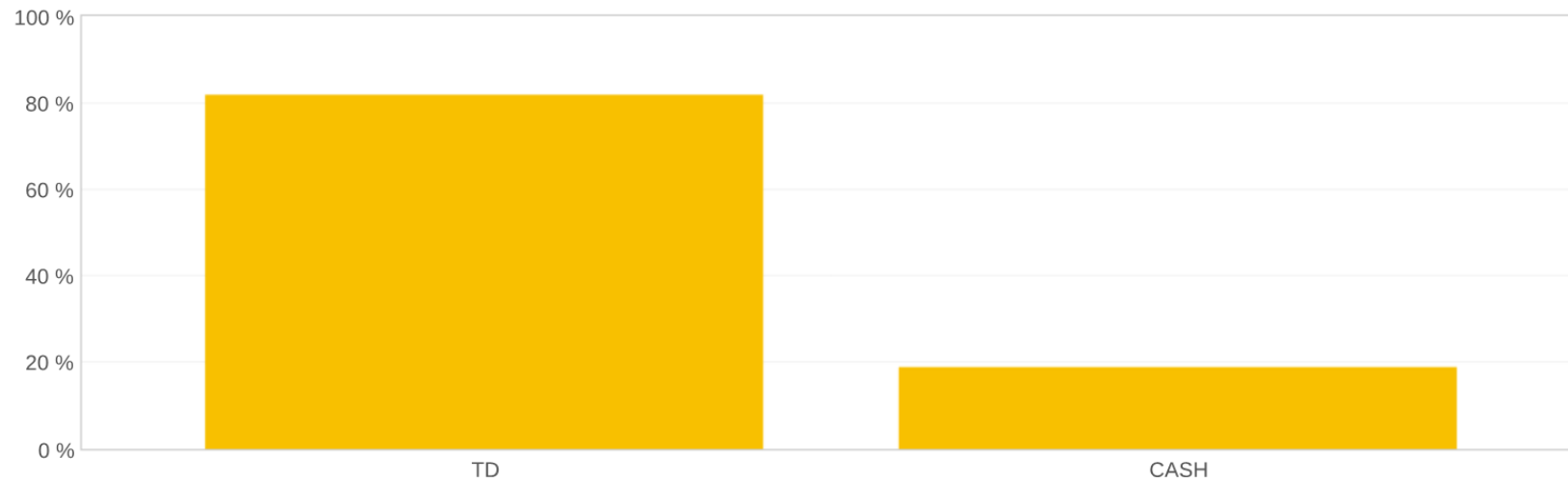




Asset Class as at 31/07/2024

Code	Number of Trades	Invested (\$)	Invested (%)
TD	54	56,000,000.00	81.45
CASH	3	12,751,665.35	18.55
TOTALS	57	68,751,665.35	100.0

Asset Class Distribution



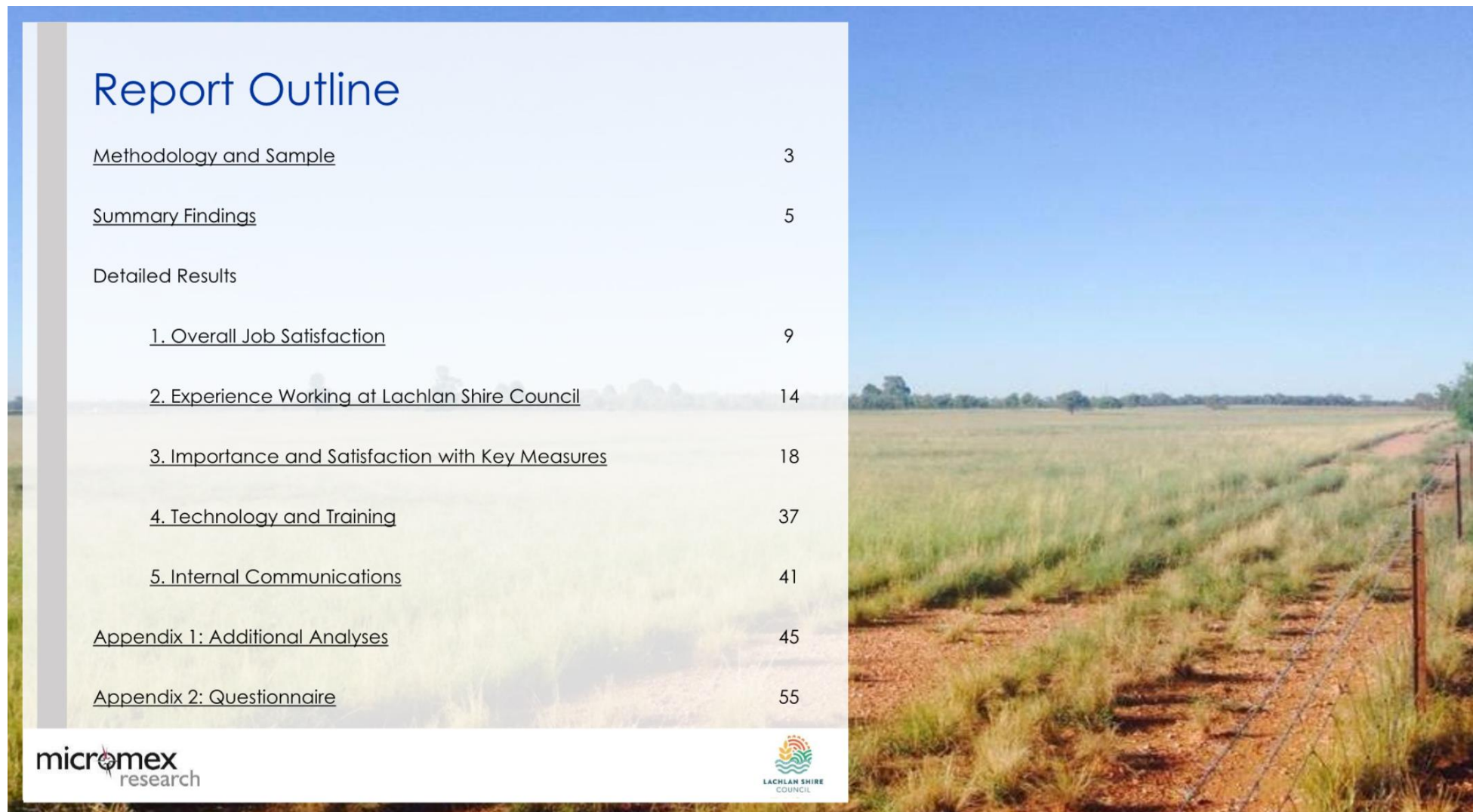


Lachlan Shire Council

Employee Research 2024



Prepared by: Micromex Research
Date: July 15, 2024





Report Outline

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Methodology and Sample

Objectives

Lachlan Shire Council has sought to gauge the satisfaction of employees with their job and various related areas, this will help management identify the needs and requirements of the whole team.

Data collection/survey design

Micromex Research, together with Lachlan Shire Council, updated the 2019 questionnaire.

Sample

N=61 surveys were completed (*Note: 80 started the survey and answered the overall job satisfaction question, however, only 61 fully completed the survey*)

A sample size of 61 out of 146 employees provides a maximum sampling error of plus or minus 9.6% at 95% confidence.

Interviewing

To maximise the response rates, the distribution of the survey was via two methodologies:

- 1) All Council staff members with an internal email address were emailed a web link to the survey
- 2) Council staff without an internal email address were provided with a paper survey to complete – *n hard copy surveys were completed this year*

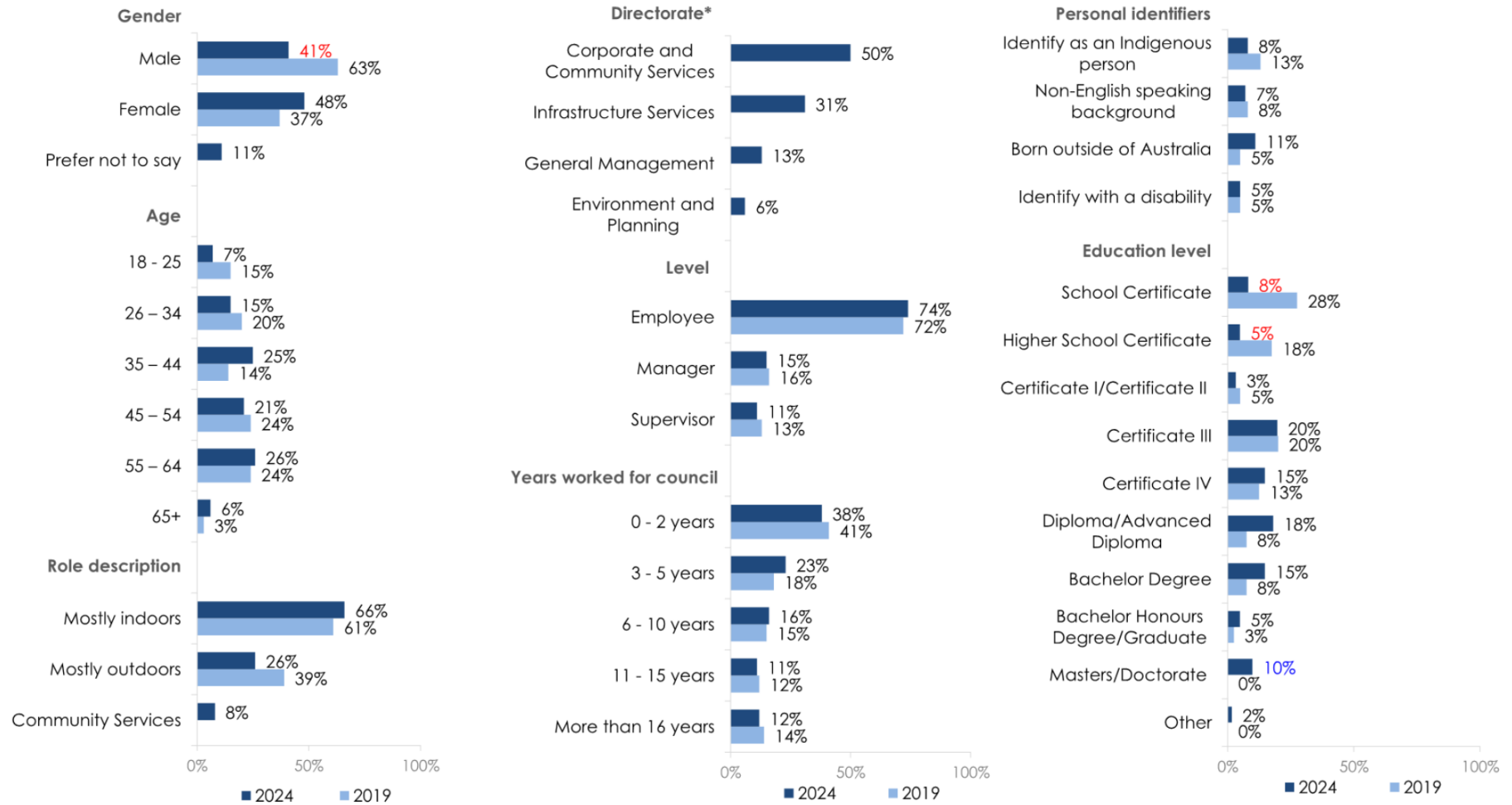
Data analysis

The data within this report was analysed using Q Professional.

Percentages

All percentages are calculated to the nearest whole number and therefore the total may not exactly equal

Sample Profile

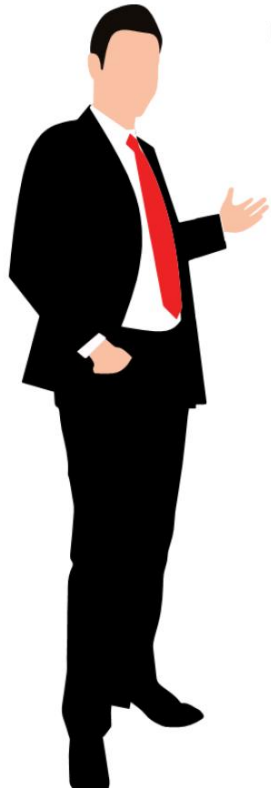


Summary Findings



Summary Findings

Lachlan Shire Council employees are highly satisfied. However, there are still areas that require attention, particularly in workload management, staff retention, employee recognition and training, and inter-team/organisation communication. By focusing on these areas, along with maintaining strengths in technology satisfaction and professional development opportunities, the Council can further enhance employee satisfaction and performance.



93%

Overall job satisfaction is high, with 93% of employees at least moderately satisfied



The biggest drivers of job satisfaction are support and feedback, sustainable career path, senior management valuing employees, and a manageable workload



Outdoor staff generally have lower satisfaction levels compared to indoor staff

97%

97% of employees are satisfied with the level of technology available



The proportion of employees who believe communication barriers exist has decreased from 67% in 2019 to 52% in 2024






47% of employees believe working at Lachlan Shire Council is better than their previous employment



Satisfaction: Indoor Vs Outdoor

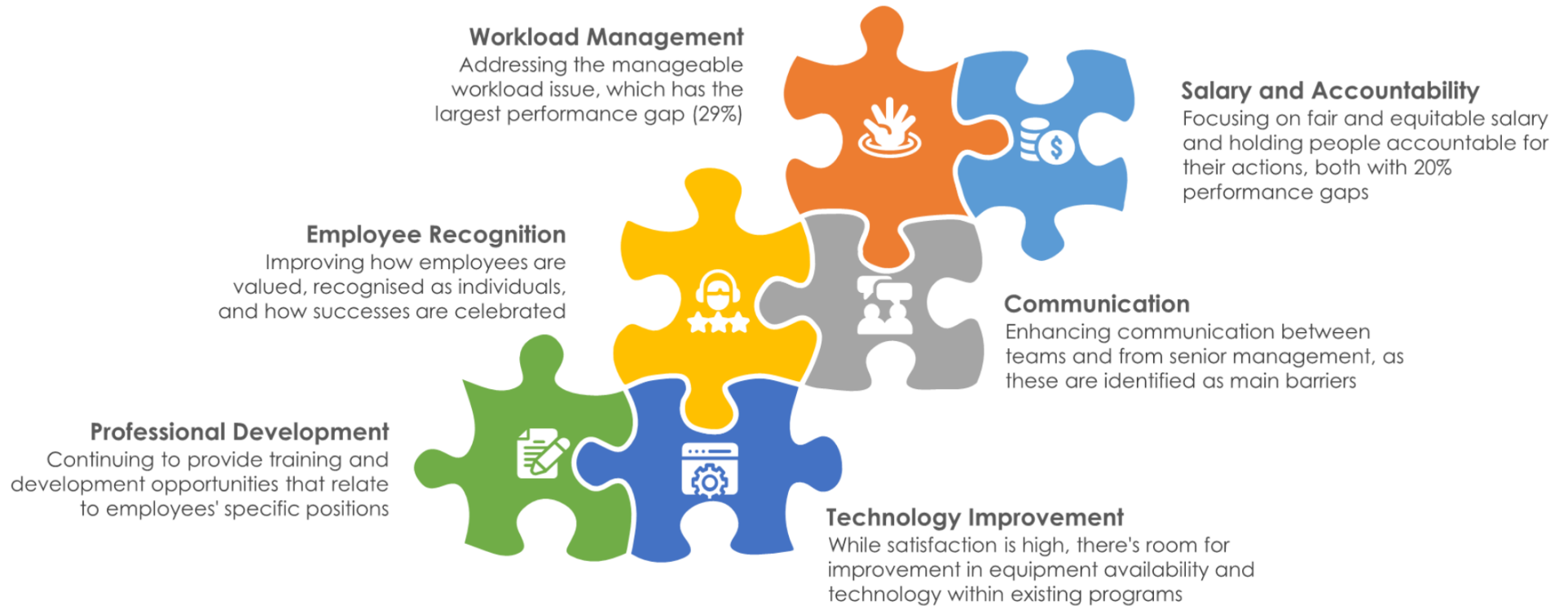
Despite a decline in the response rate of Outdoor staff in 2024, comparisons by employee type (mostly indoors and mostly outdoors) provide an indication of current gaps in satisfaction.

The table to the right shows those at least moderately satisfied with work-related criteria by comparing those who mostly work indoors verse outdoors. Outdoor staff were more satisfied than indoor staff with involvement in decisions and had far lower satisfaction than indoor staff for 7 of the 27 criteria, particularly for salary and recognition (see red highlighted box at the bottom of the table).

- 
Good performance
 (T3B sat score ≥80%)
- 
Monitor
 (T3B sat score 60%-79%)
- 
Needs improvement
 (T3B sat score <60%)

	Mostly indoors	Mostly outdoors	Satisfaction Gap
You are sufficiently involved in decisions that affect the way you do your job	80%	100%	20%
You embrace model ethical behaviours	90%	100%	10%
You identify with Council and you are provided with a sustainable career path	85%	94%	9%
Senior management values employees	77%	82%	5%
You are engaged and that your job gives you a sense of personal achievement	95%	100%	5%
Open communication occurs within your team	90%	94%	4%
You operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	85%	88%	3%
People in your team support each other and work well together	85%	88%	3%
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	92%	94%	2%
You have ownership and are provided with the freedom and flexibility to do your job effectively	88%	88%	1%
Diverse perspectives are valued and encouraged	85%	82%	-3%
You are supported and receive fair and accurate feedback on your performance	93%	88%	-4%
Your job requirements are clear	93%	88%	-4%
Morale within your team is high	88%	82%	-5%
There are career and personal development opportunities for you	90%	82%	-7%
Council is flexible and encourages a healthy life/work balance	78%	71%	-7%
Discrimination or harassment does not occur in the workplace	85%	76%	-9%
You have a manageable workload	70%	59%	-11%
Individual differences are respected	93%	76%	-16%
Physical working conditions are acceptable	87%	71%	-17%
Your department interacts effectively with other departments	79%	59%	-21%
Policies and procedures are clearly communicated and understood	80%	59%	-21%
Council provides the necessary plant equipment or other resources for you to do your work efficiently	97%	71%	-27%
Council clearly communicates its goals and strategies to you	75%	47%	-28%
People are held accountable for their actions	77%	47%	-30%
The salary for your position is fair and equitable	80%	47%	-33%
Employees are valued, recognised as individuals, and successes are celebrated	78%	44%	-34%

Key Focus Areas Moving Forward





Overall Job Satisfaction

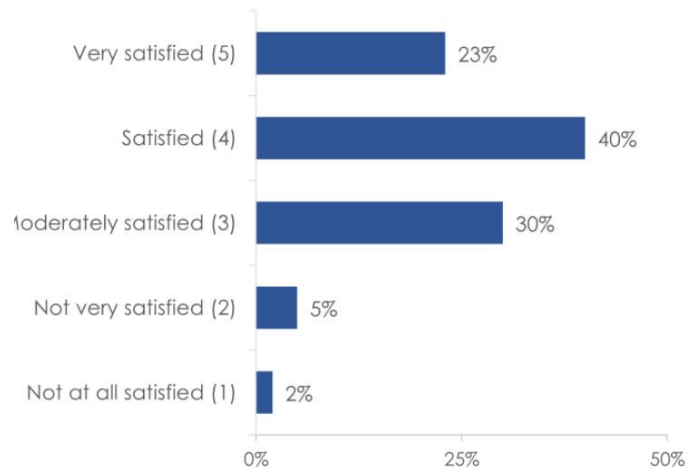
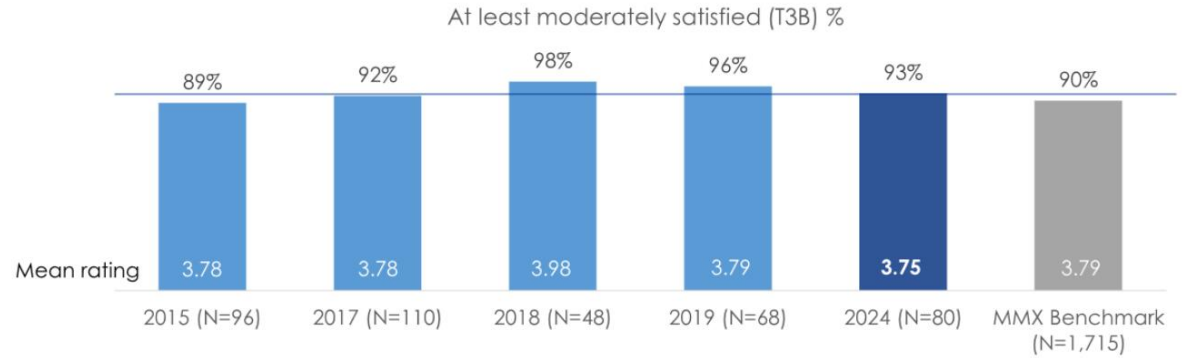
This section determines the overall level of job satisfaction amongst staff and identifies ways to improve overall job satisfaction.

Section One



Overall Job Satisfaction

Job satisfaction amongst Lachlan Shire Council employees is very high, with 93% at least moderately satisfied (63% satisfied/very satisfied). Satisfaction is on par with our benchmark and slightly higher amongst female employees, those aged 55+, Indoor staff and Managers.



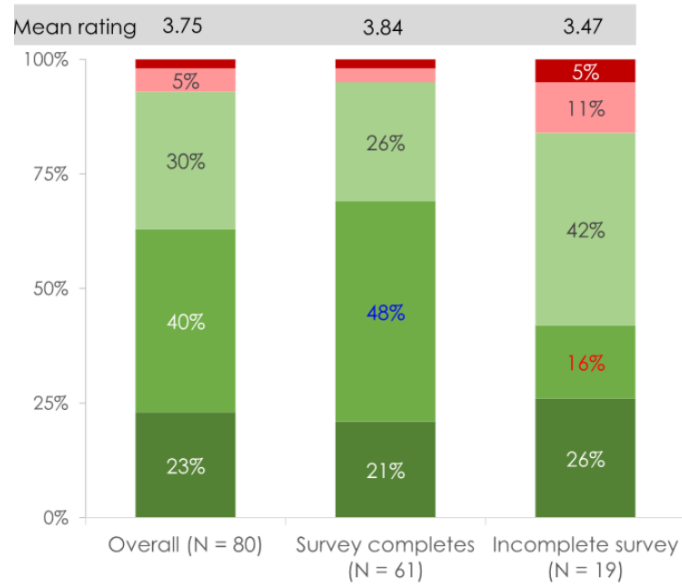
Base: N = 80

	Overall	Gender			Age		
		Male	Female	Prefer not to say	18-34	35-54	55+
Top 3 Box %	93%	92%	100%	86%	92%	93%	100%
Mean rating	3.75	3.80	3.93	3.57	3.62	3.75	4.10
Base	80	25	29	7*	13	28	20

	Overall	Role			Level		
		Indoor	Outdoor	Community Services	Manager	Supervisor	Employee
Top 3 Box %	93%	94%	90%	83%	100%	86%	96%
Mean rating	3.75	3.87	3.57	3.33	4.11	4.00	3.76
Base	80	53	21	6*	9*	7*	45

Scale: 1 = not at all satisfied, 5 = very satisfied

Overall Job Satisfaction



Continuing on from the previous slide, we now explore job satisfaction by other key demographics (please note very small base sizes). The tables below indicated higher satisfaction amongst those in General Management and Environment and Planning and amongst the small portion of employees from a non-English speaking background and born overseas.

The chart to the left compares survey completes against those who dropped out of the survey. You can see those who are more engaged and completed the entire survey have a higher level of overall job satisfaction – 69% satisfied/very satisfied compared to 42% of those who did not complete the survey.

	Overall	Directorate			
		Corporate and Community Services	Infrastructure Services	General Management	Environment and Planning
Top 3 Box %	93%	90%	92%	100%	100%
Mean rating	3.75	3.50	3.72	4.30	4.80
Base	80	40	25	10*	5*

- Not at all satisfied (1)
- Not very satisfied (2)
- Moderately satisfied (3)
- Satisfied (4)
- Very satisfied (5)

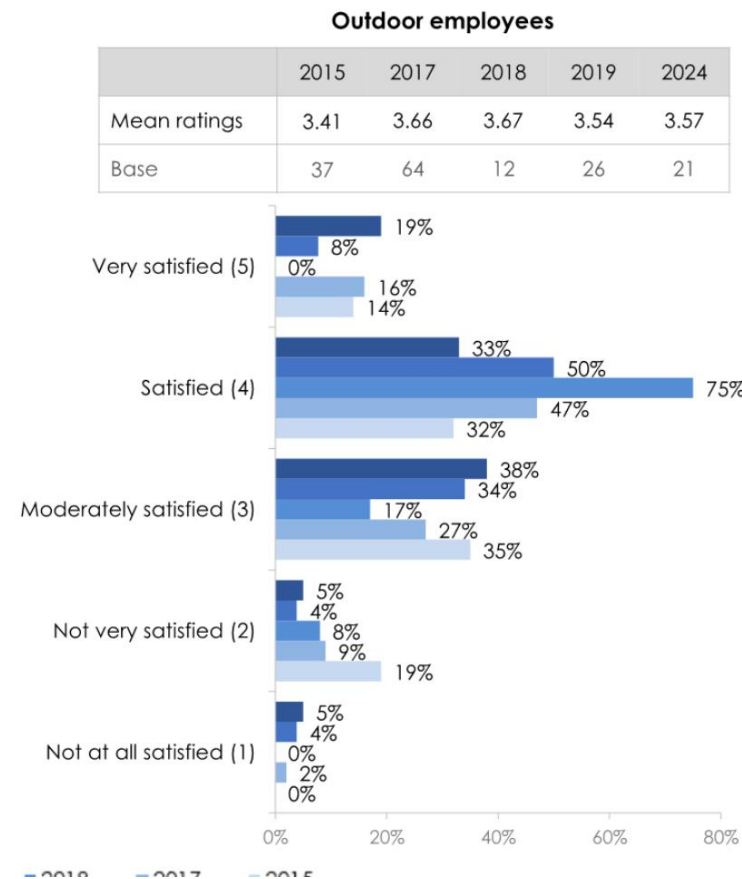
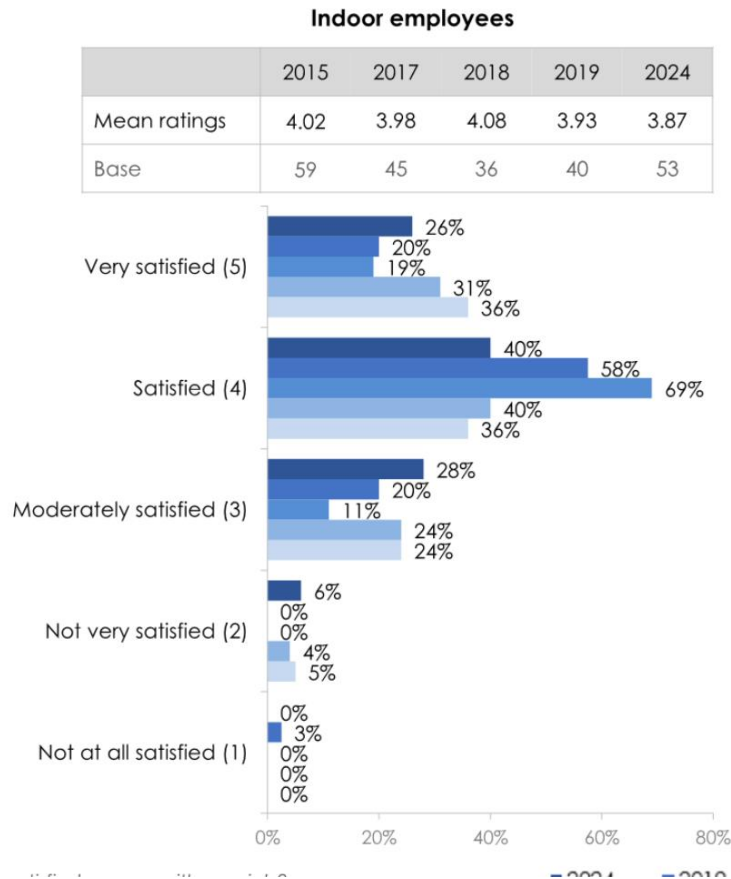
	Overall	Identify as an Indigenous person		Identify as a person from a non-English speaking background		Place of birth		Identify as a person living with a disability	
		Yes	No	Yes	No	Australia	Outside of Australia	Yes	No
Top 3 Box %	93%	80%	96%	100%	95%	94%	100%	100%	95%
Mean rating	3.75	4.00	3.82	4.75	3.77	3.72	4.71	4.00	3.83
Base	80	5*	56	4*	57	54	7*	3*	58

Caution low base size

Scale: 1 = not at all satisfied, 5 = very satisfied

Overall Job Satisfaction

Compared to the last research conducted in 2019, commitment to the top box 'very satisfied' has increased for both Indoor (+6%) and Outdoor staff (+11%).



Improving Satisfaction

Adequate staffing, development and training, better management and planning, improved communications and salary review were frequently mentioned suggestions to further increase overall job satisfaction.

Example verbatims:

"More support to get time for tasks and training as it is implied a lot to do these outside work hours"

"Find ways to include remote employees with social events"

"Offer more competitive salary or incentives"

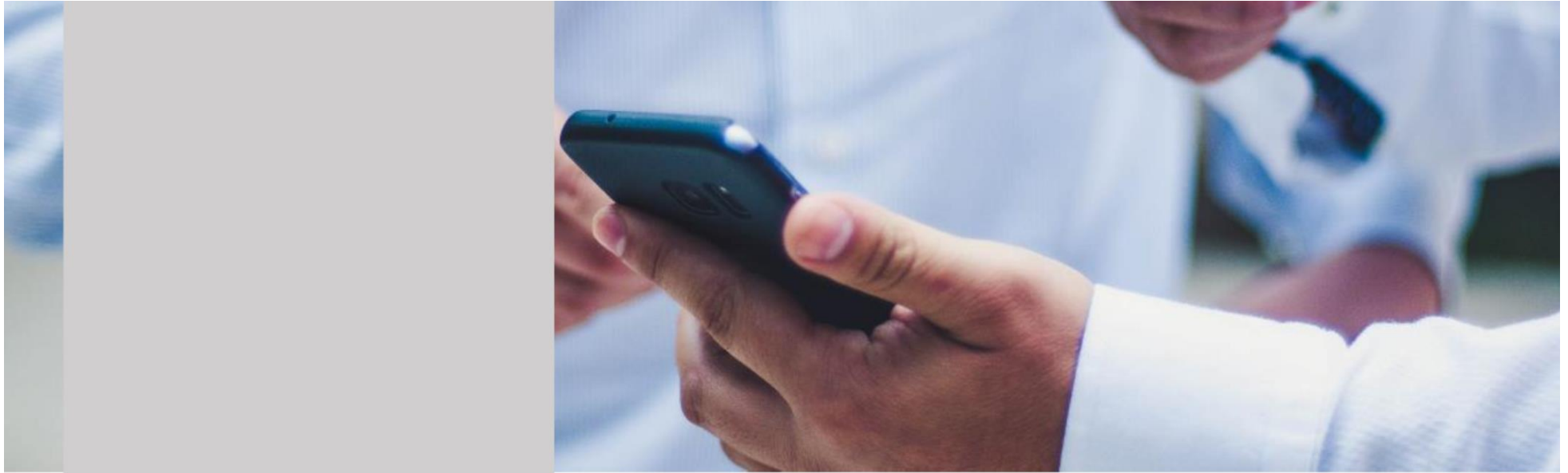
"Management systems that talk to each other"

"More staff members for support"

"Skilled staff"

Improvements for those at least moderately satisfied	N = 65
Hire additional staff	20%
More training/skill development	20%
Better management and planning	18%
Better communication	12%
Salary review/equal pay for job responsibility	12%
More support	11%
Flexible working hours/WFH	9%
Creating a friendly/more inclusive work environment	8%
Happy with management/Council	8%
Consistency in the way staff are treated	6%
Provide better equipment	6%
Reducing workloads	6%
More bonuses/incentives	5%
More funding	5%
Better work/life balance	3%
Retaining staff	3%
Utilise more resources	3%
Better facilities such as air conditioning and a committee room	2%
Implementing more straight forward systems	2%
More opportunities for networking	2%
More recognition	2%
Other	11%
Don't know/nothing	11%

Improvements for those not at all/not very satisfied	Count
Higher pay	3
Consistency across staff treatment	2
More staff	2
Better working conditions	1
EMP	1
Improved equipment	1
Improved management	1



Section Two

Experience of Working at Lachlan Shire Council

This section identifies positive experiences and challenges working at Lachlan Shire Council and compares current experience compared to past employment.

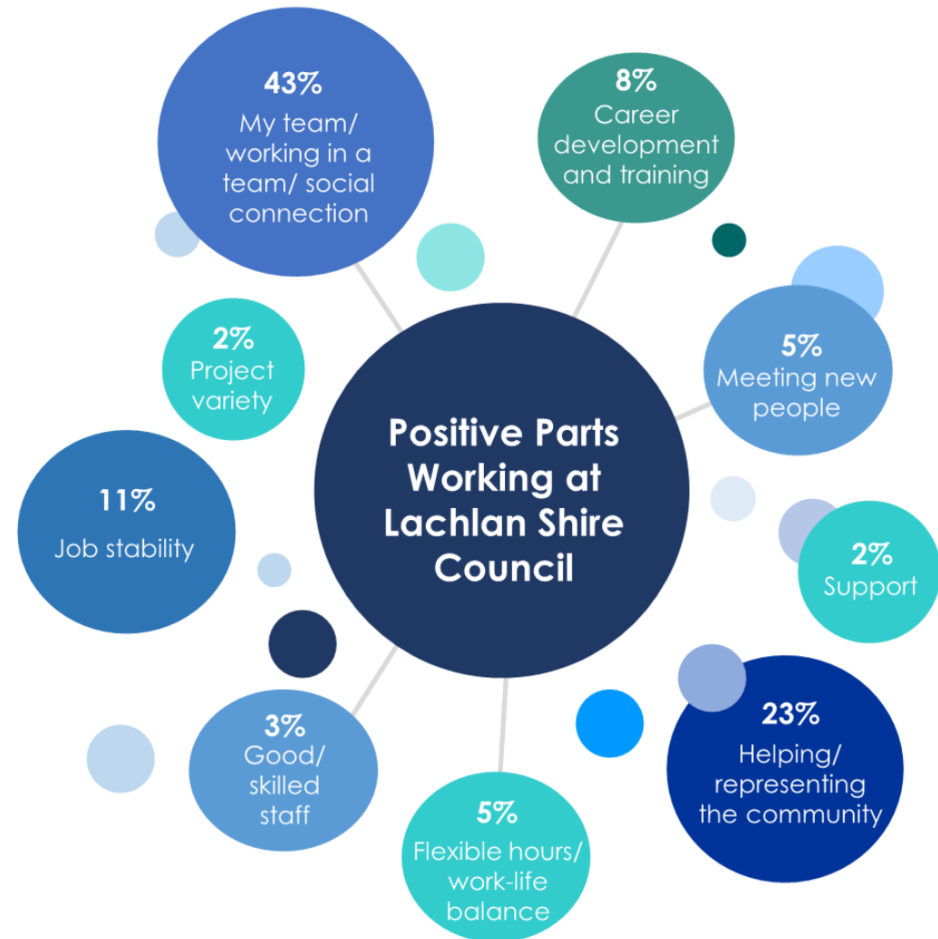


Most Positive Part of Working at Lachlan Shire Council

Just under half of employees believe their team/working in a team environment is this most positive part of the experience working at Lachlan Shire Council, and approx. 1 in 4 value helping the community. Other positive aspects include job stability and career development/training.

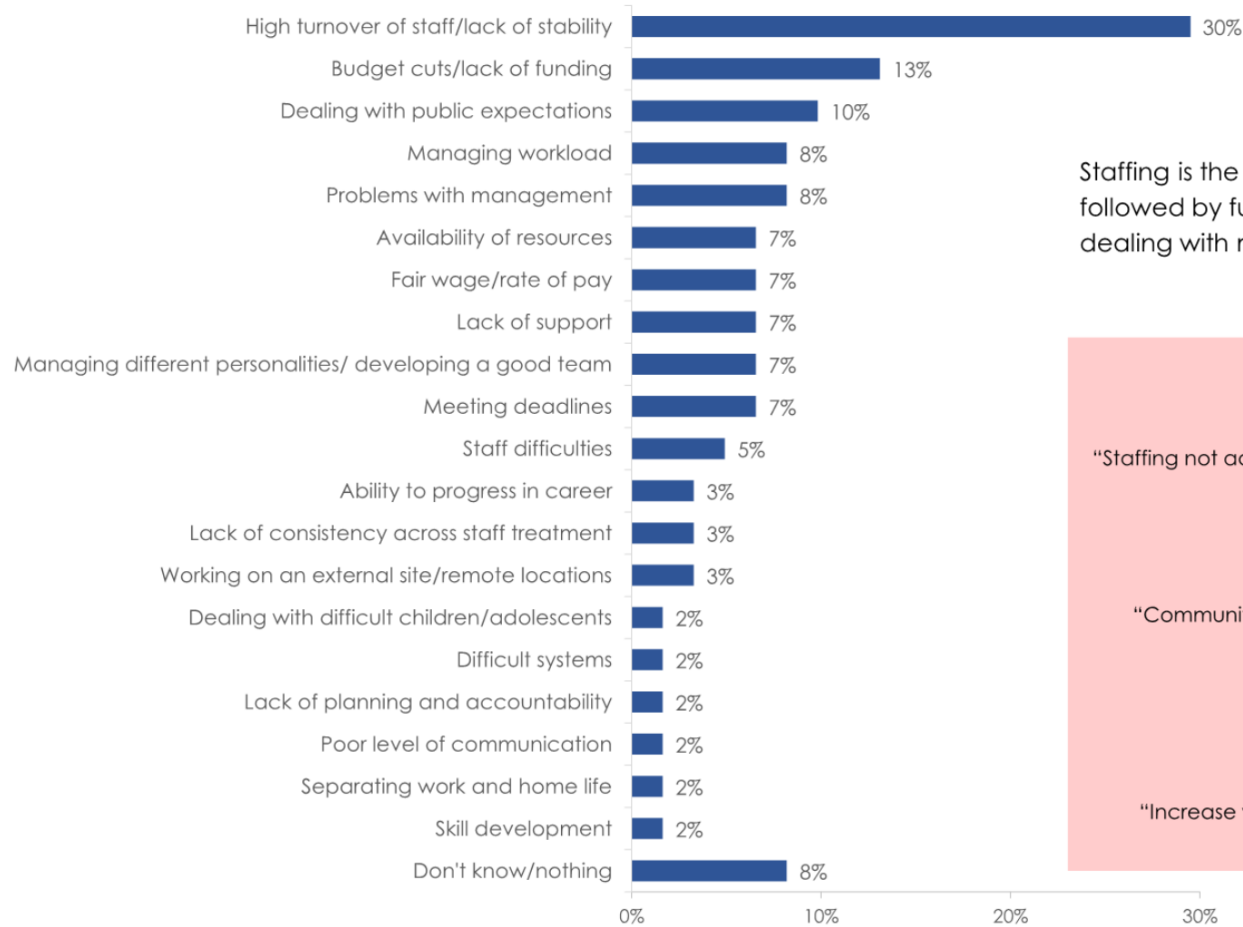
Example verbatims:

- "Plenty of opportunities to learn and be involved with different things"
- "Meeting great team mates & gain experience"
- "Team environment and team spirit"
- "Job security and opportunity to move forward"
- "Helping out the community"
- "Keeping the town clean and tidy and being proud of my efforts"



Case: N = 61

Biggest Challenge in Working at Lachlan Shire Council



Staffing is the biggest challenge faced at Lachlan Shire Council, followed by funding, managing public expectations, workload and dealing with management.

Example verbatims:

- "Staffing not adequately filled , low level of pay (you can earn more in a less skilled set job)"
- "Lack of support, lack of updated technology"
- "Communities expectations of council vs councils responsibilities/authority"
- "Difficult staff who are not dealt with"
- "The inequity in treatment of different departments"
- "Increase workload. Lack of understanding of staffs workload & priorities"

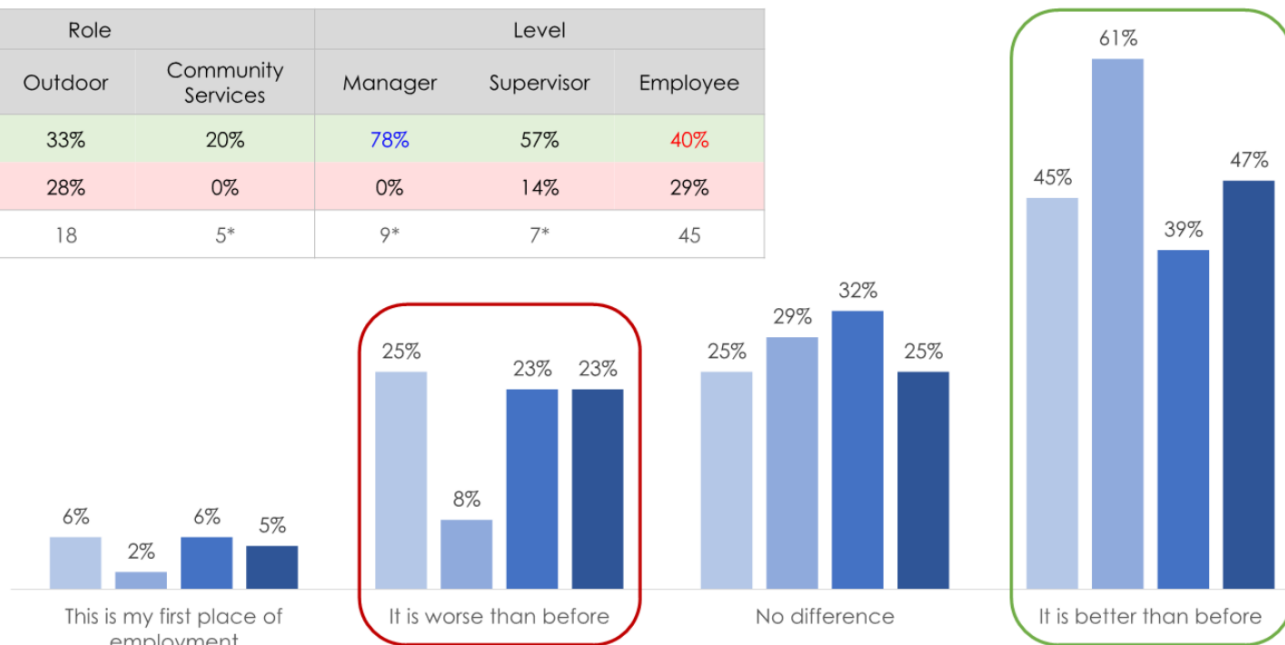
Case: N = 61

Working at Lachlan Shire Compared to Previous Employment

	Overall	Gender			Age		
		Male	Female	Prefer not to say	18-34	35-54	55+
Better	47%	56%	45%	29%	38%	43%	60%
Worse	23%	20%	17%	57%	23%	36%	5%
Base	61	25	29	7*	13	28	20

Compared to 2019, the proportion of employees who describe their experience working with Lachlan Shire Council worse than their previous employment has remained the same (23%), whilst the proportion who described it as better increased from 39% to 47%. Managers and Indoor staff were significantly more likely to describe their experience better working for Lachlan Shire Council.

	Role			Level		
	Indoor	Outdoor	Community Services	Manager	Supervisor	Employee
Better	58%	33%	20%	78%	57%	40%
Worse	24%	28%	0%	0%	14%	29%
Base	38	18	5*	9*	7*	45



. significantly higher/lower percentage (by group)

■ 2017 (N = 110) ■ 2018 (N = 48) ■ 2019 (N = 66) ■ 2024 (N = 61)



Section Three

Importance and Satisfaction with Key Measures

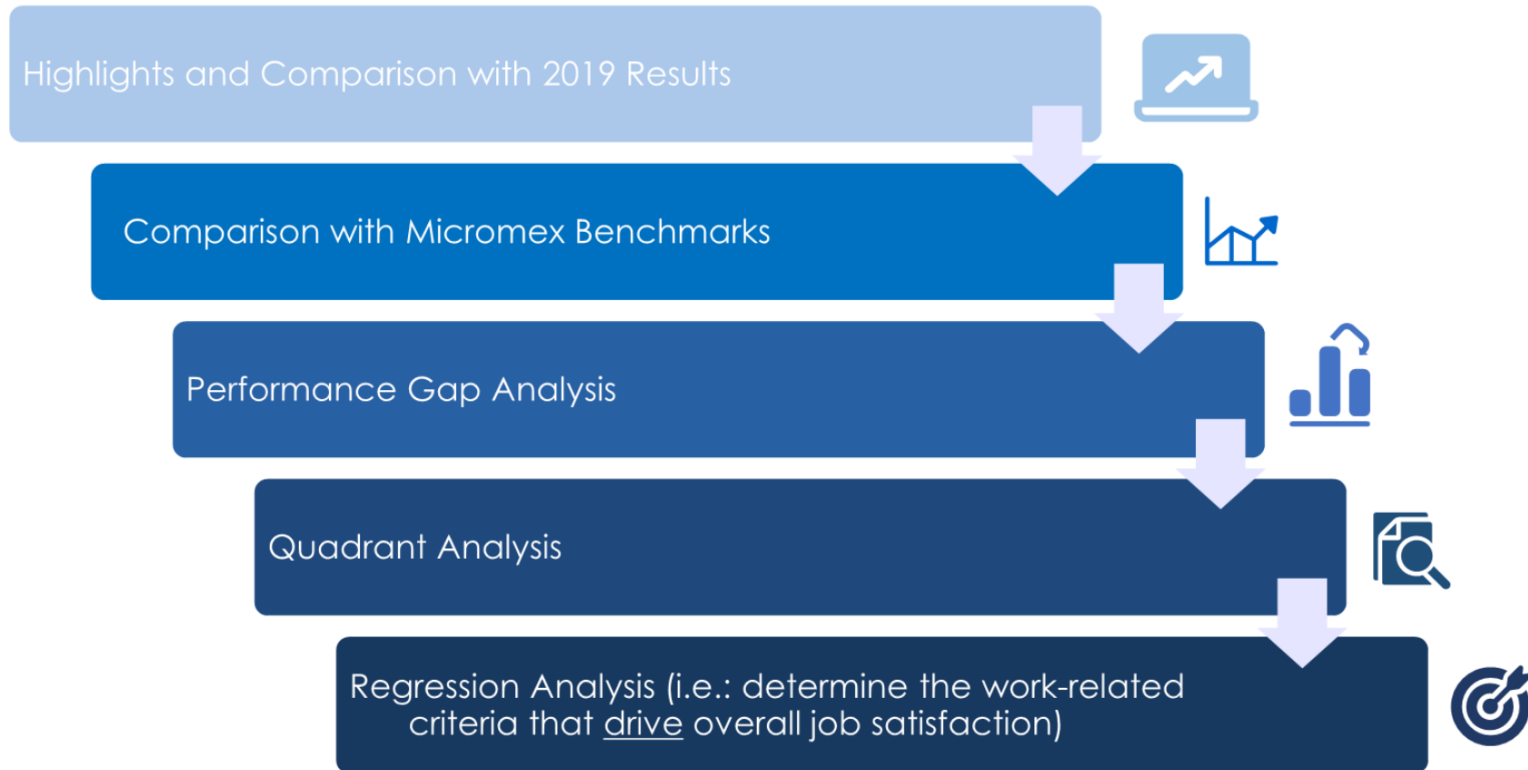
This section identifies the level of importance and satisfaction scores for various work-related measures.



Work-Related Criteria

A major component of the 2024 Employee Survey was to assess perceived Importance of, and Satisfaction with 27 work-related criteria – the equivalent of 54 separate questions!

We have utilised the following techniques to summarise and analyse these 54 questions:



Importance & Satisfaction – Highest/Lowest Rated Work-related Criteria

A core element of this employee survey was the rating of 27 work-related criteria in terms of Importance and Satisfaction. The analysis below identifies the highest and lowest rated criteria in terms of importance and satisfaction.

Importance

The following criteria received the highest T2 box importance ratings:

Higher importance	T2 Box	Mean
You have a manageable workload	97%	4.63
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	97%	4.53
People in your team support each other and work well together	95%	4.70
You have ownership and are provided with the freedom and flexibility to do your job effectively	95%	4.59

The following criteria received the lowest T2 box importance ratings:

Lower importance	T2 Box	Mean
Council clearly communicates its goals and strategies to you	75%	4.03
Diverse perspectives are valued and encouraged	81%	4.16
You identify with Council and you are provided with a sustainable career path	83%	4.33
There are career and personal development opportunities for you	84%	4.28
You embrace model ethical behaviours	84%	4.31

T2B = important/very important
Scale: 1 = not at all important, 5 = very important

Satisfaction

The following criteria received the highest T3 box satisfaction ratings:

Higher satisfaction	T3 Box	Mean
You are engaged and that your job gives you a sense of personal achievement	95%	3.87
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	94%	3.82
You embrace model ethical behaviours	93%	3.85
Open communication occurs within your team	92%	4.02

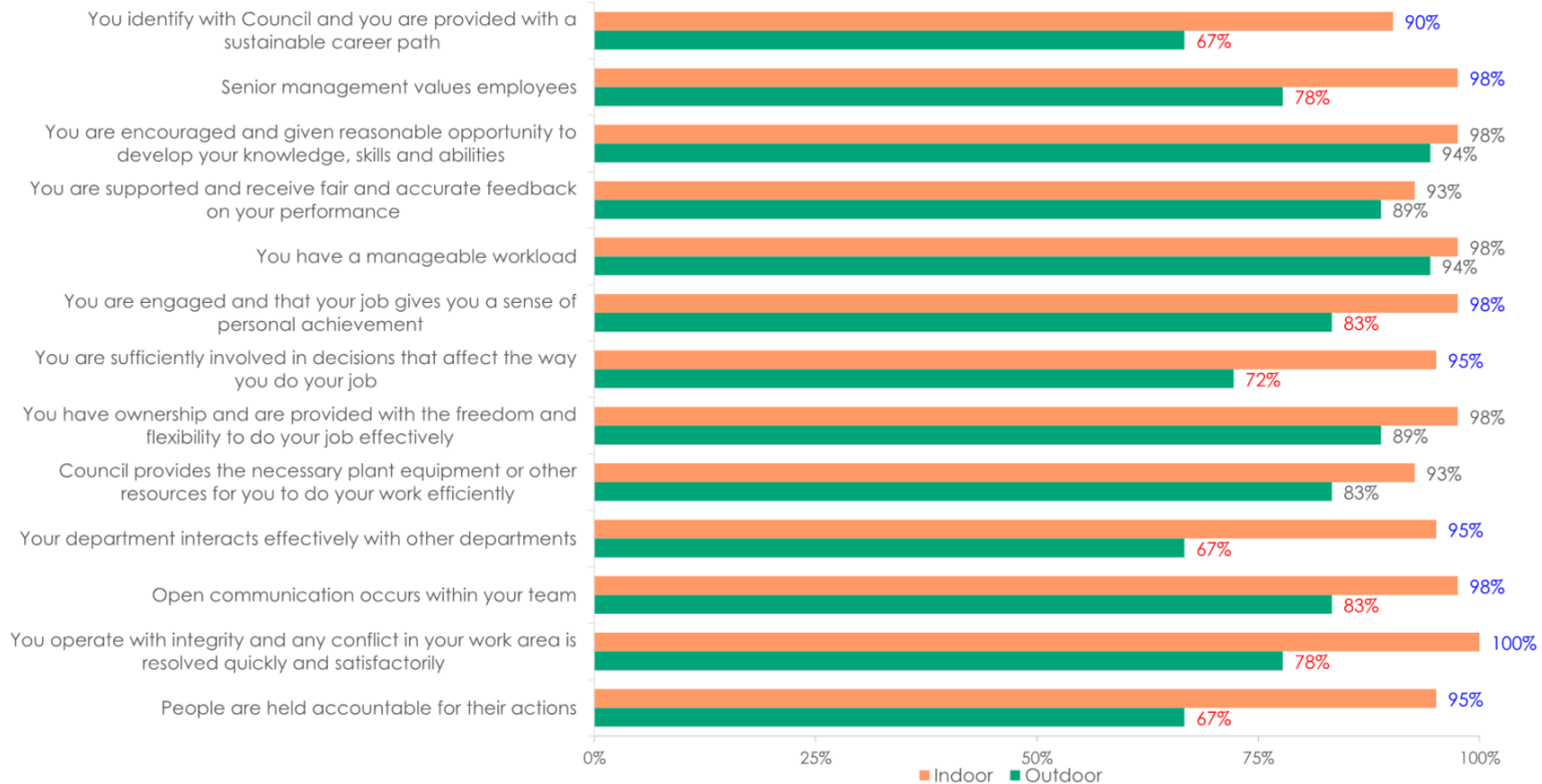
The following criteria received the lowest T3 box satisfaction ratings:

Lower satisfaction	T3 Box	Mean
People are held accountable for their actions	66%	2.92
Council clearly communicates its goals and strategies to you	68%	3.06
You have a manageable workload	68%	3.13
Employees are valued, recognised as individuals, and successes are celebrated	70%	3.10
The salary for your position is fair and equitable	71%	3.22

T3B = somewhat satisfied/satisfied/very satisfied
Scale: 1 = not at all satisfied, 5 = very satisfied

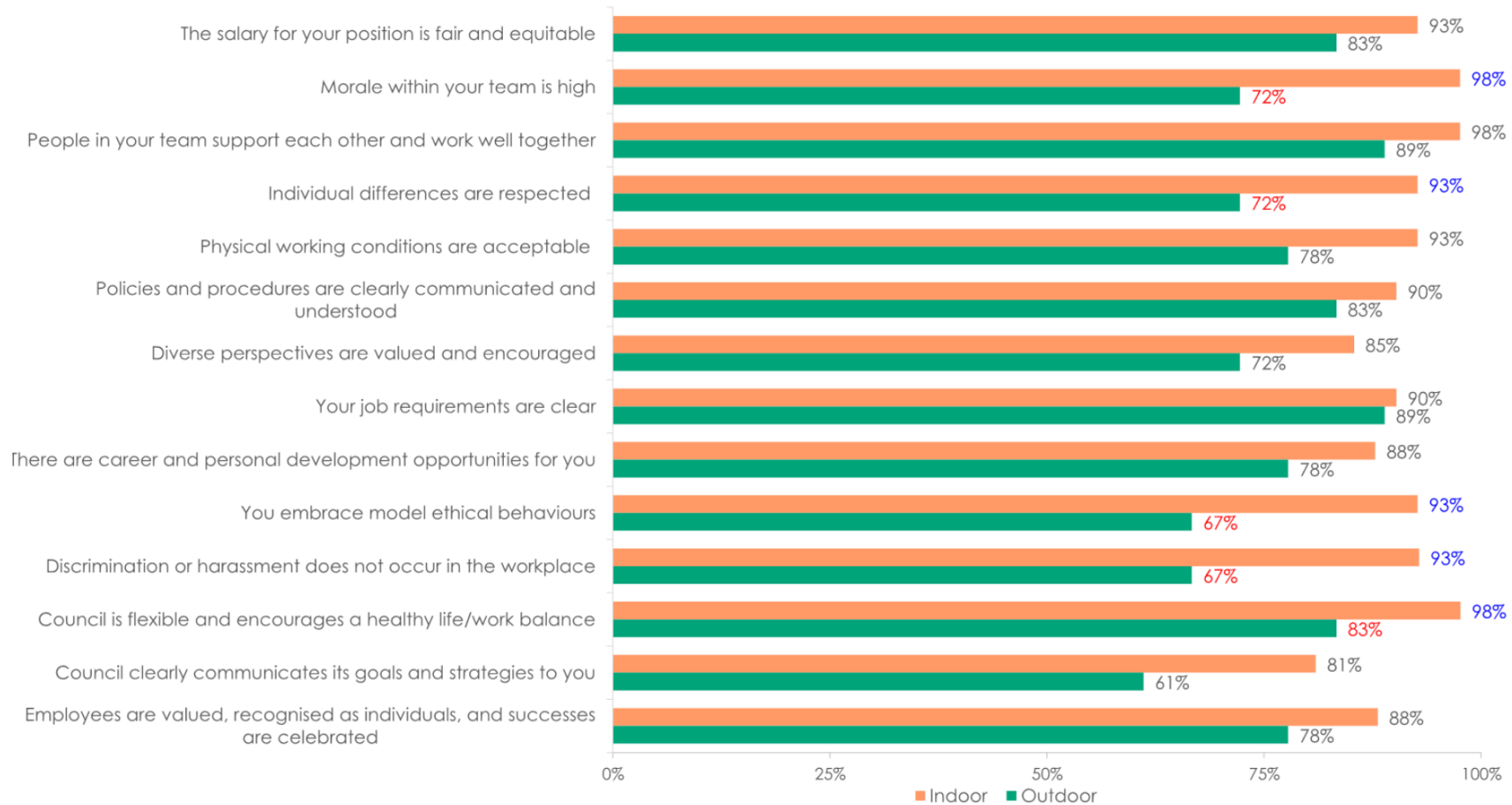
Top 2 Box Importance Scores by Role Type

The chart below looks at 'important/very important' scores by role type (indoor vs outdoor). Employees who mostly work indoors placed a higher level of importance on all criteria, significantly so for 13 of the 27 criteria.



Top 2 Box Importance Scores by Role Type

Chart continued...



Top 3 Box Satisfaction Scores by Role Type

The chart below looks at the 'at least moderately satisfied' scores by role type (indoor vs outdoor). Satisfaction varies, with Indoor staff significantly more satisfied with the provision of equipment/resources, people being held accountable, fair salary, clear communication of goals and strategies and employees are valued and recognised.



Top 3 Box Satisfaction Scores by Role Type

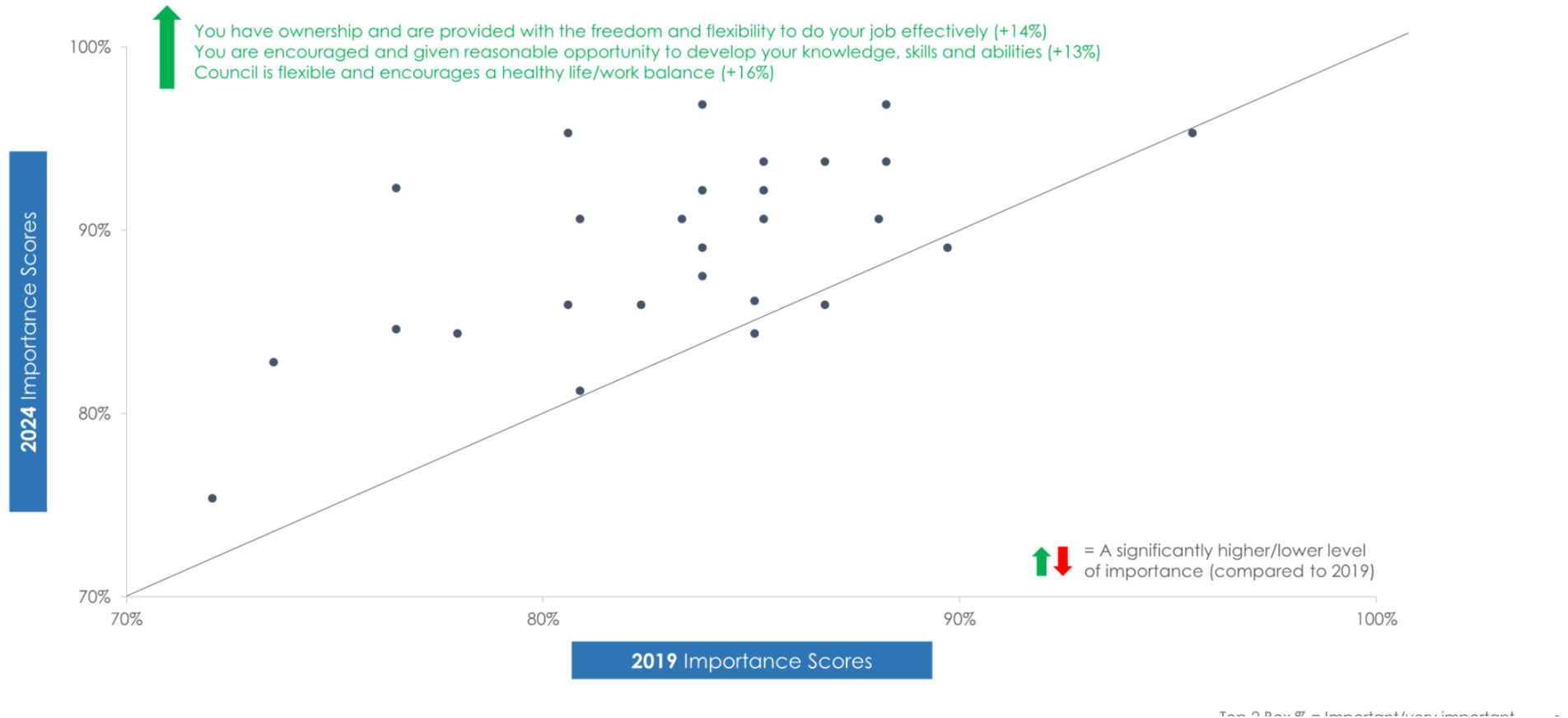
Chart continued...



Work-related Criteria – Importance: Comparison by Year

The below chart compares the top 2 box importance scores for 2024 vs 2019.

Importance significantly increased for 2 of the 27 comparable work-related criteria.



Work-related Criteria – Satisfaction: Comparison by Year

The below chart compares the top 3 box satisfaction scores for 2024 vs 2019.

Satisfaction significantly increased for 2 of the 27 comparable work-related criteria, there were no significant decreases in satisfaction.

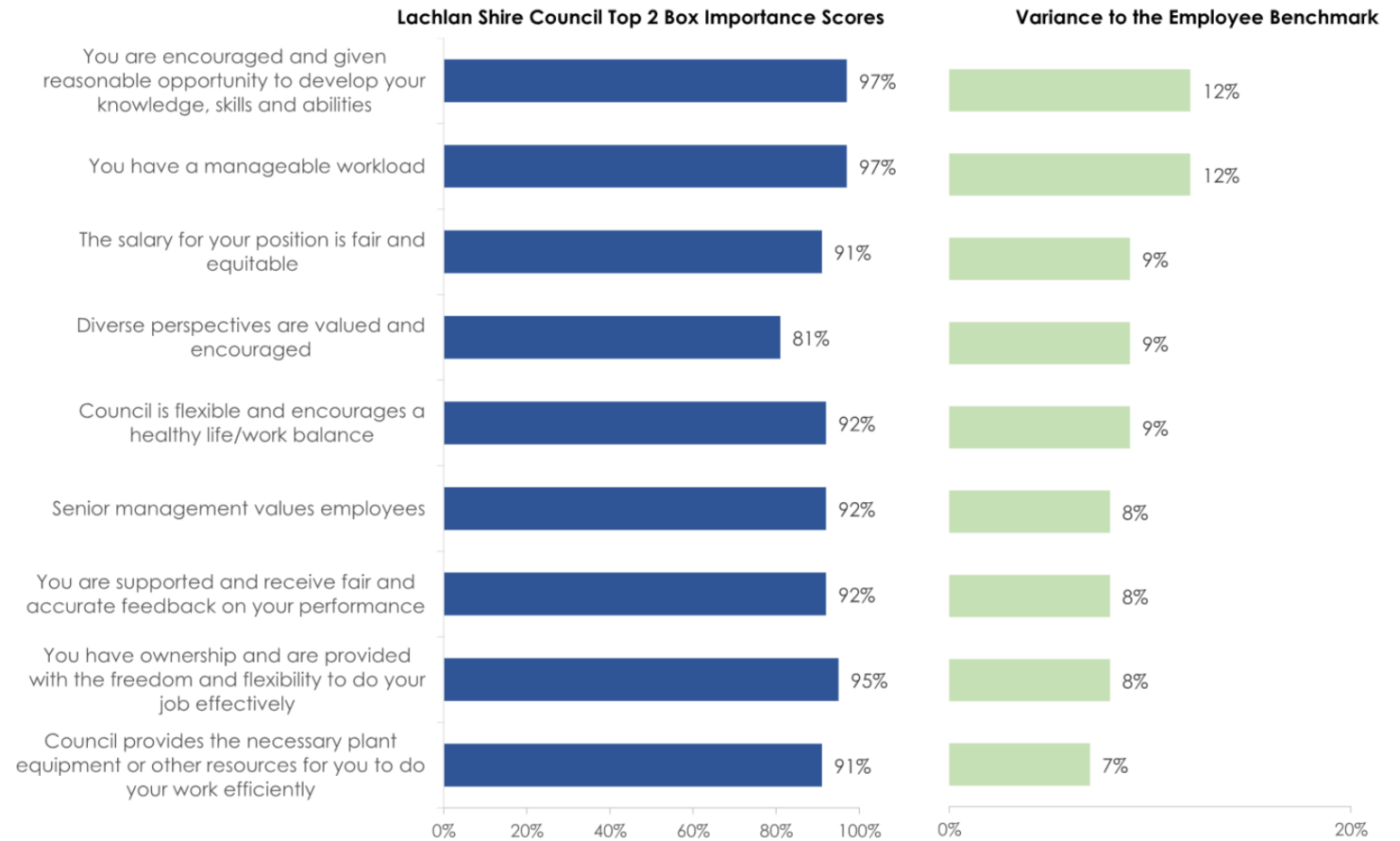


Top 3 box % = at least moderately satisfied

Summary Importance Comparison to the Micromex Benchmark

The chart to the right shows the variance between Lachlan Shire Council top 2 box importance scores and the Micromex Benchmark.

Criteria shown in the chart highlight larger positive gaps, there were no notable negative gaps.

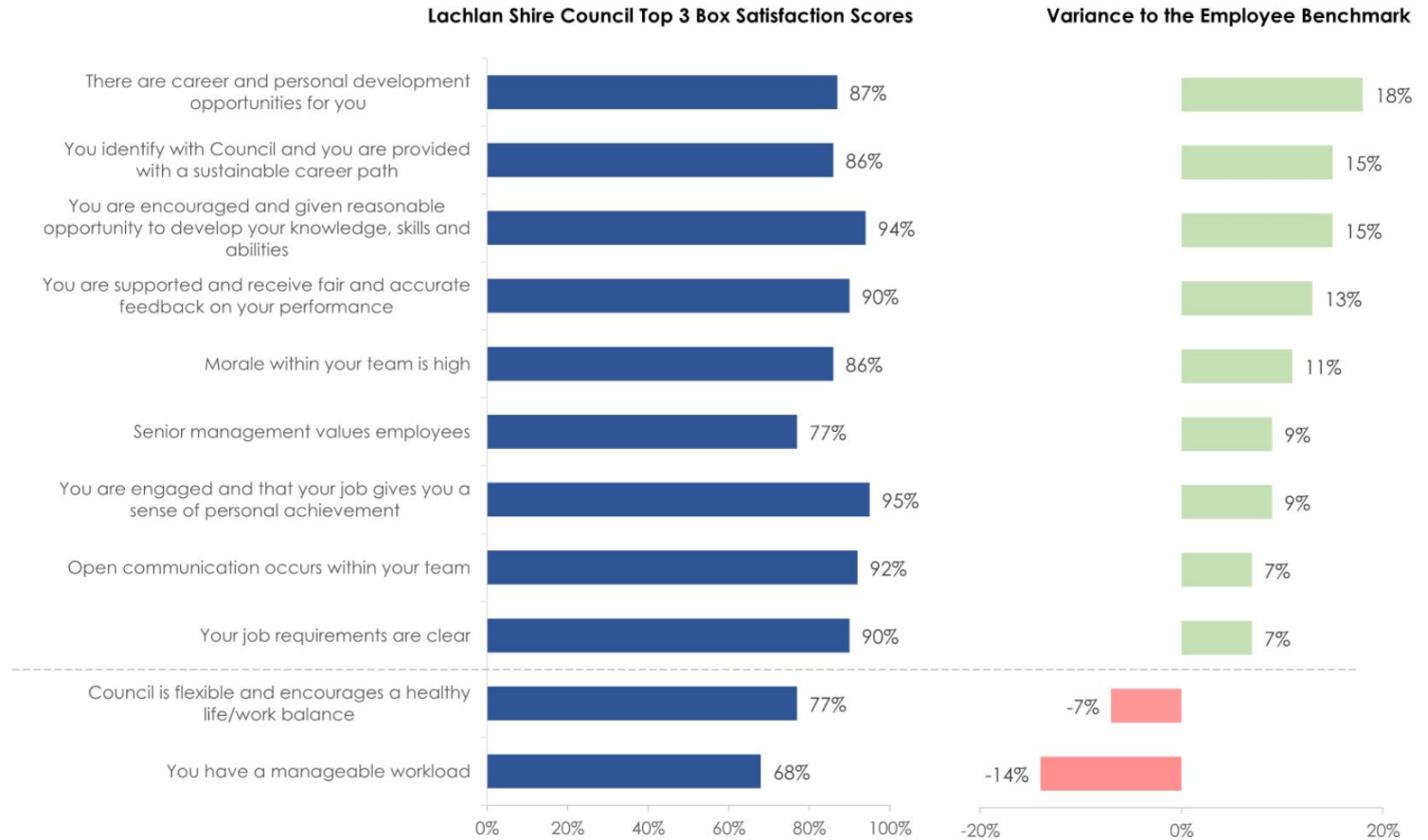


Note: Only criteria with a variance of +/- 7% to the Benchmark have been shown above. Please see Appendix 1 for detailed list

Summary Satisfaction Comparison to the Micromex Benchmark

The chart to the right shows the variance between Lachlan Shire Council top 3 box satisfaction scores and the Micromex Benchmark.

Criteria shown in the chart to the right highlight larger positive and negative gaps.



Note: Only criteria with a variance of +/- 7% to the Benchmark have been shown above. Please see Appendix 1 for detailed list

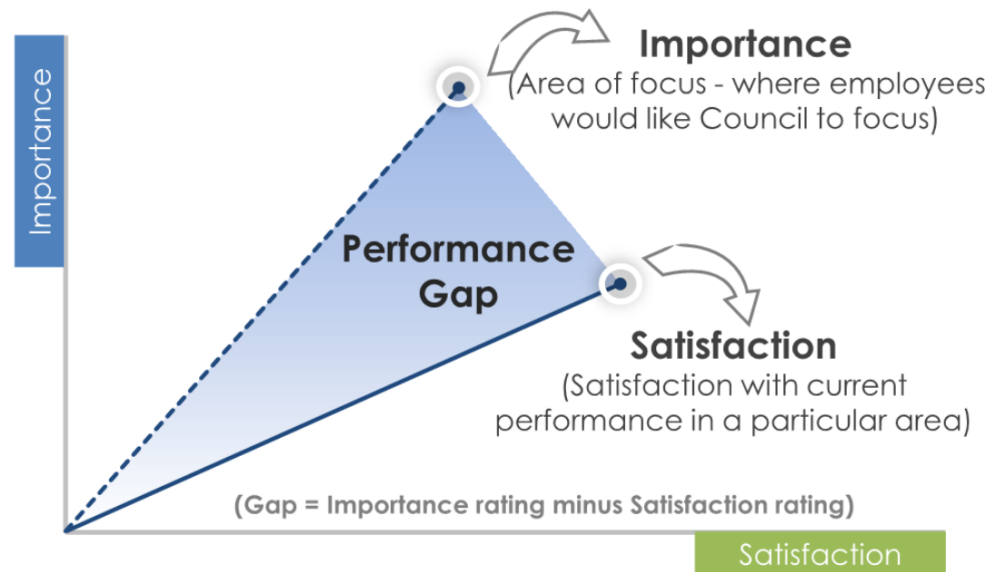
Performance Gap Analysis

PGA establishes the gap between importance and satisfaction. This is calculated by subtracting the top 3 satisfaction score from the top 2 importance score. In order to measure performance gaps, employees are asked to rate the importance of, and their satisfaction with, each of the work-related criteria on a scale of 1 to 5, where 1 = low importance or satisfaction and 5 = high importance or satisfaction. These scores are aggregated at a total employee level.

The higher the differential between importance and satisfaction, the greater the difference is between the provision of that criteria by Lachlan Shire Council and the expectation of employees for that criteria.

In the table on the following page, we can see the work-related criteria with the largest performance gaps.

When analysing the performance gaps, it is expected that there will be some gaps in terms of employee satisfaction. Those areas that have achieved a performance gap of greater than 20% may be indicative of areas requiring future optimisation.



Performance Gap Analysis

When we examine the largest performance gaps, we can identify that all of the work-related criteria have been rated as very high in importance, whilst employee satisfaction for all of these areas is between 66% and 77%. Workload, salary expectations and accountability of staff are areas falling below expectations.

Criteria	Importance T2 Box	Satisfaction T3 Box	Performance Gap (Importance – Satisfaction)
You have a manageable workload	97%	68%	29%
The salary for your position is fair and equitable	91%	71%	20%
People are held accountable for their actions	86%	66%	20%
Senior management values employees	92%	77%	15%
Council is flexible and encourages a healthy life/work balance	92%	77%	15%
Employees are valued, recognised as individuals, and successes are celebrated	85%	70%	15%

Note: Performance gap is the first step in the process, we now need to identify comparative ratings across all criteria to get an understanding of relative importance and satisfaction at a total level. This is when we undertake step 2 of the analysis.

Quadrant Analysis

Quadrant analysis is often helpful in planning future directions based on stated outcomes. It combines the stated importance of the criteria and assesses satisfaction with delivery in relation to these needs.

This analysis is completed by plotting the variables on x and y axes, defined by stated importance and rated satisfaction. We aggregate the top 2 box importance scores and top 3 satisfaction scores for stated importance and rated satisfaction to identify where the work-related criteria should be plotted.

On average, Lachlan Shire Council employees rated work-related criteria more important than our Benchmark, and their satisfaction was, on average, higher.

	Lachlan Shire Council	Micromex Comparable Benchmark
Average Importance	89%	84%
Average Satisfaction	83%	79%

Note: Micromex comparable benchmark only refers to like for like measures

Explaining the 4 quadrants (overleaf)

Attributes in the top right quadrant, **CELEBRATE**, such as 'You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities', are core strengths, and should be treated as such. Maintain, or even attempt to improve your position in these areas, as they are influential and address clear employees needs.

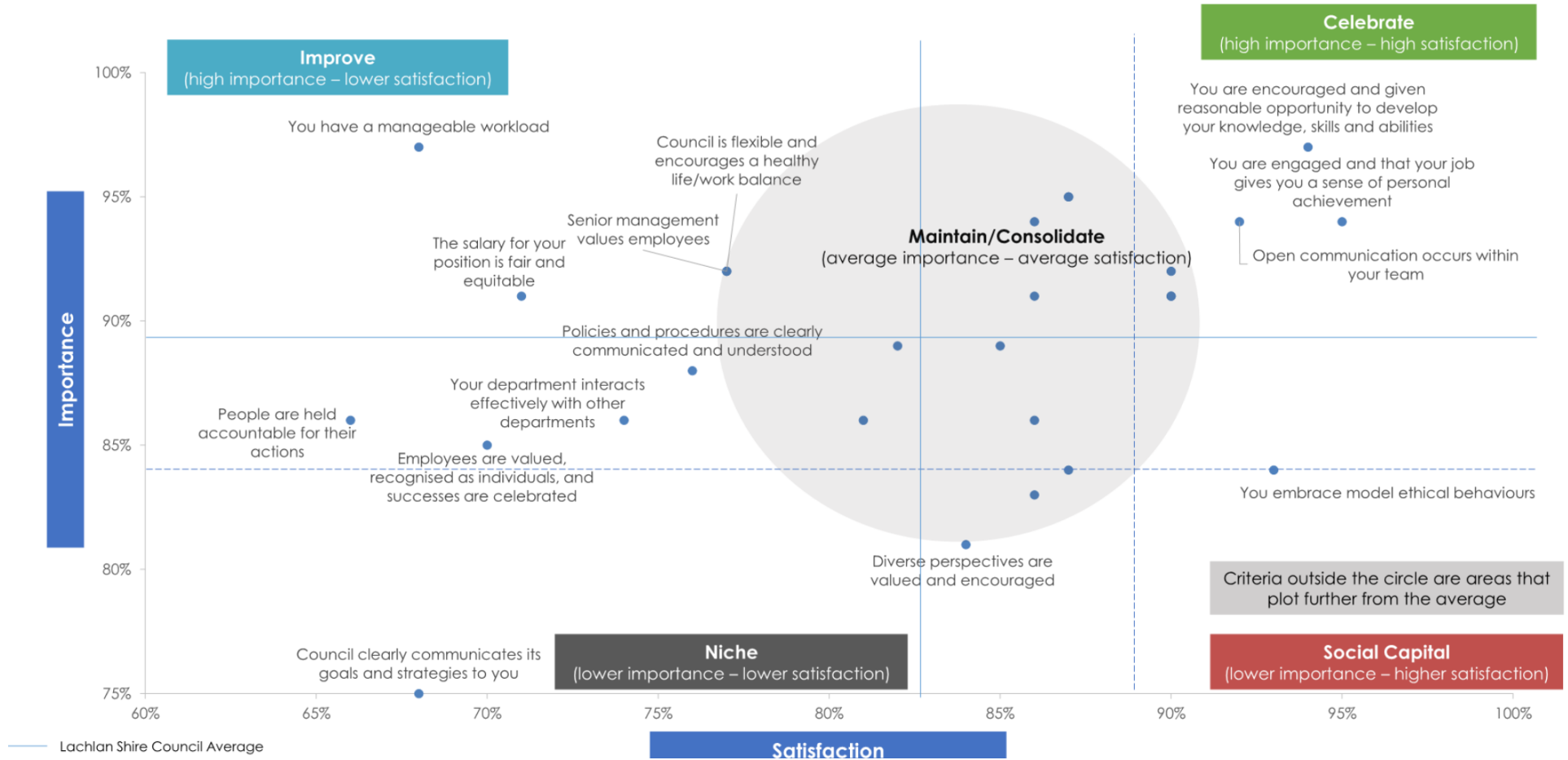
Attributes in the top left quadrant, **IMPROVE**, such as 'manageable workload' are key concerns in the eyes of your employees. In the vast majority of cases you should aim to improve your performance in these areas to better meet employee expectations.

Attributes in the bottom left quadrant, **NICHE**, such as 'Council clearly communicates its goals and strategies', are of a relatively lower priority (and the word 'relatively' should be stressed – they are still important). These areas tend to be important to a particular segment of employees.

Finally, attributes in the bottom right quadrant, **SOCIAL CAPITAL**, such as 'diverse perspectives are valued and encouraged', are core strengths, but in relative terms they are considered less overtly important than other directly obvious areas.

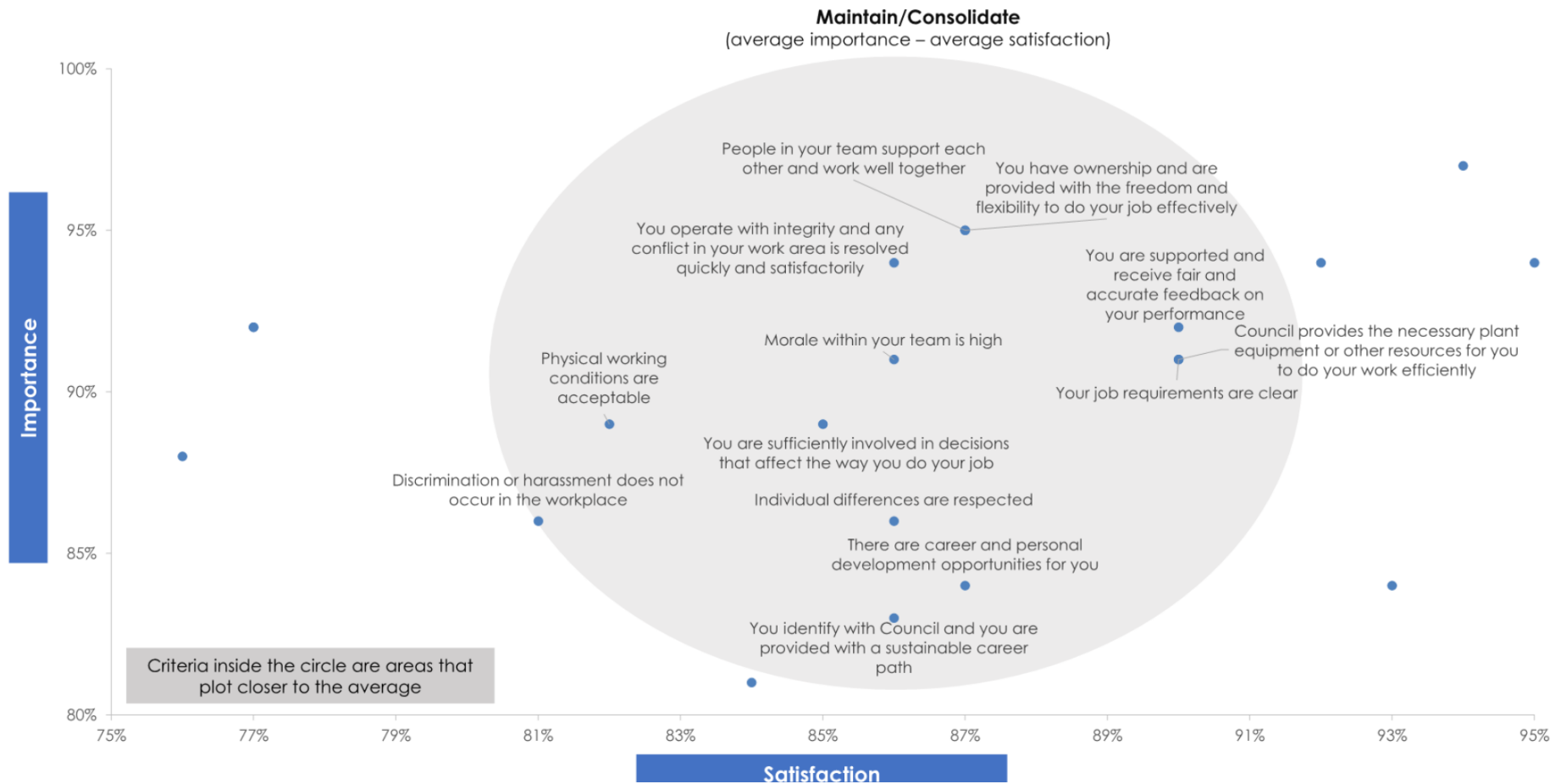
Quadrant Analysis – Mapping Priority Against Delivery

The chart below shows the satisfaction (T3B%) with work-related measures plotted against importance (T2B%).



Quadrant Analysis – Mapping Priority Against Delivery

Following on from the previous Slide, the chart below shows the measures in the 'maintain/consolidate' area.



Regression Analysis

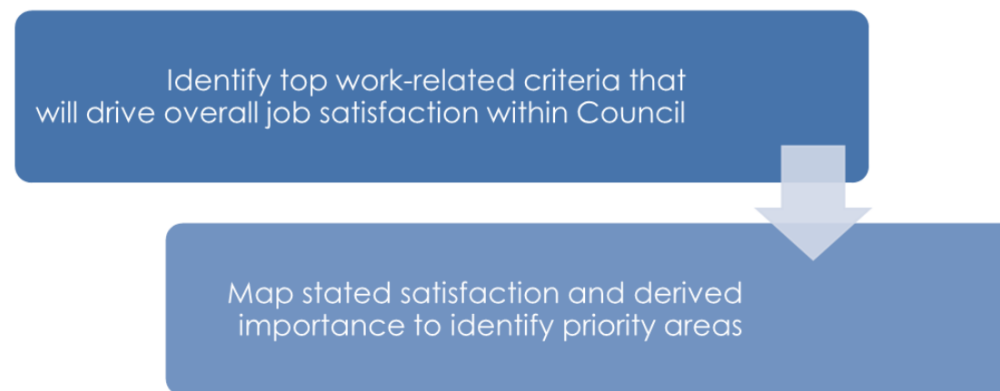
The outcomes identified in stated importance/satisfaction analysis often tend to be obvious and challenging. The outputs of stated importance and satisfaction analysis address the current dynamics of employees, they do not predict which focus areas are the most likely agents to change perceptions of job satisfaction. Therefore, in order to identify how Lachlan Shire Council can actively drive overall job satisfaction, we conducted further analysis

Explanation of Analysis

Regression analysis is a statistical tool for investigating relationships between dependent variables and explanatory variables. Using a regression, a category model was developed. The outcomes demonstrated that increasing employee satisfaction by actioning the priorities they stated as being important would not necessarily positively impact on overall job satisfaction.

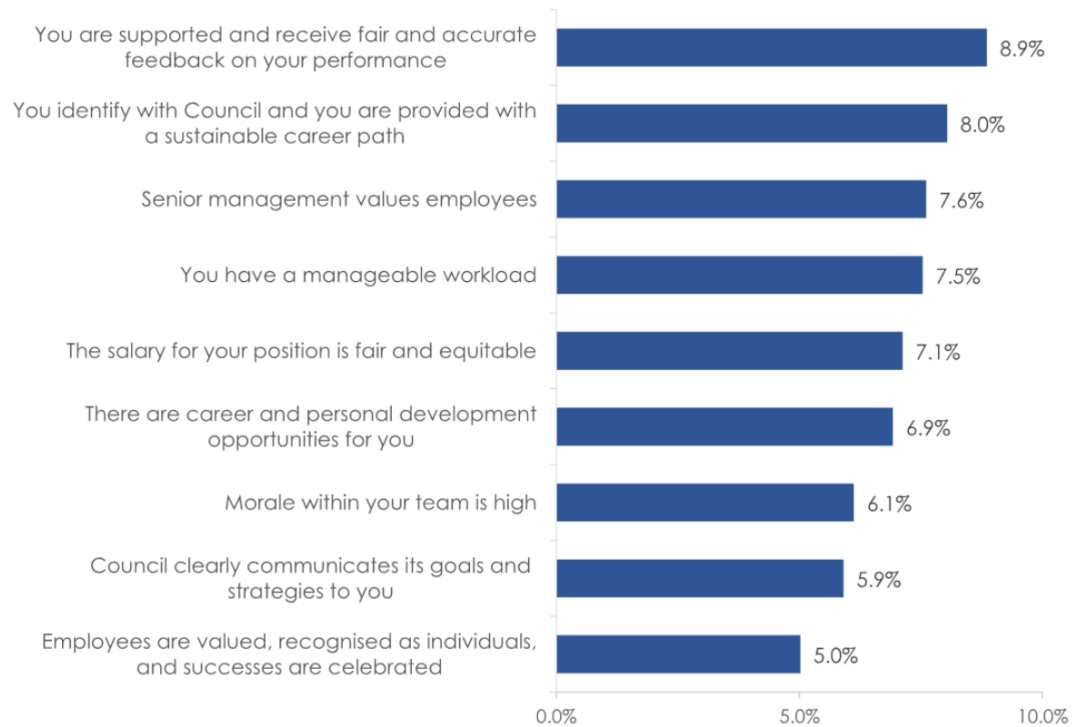
What Does This Mean?

The learning is that if we only rely on the stated employee priorities, we will not be allocating the appropriate resources to the actual attributes that will improve overall job satisfaction. Using regression analysis, we can identify the attributes that essentially build overall job satisfaction. We call the outcomes 'derived importance'.



Key Drivers of Overall Job Satisfaction

The score assigned to each area is not a measure of performance, rather, it indicates the percentage of influence each measure contributes to overall job satisfaction. All work-related criteria are important – but if Council can increase satisfaction in these key driver areas, they will likely see an improvement in overall job satisfaction.



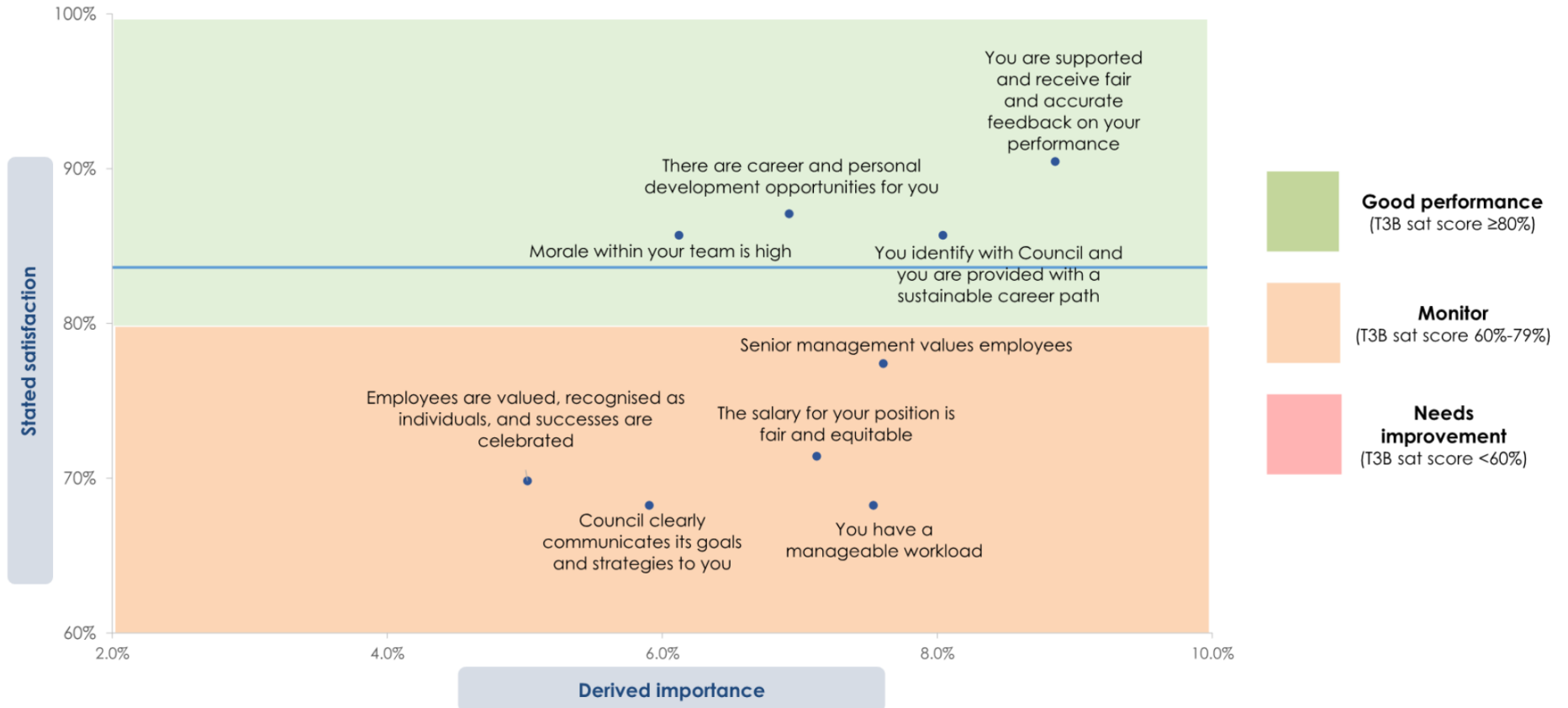
These top 9 work-related criteria (so 33% of the 27 criteria) account for over 60% of the variation in overall job satisfaction.

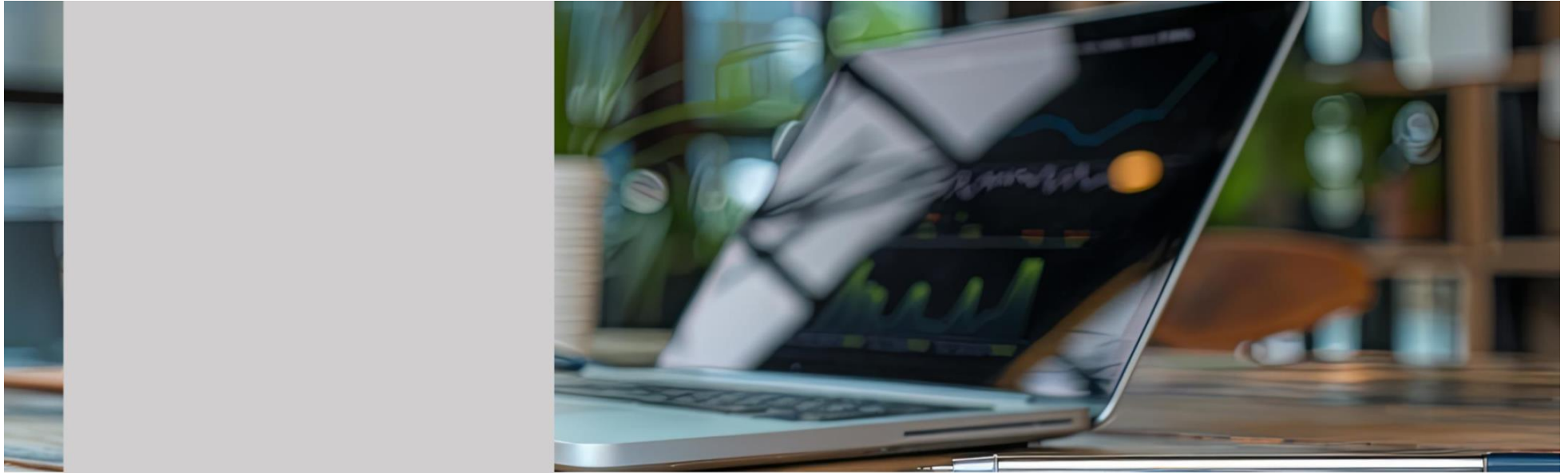
The biggest driver of job satisfaction is 'you are supported and receive fair and accurate feedback on your performance', contributing to 8.9% of overall job satisfaction.

² value = 0.62

Mapping Stated Satisfaction and Derived Importance Identifies the Employee Priority Areas

The below chart looks at the relationship between stated satisfaction (top 3 box) and derived importance (Regression result) to identify the level of contribution of each measure. Any criteria below the blue line could potentially be benchmarked to target in future research to elevate satisfaction levels in these areas.





Section Four

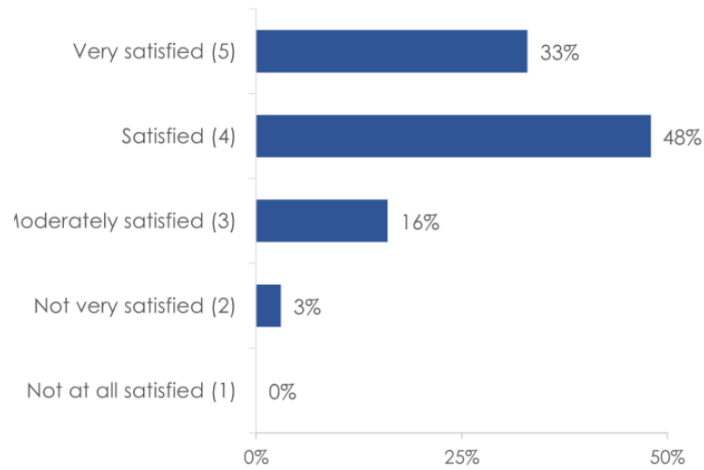
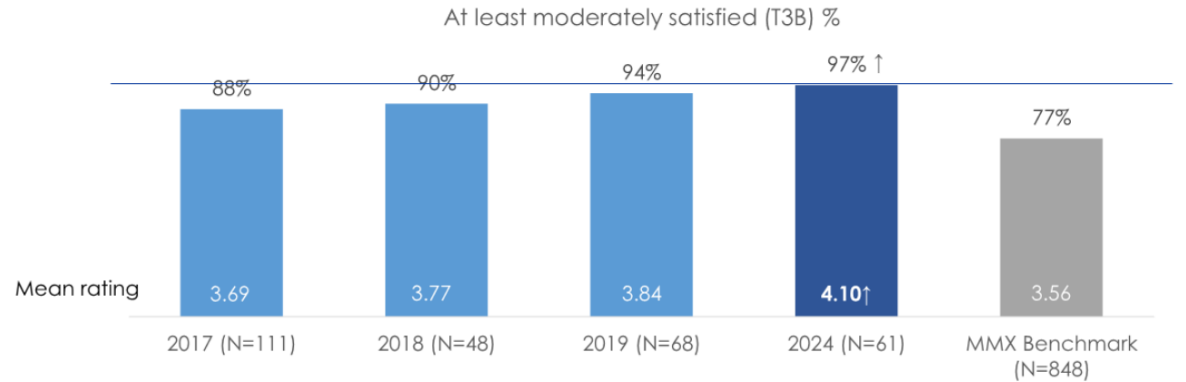
Technology and Training

This section explores levels of satisfaction with the technology available to staff and desired professional development and training courses.



Satisfaction with the Level of Technology Available

Satisfaction with the technology available continues to increase, with 97% at least moderately satisfied (a significant increase in the proportion of employees selecting 'very satisfied' increasing from 18% in 2019 to 33% in 2024). Satisfaction is significantly higher than benchmarks, whilst satisfaction is lower amongst males, younger employees and outdoor staff.



Base: N = 61

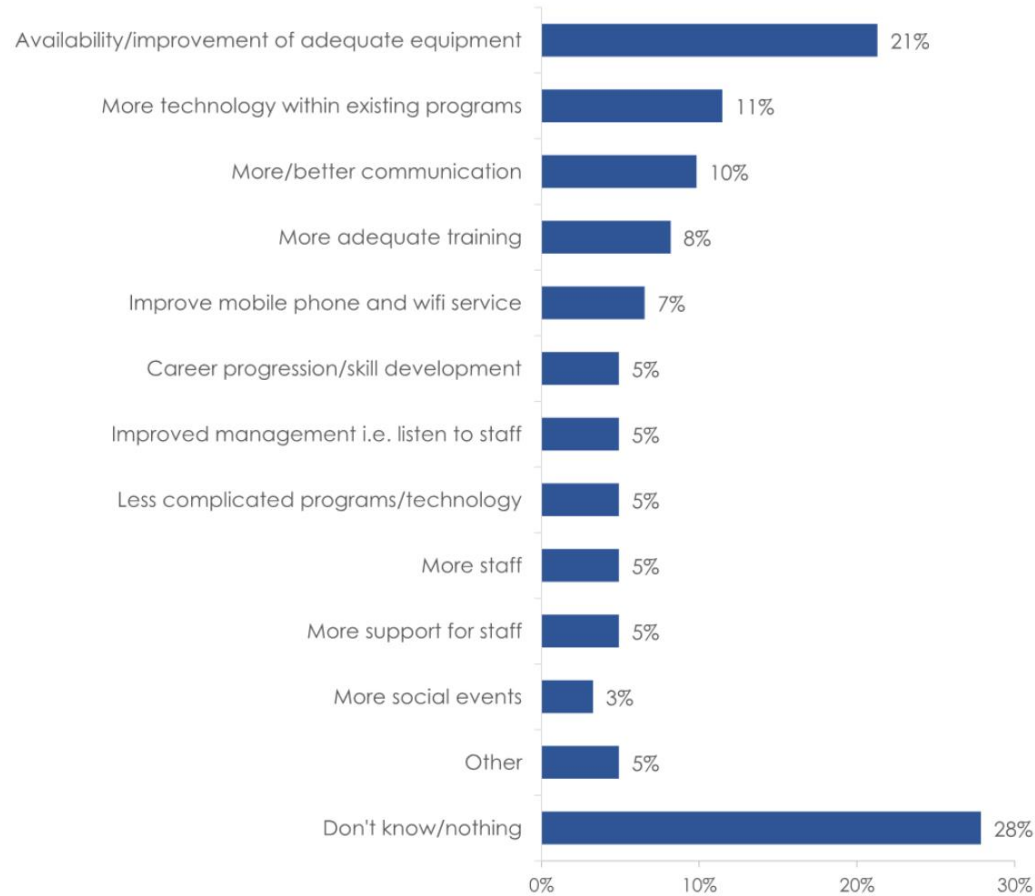
↑↓ = A significantly higher/lower rating (compared to the benchmark)

	Overall	Gender			Age		
		Male	Female	Prefer not to say	18-34	35-54	55+
Top 3 Box %	97%	92%	100%	100%	85%	100%	100%
Mean rating	4.10	3.76	4.41	4.00	3.77	4.11	4.30
Base	61	25	29	7*	13	28	20

	Overall	Role			Level		
		Indoor	Outdoor	Community Services	Manager	Supervisor	Employee
Top 3 Box %	97%	100%	89%	100%	100%	86%	98%
Mean rating	4.10	4.37	3.56	4.00	4.67	3.71	4.04
Base	61	38	18	5*	9*	7*	45

Scale: 1 = not at all satisfied, 5 = very satisfied

Improving the Level of Technology Available



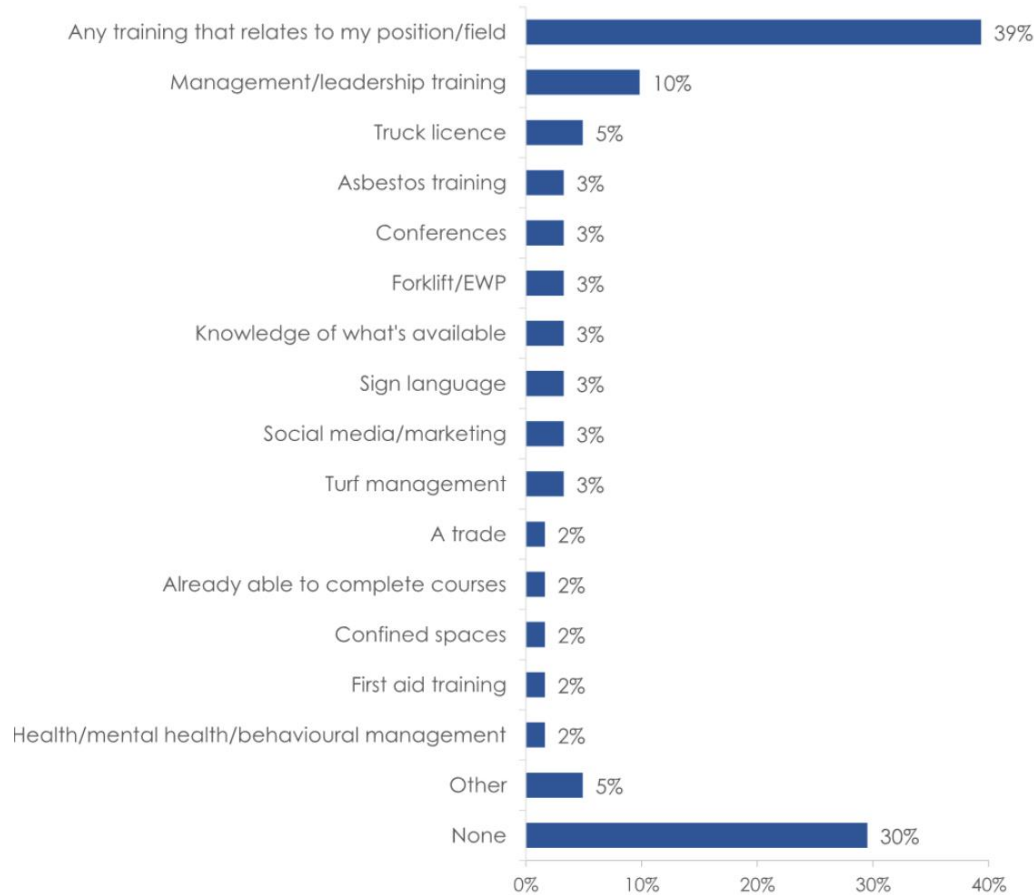
Case: N = 61

More availability, improvement to existing programs, communication, training and phone/Wi-Fi service were areas suggested to improve the level of technology available.

Example verbatims:

- "Digital timesheets"
- "Updated office phone with headset"
- "Artificial intelligence is an area to be explored and leveraged to assist with administration"
- "Better internet"
- "Better linkages between systems"
- "Newer mobile phone that doesn't go flat as quickly"
- "Systems that are not so complicated"

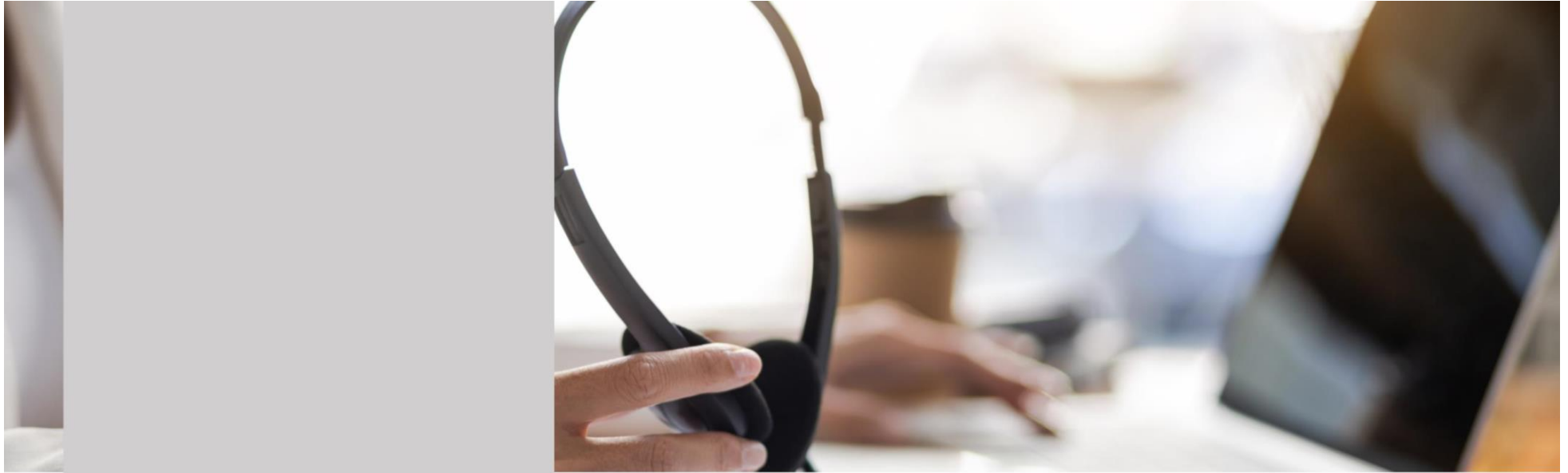
Assistance through Professional Development/Training Courses



Employees suggested a wide variety of areas to further progress their professional development and training, with the majority stating anything that relates to their position.

Example verbatims:

- "Anything that benefits me to do my job better"
- "Knowledge of what professional development training is available to us"
- "Truck course for licence"
- "Learning how to access internal policies"
- "Training in new technology in machinery"
- "Project Management"
- "Grading techniques"
- "Business Administration - advanced"
- "Coaching and mentoring"



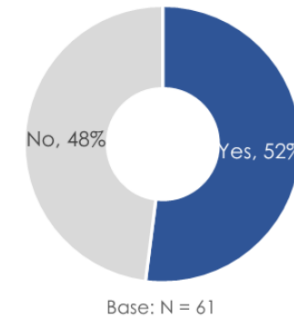
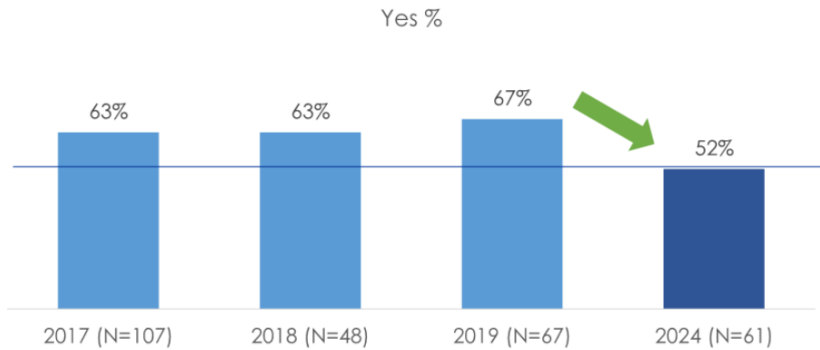
Section Five

Internal Communications

This section explores potential communication barriers that may exist within Council.



Communication Barriers Within Council



Although not significant, the proportion of employees who believe that communications barriers exist within Council has dropped to 52% from 67% in 2019. Outdoor staff and Employee level staff are significantly more likely to feel these barriers exist.

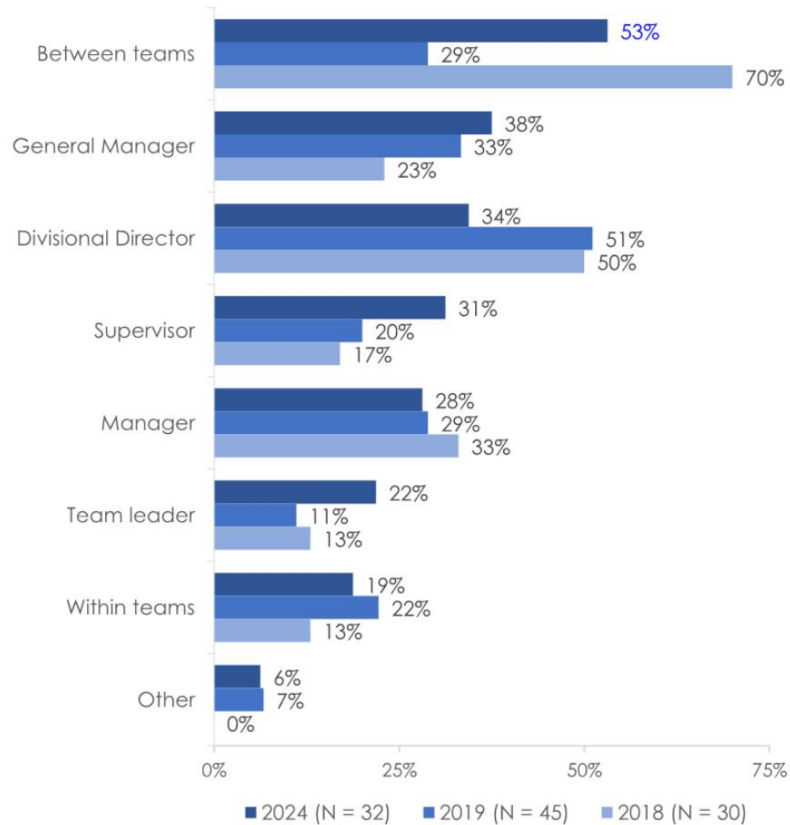
	Overall	Gender			Age		
		Male	Female	Prefer not to say	18-34	35-54	55+
Yes %	52%	60%	41%	71%	54%	61%	40%
Base	61	25	29	7*	13	28	20

	Overall	Role			Level			Directorate			
		Indoor	Outdoor	Community Services	Manager	Supervisor	Employee	Corporate and Community Services	Infrastructure Services	General Management	Environment and Planning
Yes %	52%	47%	72%	20%	33%	14%	62%	48%	61%	44%	50%
Base	61	38	18	5*	9*	7*	45	25	23	9*	4*

*Caution low base size

Where Communication Barriers are Occurring

Asked if employee selected 'yes' communication barriers exist on Q18a



Amongst those who believe communication barriers exist, 53% believe communication barriers are occurring between teams (a big difference compared to 'within teams' at 19%) this has significantly increased from 2019, although still remains lower than experienced in 2018.

Communication barriers are continually increasing across the years with General Managers (increasing from 23% in 2018 to 38% in 2024) and Supervisors (increasing from 17% in 2018 to 31% in 2024).



Q18a. Do you believe that communication barriers exist within Council?

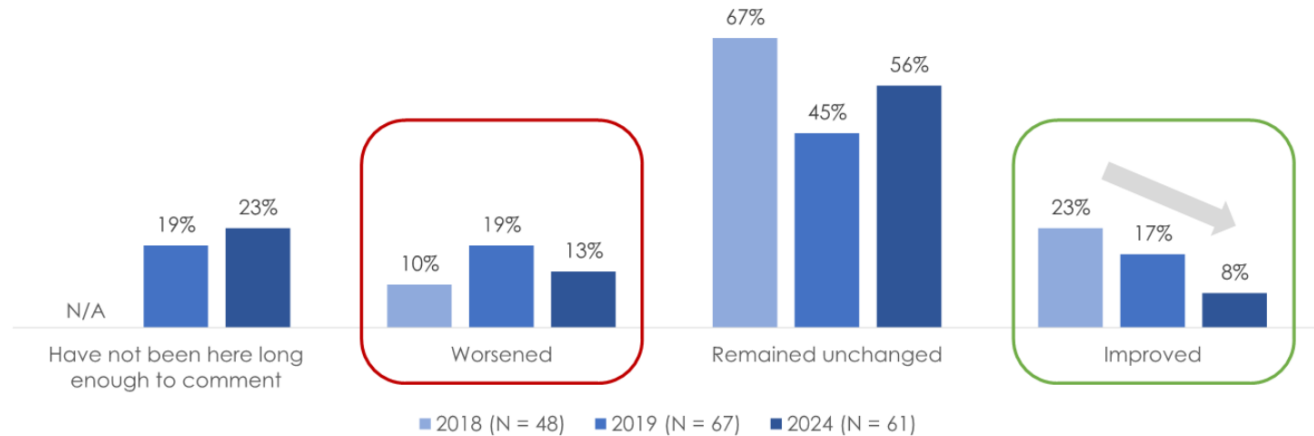
Q18b. Please indicate where communication barriers exist within Council.

Q18c. Please indicate how communication barriers are occurring within Council.

Changes to Internal Communication in the Last 12 Months

56% of employees believe the internal communications have remained unchanged over the last 12 months, 8% believe it has improved and 13% worsened.

It should be noted almost 1 in 4 stated they have not been at the Council long enough to comment.



	Overall	Gender			Age		
		Male	Female	Prefer not to say	18-34	35-54	55+
Improved	8%	8%	10%	0%	0%	18%	0%
Worsened	13%	20%	3%	29%	15%	18%	5%
Base	61	25	29	7*	13	28	20

	Overall	Role			Level			Directorate			
		Indoor	Outdoor	Community Services	Manager	Supervisor	Employee	Corporate and Community Services	Infrastructure Services	General Management	Environment and Planning
Improved	8%	13%	0%	0%	11%	14%	7%	4%	4%	11%	50%
Worsened	13%	8%	28%	0%	0%	14%	16%	12%	22%	0%	0%
Base	61	38	18	5*	9*	7*	45	25	23	9*	4*



Additional Analyses

Appendix 1



Most Positive Part of Working at Lachlan Shire Council

	2024 (N=61)	2019 (N=56)
My team/working in a team/social connection	43%	38%
Helping/representing the community	23%	18%
Job stability	11%	7%
Career development and training	8%	9%
Meeting new people	5%	5%
Flexible working hours/work-life balance	5%	2%
Good/skilled staff	3%	0%
The variety of projects you can be involved in	2%	7%
The level of support from team/management	2%	4%
Nothing/unhappy at the moment	7%	5%

Biggest Challenge at Lachlan Shire Council

	2024 (N=61)	2019 (N=55)
High turnover of staff/lack of stability	30%	11%
Budget cuts/lack of funding	13%	9%
Dealing with public expectations	10%	4%
Managing workload	8%	20%
Problems with management	8%	16%
Availability of resources	7%	4%
Fair wage/rate of pay	7%	4%
Lack of support	7%	0%
Managing different personalities/developing a good team	7%	7%
Meeting deadlines	7%	4%
Staff difficulties	5%	0%
Ability to progress in career	3%	0%
Lack of consistency across staff treatment	3%	0%
Working on an external site/remote locations	3%	4%
Dealing with difficult children/adolescents	2%	2%
Difficult systems	2%	0%
Lack of planning and accountability	2%	0%
Poor level of communication	2%	7%
Separating work and home life	2%	2%
Skill development	2%	0%
Don't know/nothing	8%	5%

Improving the Level of Technology Available

	2024 (N=61)	2019 (N=37)
Availability/improvement of adequate equipment	21%	30%
More technology within existing programs	11%	16%
More/better communication	10%	3%
More adequate training	8%	11%
Improve mobile phone and wifi service	7%	8%
More support for staff	5%	3%
More staff	5%	0%
Improved management i.e. listen to staff	5%	0%
Less complicated programs/technology	5%	0%
Career progression/skill development	5%	0%
More social events	3%	0%
Other	5%	0%
Don't know/nothing	28%	14%

Comparison to Previous Research – Importance Ratings

Criteria	Importance		
	2024	2019	2018
You identify with Council and you are provided with a sustainable career path	4.33	3.97	4.28
Senior management values employees	4.67	4.40	4.34
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	4.53	4.29	4.30
You are supported and receive fair and accurate feedback on your performance	4.56	4.21	4.23
You have a manageable workload	4.63	4.34	4.30
You are engaged and that your job gives you a sense of personal achievement	4.67	4.37	4.60
You are sufficiently involved in decisions that affect the way you do your job	4.52	4.26	4.32
You have ownership and are provided with the freedom and flexibility to do your job effectively	4.59	4.27	4.34
Council provides the necessary plant equipment or other resources for you to do your work efficiently	4.44	4.32	4.19
Your department interacts effectively with other departments	4.44	4.19	4.26
Open communication occurs within your team	4.66	4.41	4.53
You operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	4.63	4.37	4.45
People are held accountable for their actions	4.42	4.29	4.23
The salary for your position is fair and equitable	4.53	4.25	4.30
Morale within your team is high	4.47	4.43	4.47
People in your team support each other and work well together	4.70	4.57	4.64
Individual differences are respected (e.g. gender, race, educational background, etc.)	4.52	4.37	4.40
Physical working conditions are acceptable (e.g. ventilation, space, cleanliness)	4.47	4.44	4.30
Policies and procedures are clearly communicated and understood	4.36	4.25	4.38
Diverse perspectives are valued and encouraged	4.16	4.10	3.74
Your job requirements are clear	4.45	4.31	4.40
There are career and personal development opportunities for you	4.28	4.12	4.13
You embrace model ethical behaviours	4.31	4.36	4.38
Discrimination or harassment does not occur in the workplace	4.49	4.48	4.53
Council is flexible and encourages a healthy life/work balance	4.52	4.06	4.26
Council clearly communicates its goals and strategies to you	4.03	4.06	4.13
Employees are valued, recognised as individuals, and successes are celebrated	4.43	4.19	4.32

Scale: 1 = not at all important, 5 = very important

Comparison to Previous Research – Satisfaction Ratings

Criteria	Satisfaction		
	2024	2019	2018
You identify with Council and you are provided with a sustainable career path	3.54	3.38	3.59
Senior management values employees	3.29	3.04	3.38
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	3.82	3.54	3.67
You are supported and receive fair and accurate feedback on your performance	3.83	3.24	3.69
You have a manageable workload	3.13	3.47	3.63
You are engaged and that your job gives you a sense of personal achievement	3.87	3.86	4.11
You are sufficiently involved in decisions that affect the way you do your job	3.63	3.46	3.74
You have ownership and are provided with the freedom and flexibility to do your job effectively	3.83	3.75	3.80
Council provides the necessary plant equipment or other resources for you to do your work efficiently	3.72	3.71	3.78
Your department interacts effectively with other departments	3.32	3.15	3.47
Open communication occurs within your team	4.02	3.80	4.11
You operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	3.71	3.67	3.87
People are held accountable for their actions	2.92	3.24	3.23
The salary for your position is fair and equitable	3.22	3.15	3.20
Morale within your team is high	3.60	3.38	3.96
People in your team support each other and work well together	4.06	3.89	4.13
Individual differences are respected (e.g. gender, race, educational background, etc.)	3.79	3.96	4.09
Physical working conditions are acceptable (e.g. ventilation, space, cleanliness)	3.52	3.46	3.39
Policies and procedures are clearly communicated and understood	3.37	3.53	3.62
Diverse perspectives are valued and encouraged	3.37	3.46	3.48
Your job requirements are clear	3.68	3.86	3.91
There are career and personal development opportunities for you	3.61	3.38	3.50
You embrace model ethical behaviours	3.85	3.81	3.95
Discrimination or harassment does not occur in the workplace	3.61	3.46	3.76
Council is flexible and encourages a healthy life/work balance	3.58	3.57	3.52
Council clearly communicates its goals and strategies to you	3.06	3.21	3.33
Employees are valued, recognised as individuals, and successes are celebrated	3.10	2.84	3.22

Scale: 1 = not at all satisfied, 5 = very satisfied

Importance Compared to the Micromex Benchmark

Criteria	Lachlan Shire Council T2 box importance score	Micromex LGA Benchmark – T2 box importance score	Variance
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	97%▲	85%	12%
You have a manageable workload	97%▲	85%	12%
The salary for your position is fair and equitable	91%	82%	9%
Diverse perspectives are valued and encouraged	81%	72%	9%
Council is flexible and encourages a healthy life/work balance	92%	83%	9%
Senior management values employees	92%	84%	8%
You are supported and receive fair and accurate feedback on your performance	92%	84%	8%
You have ownership and are provided with the freedom and flexibility to do your job effectively	95%	87%	8%
Council provides the necessary plant equipment or other resources for you to do your work efficiently	91%	84%	7%
Policies and procedures are clearly communicated and understood	88%	82%	6%
Your department interacts effectively with other departments	86%	80%	6%
You operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	94%	88%	6%
There are career and personal development opportunities for you	84%	78%	6%
Employees are valued, recognised as individuals, and successes are celebrated	85%	79%	6%
Physical working conditions are acceptable	89%	84%	5%
Open communication occurs within your team	94%	89%	5%
Morale within your team is high	91%	87%	4%
Your job requirements are clear	91%	87%	4%
You are engaged and that your job gives you a sense of personal achievement	94%	90%	4%
People in your team support each other and work well together	95%	91%	4%
You identify with Council and you are provided with a sustainable career path	83%	80%	3%
You are sufficiently involved in decisions that affect the way you do your job	89%	87%	2%
Individual differences are respected	86%	84%	2%
Discrimination or harassment does not occur in the workplace	86%	84%	2%
People are held accountable for their actions	86%	85%	1%
Council clearly communicates its goals and strategies to you	75%	75%	0%
You embrace model ethical behaviours	84%	86%	-2%

Note: Benchmark differences are based on assumed variants of +/- 10%, with variants beyond +/- 10% more likely to be significant

Satisfaction Compared to the Micromex Benchmark

Criteria	Lachlan Shire Council T3 box satisfaction score	Micromex LGA Benchmark – T3 box satisfaction score	Variance
There are career and personal development opportunities for you	87%▲	69%	18%
You identify with Council and you are provided with a sustainable career path	86%▲	71%	15%
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	94%▲	79%	15%
You are supported and receive fair and accurate feedback on your performance	90%▲	77%	13%
Morale within your team is high	86%▲	75%	11%
Senior management values employees	77%	68%	9%
You are engaged and that your job gives you a sense of personal achievement	95%	86%	9%
Open communication occurs within your team	92%	85%	7%
Your job requirements are clear	90%	83%	7%
Council provides the necessary plant equipment or other resources for you to do your work efficiently	90%	85%	5%
You embrace model ethical behaviours	93%	88%	5%
Diverse perspectives are valued and encouraged	84%	79%	5%
You are sufficiently involved in decisions that affect the way you do your job	85%	80%	5%
You operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	86%	83%	3%
Employees are valued, recognised as individuals, and successes are celebrated	70%	67%	3%
People in your team support each other and work well together	87%	86%	1%
Council clearly communicates its goals and strategies to you	68%	67%	1%
The salary for your position is fair and equitable	71%	71%	0%
You have ownership and are provided with the freedom and flexibility to do your job effectively	87%	87%	0%
Discrimination or harassment does not occur in the workplace	81%	81%	0%
Physical working conditions are acceptable	82%	83%	-1%
People are held accountable for their actions	66%	69%	-3%
Policies and procedures are clearly communicated and understood	76%	79%	-3%
Individual differences are respected	86%	90%	-4%
Your department interacts effectively with other departments	74%	80%	-6%
Council is flexible and encourages a healthy life/work balance	77%	84%	-7%
You have a manageable workload	68%	82%	-14%

Note: Benchmark differences are based on assumed variants of +/- 10%, with variants beyond +/- 10% more likely to be significant

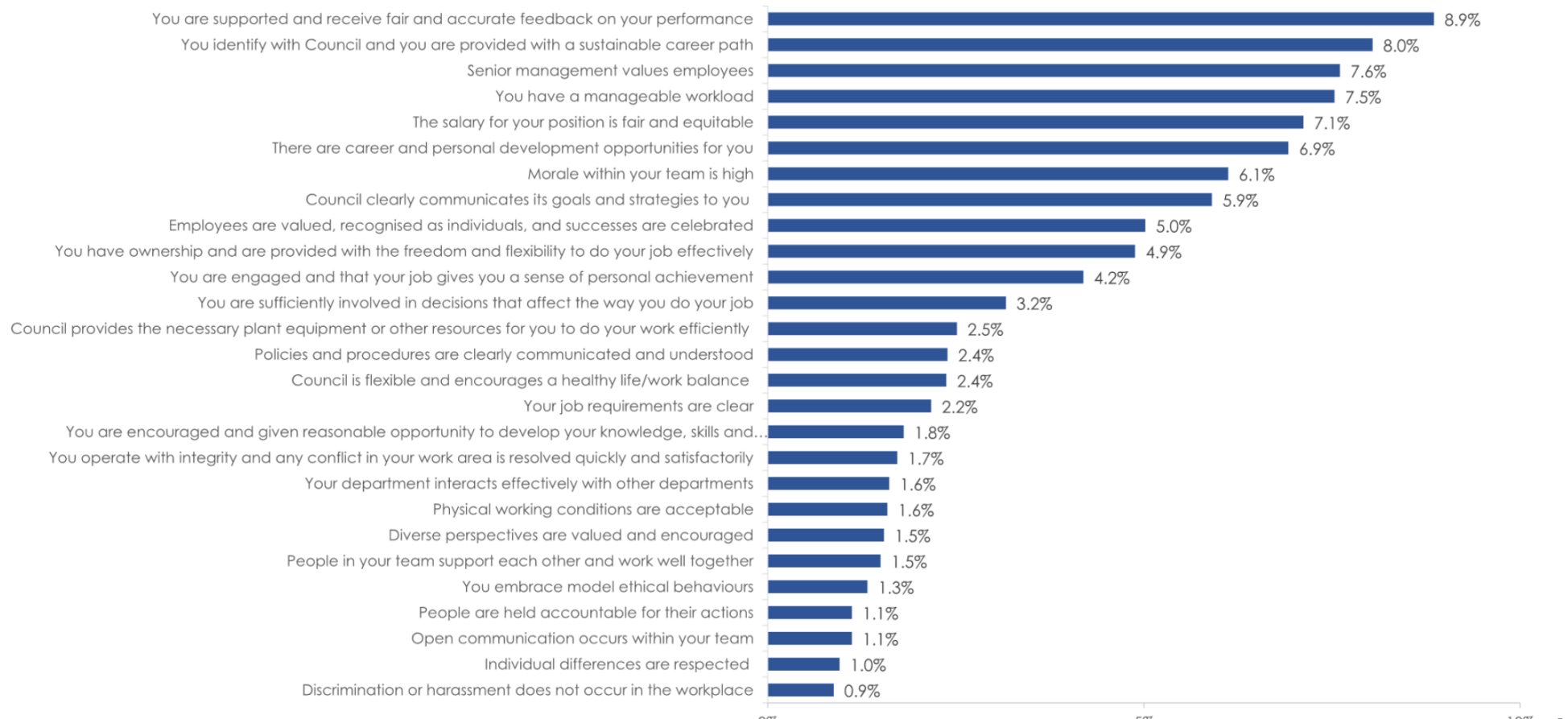
Performance Gap Analysis

When analysing performance gap data, it is important to consider both stated satisfaction and the absolute size of the performance gap.

Criteria	Importance T2 Box	Satisfaction T3 Box	Performance Gap (Importance – Satisfaction)
You have a manageable workload	97%	68%	29%
The salary for your position is fair and equitable	91%	71%	20%
People are held accountable for their actions	86%	66%	20%
Senior management values employees	92%	77%	15%
Council is flexible and encourages a healthy life/work balance	92%	77%	15%
Employees are valued, recognised as individuals, and successes are celebrated	85%	70%	15%
Your department interacts effectively with other departments	86%	74%	12%
Policies and procedures are clearly communicated and understood	88%	76%	12%
You have ownership and are provided with the freedom and flexibility to do your job effectively	95%	87%	8%
You operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	94%	86%	8%
People in your team support each other and work well together	95%	87%	8%
Physical working conditions are acceptable	89%	82%	7%
Council clearly communicates its goals and strategies to you	75%	68%	7%
Morale within your team is high	91%	86%	5%
Discrimination or harassment does not occur in the workplace	86%	81%	5%
You are sufficiently involved in decisions that affect the way you do your job	89%	85%	4%
You are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	97%	94%	3%
You are supported and receive fair and accurate feedback on your performance	92%	90%	2%
Open communication occurs within your team	94%	92%	2%
Council provides the necessary plant equipment or other resources for you to do your work efficiently	91%	90%	1%
Your job requirements are clear	91%	90%	1%
Individual differences are respected	86%	86%	0%
You are engaged and that your job gives you a sense of personal achievement	94%	95%	-1%
Diverse perspectives are valued and encouraged	81%	84%	-3%
You identify with Council and you are provided with a sustainable career path	83%	86%	-3%
There are career and personal development opportunities for you	84%	87%	-3%
You embrace model ethical behaviours	84%	93%	-9%

Regression Analysis – Influence on Overall Job Satisfaction

The chart below summarises the influence of the 27 work-related criteria on overall job satisfaction, based on the Regression analysis.





Questionnaire

Appendix 2



Lachlan Shire Council
Employee Research
April 2024

Why are we doing this?

The purpose of this survey is to identify the needs and requirements of Lachlan Shire Council's workforce, with the aim of improving employment conditions for everyone. The information collected will be used to identify emerging issues in the workplace and help develop Council's next Workforce Plan.

This survey is being undertaken by Micromex Research, which is an independent market research company.

Your responses will be anonymous and kept private in accordance with Australian privacy laws.

Q1a. Please indicate the Directorate in which you work:

- General Management
- Infrastructure Services
- Corporate and Community Services
- Environment and Planning

Q1b. Would you describe your role being:

- Mostly indoors
- Mostly outdoors
- Community Services

Q2. How long have you worked at Lachlan Shire Council?

- 0 - 2 years
- 3 - 5 years
- 6 - 10 years
- 11 - 15 years
- More than 16 years

Q3a. Overall, how satisfied are you with your job?

- Very satisfied
- Satisfied
- Moderately satisfied
- Not very satisfied
- Not at all satisfied

Q3b. What steps have been or could be taken to improve your satisfaction?

Note: The responses of those who stated they were dissatisfied above and those that stated they were satisfied will be reported separately.

Step 1.....
Step 2.....
Step 3.....

Q4. In this question we are attempting to feel part of what is important to you, as an employee of Lachlan Shire Council. Specifically, how satisfied you are with these prompted work-related criteria.

In the first part could you please indicate your opinion of the importance to you of the work-related question, and in the second part your level of satisfaction with that work-related question? The scale is from 1 to 5 where 1 is low importance and 5 is high importance and where 1 is low satisfaction and 5 is high satisfaction. (Please only rate your satisfaction if you have rated the importance as a 4 or 5)

	Importance					Satisfaction				
	Low				High	Low				High
	1	2	3	4	5	1	2	3	4	5
That employees are valued, recognised as individuals, and successes are celebrated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That Council clearly communicates its goals and strategies to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That Council is flexible and encourages a healthy life/work balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That discrimination or harassment does not occur in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you embrace model ethical behaviours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That there are career and personal development opportunities for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That your job requirements are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That diverse perspectives are valued and encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That policies and procedures are clearly communicated and understood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That physical working conditions are acceptable (e.g. ventilation, space, cleanliness)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That individual differences are respected (e.g. gender, race, educational background, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That people in your team support each other and work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That morale within your team is high	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That the salary for your position is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That people are held accountable for their actions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you operate with integrity and any conflict in your work area is resolved quickly and satisfactorily	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That open communication occurs within your team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That your department interacts effectively with other departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That Council provides the necessary plant equipment or other resources for you to do your work efficiently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you have ownership and are provided with the freedom and flexibility to do your job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you are sufficiently involved in decisions that affect the way you do your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you are engaged and that your job gives you a sense of personal achievement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you have a manageable workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you are supported and receive fair and accurate feedback on your performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you are encouraged and given reasonable opportunity to develop your knowledge, skills and abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That senior management values employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That you identify with Council and you are provided with a sustainable career path	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5. What is the most positive part of the experience in working at Lachlan Shire Council?

.....

Q6. What is the biggest challenge in working at Lachlan Shire Council?

.....

Q7. Which of the following would best describe how the experience of working at Lachlan Shire Council compares to the previous organisation you worked for?

- It is better than before
- No difference
- It is worse than before
- This is my first place of employment

Q8a. How satisfied are you with the level of technology available for you to use in your job?

- Very satisfied
- Satisfied
- Moderately satisfied
- Not very satisfied
- Not at all satisfied

Q8b. How, if at all, could it be improved?

.....

Q9. Please indicate the age bracket you are in.

- 18 – 25
- 26 – 34
- 35 – 44
- 45 – 54
- 55 – 64
- 65+

Q10. Please indicate your gender.

- Male
- Female

Q11. Please indicate your level.

- Manager
- Supervisor
- Employee

Q12. Do you identify as an indigenous person?

- Yes
- No

Q13. Please indicate if you identify as a person from a non-English speaking background.

- Yes
- No

Q14. Please indicate your place of birth.

- Australia
- Outside Australia

Q15. Do you identify as a person with a disability?

- Yes
- No

Q16. Please indicate your highest level of qualification attained.

- School Certificate
- Higher School Certificate
- Certificate I/Certificate II
- Certificate III
- Certificate IV
- Diploma/Advanced Diploma
- Bachelor Degree
- Bachelor Honours Degree/Graduate Certificate/Graduate Diploma
- Masters/Doctorate
- Other (please specify)

Q17. What professional development/training courses would assist you in working at Lachlan Shire Council?

.....

Q18a. Do you believe that communication barriers exist within Council?

- Yes
- No (Go to Q19)

Q18b. Please indicate where you believe barriers to communication are occurring.

- General Manager
- Divisional Director
- Manager
- Supervisor
- Team leader
- Between teams
- Within teams
- Other (please specify)

Q19. Over the last 12 months do you feel that internal communications have:

- Have not been here long enough to comment
- Remained unchanged
- Improved
- Worsened

That completes the survey and thank you for your assistance. As we indicated earlier, the information you have provided will help Lachlan Shire Council become a better organisation for its employees.

This survey is being undertaken and analysed by Micromex Research, which is an independent market research company.

As such, your responses will be kept private in accordance with Australian privacy laws.

The information contained herein is believed to be reliable and accurate, however, no guarantee is given as to its accuracy and reliability, and no responsibility or liability for any information, opinions or commentary contained herein, or for any consequences of its use, will be accepted by Micromex Research, or by any person involved in the preparation of this report.



Marie Roussety

From: Rebecca Shepherd <condowag@gmail.com>
Sent: Thursday, 18 July 2024 4:27 PM
To: Marie Roussety
Subject: CC&HAC funding

Hi Marie,

As per our discussion with Karen today -

LSC has approved \$500 for the printing of 2 local & family history books. Project to be completed by 31 Oct 2024.

Each book will be around 250 A4 pages in length.

Each requires an ISBN (individual book identification number) at a cost of \$40 each.

This leaves \$420 for printing costs. The quote from Progress Printing is approx \$2,400 for 50 books (times 2 for 2 books). Their quote is based on cost per book per print run, with the cost of each book becoming greater the smaller the print run.

At a rough estimate for such a small print run, this funding would cover maybe 6 books (3 of each).

Copyright requires that one copy of each be sent to the National Library.

The CC& HAC has applied for additional funding for printing from the Royal Australian Historical Society (RAHS), however we will not know if this funding has been approved until the end of October 2024.

We would request that the LSC project end date be extended to 31st November 2024, to allow for the printing of additional copies, meaning that copies of the books would be available for family & Community.


If it is not possible to extend the dates, the CC& HAC will only be in a financial position to print a few copies of each book.

We are currently seeking alternate suitable funding options &, should this be forthcoming, a 2nd larger print run will occur.

Thankyou,

Rebecca Shepherd

CC&HAC Director & Contact Person.

 <p>LACHLAN SHIRE COUNCIL Winadjuri Country</p>	<p>s4.15 Development Assessment Report – Lachlan Shire Council Environmental Planning and Assessment Act 1979</p>
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Application Details:

Development Application №: 2024/25
 Date of Lodgement 15/04/2024
 Description of Development: Construction of opensided carport forward of the building line (3m front boundary setback)
 Applicant: Patricia Margaret Bartholomew
 Landowner(s): Patricia Margaret Bartholomew & Wayne Bartholomew
 Landowner’s consent provided: Yes No (Planning Portal)
 Determination Body Council – Building Line Variation
 Assessment Officer Andrew Hubbard
 Site Visit: Yes – 12 July 2024

Property Description:

Legal Description: Lot: 21 DP: 850360, 6 Conapaira Street, LAKE CARGELLIGO

Land Zoning: RU5 Village

Current land-use: Residential. The site contains an existing single storey dwelling small garden shed and landscaped areas.

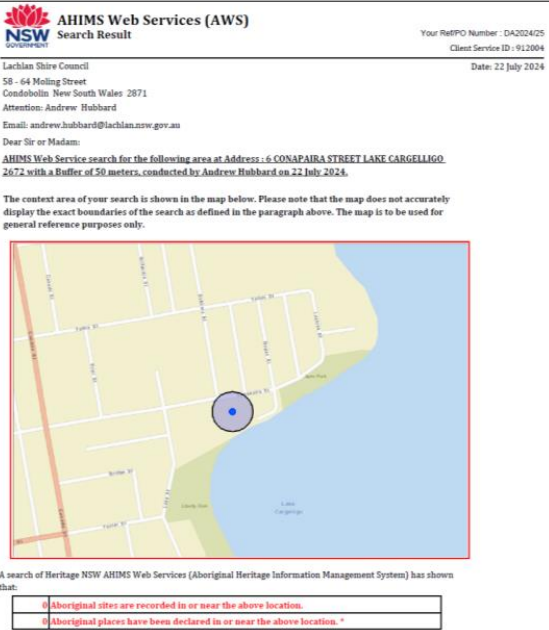
Summary of Main Issues:

Impact on character of the area. Compliance with Lachlan DCP 2018.
 Non-compliance with 3.1.2 Building line.
 3.1.2 of the DCP Requires a 6 metre set back from the boundary of the primary street frontage. The proposed Carport is to have a 3 metre set back along with a 3m side setback (complies secondary setback).

Attributes:

Attribute	Comment
Easements, restrictions or fill affected. List applicable attribute and how dealt with.	The lot is not known to be effected by any easements, restrictions or attributes that may impact development
Ground Water Vulnerability	Is not known to be impacted by GWV.
Wetlands	NA – GIS Mapping does not indicate the allotment is effected
Geotechnical Issues:	There are no known geotechnical issued that would impact the construction of an outbuilding (carport)
Council reserves – site adjoins?	Crown Reserve – Bicentennial Park
Improvements:	Dwelling, small garden shed and landscaped areas
Current Use:	Home Occupations
Prior Determinations:	2002/105 New Dwelling, 2022/35 Rear verandah extension (works not commenced)
Surrounding Environment:	The adjoining properties to similar of nature fronting conapaira st and backing onto bicentennial park
Contaminated Lands Register	NA – GIS Mapping does not indicate the allotment is effected

Constraints:

Constraint	Yes/No	Comment		
Bushfire Prone	No	NA – GIS Mapping does not indicate the allotment is effected		
Flood Prone	No	NA – GIS Mapping does not indicate the allotment is effected		
Flora & Fauna/Native Vegetation Map	No	NA – GIS Mapping does not indicate the allotment is effected		
Biodiversity Values Map	No	NA – GIS Mapping does not indicate the allotment is effected		
Heritage LLEP 2013	No	NA – GIS Mapping does not indicate the allotment is effected		
Indigenous Heritage	No	 <p>AHIMS Web Services (AWS) NSW Search Result Your RefPO Number: DA302425 Client Service ID: 912004 Date: 22 July 2024</p> <p>Lachlan Shire Council 58 - 64 Molling Street Condobolin, New South Wales 2871 Attention: Andrew Hubbard Email: andrew.hubbard@lachlan.nsw.gov.au</p> <p>Dear Sir or Madam:</p> <p>AHIMS Web Service search for the following area at Address : 6 CONSPAIRA STREET LAKE CARGELLIGO, 2672, with a Buffer of 50 meters, conducted by Andrew Hubbard on 22 July 2024.</p> <p>The context area of your search is shown in the map below. Please note that the map does not accurately display the exact boundaries of the search as defined in the paragraph above. The map is to be used for general reference purposes only.</p> <p>A search of Heritage NSW AHIMS Web Services (Aboriginal Heritage Information Management System) has shown that:</p> <table border="1"> <tr> <td>Aboriginal sites are recorded in or near the above location.</td> </tr> <tr> <td>Aboriginal places have been declared in or near the above location. *</td> </tr> </table>	Aboriginal sites are recorded in or near the above location.	Aboriginal places have been declared in or near the above location. *
Aboriginal sites are recorded in or near the above location.				
Aboriginal places have been declared in or near the above location. *				

Additional Information:

Additional information requested: Yes No

Referrals to: Infrastructure Services

No comments received

Assessment

The consent authority is required to take into consideration the matters referred to in section 4.15 of the *Environmental Planning and Assessment Act 1979* as are of relevance to the development the subject of the application.

Relevant matters for consideration under s4.15(1)(a) are:

- State Environmental Planning Policy - (Resilience and Hazards) – 2021
- Lachlan Local Environmental Plan 2013;
- Lachlan Development Control Plan 2018;

- *Lachlan Shire Council Section 7.12 Contribution Plan 2015;*
- *Lachlan Shire Community Participation Plan 2019*
- The likely impacts of the development, including environmental impacts on the natural and built environment and social and economic impacts in the locality;
- The suitability of the site for the development;
- Any submissions made in accordance with the *Environmental Planning and Assessment Act & Environmental Planning and Assessment Regulation (the Regulation)*, and
- The public interest.

Section 4.15(1)(a) The Provisions Of Any Environmental Planning Instrument

Lachlan Local Environmental Plan (LLEP) 2013

Part 2 Permitted or prohibited development & Land Use Table

Development Characterisation	Outbuilding
Land Use Zone	The site is identified on Land Zoning Map – Sheet 001A as RU5 Village:
Zone Objectives	<ul style="list-style-type: none"> • <i>To provide for a range of land uses, services and facilities that are associated with a rural village.</i>
Is Proposal Permissible In Zone?	The carport (outbuilding) will be ancillary to the existing Dwelling, which is permitted with consent (section 3).
Is Proposal Consistent With Zone Objectives? (Clause 2.3(2))	<p>The consent authority must have regard to the objectives for development in the zone in the determination of a development application.</p> <p>The proposed development will be consistent with the objective in so far as storage associated with a dwelling in a location, where there is otherwise similar forms of residential development being undertaken.</p> <p>It is considered therefore that the proposal is consistent with the objective of the RU5 zone.</p>

(Additional Local Provisions Part 6)

Development Standards Applicable		
Part 6	Development Standards	How Does The Development Comply (Where Applicable)
Clause 6.1	Earthworks	The earthworks are unlikely to have a detrimental effect on drainage patterns and the like. An AHIMS search has been carried out and has not been determined a significant area although an unexpected finds condition will be added to safeguard any contaminates or relics
Clause 6.3	Stormwater Management	Stormwater will be connected to the main house/existing system which discharges to the street.
Clause 6.4	Terrestrial Biodiversity	Lot is not affected by this clause
Clause 6.5 -	Groundwater Vulnerability	Lot is not affected by this clause
Clause 6.6 -	Wetlands	The proposed site is not identified on the Wetlands Map.
Clause 6.7 -	Essential Services	Development consent must not be granted to development unless the consent authority is satisfied that any of the following services that are essential for the development are available or that adequate arrangements have been made to make them available when required— (a) the supply of water, (b) the supply of electricity,

		(c) the disposal and management of sewage, (d) stormwater drainage or on-site conservation, (e) suitable vehicular access. The proposal is consistent with a-e, with the site maintaining all required services and will not otherwise restrict access to adjoining sites.
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Section 4.15 (1)(a)(ii) The provisions of any proposed instrument that is or has been the subject of public consultation under *the Act* and that has been notified to the Consent Authority

Nil

Section 4.15 (1)(a)(iii) The provisions of any Development Control Plan

Lachlan Shire Development Control Plan 2018

Chapter 3 - Development		
DCP Provisions	Proposal & Comment	Compliance
3.1.2 Building Line · Except in the case of a corner allotment the minimum distance from a street alignment at which a building may be erected is 6.0 metres	The proposal is approx. 3000mm from front boundary. Variation to building line application submitted and report to be presented to Council	Pending Council Resolution
3.1.4 Water Efficiency and Stormwater Management	Stormwater catchment is to be disposed via existing stormwater to street. (existing system)	Satisfactory
3.1.5 Landscaping	No impact to existing landscaping established for dwelling.	Satisfactory

Section 4.15 (1)(a)(iiia) The provisions of any Planning Agreement

The subject site does not have a Planning Agreement.

Section 4.15 (1)(a)(iv) The provisions of the Regulations

The *Environmental Planning & Assessment Regulation 2000* prescribes certain development consent conditions that form part of the development consent conditions imposed.

Section 4.15 (1)(b) The Likely Impacts Of The Development

	Satisfactory	Not Satisfactory	Not Relevant	Comment
Context & Setting	x			The proposed development is located on an appropriately zoned and sized lot. The proposal would be considered acceptable in the location given it is an open-sided structure and there is development within the street forward of the DCP setback of 6m.
Streetscape	x			Minor impact – report to council
Traffic, access and parking	x			No additional impacts.
Utilities	x			The site is fully serviced.

Heritage			x	The site is not listed on the LLEP 2013 and has no known aboriginal sites.
Water Quality & Stormwater	x			Managed through conditions. No impact to adjoining properties.
Soils, soil erosion	x			Only minor ground and earthworks. SEE advises of erosion control measures to be in place during construction
Flora and Fauna Trees	x			The location of the proposal does not impact any flora or fauna.
Waste	x			Conditions of consent will ensure that the site is kept in an appropriate state during installation works.
Natural hazards - Flooding - Bushfire Prone	x			The area of construction is not subject to flooding or bushfire prone.
Site design and internal design	x			The location of the proposal is consistent with the LDCP requirements and does not impact on existing arrangements onsite with the exception of the building line previously addressed
Construction	x			Hours of works and noise to be controlled through standard conditions.
Cumulative Impacts	x			Satisfactory.
Setbacks, Building Envelopes		X		The proposed building setbacks does not comply with the DCP – building line variation application applied for – report to be presented to Council for determination

Section 4.15 (1)(c) The suitability of the site for the development

The primary considerations that demonstrate the sites suitability include the outcomes relating to the overall development site specific outcomes. These matters have been discussed in detail within this report which demonstrates that the village context and setting lends itself to the site being suitable for the proposal given the existing landscape.

In this regard, the site is suitable for the proposed development subject to the imposition of conditions as recommended.

Section 4.15 (1)(d) Any submissions

The application was not required to be advertised however was notified for 14 days in accordance with the Lachlan Community Participation Plan. During that time (18/07/2024 – 2/08/2024) no submissions were received.

Section 4.15 (1)(e) The public interest

The proposal will provide development of the land to provide village outcomes in the local government area. The proposed development is generally consistent with the relevant statutory requirements and planning objectives apart from the non-compliance with 3.1.2 Building line of the Lachlan DCP. The applicant has applied for a building line variation which is to be reported and to and determined by Council.

The application is not expected to have any unreasonable increased impacts on the environment or the amenity of the locality. It is generally considered appropriate with consideration to the zoning and the character of the area, with exception to compliance with 3.1.2 of the DCP.

Accordingly, it will be recommended to Council that the development consent of this proposal will not undermine the public interest subject to appropriate conditions being imposed on any development consent.

Development Contributions – Section 7.12

The cost of works is under \$100,000 and the development is not required to pay a contribution under this Policy.

Conclusion

The development is considered to be satisfactory based on the foregoing assessment, subject to Council's determination of the applicants "Application to Vary Building Line".

The proposal complies with the requirements of the Environmental Planning and Assessment Act 1979, the Building Code of Australia (Housing Provisions) and Council's policies except for 3.1.2 Building line of Councils DCP as previously discussed.

No objections to the proposal were received.

Recommendation

Consent be granted subject to conditions (detailed in Annexure 'A' attached).



Andrew Hubbard

Assessment Officer – Environment & Development Services Officer

Declaration

Development Application determined by Lachlan Shire Council

Resolution:

Date:

Attachment 2 - Conditions of Consent

ADMINISTRATIVE CONDITIONS

(1) **APPROVED PLANS AND SUPPORTING DOCUMENTS**

The development shall be carried out in accordance with the approved stamped and signed plans except where modified by any following condition or as amended in red ink.

A current copy of the Development Consent and Construction Certificate (including all plans, specifications and certificates) shall be maintained on the development site at all times until issue of an occupation certificate.

Note 1: Modifications to the approved plans will require the lodgement and consideration by Council of a modification pursuant to Section 4.55 of the Environmental Planning and Assessment Act.

Note 2: The approved plans and supporting documentation may be subject to conditions imposed under section 4.17 of the Act modifying or amending the development (refer to conditions of consent which must be satisfied prior to the issue of any Construction Certificate).

Reference/Dwg No.	Title/Description	Prepared By	Date
2024-250	Site Plan, Floor and Elevation Plans	Idraw Design Services	10/06/2024
	Statement of Environmental Effects	Patricia Bartolomew	19/06/2024
06205-003-CP01 Sheet 1 of 1	Floor and Elevations Plans	ABSCO SHEDS	NOV 2022

(2) **PRESCRIBED CONDITIONS**

This development consent is subject to the prescribed conditions made under the *Environmental Planning & Assessment Regulation 2000*.

(3) **CONSTRUCTION CERTIFICATE & PCA NOTIFICATION**

Before any site works, building or use is commenced, the person having the benefit of the development consent must:

- a. obtain a Construction Certificate from Lachlan Shire Council or other accredited certifier, and
- b. appoint a Principal Certifying Authority.

(4) **BUILDING CODE OF AUSTRALIA**

All building work must be carried out in accordance with the requirements of the Building Code of Australia (as in force of the date the application for the relevant Construction Certificate was made).

(5) **SECTION 68 APPROVALS**

Prior to the issue of a Construction Certificate, the applicant shall obtain approval from Council pursuant to Section 68 of the Local Government Act 1993 for any water supply, sewerage, and/or stormwater drainage works

PRIOR TO THE COMMENCEMENT OF ANY BUILDING WORKS

(6) **CONSTRUCTION CERTIFICATE**

Prior to the commencement of any building work, a Construction Certificate must be obtained pursuant to Section 6.7 of the Environmental Planning and Assessment Act 1979, as amended from either Council or an Accredited Certifier, certifying that the proposed works are in accordance with this Consent and the applicable standards.

(7) **CONSTRUCTION CERTIFICATE REQUIREMENTS**

Prior to commencement of work, the person having the benefit of the Development Consent:

- (a) Shall appoint a Principal Certifying Authority (PCA).
- (b) Shall ensure a Construction Certificate is issued by the PCA.
- (c) Shall notify Council of their intention to commence the site works, at least two days prior to commencement of work.

Where Lachlan Shire Council is nominated as the Principal Certifying Authority, the following requirements shall be satisfied before the commencement of work:

- (a) The LSC Principal Certifying Authority Service Agreement shall be completed and signed by the applicant.
- (b) The LSC Notice of Commencement of Building Works and Appointment of Principal Certifying Authority shall be completed and issued to Council at least two days before undertaking any work in accordance with the Construction Certificate.
- (c) Terms and conditions of the LSC Principal Certifying Authority Service agreement shall be satisfied.

(8) **TOILET FACILITIES**

Adequate toilet facilities for workers must be provided at or in the vicinity of the work site.

(9) **STRUCTURAL ENGINEERING PLANS & EARTHWORKS**

The following details must be provided to the Certifying Authority for approval prior to issue of Construction Certificate:

- a. structural engineer's design for all reinforced concrete footings and slabs,
- b. structural engineers design for all structural steel beams, framing and connections,
- c. roof truss and bracing details,
- d. manufacturer's specifications for any patented construction systems,
- e. earthworks details not exceeding 600mm in height and
- f. earthworks details not impacting on the 3m wide sewer and water easement.

(10) **FENCING**

Prior to the commencement of any work, security fencing shall be installed around the perimeter of the site to a minimum height of 1.8 metres and in compliance with AS4687 Temporary Fencing and Hoardings and any other applicable WorkCover Guidelines. The fencing must be maintained throughout the construction phase.

DURING WORKS

(11) EARTHWORKS

Earthworks (including any structural support or other related structure for the purposes of the development):

- (a) must not cause a danger to life or property or damage to any adjoining building or structure on the lot or to any building or structure on any adjoining lot, and
- (b) must not redirect the flow of any surface or ground water or cause sediment to be transported onto an adjoining property, and
- (c) retained material must have a gradient of at least 5%
- (d) must be constructed in accordance with the approved plans for such work(s),
- (e) must not exceed 600mm in height and
- (f) must not be located or impact on the 3m wide sewer and water easement.

(12) HOURS OF CONSTRUCTION

The development shall only be conducted:

- a) on Mondays to Fridays inclusive between the hours of 7.00 am and 6.00 pm.
- b) on Saturdays between the hours of 7.00 am and 5.00 pm.

No construction works are to be carried out on Sundays and Public Holidays

(13) RUBBISH AND DEBRIS

All building rubbish and debris, including that which can be wind blown, shall be contained on site in a suitable container at all times prior to disposal at Council's Waste Management Centre. The container shall be erected on the building site prior to work commencing.

Materials and sheds or machinery to be used in association with the construction of the building shall not be stored or stacked on Council's footpath, nature strip, reserve or roadway.

NOTE: No building rubbish or debris shall be placed on any adjoining public reserve, footway or road.

(14) EXCAVATIONS AND BACKFILLING

All excavation and backfilling associated with the erection/demolition of the building must:

- a) be executed safely and in accordance with appropriate professional standards, and
- b) be properly guarded and protected to prevent them from being dangerous to life or property.

(15) **SURFACE WATERS**

The land surrounding any structure must be graded to divert surface water to the street and clear of existing and proposed structures and adjoining premises.

(16) **INSPECTIONS**

The applicant is to obtain a Compliance Certificate from Council or an accredited certifying authority, certifying compliance with the Building Code of Australia, and any other relevant conditions of consent for the stages of construction listed in column 1. For the purpose of obtaining the compliance certificate the work must be inspected by an accredited certifying authority at the time specified in column 2.

	Column 1	Column 2
A	Footings	When the footings have been excavated and all steel reinforcement has been placed in position.
B	Slab	When reinforcement steel has been placed in position in any concrete slab, irrespective of whether the slab is suspended, on the ground, or on fill.
D	Roof Frame	When the roof frame has been constructed, prior to sheeting.
E	External drainage	When all external plumbing work is installed and prior to concealment.
F	Final	Prior to occupation of the building.

(17) **PONDING TO NEIGHBOURS**

All earthworks, filling, building, driveways or other works, are to be designed and constructed (including stormwater drainage if necessary) so that at no time will any ponding of stormwater occur on adjoining land as a result of this development.

(18) **CULTURAL HERITAGE**

A stop work protocol must be implemented for any potential heritage items found during excavation including ceasing work immediately if any Aboriginal objects are found/uncovered, secure the site and inform Office of Environment and Heritage and Lachlan Shire Council immediately.

(19) **CONTAMINATED LAND UNEXPECTED FINDS PROTOCOL**

Should any contamination or suspect material be encountered during site preparation, earth works, construction or any other stage of the development, works must cease immediately, and a suitably qualified consultant engaged to conduct a thorough contamination assessment and provide recommended management actions to guide the management of any contamination onsite. Council must be notified if this protocol is required to be enacted.

(20) **LICENSED PLUMBER**

All plumbing and drainage work shall be carried out by a licensed plumber and drainer and to the requirements of AS/NZS 3500 and the National Plumbing Code of Australia (Volume 3 of the NCC).

Note1: Notice of Work is to be issued to the Council no later than 2 business days before the work concerned is carried out.

Note 2: Certificate of Compliance is to be issued to the Council and to the person for whom the work was carried out, on completion of the final inspection.

	Column 1	Column 2
A	Stormwater Drainage	When all external stormwater drainage work is installed and prior to concealment.
B	Final	Prior to occupation of the building or structure.

Note 3: Sewer Diagram is to be issued to the Council and the owner of the land or the owner’s agent, on completion of the final inspection.

PRIOR TO ISSUE OF OCCUPATION CERTIFICATE

(21) OCCUPATION CERTIFICATE

An Occupation Certificate is to be obtained pursuant to Section 6.9 of the Environmental Planning and Assessment Act 1979, from the Principal Certifying Authority on completion of all works and prior to the occupation/use.

The “Occupation Certificate” shall not be issued if any conditions of this consent, but not the conditions relating to the operation of the development, are outstanding.

A copy of the Occupation Certificate and all necessary documentation supporting the issue of the Certificate is to be submitted to Lachlan Shire Council, if Council is not the Principal Certifying Authority.

(22) STORMWATER

Prior to the issue of any Occupation Certificate, evidence shall be provided to demonstrate that all impervious surfaces have been properly drained, in accordance with the Section 68 Approval and to Council’s satisfaction (As stormwater authority).

DURING USE

(23) OFFENSIVE NOISE

The use of the development shall not give rise to any ‘offensive noise’ as defined under the Protection of the Environment Operations Act 1997 and shall comply with the Noise Policy for Industry (2017) (as amended).

(24) AMENITY - GENERAL

The development is to be conducted in a manner that will not interfere with the amenity of the locality by reason of the emission of noise, vibration, smell, fumes, smoke, vapour, steam, soot, ash, dust, waste water, waste products, grit, oil, by causing interference to television or radio reception or otherwise.

(25) SEWER & WATER INFRASTRUCTURE

The applicant is responsible for sewer and water infrastructure on the site and is liable for any damage caused to it as a result of the development.

(26) ANCILLARY USE

The outbuilding must not be used as a dwelling or for a commercial use.

Prescribed conditions under the Environmental Planning and Assessment Regulation 2000

Compliance with Building Code of Australia and insurance requirements under the Home Building Act 1989

1. A development consent for development that involves any building work must be issued subject to the following conditions:
 - (a) that the work must be carried out in accordance with the requirements of the *Building Code of Australia*, in force on the date of the application.
 - (b) in the case of residential building work for which the *Home Building Act 1989* requires there to be a contract of insurance in force in accordance with Part 6 of that Act, that such a contract of insurance must be entered into and be in force before any building work authorised to be carried out by the certificate commences.

Note: In this condition, a reference to the *Building Code of Australia* is a reference to that Code as in force on the date the application for the relevant complying development certificate is made.

Erection of signs

2. A sign must be erected in a prominent position on any site on which building work, subdivision work or demolition work is being carried out:
 - (a) showing the name, address and telephone number of the principal certifying authority for the work, and
 - (b) showing the name of the principal contractor (if any) for any building work and a telephone number on which that person may be contacted outside working hours, and
 - (c) stating that unauthorised entry to the site is prohibited.

Any such sign is to be maintained while the building work, subdivision work or demolition work is being carried out, but must be removed when the work has been completed.

Note: This condition does not apply in relation to building work, subdivision work or demolition work that is carried out inside an existing building that does not affect the external walls of the building.

Note: This condition does not apply in relation to Crown building work that is certified, in accordance with section 109R of the Act, to comply with the technical provisions of the State's building laws.

Note: This condition applies to a complying development certificate issued before 1 July 2004 only if the building work, subdivision work or demolition work involved had not been commenced by that date.

Note: Principal certifying authorities and principal contractors must also ensure that signs required by this clause are erected and maintained (see clause 227A which currently imposes a maximum penalty of \$1,100).

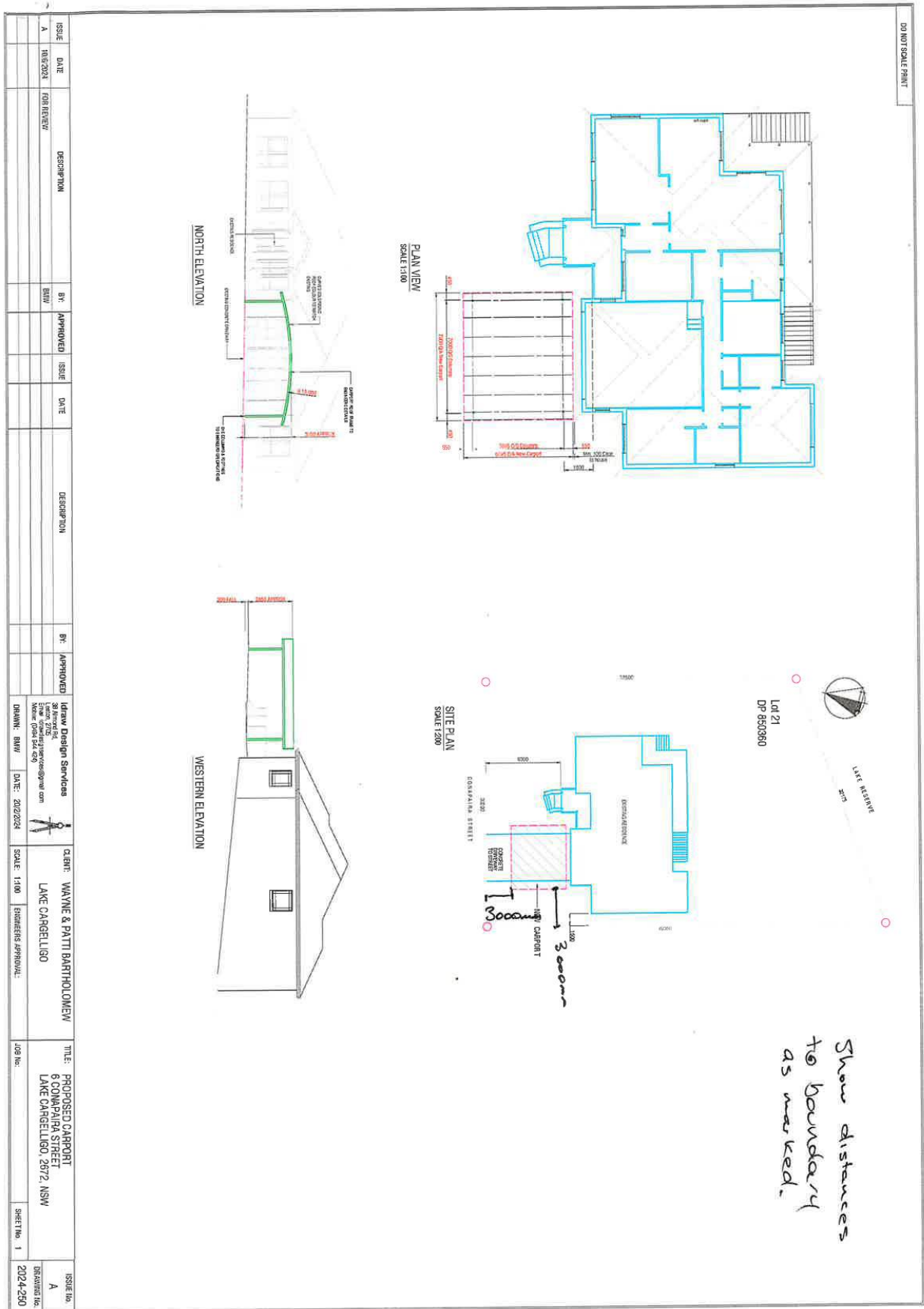
Notification of Home Building Act 1989 requirements

3. Residential building work within the meaning of the [Home Building Act 1989](#) must not be carried out unless the principal certifying authority for the development to which the work relates (not being the council) has given the council written notice of the following information:
 - (a) in the case of work for which a principal contractor is required to be appointed:
 - (i) the name and licence number of the principal contractor, and
 - (ii) the name of the insurer by which the work is insured under Part 6 of that Act,
 - (b) in the case of work to be done by an owner-builder:
 - (i) the name of the owner-builder, and
 - (ii) if the owner-builder is required to hold an owner-builder permit under that Act, the number of the owner-builder permit.
4. If arrangements for doing the residential building work are changed while the work is in progress so that the information notified under condition 19 above becomes out of date, further work must not be carried out unless the principal certifying authority for the development to which the work relates (not being the council) has given the council written notice of the updated information.
5. Conditions 3 and 4 do not apply in relation to Crown building work that is certified, in accordance with section 109R of the Act, to comply with the technical provisions of the State's building laws.

Condition relating to shoring and adequacy of adjoining property

6. Where development involves an excavation that extends below the level of the base of the footings of a building on adjoining land, the person having the benefit of the certificate must at the person's own expense:
 - (a) protect and support the adjoining premises from possible damage from the excavation, and
 - (b) where necessary, underpin the adjoining premises to prevent any such damage.

Note: This condition does not apply if the person having the benefit of the complying development certificate owns the adjoining land or the owner of the adjoining land has given consent in writing to that condition not applying.



**Department of Planning, Housing and Infrastructure**

Mr Greg Tory
General Manager
Lachlan Shire Council
PO Box 216
Condobolin NSW 2877

Our ref: PP-2023-1839/IRF24/488

Dear Mr Tory

Planning proposal PP-2023-1839 to amend Lachlan Shire Local Environmental Plan 2013

I am writing in response to the planning proposal you have forwarded to the Minister under section 3.34(1) of the *Environmental Planning and Assessment Act 1979* (the Act) and additional information received on 6 March 2024 to rezone land at 1 McInnes Street, Lake Cargelligo from RU1 Primary Production to RU5 Village.

As delegate of the Minister for Planning and Public Spaces, I have determined that the planning proposal should proceed subject to the conditions in the enclosed Gateway determination.

I have also agreed, as delegate of the Secretary, the inconsistency of the planning proposal with applicable directions of the Minister under section 9.1 of the Act 9.1 Rural Zones and 9.2 Rural Lands are justified in accordance with the terms of the Direction, while 3.2 Heritage Conservation and 4.1 Flooding remain unresolved until relevant public agencies have been consulted

The proposed local environmental plan (LEP) is to be finalised on or before 6 February 2025. Council should aim to commence consultation with public agencies as soon as possible prior to the exhibition of the planning proposal.

Parliamentary Counsel's Office is not responsible for the drafting of map-only amendments to LEPs. Requests for legal drafting for map-only amendments must instead be sent to mapinstrument.drafting@dpie.nsw.gov.au. The department's western region team should be copied into the request at westernregion@planning.nsw.gov.au.

The NSW Government has committed to reduce the time taken to complete LEPs. To meet these commitments, the Minister may appoint an alternate planning proposal authority if Council does not meet the timeframes outlined in the gateway determination.

The Department's categorisation of planning proposals in the *Local Environmental Plan Making Guideline* (Department of Planning and Environment, August 2023) is supported by category specific timeframes for satisfaction of conditions and authority and Government agency referrals, consultation, and responses. Compliance with milestones will be monitored by the Department to ensure planning proposals are progressing as required.

Should you have any enquiries about this matter, I have arranged for Shili Wang to assist you. Ms Wang can be contacted on 02 5852 6809 or via email to shili.wang@dpie.nsw.gov.au.

Yours sincerely



Garry Hopkins
Director, Western Region
Local and Regional Planning

Encl: Gateway determination

12 April 2024

**Department of Planning, Housing and Infrastructure****Gateway Determination**

Planning proposal (Department Ref: PP-2023-1839): Rezone site at 1 McInnes Street, Lake Cargelligo from RU1 Primary Production to RU5 Village.

I, the Director, Western Region at the Department of Planning, Housing and Infrastructure as delegate of the Minister for Planning and Public Spaces, have determined under section 3.34(2) of the *Environmental Planning and Assessment Act 1979* (the Act) that an amendment to the Lachlan Local Environmental Plan 2013 to amend mapping at 1 McInnes Street, Lake Cargelligo (Lot 212 DP 1058505) should proceed subject to the following conditions:

The Council as planning proposal authority is authorised to exercise the functions of the local plan-making authority under section 3.36(2) of the Act subject to the following:

- (a) the planning proposal authority has satisfied all the conditions of the Gateway determination;
- (b) the planning proposal is consistent with applicable directions of the Minister under section 9.1 of the Act or the Secretary has agreed that any inconsistencies are justified; and
- (c) there are no outstanding written objections from public authorities.

The LEP should be completed on or before 6 February 2025.

Gateway Conditions

1. Prior to public exhibition and agency consultation, the planning proposal is to be updated to:
 - a. Amend the mapping to include appropriate zoning and lot size maps.
 - b. Amend the project timeline to be consistent with the Gateway determination.
2. Consultation is required prior to public exhibition with the following public authorities and government agencies under section 3.34(2)(d) of the Act and/or to comply with the requirements of applicable directions of the Minister under section 9 of the Act:
 - Department of Climate Change, Energy, the Environment and Water
 - Heritage NSW
 - Civil Aviation and Safety Authority (CASA)

Each public authority is to be provided with a copy of the planning proposal and any relevant supporting material via the NSW Planning Portal and given at least 30 working days to comment on the proposal.

3. Public exhibition is required under section 3.34(2)(c) and clause 4 of Schedule 1 to the Act as follows:
 - (a) the planning proposal is categorised as standard as described in the Local Environmental Plan Making Guideline (Department of Planning and Environment,

August 2023) and must be made publicly available for a minimum of 20 working days; and

- (b) the planning proposal authority must comply with the notice requirements for public exhibition of planning proposals and the specifications for material that must be made publicly available along with planning proposals as identified in Local Environmental Plan Making Guideline (Department of Planning and Environment, August 2023).
4. A public hearing is not required to be held into the matter by any person or body under section 3.34(2)(e) of the Act. This does not discharge Council from any obligation it may otherwise have to conduct a public hearing (for example, in response to a submission or if reclassifying land).

Dated 12 April 2024



Garry Hopkins
Director Western Region
Department of Planning, Housing and
Infrastructure

Delegate of the Minister for Planning and
Public Spaces



PLANNING PROPOSAL

**REZONE RU1 PRIMARY PRODUCTION TO RU5
VILLAGE AT 1 MCINNES STREET, LAKE
CARGELLIGO (LOT 212, DP 1058505)**

March 2024

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Executive Summary

This Planning Proposal seeks to amend the Lachlan Local Environmental Plan 2013 (**Lachlan LEP**) to rezone a parcel of land from RU1 Primary Production to RU5 Village at Lot 212, DP 1058505, 1 McInnes Street, Lake Cargelligo.

The rezoning will facilitate greater housing diversity to address the shortfall in available residential land and to facilitate the continued growth of the Lake Cargelligo township with lots down to 500m² proposed within the RU5 zoned land. The area to be rezoned is located to the northern edge of the existing Lake Cargelligo township and is well connected being close to existing public infrastructure, including playing fields and parks, shops, an existing primary school, and other critical infrastructure. The total area of RU1 Primary Production land to be rezoned is approximately 44.41ha.

In addition to addressing the strategic framework to support the Planning Proposal, this report has also been informed by several technical studies that address the physical and urban capability of the land. They include:

- Site Survey prepared by PHL Surveyors
- Aboriginal Due Diligence Assessment Report prepared by OzArk
- Opportunities and Constraints Report prepared by OzArk
- Obstacle Limitation Surfaces Map (Lake Cargelligo Airport) prepared by Lachlan Shire Council
- Site Contamination Investigation prepared by Bamson
- Geological Investigation Report prepared by Bamson
- Review of Environmental Factors prepared by Zenith
- Various Biodiversity Assessment Method Reports

Introduction

This Planning Proposal (PP) seeks to amend the Lachlan LEP to rezone a parcel of land from RU1 Primary Production to RU5 Village at Lot 212, DP 1058505, 1 McInnes Street, Lake Cargelligo. The rezoning will facilitate greater housing diversity to address the shortfall in available residential land and to facilitate the continued growth of the Lake Cargelligo township with lots down to 500m² proposed within the RU5 zoned land. The area to be rezoned is located to the northern edge of the existing Lake Cargelligo township and is well connected being close to playing fields and parks, shops, an existing primary school, and other critical infrastructure. The total area of RU1 Primary Production land to be rezoned is approximately 44.41ha.

This PP has been prepared by Western Sydney Planning for Lachlan Shire Council (Council) as a Council initiated PP for submission to the Department of Planning, Housing and Infrastructure (DPHI).

Background

Lake Cargelligo has seen a rapid increase in the number of allotments being utilised for residential purposes in the last three years, such that there is an urgent need to increase the land available to allow the township to grow.

In May 2021, Council engaged Elton Consulting to undertake a comprehensive Industrial and Rural Lands Strategy (IRLS).

The IRLS provides recommendations for the management and development of rural and industrial land within the local government area up to 2041. Elton Consulting prepared a background paper, which formed the evidence base for the draft IRLS. It set out the policy context, demographic trends, land use supply and demand, and desktop constraints analysis to identify key issues to be addressed in the IRLS.

As part of the background paper, Elton Consulting identified 1 McInnes Street (Lot 212, DP 1058505), shown below indicated by the number (4), as a potential site for residential expansion.



Figure 1 Structure Plan. Source: Industrial and Rural Land Use Strategy, prepared by Elton Consulting

The site is owned by Council and has an easement (5 metres wide) for water supply services running through the middle of the site.

At the Ordinary Meeting of Council on 27 October 2021, Council resolved (R2021/234) to allocate \$80,000 from the Housing and Development reserve to undertake preliminary investigations into 1 McInnes Street to determine the development potential of the site.

At the Ordinary Meeting of Council on 25 May 2022, Council endorsed the adoption (R2022/151) of the IRLS with 1 McInnes Street identified as a residential investigation site.

Also, at the Ordinary Meeting of Council on 25 May 2022, Council endorsed (R2022/162) the preparation of a Housing Strategy and to engage Eight Mile Planning to develop the Housing Strategy. Further, Council was provided with an update report on the preliminary investigations that had been undertaken on the site at 1 McInnes Street, Lake Cargelligo and endorsed (R2022/162) the continuation of the preliminary investigations.

The Draft Local Housing Strategy (LHS) was endorsed by Council November 2023 and on Public Exhibition until February 2024. The LHS identifies the site as key to providing additional housing land to Lake Cargelligo. One of the key short-term actions (1-5 years) arising from the LHS is for Council to prepare a Planning Proposal to rezone land at the subject site for an extension of the RU5 Village zone in Lake Cargelligo. This action has been informed largely by the estimated need for housing on an ongoing basis for up to 70 people in Lake Cargelligo between 2022 and 2030, along with the critical shortage in accommodation, in particular rentals, as identified within the LHS. There is a known issue where essential works, including migrant works in manufacturing were unable to find suitable rental or permanent accommodation in Lake Cargelligo, with this being considered as an economic risk due to the inability of the town to attract and retain a migrant or permanent workforce, including key works such as teachers, police and health care works.

Council recently applied for a grant as part of the Regional Housing Strategic Planning Fund to support eligible strategic planning projects that support new housing capacity in regional NSW and enable future development by resolving issues and constraints. Council's application notes the need for a Structure plan to inform the delivery of the site which will include residential yield, transport and access, roads and infrastructure, open space and connectivity.

Technical input and consultation

This report has also been informed by several technical studies that address the physical and urban capability of the land. They include:

- Site Survey prepared by PHL Surveyors
- Aboriginal Due Diligence Assessment Report prepared by OzArk
- Opportunities and Constraints Report prepared by OzArk
- Obstacle Limitation Surfaces Map (Lake Cargelligo Airport) prepared by B McBean
- Site Contamination Investigation prepared by Barnson
- Geological Investigation Report prepared by Barnson
- Review of Environmental Factors prepared by Zenith
- Various Biodiversity Assessment Method Reports

In addition to the above, a concept residential subdivision masterplan has been commissioned and is being prepared by Currajong. The following have also been commissioned:

- Reticulated Water Supply Study prepared by Calare Civil
- Reticulated Sewerage Management System Study prepared by Calare Civil
- Concept Stormwater Management Plan prepared by Calare Civil

Structure of the Planning Proposal Report

The DPHI's *Local Environmental Plan Making Guideline* (August 2023) outlines the steps in progressing a PP through to finalisation as summarised in **Table 1**.

No	Step	Explanation
1	Pre-lodgement	Early analysis of the development potential of the relevant land including key environmental or site constraints, review of the strategic planning framework, obtaining advice and consultation with authorities and government agencies and identification of study requirements to underpin a planning proposal.
2	Planning Proposal	Where the planning proposal has been initiated by a council, council will draft a planning proposal and submit it to the Department for Gateway determination.
3	Gateway Determination	Department assesses the strategic and site-specific merit of a planning proposal and issues a Gateway determination specifying if the planning proposal should proceed and whether consultation with authorities and government agencies is required
4	Post-Gateway	Actioning Gateway determination conditions PPA reviews the Gateway determination and actions any required conditions prior to public exhibition.
5	Public Exhibition and Assessment	Consultation with the community, key authorities and government agencies (as required). Review of the planning proposal to address conditions of Gateway determination and submissions.
6	Finalisation	Final assessment of the planning proposal and if supported, preparation of the draft LEP, review and finalisation. Once finalised, the LEP may be made, notified and come into effect.

A PP must also include the following components as set out within Section 3.33(2) of the *Environmental Planning and Assessment Act 1979* (EP&A Act):

- Part 1 – Objectives and intended outcomes which should include a statement of the objectives of the proposed LEP.
- Part 2 – Explanation of provisions which should provide an explanation of the provisions that are to be included in the proposed LEP.
- Part 3 – Justification of strategic and site-specific merit which must provide justification of strategic and potential site-specific merit, outcomes, and the process for implementation.
- Part 4 – Maps which are to identify the effect of the PP and the area to which it applies.
- Part 5 – Community consultation which details the community consultation that is to be undertaken on the PP.
- Part 6 – Project timeline which details the anticipated timeframe for the LEP making process in accordance with the benchmarks in this guideline.

The following sections of this Report address this structure.

The Site and Locality

Site Location

This PP relates to the site located at Lot 212, DP 1058505, 1 McInnes Street, Lake Cargelligo (**Figure 2**). The site is located approximately 75km south-west of Condobolin. The site is located on the edge of the Lake Cargelligo township.



Figure 2 Subject Site. Source: eSpatial Viewer

Site Description

The site has an overall area of 44.41ha. The primary frontage to McInnes measures 615m, while the secondary frontage to Uabba Street measures 620m. The site shares a boundary with Lake Cargelligo airport to the north with the boundary measuring 1.2km.

The site is predominately comprised of open grassland with existing vegetation/trees located to the south and west of the site. The biodiversity values of the vegetation are discussed later in this report. Topographically, the site has an undulating topography converging on a depression in the middle of the site.

Surrounding Locality

Surrounding the site are a number of different land uses (refer to **Figure 3**). These include:

- Lake Cargelligo Hospital to the south
- Lake Cargelligo Central School to the south
- Lake Cargelligo Airport to the north
- Lake Cargelligo Pre-School to the south-west
- Existing township and residential land to the north-east and south
- Lake Cargelligo to the east
- Train station and industrial land to the south-west

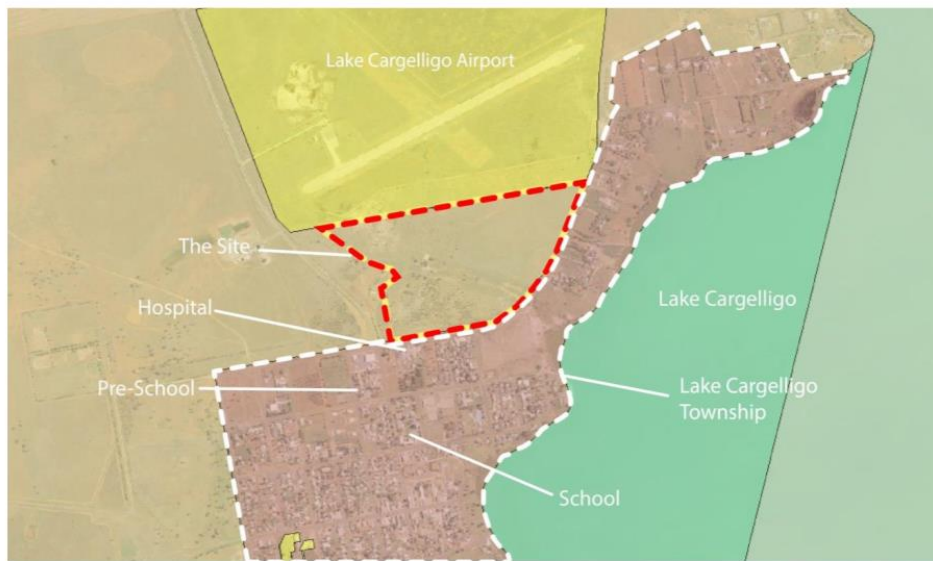


Figure 3 Surrounding Locality. Source: eSpatial Viewer

Planning Context

Strategic planning background

An overview of the relevant strategic planning documents applying to the site and this rezoning is outlined within **Figure 4**.

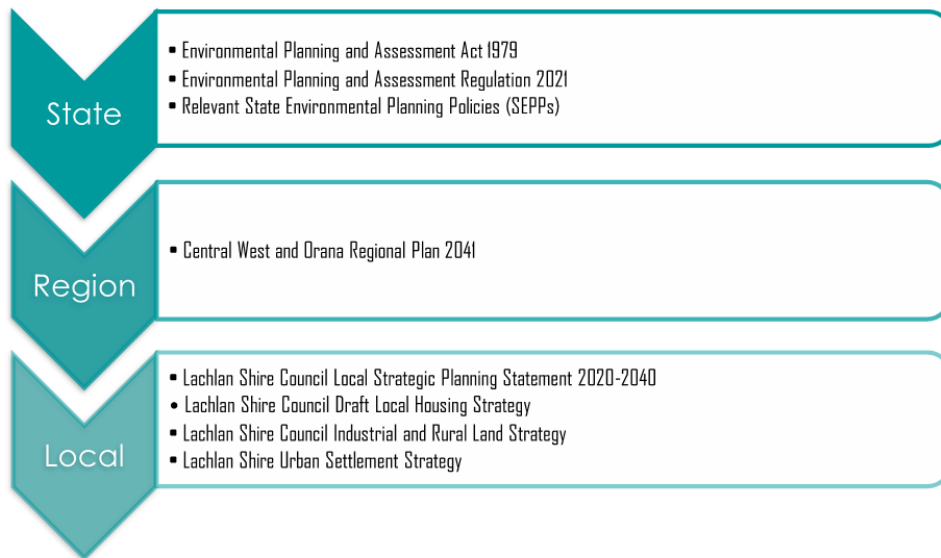


Figure 4 Overview of strategic Planning Policies applying to this rezoning. *Source: Western Sydney Planning*

This PP is submitted following initial studies and investigations which have identified an opportunity for an expansion of the existing township to address a need for further residential land in order to increase the available land to allow the township to grow. The site identified in this PP is located within a well-connected area in close proximity to existing public infrastructure, including public open space, and a short distance to shops and a school including an early education centre.

An outcome of the Industrial and Rural Lands Strategy (IRLS), was the development of a structure plan for Lake Cargelligo. A key constraint coming out of the RILS was the need to provide opportunities for future urban (residential) growth with this site marked for residential investigation.

Part 1 - Objectives of the Planning Proposal

The objective and intended outcomes of this Planning Proposal are as follows:

Objective

The objective of this PP is to amend Lachlan LEP 2013 to rezone a parcel of land from RU1 Primary Production to RU5 Village. The site is bounded to the north by the existing Lake Cargelligo airport, rural land to the west, and the existing Lake Cargelligo township to the east and south. The site is located adjacent to established residential land to the south and east. The site is also well-located in proximity to existing infrastructure, including schools, rail, a public swimming pool, and playing fields.

Intended Outcomes

- To rezone the precinct from RU1 Primary Production to RU5 Village.
- To provide appropriate planning controls to guide future development including a minimum lot size of 500m².

Part 2 - Explanation of Provisions

This section provides a detailed statement of how the objectives or intended outcomes will be achieved by amending an existing LEP.

Intended Provisions

The objectives can be achieved by amending the Land Zoning Map (Tile LZN_001A) for the Lachlan LEP 2013 to show the land currently zoned RU1 Primary Production as RU5 Village. It also requires an amendment to the Lot Size Map (Tile LSZ_001A) so that the minimum lot size relating to the land to be rezoned is shown with a minimum lot size of 500m².

The existing and proposed changes to the Lachlan LEP 2013 are shown within **Figure 5** to **Figure 8**.

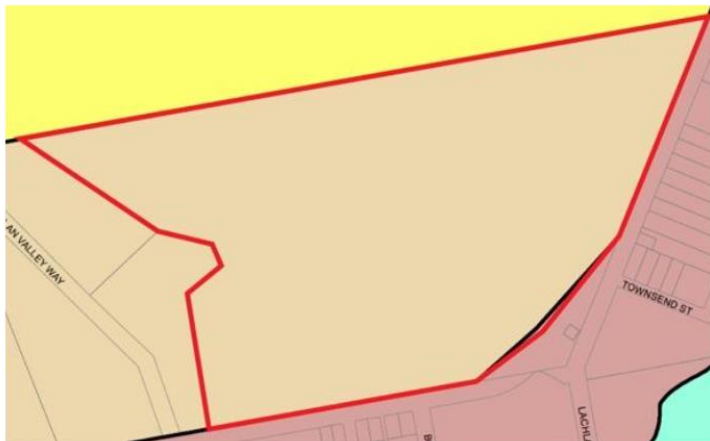


Figure 5 Existing land use zoning.

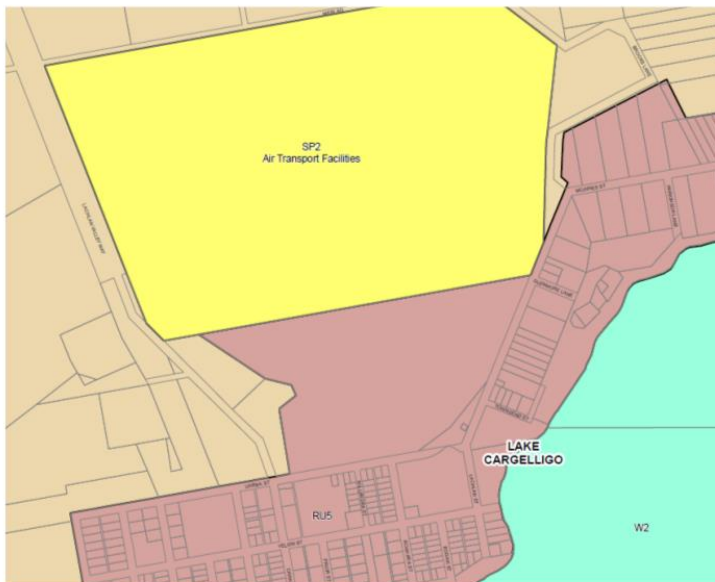


Figure 6 Proposed land use zoning.



Figure 7 Existing lot size map.

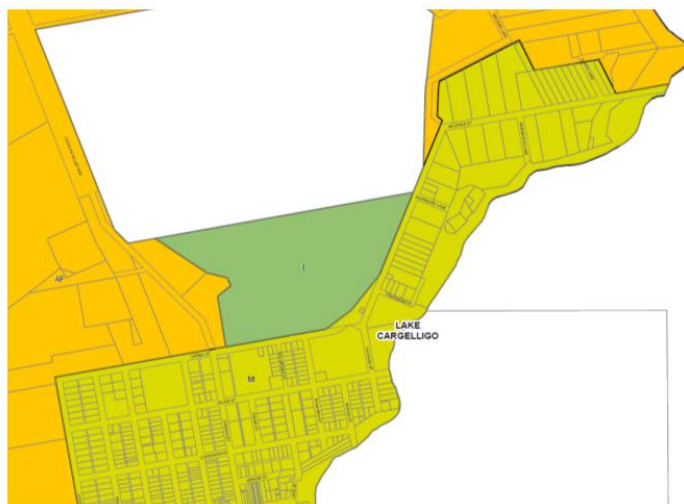


Figure 8 Proposed lot size map (minimum lot size I = 500m², M = 600m²).

The site is not subject to a FSR or maximum height of buildings. Therefore, no other provisions of Lachlan LEP 2013 require amending. The LEP already includes the RU5 Village land use zone within the Land Use Table. The land use objectives along with permitted and prohibited development are outlined within **Table 2** which would apply to the site to be rezoned.

Table 2. RU5 Village Land Use Table	
1. Objectives of the RU5 Village	<ul style="list-style-type: none"> To provide for a range of land uses, services and facilities that are associated with a rural village.
2. Permitted without consent	Environmental protection works; Home occupations
3. Permitted with consent	Centre-based child care facilities; Community facilities; Dwelling houses; Liquid fuel depots; Neighbourhood shops; Oyster aquaculture; Places of public worship; Recreation areas; Recreation facilities (indoor); Recreation facilities (outdoor); Respite day care centres; Roads; Schools; Tank-based aquaculture; Any other development not specified in item 2 or 4
4. Prohibited	Agriculture; Air transport facilities; Airstrips; Cellar door premises; Crematoria; Electricity generating works; Extractive industries; Farm stay accommodation; Forestry; Heavy industrial storage establishments; Heavy industries; Home occupations (sex services); Local distribution premises; Marinas; Mooring pens; Open cut mining; Rural workers' dwellings; Waste disposal facilities

It is intended that any new development as a result of the rezoning would be done in accordance with existing controls under the Lachlan DCP 2018 that apply to RU5 Village land. It will be these key planning controls that will guide future development.

Part 3 - Justification

This section provides a detailed assessment of the proposal's strategic and site-specific merit to determine whether the PP should be supported.

The following sections discuss the considerations within DPHI's Local Environmental Plan Making Guidelines for determining the strategic merit.

Section A - Need for the Planning Proposal

Is the Planning Proposal a result of an endorsed LSPS, strategic study or report?

Yes, the PP is consistent with the Lachlan Shire Local Strategic Planning Strategy (LSPS) which was adopted by Council in 2020, the Draft LHS, and the IRLS, adopted on 25 May 2022.

The Lachlan LSPS was adopted by Council in 2020, and notes that the township is to remain a prominent town with housing to remain in the RU5 Village zoned land. The township has a relatively large tourism sector that is to be the focus for Council, and to be increased and centred on the natural lake system, birding, fishing, history and culture of the region. The growing tourism and industrial sectors will increase the demand for further residential land within Lake Cargelligo.

The LSPS outlines several key actions to be undertaken by Council over the next 20 years with many relating to the provision to suitable housing in the region, including Lake Cargelligo. These actions include:

1. **Increase housing diversity and choice.**
 - (a) *Ensure future residential development is located on land that is currently zoned and serviced or identified for rezoning within the Lachlan Shire Urban Settlement Strategy.*
 - (b) *Ensure housing in villages is within existing zoned land and that the villages are appealing through enhancing/maintaining areas in accordance with Village Enhancement Plans.*
2. **Manage Rural Residential Development**
 - (a) *Ensure appropriate interface between residential, rural and the renewable energy industry sector.*

This PP is a direct response to the above actions and prioritises the residential needs in Lake Cargelligo which are under pressure from expanding industries and larger surrounding centres.

Council's Urban Settlement Strategy recommends the continuation of the existing RU5 Village zone to apply to adjoining rural land to be developed for urban purposes, which would ensure flexibility for any proposed future development due to the large range of uses permitted in the RU5 Village zone. The proposal maintains the RU5 zone in the existing township with the PP seeking to extend this zone to the north, consistent with the Lachlan Shire Urban Settlement Strategy.

Since the LSPS was prepared, planning for the area has progressed with the area subject to a structure plan prepared as part of the IRLS (refer to **Figure 1**). The IRLS recognises that industrial and residential land uses are often competing for the same attributes. The IRLS stresses that need for Council to ensure that land is available for future residential expansion if and when it is needed without leading to conflicting land uses.

The IRLS anticipates expanding centres across the shire, including Lake Cargelligo, and highlights the need to plan for infrastructure needs to cater for this expansion. In considering residential land use, the IRLS notes that the land resources and key development characteristics that provide favourable industrial land release areas are often the same resources and characteristics that are desirable for industrial land. To determine the suitability of land for future residential land, Council is required to consider where future serviced, large lot and lifestyle development should be located. With existing industrial land located along the western fringe of the township and future industrial expansion identified to the south, the rural land identified to the north (refer to **Figure 1**) is considered most suitable.

Following the release of the IRLS, Council has developed a Draft LHS. The LHS identifies that as of October 2022 there were no rental properties available in Lake Cargelligo. Lake Cargelligo has experienced an extreme shortage of rental accommodation, which is likely to impact the ability of the town to attract and retain a permanent workforce, including key works such as teachers, police, and health care workers. According to the LHS, there have been growing concerns in relation to the “inadequacy and high cost of rental accommodation and housing for sale”, while there has also been a growing demand for smaller dwelling typologies to cater for individuals and couples” (Draft LHS 2023).

This PP is seen as a direct action to address the above and to support a greater diversity and choice in housing within Lake Cargelligo. The PP is consistent with the above with the findings and recommendations contained in the LSPS, Draft LHS, IRLS and Urban Settlement Strategy.

Is the planning proposal the best means of achieving the objectives or intended outcomes, or is there a better way?

Yes, the PP is the only way of achieving the objectives and intended outcome. The proposed amendments are required to update the Land Zoning Map and Minimum Lot Size Map to apply the relevant planning controls and guide future development.

Section B - Relationship to the strategic planning process

Will the planning proposal give effect to the objectives and actions of the applicable regional or district plan or strategy (including any exhibited draft plans or strategies)?

Yes. The PP supports the intended outcomes within both the existing Central West and Orana Regional Plan 2041 (CWORP).

- Objective 13 of the CWORP aims to provide well located housing options to meet demand. This includes an adequate supply of affordable, well-designed housing in places where people want to live.

The site is located at the northern edge of the Lake Cargelligo township. The site, once developed, will be well connected, and be supported by existing employment opportunities and planned expansion of existing industrial land to the south and west, and will be well connected to open space, parks and schools/early education centres.

This PP will provide for additional housing opportunities in a well-connected area with good connectivity to future planned infrastructure. By reducing the minimum lot size down to 500m² in this area, it will increase the housing diversity within the site and attract different purchasers at different price points in the market to accommodate a larger pool of purchasers. This is considered to provide a benefit to the availability of housing choice within Lake Cargelligo.

- Objective 14 of the CWORP aims to plan for diverse, affordable, resilient and inclusive housing. This relates to aspects such as lot sizes, the type of dwelling, number of bedrooms and suitability of accommodation for different people within the community.

This PP will introduce a new lot size within the area to provide for properties with a minimum lot size down to 500m². While this lot size is not uncommon in new greenfield subdivisions, the Lake Cargelligo township has a minimum lot size of 600m².

This PP provides an opportunity to introduce a new area with smaller lots sizes in an appropriate setting to provide residents with more choice in the housing market. The introduction of new lot sizes also brings new dwelling designs and housing options which can attract a larger range of purchasers for reasons including but not limited to downsizers, first home buyers trying to get on the property ladder and residents living in single (lone) households. As such, this PP is considered achieve the intent of Objective 14.

Is the planning proposal consistent with a council LSPS that has been endorsed by the Planning Secretary or GSC, or another endorsed local strategy or strategic plan?

Yes, this PP is consistent with the Lachlan Shire LSPS and will assist in the delivery of housing within Lake Cargelligo – refer to Section A 'Is the Planning Proposal a result of an endorsed LSPS, strategic study or report'.

Is the planning proposal consistent with any other applicable State and regional studies or strategies?

The PP is broadly consistent with the findings and recommendations of the Future Transport Strategy 2056.

Is the planning proposal consistent with applicable SEPPs?

The PP has been reviewed against the provisions of relevant State Environmental Planning Policies (SEPPs) to confirm the outcomes would be consistent and not compromise future applications once rezoned – refer to **Table 3**.

Table 3. Assessment against relevant SEPPs	
SEPP	Comment
State Environmental Planning Policy (Biodiversity and Conservation) 2021	The Planning Proposal does not include any provisions which impede the operation of this SEPP over the subject land.
State Environmental Planning Policy (Resilience and Hazards) 2021	The Planning Proposal does not include any provisions which impede the operation of this SEPP over the subject land.
Ch 4 Remediation of land	Preliminary Investigations identify minor potential for contaminants associated with the former agricultural use of the land. However, this is not identified to prevent the proposed rezoning of the area from RU1 to RU5.
State Environmental Planning Policy (Transport and Infrastructure) 2021	The Planning Proposal does not include any provisions which impede the operation of this SEPP over the subject land.
Ch 2 Infrastructure	
State Environmental Planning Policy (Exempt and Complying Development Codes) 2008	Exempt and complying development under this SEPP will continue to apply as relevant to the individual site.

Is the planning proposal consistent with applicable Ministerial Directions (section 9.1 Directions)

The Minister for Planning and Environment issues Local Planning Directions that Councils must follow when preparing a PP. This PP is generally consistent with the Section 9.1 directions. **Appendix 1** provides a statement of consistency against each of the directions.

Section C - Environmental, social and economic impacts

Is there any likelihood that critical habitat or threatened species, populations or ecological communities, or their habitats, will be adversely affected because of the proposal?

The area subject to this rezoning is already zoned RU1 Primary Production and the Planning Proposal seeks to rezone a well located definable precinct within this area to RU5 Village.

Preliminary ecological investigations for the Precinct identify the following species may be impacted as a result of future development works:

- PCT 9 – River Red Gum
- PCT 15 – Black Box open woodland wetland with chenopod understorey mainly on the outer floodplains in south-western NSW (mainly Riverina Bioregion and Murray Darling Depression Bioregion)
- PCT 103 – Poplar Box - Gum Coolabah - White Cypress Pine shrubby woodland mainly in the Cobar Penneplain Bioregion

The affected areas are generally dispersed across the entirety of the site (refer to **Figure 5**). A Biodiversity Assessment Report will be finalised in accordance with the Biodiversity Conservation Regulation 2017. This will identify the impacted areas and anticipated ecosystem credits required for the precinct to offset the impacts as part of future development.

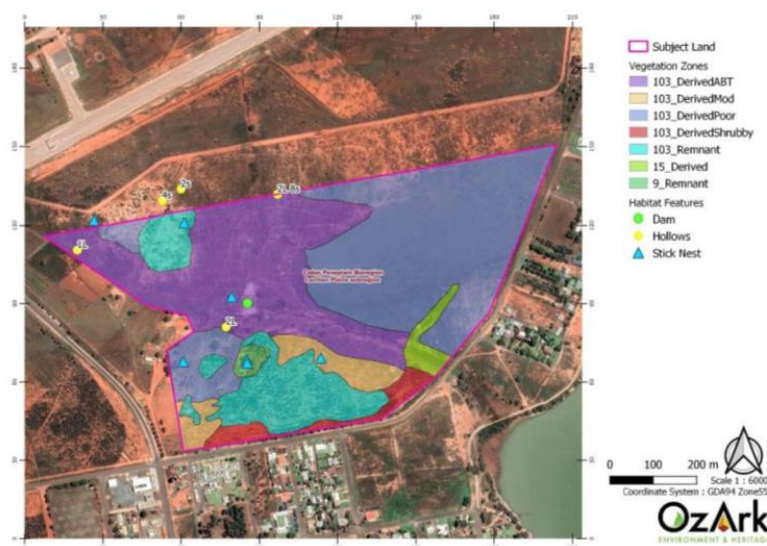


Figure 9 Vegetation zones and habitat features recorded within the subject site. *Source: OzArk*

Are there any other likely environmental effects of the planning proposal and how are they proposed to be managed?

No.

- **Geotechnical and Contamination**

Preliminary site investigations concluded that there is low potential for significant environmental contamination. However, the presence of asbestos containing material and suspected asbestos containing material (ACM) was confirmed through visual inspection. The amount was deemed to be very minor and likely disposed of by a visitor/community member.

As part of the recommendations, it is advised that the ACM identified at the subject site requires specialist attention during any removal, i.e. NSW Government – Code of Practice – How to Safely Remove Asbestos, (SafeWork NSW, 2019). It is recommended that during any removal of waste from this area, the ACM be removed and transported to a landfill, licensed to accept the waste, for disposal. The removal and disposal task can be undertaken by either a competent person or a licensed asbestos removalist.

- **Aboriginal Heritage**

An Aboriginal Due Diligence Assessment (ADDA) was prepared by OzArk. The ADDA identified three (3) potential historical items within the site and on an adjacent site. These items are summaries as follows:

- HSo1 – Concrete or cement slab and pavement of an old building. Remnants of a path heading north towards the nearby airport. Debris and refuse consisting of metal and wood scattered around. Approximately 4 x 9 meters.
- HSo2 – A large area of disturbances and debris (approximately 50 meters in length). Possibly multiple structures. Material consists of tiles, bricks, wood, and metal.
- HSo3 – Small, corrugated metal and wood structure, water tank and large piles of debris consisting of brick, wood, and metal. Nearby man-made dam within 20 meters.

The ADDA confirms that the proposed works will have an impact on the ground surface and that Aboriginal objects or intact archaeological deposits may be harmed by the proposal. As such, it is recommended that an Aboriginal Heritage Impact Permit (AHIP) application be required, while further archaeological investigation is required which will include Aboriginal community consultation and the development of an Aboriginal Cultural Heritage Assessment Report. Further, the study area will require additional survey and it should not be assumed that the Aboriginal objects noted in this report are the only Aboriginal objects present within the study area and that further Aboriginal objects are highly likely to be recorded.

Has the planning proposal adequately addressed any social and economic effects?

There are not considered to be any negative social or economic effects as a result of the rezoning which is intended to enable more diverse and affordable housing in locations where key infrastructure exists or will be made available to benefit the community. The location of the lots proposed to be rezoned with a minimum lot size of 500m² are positioned within close proximity to open space, employment opportunities and shops to the south, as well as existing schools/early education centres. The change in housing density will provide more diversity in the housing stock and better maximise the infrastructure required to be installed for the site ultimately providing an economic benefit.

Section D - Infrastructure (Local, State and Commonwealth)

Is there adequate public infrastructure for the planning proposal?

The township of Lake Cargelligo is well serviced by various forms of public infrastructure, including public parks, early education centres, pools, and schools, and rail (although primarily used for grain transport).

In addition to this, the site will be capable of providing adequate public infrastructure including public utilities and servicing which will cater for future lots. As well as an urban design concept and masterplan, investigations are underway in relation to assessing the capacity of the existing network and to design a reticulated water supply network to service the proposed new residential lots. There is also investigation underway in relation to assessing the capacity of the existing reticulated sewerage network to service proposed new residential lots that may involve connection to an existing pump station. A concept stormwater management plan for the site is also being developed.

Section E -State and Commonwealth

What are the views of state and federal public authorities and government agencies consulted in order to inform the Gateway determination

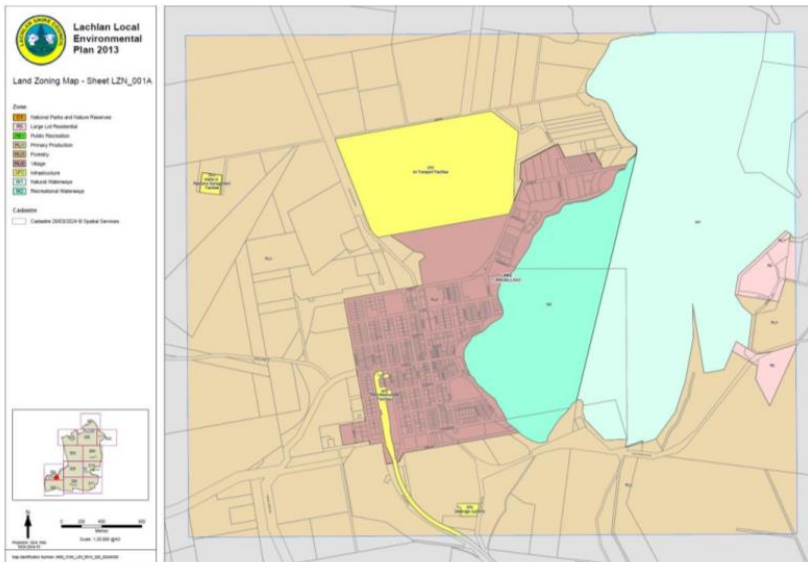
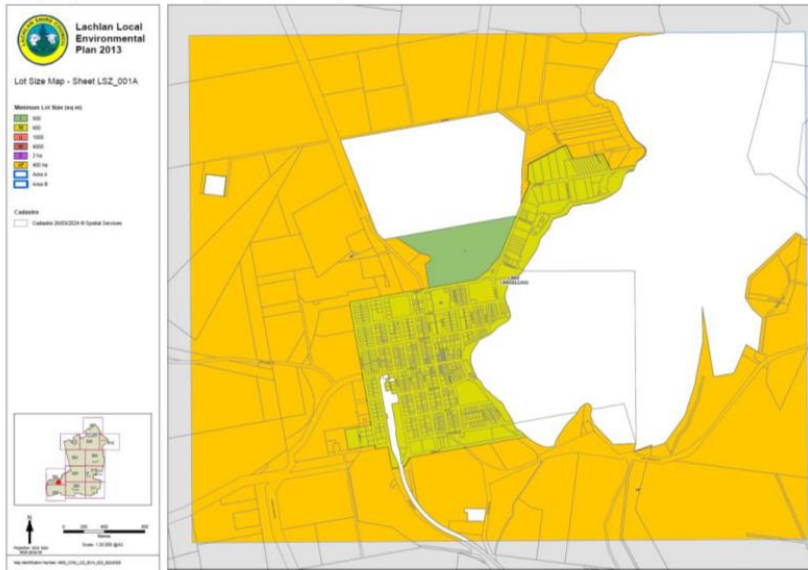
State and Commonwealth public authorities will be consulted in accordance with the Gateway determination and will be given at least 30 days to comment on the proposal.

Part 4 - Maps

The following map tiles are proposed to be amended as part of the PP.

Map	Tile Number
Land Zoning	001A
Lot Size	001A

The proposed land zoning and lot size maps relevant to this PP under the Lachlan LEP are attached.



Part 5 - Community Consultation

Schedule 1, clause 4 of the EP&A Act requires the relevant planning authority to consult with the community for PPs to amend an LEP in accordance with the Gateway determination.

Community consultation will occur in accordance with the requirements of the Gateway Determination. The planning proposal will be on public exhibition for a minimum of 28 days, and it will be notified in the following ways:

- NSW Planning Portal
- Council's Customer Experience Centres
- Condobolin Public Library
- Council's website
- Local newspapers
- Email to development stakeholders

Council will undertake consultation with the following State agencies:

- NSW Department of Primary Industries (Agriculture)
- NSW Environment, Energy and Science (Biodiversity, and Flooding and Water)
- NSW Rural Fire Service
- Heritage NSW
- Water NSW

The key steps in relation to the PP are outlined below showing when community consultation occurs in the process.

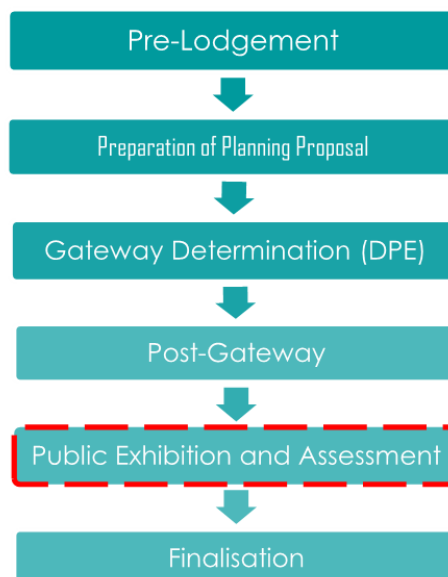


Figure 10 Key Steps in the Planning Proposal Process. *Source: Western Sydney Planning*

Part 6 - Project Timeframe

The project timeline provides a mechanism to monitor and resource the various steps required to progress the PP through the plan making process. **Table 4** provides estimated timeframes for the various steps of the process. Council will need to review these to ensure they align with resourcing and meeting agendas.

Table 4. Project Timeline	
Step	Anticipated Date
Consideration by Council	November 2023
Planning Proposal	March 2024
Gateway Determination	April 2024
Post-Gateway	May-June 2024
Public Exhibition and Assessment	August-October 2024
Finalisation	February 2025

Conclusion

This Planning Proposal seeks to amend the Lachlan LEP to rezone a parcel of land on the northern edge of the existing Lake Cargelligo township from RU1 Primary Production to RU5 Village. The site is located within Lot 212, DP 1058505, 1 McInnes Street, Lake Cargelligo.

The rezoning will facilitate greater housing diversity to address the shortfall in available residential land and to facilitate the continued growth of the Lake Cargelligo township with lots down to 500m² proposed within the RU5 zoned land. The area to be rezoned is located to the northern edge of the existing Lake Cargelligo township and is well connected being close to playing fields and parks, shops, an existing primary school and other critical infrastructure.

The rezoning is consistent with the Structure Plan under the IRLS and will facilitate the development of this land for residential uses. It is also consistent with relevant Local and State Strategic Plans including the LSPS and Draft LHS which will facilitate the intended built form outcome.

Appendix 1 - s9.1 Ministerial Directions

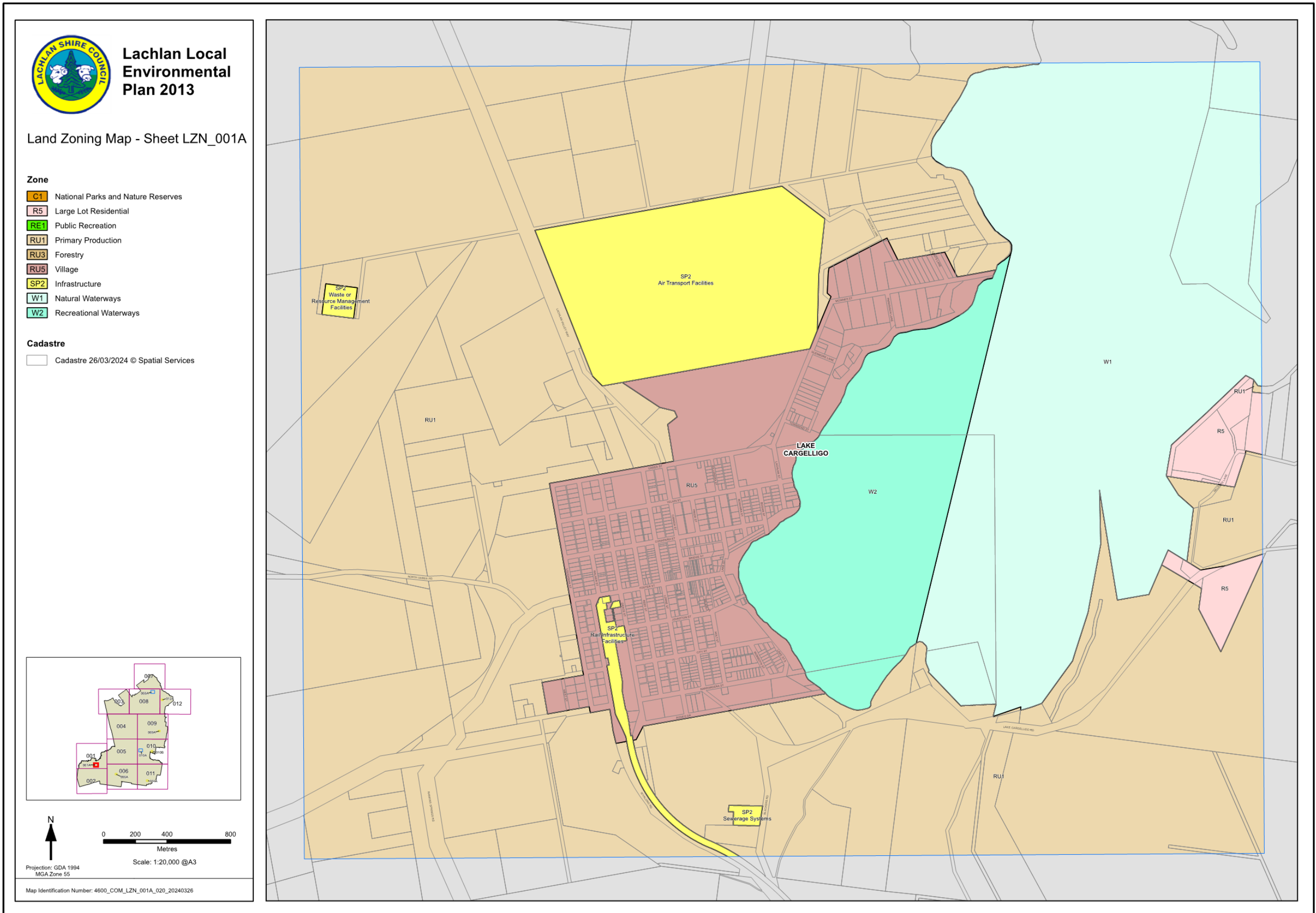
Consistency with s9.1 Ministerial Directions		
Direction Title	Consistency	Comment
Focus area 1: Planning Systems		
1.1 Implementation of Regional Plans	Yes	The Planning Proposal is consistent with the Central West and Orana Regional Plan 2041 as discussed within this report.
1.2 Development of Aboriginal Land Council land	Not applicable	Not applicable. Aboriginal Land Council land is not included in the PP.
1.3 Approval and Referral Requirements	Yes	No new unnecessary referral or concurrence conditions are proposed as part of the PP.
1.4 Site Specific Provisions	Yes	The PP utilises appropriate zones to achieve the intended land use outcomes which do not require or impose any additional provisions or development standards and hence is consistent with this direction.
1.5 Parramatta Road Corridor Urban Transformation Strategy	Not applicable	Not applicable
1.6 Implementation of North West Priority Growth Area Land Use and Infrastructure Implementation Plan	Not applicable	Not applicable
1.7 Implementation of Greater Parramatta Priority Growth Area Interim Land Use and Infrastructure Implementation Plan	Not applicable	Not applicable
1.8 Implementation of Wilton Priority Growth Area Interim Land Use and Infrastructure Implementation Plan	Not applicable	Not applicable
1.9 Implementation of Glenfield to Macarthur Urban Renewal Corridor	Not applicable	Not applicable

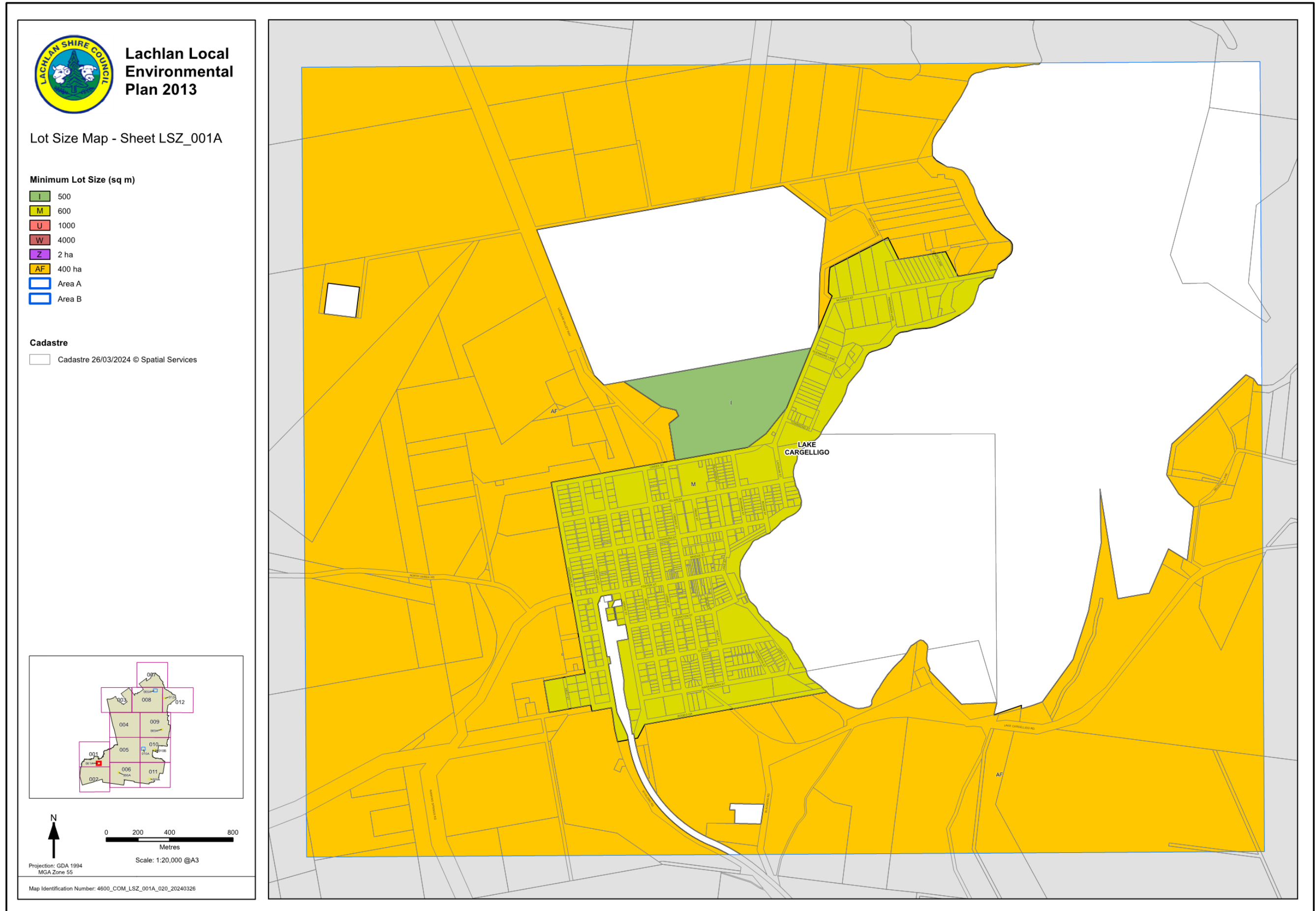
1.10 Implementation of the Western Sydney Aerotropolis Plan	Not applicable	Not applicable
1.11 Implementation of Bayside West Precincts 2036 Plan	Not applicable	Not applicable
1.12 Implementation of Planning Principles for the Cooks Cove Precinct	Not applicable	Not applicable
1.13 Implementation of St Leonards and Crows Nest 2036 Plan	Not applicable	Not applicable
1.14 Implementation of Greater Macarthur 2040	Not applicable	Not applicable
1.15 Implementation of the Pymont Peninsula Place Strategy	Not applicable	Not applicable
1.16 North West Rail Link Corridor Strategy	Not applicable	Not applicable
1.17 Implementation of the Bays West Place Strategy	Not applicable	Not applicable
Focus area 2: Design and Place		
The details of this direction were not made at the time of preparing this PP.		
Focus area 3: Biodiversity and Conservation		
3.1 Conservation Zones	Not applicable	Not applicable
3.2 Heritage Conservation	Yes	<p>This PP is accompanied by an ADDA prepared by OzArk.</p> <p>The ADDA confirms that the proposed works will have an impact on the ground surface and that Aboriginal objects or intact archaeological deposits may be harmed by the proposal. As such, it is recommended that an AHIP application be required, while further archaeological investigation is required which will include Aboriginal community consultation and the development of an Aboriginal Cultural Heritage Assessment Report. Further, the study area will require additional survey and it should not be assumed that the Aboriginal objects noted in this report are the only Aboriginal objects present within the study area and that further Aboriginal objects are highly likely to be recorded.</p>

3.3 Sydney Drinking Water Catchments	Not applicable	The site is not within the Sydney Drinking Water Catchment. Whilst it may not be within the catchment, the principles of this direction warrant consideration given the site's proximity to Lake Cargelligo. In summary, any impacts to the lake as a result of the proposal are negligible given the foreshore between the subject site and the lake is greater than 200m in width. Further, the proposal allows for suitable drainage methods which are currently being investigated as part of the PP, and its low density nature will result in minimal stormwater generation. The proposal would also be connected to a reticulated sewer system.
3.4 Application of C2 and C3 Zones and Environmental Overlays in Far North Coast LEPs	Not applicable	Not applicable
3.5 Recreation Vehicle Areas	Not applicable	Not applicable
Focus area 4: Resilience and Hazards		
4.1 Flooding	Not applicable	Not applicable – the site is not flood prone.
4.2 Coastal Management	Not applicable	Not applicable
4.3 Planning for Bushfire Protection	Not applicable	Not applicable – the site is not bushfire prone.
4.4 Remediation of Contaminated Land	Yes	<p>Preliminary site investigations concluded that there is low potential for significant environmental contamination. However, the presence of ACM and suspected ACM was confirmed through visual inspection. The amount is very minor at the site entry point and it is likely that an unexpected finds protocol could satisfactorily address this.</p> <p>As part of the recommendations, it is advised that the ACM identified at the Subject Site, requires specialist attention during any removal, i.e. NSW Government – Code of Practice – How to Safely Remove Asbestos, (SafeWork NSW, 2019). It is recommended that during any removal of waste from this area, the ACM be removed and transported to a landfill, licensed to accept the waste, for disposal. The removal and disposal task can be undertaken by either a competent person or a licensed asbestos removalist.</p>
4.5 Acid Sulfate Soils	Not applicable	The site is not affected by acid sulfate soils.
4.6 Mine Subsidence and Unstable Land	Not applicable	The site is not affected by mine subsidence or unstable land.

Focus area 5: Transport and Infrastructure		
5.1 Integrating Land Use and Transport	Yes	<p>The site is located at the northern edge of the Lake Cargelligo township, and, once developed, will be well connected and supported by existing employment opportunities and planned expansion of existing industrial land to the south and west, and will be well connected to open space, parks and schools/early education centres.</p> <p>This PP will provide for additional housing opportunities in a well-connected area with good connectivity to future planned infrastructure.</p>
5.2 Reserving Land for Public Purposes	Not applicable	Not applicable
5.3 Development Near Regulated Airports and Defence Airfields	Yes	<p>The site is located adjacent to Lake Cargelligo airport to the north. Consultation will occur with the landowner and operator of the airport. It is anticipated that all future development will satisfy <i>Australian Standard 2021 – 2015, Acoustic- Aircraft Noise Intrusion – Building siting and construction with respect to interior noise levels</i>, as required.</p>
5.4 Shooting Ranges	Not applicable	Not applicable
Focus area 6: Housing		
6.1 Residential Zones	Yes	<p>This PP will broaden and increase the choice of dwelling types within Lake Cargelligo. The residential density will be adequately serviced through the required upgrades to current services and introduction of new services and infrastructure, where required. It is generally accepted through the Draft LHS and IRLS that housing, particularly rental housing is becoming increasingly unattainable in Lake Cargelligo. The proposal will assist in alleviating this current trend by increasing housing supply as well providing an appropriate lot size which will suit a range of demographics.</p>
6.2 Caravan Parks and Manufactured Home Estates	Not applicable	Not applicable
Focus area 7: Industry and Employment		
7.1 Business and Industrial Zones	Not applicable	Not applicable
7.2 Reduction in non-hosted short-term rental accommodation period	Not applicable	This direction applies to the Byron Shire Council local government area.

7.3 Commercial and Retail Development along the Pacific Highway, North Coast	Not applicable	Not applicable
Focus area 8: Resources and Energy		
8.1 Mining, Petroleum Production and Extractive Industries	Yes	The PP will not prohibit existing mining operations within the Shire.
Focus area 9: Primary Production		
9.1 Rural Zones	Justifiable	The proposal is inconsistent with this direction as it seeks to convert existing rural zoned land to RU5 Village. However, as provided by the direction, a proposal may be inconsistent with the direction if the site in question is the subject of a strategy which is endorsed by the Planning Secretary. As has been discussed throughout this PP, the Lachlan Shire LSPS, endorsed by the Planning Secretary requires that "future residential development is located on land that is currently zoned and serviced or identified for rezoning within the Lachlan Shire Urban Settlement Strategy". Action LC4 under the Lachlan Shire Urban Settlement Strategy recommends that Council "commence investigations to identify land that is suitable for future residential development at Lake Cargelligo". Further to this, the site has also been identified for future residential development as part of the structure plan prepared for the IRLS. In light of the above, the rezoning of the rural zone is considered justifiable.
9.2 Rural Lands	Justifiable	See response above.
9.3 Oyster Aquaculture	Not applicable	Not applicable
9.4 Farmland of State and Regional Significance on the NSW Far North Coast	Not applicable	Not applicable







Energy Sustainability Plan

2024

Introduction

In September 2020 Lachlan Shire Council published its first Energy Sustainability Plan, a plan for an energy efficient, economic responsible and resilient future.

Our 2020 plan established Council's electricity consumption baseline and detailed a list of initiatives for Council to implement to reduce energy consumption, costs and emissions.

Council has made extraordinary progress in the implementation of this plan and has already exceeded most of the targets it set in 2020.

Notable achievements include:

- \$503,000 (48%) reduction in annual electricity cost
- 839 Tonne (72%) reduction in annual electricity emissions
- 1,714 MWh (41%) reduction in imported energy
- Installation of 712kW of Solar PV across 19 sites
- Installation of LED streetlighting across our LGA
- Establishment of a revolving energy fund.
- Long-term low-cost renewable energy power purchasing agreement until 2030.

Council is proud of our progress to date and strives to continue working towards a sustainable energy future.

By preparing this updated Energy Sustainability Plan (2024) Council wishes to:

- Record what has been achieved against 2020 nominated targets.
- Identify new items and emerging opportunities.
- Be prepared for future funding opportunities.



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Appendix 1 – High Consumption Sites 1

About this Document

Purpose

Local governments have the ability to affect change through policy and legislation. Lachlan Shire Council chooses to be proactive in implementing strategies to reduce its impact on the environment and energy management has been identified as a key tool to reduce overall CO₂ emissions, decrease associated energy costs and improve our resilience as a community.

This document outlines the vision, strategies and timelines Lachlan Shire Council will implement to drive change and achieve sustainability goals. The elements outlined in this document will influence the decision making and policies of Council moving into our sustainable future.

The key benefits for Council are the reduced operational costs, and the social and economic benefits that are expected as a result of Council having additional funds for other projects that benefit the local community.

Cost Reduction

Efficient energy management can significantly reduce community and Council costs. This document analyses the current energy needs and costs to Council. It considers methods for producing and storing our own energy through renewable generation and reducing energy consumption through energy efficiency.

This plan reviews Council's energy usage by category including lighting, water, Council services and community facilities and outlines strategies to address each area.

Resilience

Lachlan Shire Council relies heavily on the import of fuel and electricity. The money spent on this energy leaves the region and must be paid for by our other industries. Producing energy reduces this import, creates additional wealth for the region and leads to a more resilient community.

Resilience within a region is especially significant when external factors may hinder our traditional industries and provides an alternative source of value creation. Resilience takes two forms.

- 1. The functional requirement for a stable, reliable energy supply*
- 2. Reduction of costs and our dependence on the purchase of energy from the market*

This energy sustainability plan aims to address both elements of resilience.

Sustainability

Sustainability is the preservation of economic, social and environmental needs. Council actively addresses its responsibility to the community by providing frameworks and infrastructure that are both environmentally and economically viable. Through leadership, development decisions and community engagement in sustainable energy management, Lachlan Shire Council can shape a sustainable future for the local community.

The benefits of this Energy Sustainability Plan can only be realised when we can move away from the "business-as-usual" model.

From a financial position, Council is in a better position compared to 2019 baseline and changes a business-as-usual approach has lessened the impact of significant financial hardship over the coming decades. The progress Council has made to date in promoting sustainability has helped to secure both our environmental and economic future.

The steps addressed by this plan and the projects carried out under it must be affordable therefore we have established criteria by which the projects are measured. These criteria consider the environmental, social, financial and operational benefits of each project and will also include a risk analysis.

Council is bound by the NSW Local Government Act 1993 which states Council must:

"Properly manage, develop, protect, restore, enhance and conserve the environment...in a manner that is consistent with and promotes the principles of Ecologically Sustainable Development".

Council recognises that this Plan will help us realise short term and long-term benefits as we work towards our sustainable future.

Approach

Lachlan Shire Council applies an energy management hierarchy approach in its implementation of a more sustainable energy use profile.

An energy management hierarchy identifies and prioritises energy management options to progress towards a more sustainable energy system in the most efficient way.

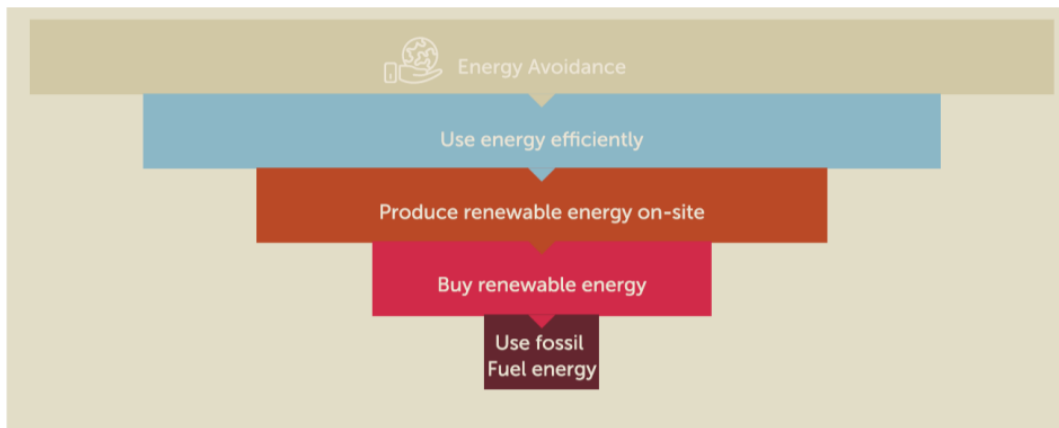


Figure 1: Energy Management Hierarchy

Energy Avoidance

Reducing energy consumption is the most important aspect of sustainable energy use. Councils primary focus is to prevent unnecessary energy use, for example, by switching off air conditioning and lighting when not in use.

Energy Efficiency

Improving energy efficiency is the next highest in the hierarchy. Energy efficiency is using less energy to provide the same service. Reducing the total amount of energy consumed by implementing energy efficiency actions will reduce the overall amount of renewable energy Council is required to install at its facilities or purchase to meet its renewable targets. Examples of this include pumps with variable speed drives and LED lighting.

Renewable Energy

Producing renewable energy at Council sites reduces our consumption of grid-sourced electricity which is produced primarily from fossil fuels.

For sites where production of renewable energy is not feasible, Council can purchase electricity produced from renewable sources. Council currently has a 50% renewable energy power purchasing agreement with Iberdrola, our large site energy provider.

2020 Energy Sustainability Plan Review

Council has made significant progress in the implementation of its 2020 Energy Sustainability Plan initiatives and achieved substantial energy, cost and emissions savings.

The table below compares Councils electricity portfolio metrics in 2019 and 2023.

	2019	2023	Reduction
Annual Electricity Cost	\$1,049,000	\$545,426	\$503,574 (48% lower)
Imported Electricity (MWh)	3,659 MWh	1,945 MWh	1,714 MWh (41% lower)
Scope 3 Emissions* (CO2)	3,037 T	839 T	2,198 Tonnes (72% lower)

**NSW 2023 Scope 2 + Scope 3 emissions factor of 0.73kg CO2-e/kWh. Solar export included in emissions reduction. LGCs bought and sold included, specifically Iberdrola 50% renewables, Shell 10% Greenpower and Lake WFP LGC sales.*

The graph below compares energy consumption for each sector in 2023 vs 2019.

Council’s energy consumption has been reduced in all sectors, but the water and lighting sectors have undergone the most significant energy savings through a combination of energy efficiency and on-site solar PV projects.

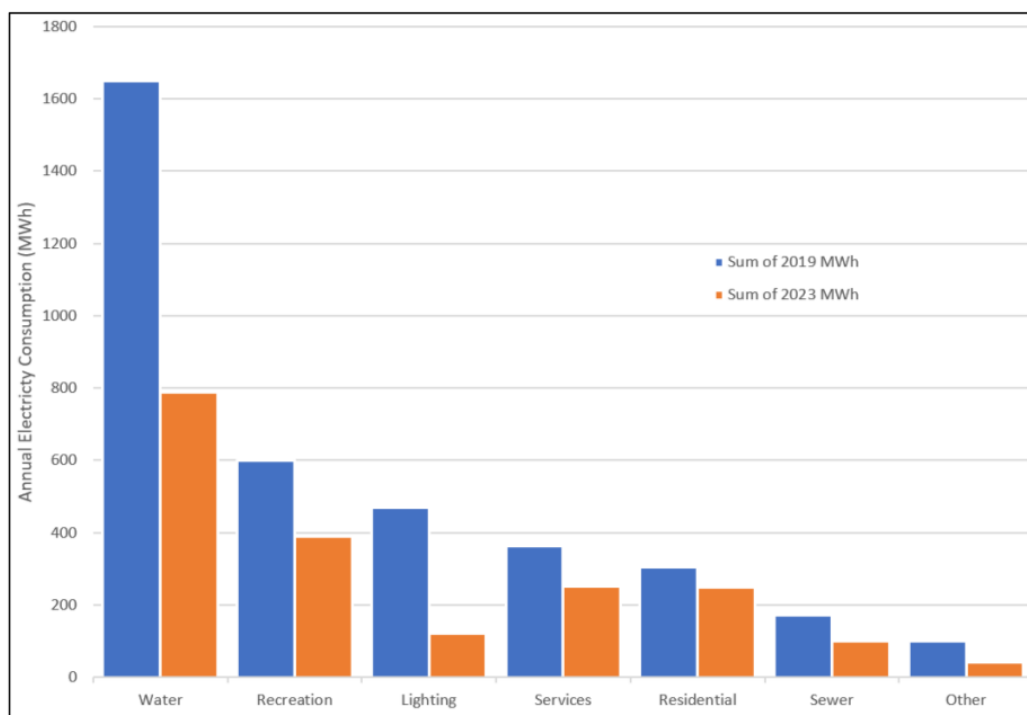


Figure 2: 2019 vs 2023 Energy Breakdown

Total on-site solar generation for 2023 was 837 MWh, with 442 MWh exported to the grid.

Total energy consumed in 2023 including on-site solar generation was 2,387 MWh (a 35% gross reduction, not factoring in the 442 MWh of net exports).

2020 Targets

Council set four emissions and energy reduction targets as part of its 2020 Energy Sustainability Plan.

Council has **exceeded all the short-term targets** set out in this plan.

2020 Target	2024 Progress	Status
Reduce emissions by 385 tonnes by 2025	Electricity associated emissions reduced by 1,870 Tonnes by 2024	✓
Reduce grid consumption by 12% by 2022	Grid consumption reduced by 41%	✓
Increase renewable energy proportion by 25% by 2025	Council achieved 53% net renewable energy as a proportion of its electricity needs by 2023 . This was achieved through the following initiatives: <ul style="list-style-type: none"> • 35% net renewable energy proportion from on-site solar alone. • 50% of energy purchased for large sites (319MWh) is from renewable sources. • 10% of energy purchased for small sites (131MWh) is from renewable sources 	✓
Carbon Neutral by 2050 (all sectors)	On track: electricity emissions already reduced by 72% Council has prepared a broader emissions reduction plan and is working to address <u>all</u> sectors including waste, gas and fleet emissions.	

These targets have been surpassed due to the successful implementation of several projects identified in the 2020 Energy Sustainability Plan.

Phase 1: (2020-2022)	Status
Development of a sustainability team within Council	
Securing additional funding for lighting upgrades and completing identified projects	✓
Securing additional funding for solar PV and completing up to eleven (11) projects across Council	✓
Implement a dashboard to review data and interpret data to monitor project success	✓
Establishing a revolving energy fund. What this means is that the savings generated by the fund are put back into other energy saving projects.	✓
Implement sustainability school grants	

Council has completed or is currently implementing phase 2 projects.

Phase 2 (2023-25)	Status
Development of a sustainability committee including Council sustainability team, elected Councillor and other outside influencers in the community)	In progress
Introducing energy efficiency metrics in lighting and pumping projects	✓
Incorporate Solar Power Purchasing Agreement (PPA) in electricity contract in 2023	✓
Review completed projects (of the 11 identified sites) and identify new projects	✓
Bulk-buy opportunities	

Phase 3 included projects to be targeted from 2025 onwards. Council has already made part progress in these areas and will continue to work on all areas.

Phase 3 (2025 onwards)	Status
Rebates and incentives	
Combined Central NSW Joint Organisation Programs/Projects	✓
Sustainable building – Sustainable lifestyle for commercial and residential buildings	
Inclusion of energy sustainability within the Community Strategic Plan	✓
Energy storage	✓
Solar farms	
Purchasing electric vehicles in the light fleet	In progress

Successful Projects

Solar PV

In 2021, following the publishing of our Energy Sustainability Plan 2022, Council installed 660kW of solar PV across 15 Council sites.



Figure 3: 660kW Solar PV Portfolio

Council was recognised for these energy projects as a winner of two 2021 Sustainable Tidy Town Awards and Local Government NSW Excellence in Environment Awards.

As of 2024, Council has 19 sites with solar PV including a 39kW system on the new Visitor Information Centre in Condobolin.

In 2023, our solar PV portfolio generated 837,099 kWh of renewable energy, equivalent to 35% of our total gross electricity consumption.

Energy Storage

In addition to the solar PV, Council installed a 180kWh battery at the Lake Cargelligo Water Treatment Plant to increase the utilisation of on-site generation. Council has also used this infrastructure to trial innovative retail electricity opportunities such as Virtual Powerplants.



Figure 4: Lake Cargelligo WTP Battery

Power Purchasing Agreements

Council, as part of a CNSWJO initiative has signed up to a Power Purchasing Agreement (PPA) with our large site energy supplier to significantly decrease energy costs and associated carbon footprint.

As of January 2023:

- The PPA electricity rates are below general market rates, and locked-in until 2030.
- 50% of our large site electricity is purchased from renewable energy sources.
- 10% of our small site electricity is purchased from renewable energy sources.

Council aims to pursue an increased renewable energy purchasing percentage as part of our future electricity contracts.

Lighting

Energy efficient lighting upgrades provides great opportunities for reductions in energy usage and operating costs across our portfolio.

Council has installed energy efficient LED lighting across all streetlights as well as several Council sporting and community facilities.

These lighting upgrades have reduced Council’s lighting associated grid consumption by 73% (348MWh). This corresponds to approximately \$90,000 p.a in energy savings.

Council continues to review lighting at all of our sites and ensure energy efficient lighting is installed where possible.

Revolving Energy Fund

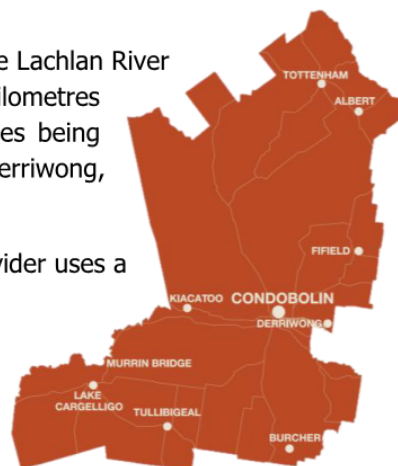
Council has implemented a Revolving Energy Fund (REF) to continually invest realised savings into sustainability projects.

Significant cost savings have been realised by investing in these projects to date. This Revolving Energy Fund allocates energy savings compared to the baseline, which have been a result of this Energy Sustainability Plan. This fund continues to be an important reserve to replace renewable infrastructure as it approaches end of life.



Where are we in 2024

Lachlan Shire Council is geographically the heart of NSW, with the Lachlan River running through it. The shire covers an area of 14,970 square kilometres and has a population of 6,200 with the main towns and villages being Condobolin, Lake Cargelligo, Tottenham, Tullibigeal, Burcher, Derriwong, Albert, Fifield and Murrin Bridge.



Council as a water & sewer authority and community service provider uses a large amount of energy.

In 2023 Council used 2,387 MWh of electrical energy across 136 Sites. 53% of this was from on-site solar or renewably sourced grid electricity.

The chart below shows the breakdown of Councils electricity consumption by sector.

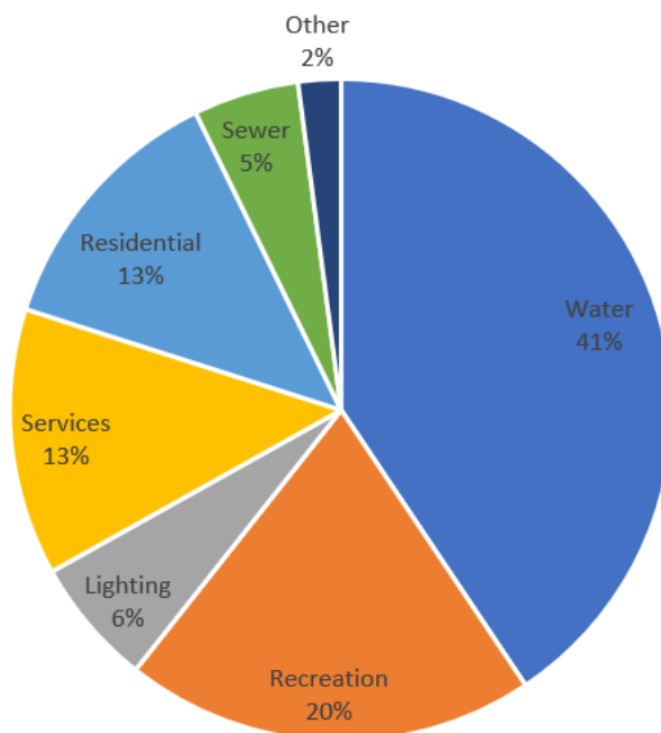


Figure 5: Lachlan Shire Council's 2023 Energy Usage by Sector

The largest sector for energy usage is water services remains related to pumping and treatment of drinking water.

Another significant portion is related to recreation and community facilities including our swimming pools in Condobolin, Lake Cargelligo and Tottenham.

Council’s 8 large contract sites (including streetlighting) attributed 33% of Councils energy usage.

These high-use sites have been a focus for Councils energy efficiency and renewable energy projects to date, and will continue to be improved as we strive to further reduce energy consumption.

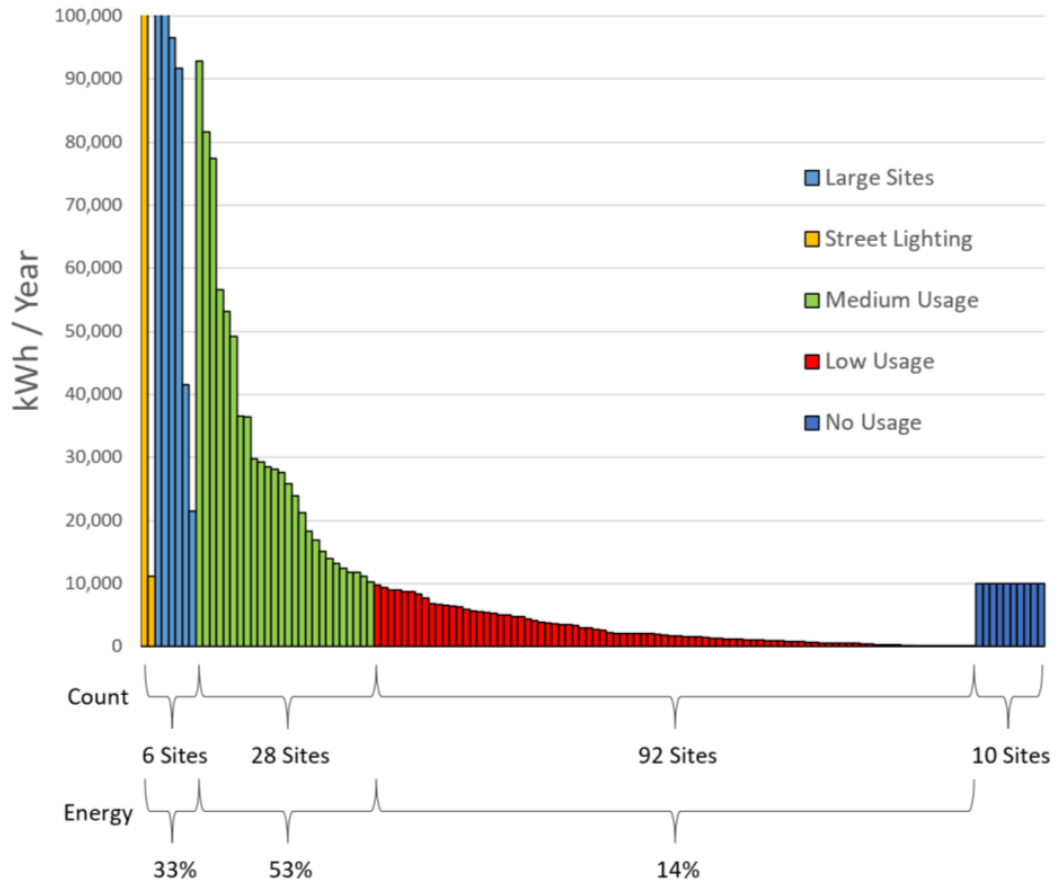


Figure 6: Council Electricity Portfolio Consumption

Details of Councils top 44 highest consumption sites are included in appendix 1.

Council Vision

Lachlan Shire Council remains committed to a sustainable future for our community. Council's approach to sustainability means that planning, decisions and actions aim to optimise the use of resources to maintain organisational viability, improve the environment and enhance social values and community engagement.

Throughout Council's operations we aim to reduce our operational cost, economic impact, ecological/carbon footprint, impact on the environment and also strive to lead by example implementing projects that supports sustainability in our shire.

Reducing our reliance on imported energy and electricity is a key area in this energy sustainability plan that Council aims to address to become more resilient and retain wealth in the region.

Measures of Success

The reporting outlined above is necessary to monitor progress in relation to targets. The key measures are:

- CO2 emissions and energy usage by source and end-use category
- Import and export of energy into and out of the region
- Actual cost savings realised
- Community engagement and involvement

What are our new targets:

Council has updated our targets to reflect our progress to date and the projects identified within this report. Each targets address our measures of success above. Council acknowledges that reaching net zero electricity emissions becomes increasingly challenging as we tackle sectors that are difficult to reduce consumption, improve efficiency or support with renewable energy.

2020 Targets	Reduce electricity emissions by 385 T (13%) by 2025	Reduce grid consumption by 12% by 2022	25% renewable energy proportion by 2025	Carbon Neutral by 2050 (all sectors)
	↓	↓	↓	↓
2024 Progress	2,198 T (72%)	41%	53%	On track
	↓	↓	↓	↓
New Targets	Reduce electricity emissions by 80% by 2027	Reduce grid consumption by 60% by 2027	75% renewable energy proportion by 2027	Carbon Neutral by 2050 (all sectors)

Implementation Plan

The following projects have been identified to address the updated targets above.

Council has divided these projects into two phases: short and medium term. Council plans to review and update our Energy Sustainability Plan at the completion of phase 2.

Council had great success with capturing the 'low hanging fruit' and has now set its sights on more complex projects.

Phase 1: (2024-2026)
Installation of solar PV at 5 sites
Installation and optimisation of battery storage functionality
Review and implementation of "Energy Smart" pumping projects
Implementation of "Energy Smart" pumping and heating at Council swimming pools
Implementation of "Energy Smart" HVAC features at Council sites
Preparation of a Council site EV charging infrastructure plan. Installation of EV charging to address short term charging needs.
Purchasing of electric vehicles in the light fleet and trial of electric heavy, utility and plant vehicles.
Combined Central NSW Joint Organisation Programs/Projects
Inclusion of energy sustainability within the Community Strategic Plan

Phase 2 includes projects to be targeted from 2027 onwards.

Phase 2 (2027-29)
Roll out of EV charging at Council sites
Transition to primarily electric vehicle purchases across all fleet segments
Investigate grid scale solar PV and energy storage projects
Include on-site Solar PV on all suitable new capital works projects
Negotiation of 100% Renewable Energy PPA for large and small sites
Review of our Energy Sustainability Plan initiatives

1. Solar PV

Council has already implemented solar PV at 17 sites identified in our 2020 Energy Sustainability Plan. These projects focussed on high energy use sites with suitable physical and load characteristics.

Council will continue the rollout of solar PV at suitable Council sites. Council has identified a range of high usage sites as well as new buildings such as the Condobolin depot.

A business case analysis of suitable sites is presented in the table below:

Site	Solar PV Size	Cost	Estimated Annual Saving	Estimated Payback
5 Melrose St, Condobolin (Bremshaw medical centre)	15kW	\$15,000	\$3,570	4.2 years
Pump Pretty Valley	15kW	\$25,000	\$3,570	7.0 years
Willow Bend Sports Centre	13kW + 20kWh battery	\$35,000	\$3,120	11.2 years
New Works Depot	40kW	\$40,000	\$6,070	6.6 years
Total	83kW	\$115,000	\$16,330	7.0 years

Our target is to implement 4 identified solar PV projects in 2024-25 financial year. Council will specifically target these projects for grant funding.

The energy reduction is identified as 131 MWh p.a. which equates to emissions reductions of 96 Tonnes of CO₂ p.a.

The energy cost savings from these projects can be fed back into other sustainability projects through our revolving energy fund.



2. Energy Storage

Energy storage systems technologies and applications have developed significantly in the past few years.

Energy storage can deliver a range of benefits to Council sites including:

- Higher utilisation of on-site solar generation.
- Back-up functionality for community resilience.
- Virtual power plant retail opportunities.
- Grid support and demand response.

There have also been recent developments in retail electricity agreements that enhance the business case for battery storage. The key barrier for Council to take-up battery storage is that our electricity contract is so competitive that it makes it almost impossible to save money by storing and selling energy.

In addition to the two sites identified above in the solar PV analysis, Council has examined a range of Council sites that may be suitable for battery storage for either economic or resilience benefits. In this analysis, the sites are switched to a retailer offering virtual-power-plant services (Amber Electric) and also an advantageous Essential Energy network tariff (known as 'sun-soaker').

A business case analysis of suitable sites is presented in the table below:

Site	System Size	Cost	Estimated Annual Saving	Estimated Payback
Lachlan Children Services	20kWh battery	\$20,000	\$977	20.5 years
Home & Community Care (HACC)	20kWh battery	\$20,000	\$790	25.3 years
Condobolin Library	20kWh battery	\$20,000	\$781	25.6 years
Lake Cargelligo Library	20kWh battery	\$20,000	\$834	24.0 years
Visitor Information Centre	20kWh battery	\$20,000	\$1,000	20.0 years

Simple payback is unlikely to be achieved in the lifetime of the battery system, however, could provide these important buildings with backup power resilience.

The 180kWh battery at the Lake Cargelligo water treatment plant is optimised for behind-the-meter value. However, it may be possible to unlock greater value at this site by integrating this system into an in-front-of-meter VPP controller and/or coordinating with Essential Energy to relax export constraints at certain times of the day.

Site	System Size	Cost	Estimated Annual Saving	Estimated Payback
Lake Cargelligo Water Filtration Plant	Optimisation Controller	\$25,000	\$10,000	2.5 years

3. Energy Smart Pumping

Councils 2020 Energy Sustainability Plan identified pumping as the single largest sector for electricity usage within Council. Any optimisation in efficiency will have significant effects on cost and energy savings.

Council will continue to ensure energy efficiency becomes a key element of all future pumping capital works projects. Installing energy efficient pumps with smart control functionality enables cost saving opportunities including:

- General improved efficiency.
- Time of use operation – scheduling pumping to avoid peak electricity prices where appropriate.
- Demand response functionality responding to grid signals by
 - Increasing pumping in times of high renewable power grid penetration when prices are low.
 - Reducing pumping in peak periods when wholesale electricity prices are high.

Council has identified 10 pumping sites to be reviewed for:

- Replacement of old pumps with variable speed drives (VSDs).
- Implementation of smart control functionality.

Site	Annual consumption (MWh)
Goobang water pump station	172
Condobolin WTP	136
Merri Abba bore 2 high lift pump	92
Pump Station, Lake St, Lake Cargelligo	30
Bore 3, Lachlan Valley Way, Lake Cargelligo	29
Treatment works, Lachlan St, Condobolin	28
Bore 2, Lachlan Valley Way, Lake Cargelligo	28
Tullibigeal pump, Gubbatta Rd	26
Raw water pump station, Lachlan St	21
Burcher Dam	13
Recreation ground pump, Lake St, Lake Cargelligo	12

Implementing VSDs at these sites has the potential to improve efficiency by 5-20% and generate up to \$30,000p.a. of behind the meter value. Council will also conduct a review of our pump control programming in line with new retail opportunities. This may generate additional value of approximately \$50,000 p.a. across our pumping portfolio.

The table below outlines the business case for implementing VSDs across our portfolio.

VSDs with integrated control	Cost	Annual Savings	Estimated Payback
6	\$210,000	\$35,979	5.8 years
13	\$455,000	\$54,514	8.3 years
20	\$700,000	\$80,000	8.8 years

4. Energy Smart Swimming Pools

Council operates 3 swimming pools in our major towns of Condobolin, Lake Cargelligo and Tottenham. These 3 pools account for 10% of our total grid electricity usage. Council has already installed solar PV at each of these facilities to reduce our daytime load.

Site	Annual consumption (MWh)	Solar PV System Size
Condobolin Swimming Pool	96	37kW
Lake Cargelligo Swimming Pool	65	40kW
Tottenham Swimming Pool	37	20kW

The majority of energy usage at these facilities is attributable to water filtration, pumping and heating (if applicable).

Council has implemented several mechanisms to reduce the energy consumption and energy cost of these sites including:

- Installation of solar PV at all sites.
- Lining of the Condobolin Pool to prevent water loss and therefore heating requirements.

Council proposes to introduce smart controls to the pool pumps at each site to reduce pumping in peak periods (5pm-8pm) and therefore access significant cost savings.

Tottenham Pool for example, by implementing a peak-shaving controller, can create savings of \$1,400 per annum (25% of the annual electricity bill) by pausing water-filtration pumping for 3 hours in the peak period.

This could be achieved by either by using basic timers, or VSD pump controllers.

A business case analysis of each site is presented in the table below:

Site	Pump Load	Annual Energy Saving (MWh)	Estimated Cost Saving
Condobolin	15kW	9	\$3,672
Lake Cargelligo	10kW	6	\$1,680
Tottenham	8kW	5	\$1,400

A budget of \$30,000 to implement smart pumping which will achieve a simple payback of under 5 years.

Council has also sought quotations for the installation of a "Heliocol" solar thermal heating system and pool covers at Condobolin Pool.

Project	Cost	Annual Savings	Estimated Payback
Smart pumping control at 3 Sites	\$30,000	\$6,752	4.4 years
Condobolin Pool Heating	\$64,000	\$5,200	12.0 years

5. Energy Smart HVAC

Council plans to optimise our HVAC systems across our portfolio of sites to prevent unnecessary energy usage and where appropriate respond to market price signals.

Council has identified 8 sites with medium energy usage that have HVAC systems. These sites typically only operate in business hours (i.e. 7am-5pm).

Site	Annual consumption (MWh)
Condobolin Works Depot (new site)	~78
Medical Centre -5 Melrose St Condobolin	49
Administration Building – 62 Molong St Condobolin	41
HACC - Condobolin	12
Condobolin library	12
Lake Cargelligo Library	11
Lachlan Children Services - 35 Marsden St Condobolin	10
Medical Centre -3 Melrose St Condobolin	8

Council plans to install a smart controller on each of the HVAC systems at these sites. The smart controller will automatically turn off HVAC systems outside of business hours. This system will also incorporate remote monitoring so Council can track HVAC energy consumption and behaviour. This system will have a manual override switch for instances where the building is occupied outside of normal hours.

Council’s also plans to trial a system at the administration building which responds to energy market signals (demand response) and reduces power consumption when wholesale electricity prices are high.

This energy smart HVAC program is expected to cost \$40,000 and reduce our energy consumption by 8-16 MWh p.a. and save \$3,000-\$5,000 p.a.

Smart HVAC Control	Cost	Annual Savings	Estimated Payback
8 Sites	\$40,000	\$4,000	10 years

6. Electric Vehicles and EV Charging Infrastructure

Council’s existing fleet emits approximately 1,900T of CO2e per annum. Electrifying Council’s fleet operations provides an opportunity to significantly reduce Council’s emissions and meet our net-zero target by 2050.

Council is currently working in partnership with CNSWJO to prepare a *Zero Emissions Fleet Transition Plan*.

This document analyses Council’s fleet data and provides a detailed plan to achieve:

- Lower total operating cost
- Lower emissions
- Improved vehicle and operational performance
- Demonstrate leadership to our communities in adopting new technology.

To enable this change Council plans to install electric vehicle charging infrastructure throughout our Council sites and buildings. This will result in significantly higher electricity usage at our depots and administration buildings.

Council is currently building a new works depot in Condobolin. As part of this design, we have made electrical provision for mass EV charging of an electric fleet.



Figure 7: New Council Works Depot - Vehicle Charging Render

Council will conduct a review of all Council sites with fleet parking and prepare a charging infrastructure plan for short-term and long-term EV charging requirements.

7. Power Purchasing Agreements

Council, as part of a CNSWJO initiative, has signed up to a power purchasing agreement (PPA) with our large site energy supplier to significantly decrease energy costs and associated carbon footprint.

As of January 2023:

- The PPA electricity rates are below general market rates, and locked-in until 2030 for large sites.
- The small-site contract (not a PPA) is not locked in.
- 50% of our large site electricity is purchased from renewable energy sources.
- 10% of our small site electricity is purchased from renewable energy sources.

Council's renewable energy PPA has enabled Council the reduction of emissions at sites which are not suitable for on-site solar PV generation. As we have seen at our large sites, PPAs have the potential to provide cost savings opportunities.

Council will work with CNSWJO to negotiate renewable energy power purchasing as part of future large and small site contracts.

Council targets an increased renewable energy purchasing percentage as part of our future electricity contracts and targets 100% renewable energy across large and small sites by 2030.

Based on existing grid energy consumption, a 100% renewable power purchasing agreement is expected to increase Council's electricity bill by approximately \$35,000p.a.

As identified in our energy management hierarchy, purchasing renewable power is the final step towards achieving zero emissions, however, energy avoidance is the priority.

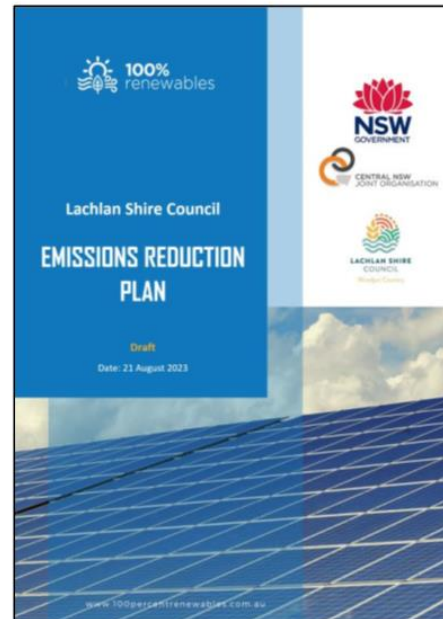
8. Emissions Reduction plan

In 2023 Council prepared an *Emissions Reduction Plan* which takes a more wholistic view at Council emissions including electricity gas, fleet, and waste emissions. This plan outlines Council’s long-term pathway to net zero emissions by 2050.

This *Energy Sustainability Plan* details updated initiatives that Council can undertake to reduce emissions associated with Council’s consumption of electricity and liquid fuels.

As stated above, Council has a target of becoming carbon neutral across all sectors by 2050. We have already reduced our electricity emissions by 72% and are targeting 100% by 2030.

Council is working towards electrifying our Council fleet to reduce our liquid fuel consumption. Council will install additional solar PV at our depots to power our fleet from renewable sources.



Key Challenges

The primary challenge for Lachlan Shire Council, in achieving the targets set out in this plan, is that we are resource constrained in;

- our human resources (time) to deliver on the elements within this plan.
- our lack of funds to initiate projects.
- Savings from energy efficiency and solar projects being redirected into other projects or cross subsidising Council's general revenue.

Part of the success of this *Energy Sustainability Plan* relies on accessing grant funding.

Council recognises that accessing grant funding requires a considerable amount of time and energy. Therefore, to obtain this funding Council must increase its resource capacity within sustainability area of Council.

As part of our *2020 Energy Sustainability Plan* Council appointed a sustainability role to focus on implementing our initiatives, attracting grant funding and overcoming challenges. Council is working closely with the Central NSW Joint Organisation and NSW Sustainable Councils program to access external support when required.

Change management can also be a challenge in addressing the objectives of this plan. Council must ensure that it communicates the benefits of each activity beyond the outcomes of "business as usual". This will ensure that all involved, from Council and the community, can see the value of the Plan and support the projects carried out under it.


Appendix 1 – High Consumption Sites

The table below details Council’s top 44 sites with the highest electricity consumption with target projects to reduce energy usage. Sites marked with a 🏠 already have solar PV systems installed.

Site Name	Site Type	Grid Electricity Usage (kWh)	Target Projects
GOOBANG WATER PUMP STATION, WEIR ST, CONDOBOLIN	Water	171,883	Pump efficiency and demand response
WATER TREATMENT WORKS, HENRY PARKES WAY	Water	136,006	Pump efficiency
LAKE CARGELLIGO WATER TREATMENT PLANT, UABBA ST CONDOBOLIN, UNMETERED SUPPLY	Water	133,600 🏠	Optimise storage and solar export
CONDOBOLIN SWIMMING POOL, HARDING AVE	Lighting	105,107	LED lighting installed
RIVERVIEW CARAVAN PARK, DIGGERS AVE, CONDOBOLIN	Recreation	96,536 🏠	Solar thermal heating + batteries
HIGH LIFT PUMP, BORE 2, LACHLAN VALLEY WAY	Residential	92,881 🏠	Hot water
CARAVAN PARK, NARADHAN ST, LAKE CARGELLIGO	Water	91,669 🏠	Pump efficiency and demand response
WORKS DEPOT, 6 BATHURST ST, CONDOBOLIN	Residential	81,623	Hot water
LAKE CARGELLIO SWIMMING POOL	Services	77,437	New depot with solar PV and EV charging
SEWER TREATMENT PLANT, GOLF LINKS RD, CONDOBOLIN	Recreation	59,666 🏠	Battery and demand response
SRA GROUND, DIGGERS AVE, CONDOBOLIN	Sewer	56,641 🏠	
MEDICAL CENTRE, 5 MELROSE ST, CONDOBOLIN	Recreation	53,198	
COUNCIL ADMIN BUILDING, 62 MOLONG ST	Services	49,205	Solar PV
SWIMMING POOL, 111 UMANG ST, TOTTENHAM	Services	41,480 🏠	HVAC optimisation and EV charging
PUMP PRETTY VALLEY, LAKE CARGELLIGO RD, TULLIBIGEAL	Recreation	36,512 🏠	Battery and demand response
PUMP STATION, LAKE ST, LAKE CARGELLIGO	Water	36,433	Solar PV
BORE 3, LACHLAN VALLEY WAY, LAKE CARGELLIGO	Water	29,805	Pump efficiency and demand response
TREATMENT WORKS, LACHLAN ST, CONDOBOLIN	Water	29,234	Pump efficiency and demand response
SPORTS COMPLEX CNR ORANGE/WILLIAM ST, CONDOBOLIN	Water	28,470	Pump efficiency and demand response
BORE 2, LACHLAN VALLEY WAY, LAKE CARGELLIGO	Recreation	28,114	HVAC and solar PV
TULLIBIGEAL PUMP, GUBBATA RD, TULLIBIGEAL	Water	27,657	Pump efficiency and demand response
CARAVAN PARK RESIDENCE, DIGGERS AVE, CONDOBOLIN	Water	25,847 🏠	Pump efficiency and demand response
	Residential	23,965	Hot water

RAW WATER PUMP STATION, LACHLAN ST	Water	21,498	Pump efficiency and demand response
HAPPY VALLEY CARAVAN PARK, TULLAMORE RD, TOTTENHAM	Residential	21,272	Hot water and solar
SEWERAGE WORKS, MINALONG ST, TOTTENHAM	Sewer	18,331	
STP, BLACKERS ROAD, LAKE CARGELLIGO	Sewer	16,947 🏠	
RECREATION GROUND, LAKE ST, LAKE CARGELLIGO	Recreation	15,095	Lighting efficiency and hot water
SPORTS GROUND, BURGOONEY RD, TULLIBIGEAL	Recreation	14,009	Lighting efficiency and hot water
BURCHER DAM, BENA ST, BURCHER	Water	13,140	Pump efficiency and demand response
RECREATION GROUND PUMP, LAKE ST, LAKE CARGELLIGO	Recreation	12,410	Pump efficiency and demand response
LIBRARY, 132 BATHURST ST, CONDOBOLIN	Recreation	11,800 🏠	HVAC and batteries
HACC CENTRE, 7 MELROSE ST, CONDOBOLIN	Recreation	11,761 🏠	HVAC and batteries
LIBRARY, 35A FOSTER ST, LAKE CARGELLIGO	Services	11,129 🏠	HVAC and batteries
ALBERT TOTTENHAM, UNMETERED SUPPLY	Lighting	11,101	LED lighting installed
LACHLAN CHILDREN SERVICES, 35 MARSDEN ST, CONDOBOLIN	Other	10,204 🏠	HVAC and batteries
GRACE ST, LAKE CARGELLIGO	Other	9,808	
VIC - Lot 2, 9218 LACHLAN VALLEY WAY, CONDOBOLIN	Services	9,395 🏠	EV Charging
STATE EMERGENCY SERVICE, MARSDEN ST, CONDOBOLIN	Services	8,974	
BUSH FIRE BRIGADE, MARSDEN ST, CONDOBOLIN	Services	8,945	
GUM BEND RD, GUM BEND RD, CONDOBOLIN	Other	8,761	
PUMPING STATION, OFFICERS PDE, CONDOBOLIN	Water	8,716	
MEDICAL CENTRE, 3 MELROSE ST, CONDOBOLIN	Services	8,366	
TOTTENHAM RACECOURSE, RACECOURSE RD, TOTTENHAM	Recreation	7,766	





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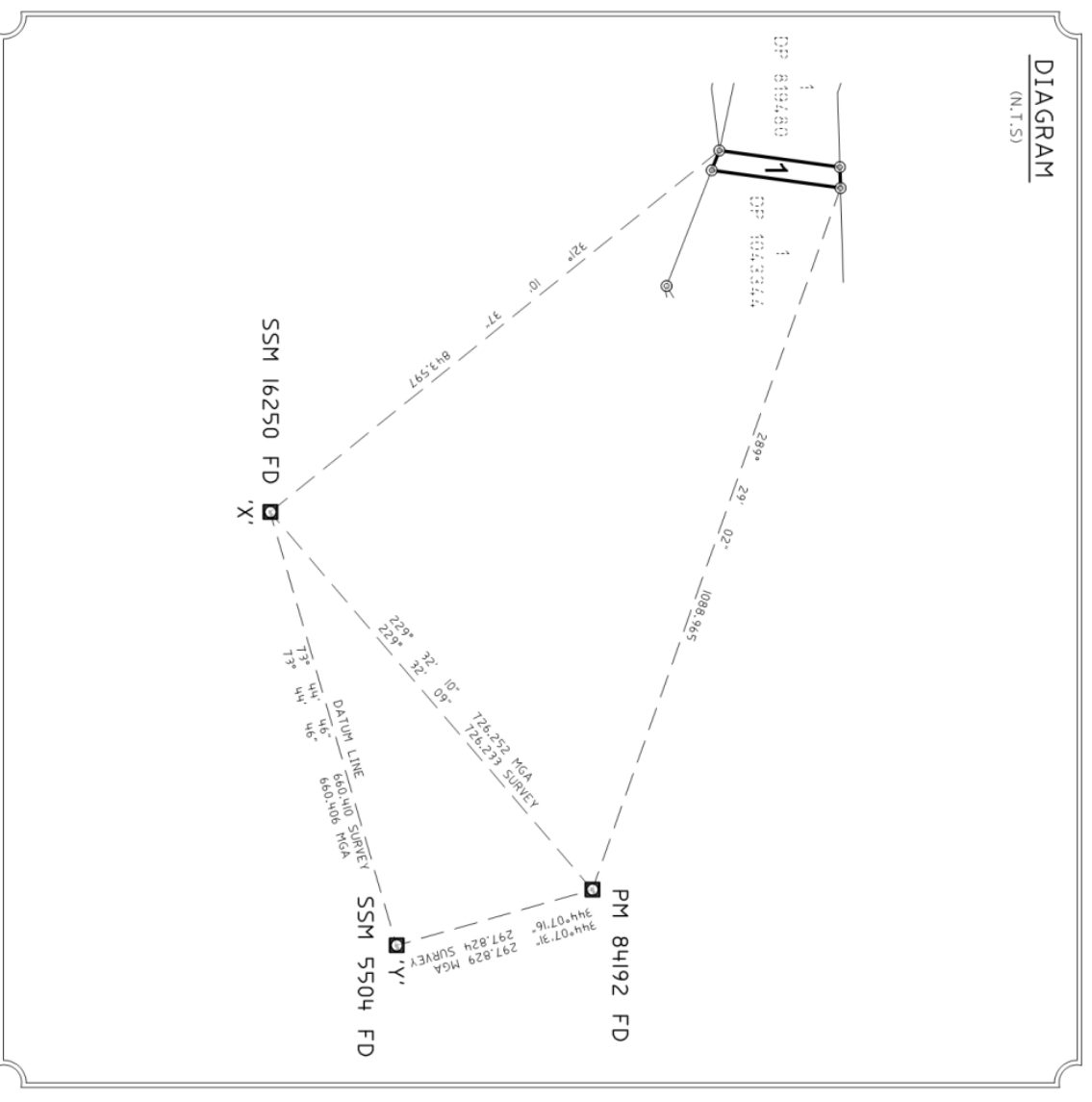
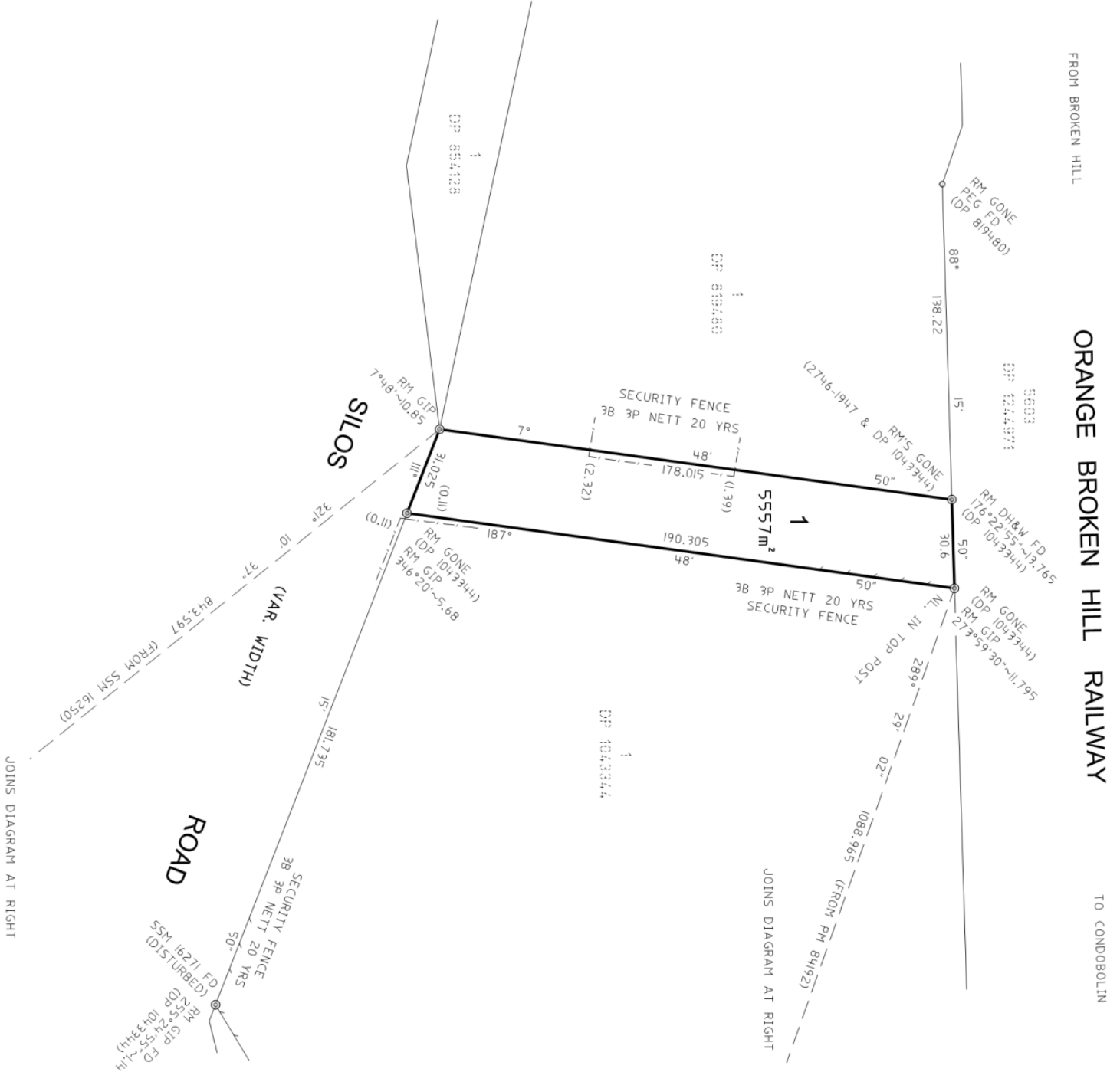
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Projection: GDA2020 / MGA zone 55

Date: 26/07/2024

Created By: Adrian Milne

Graincorp - requested Silos Road closure



COORDINATE SCHEDULE						
MARK	NGA COORDINATES		CLASS	PU	METHOD	STATE
	EASTING	NORTHING				
PH 84192	531880.621	6340309.555	B	0.02	SCIMS	FOUND
SSM 16250	512628.315	6339838.444	B	0.02	SCIMS	FOUND
SSM 5504	513262.052	6340023.208	B	0.02	SCIMS	FOUND
DATE OF SCIMS COORDINATES: 3 JULY 2024						NGA ZONE: 55
MGA DATUM: GDA2020						COMBINED SCALE FACTOR 0.999569

Surveyor: MATTHEW PETER FORSYTH
 Date of Survey: 3 JULY 2024
 Surveyor's Ref: 24061

PLAN OF TITLE CREATION AND ROAD CLOSING UNDER THE ROADS ACT, 1993. (COMPRISED IN GOV. GAZ. 7.8.64 FOLIO 2463)

LGA: LACHLAN
 Locality: CONDOBOLIN
 Subdivision No: N/A

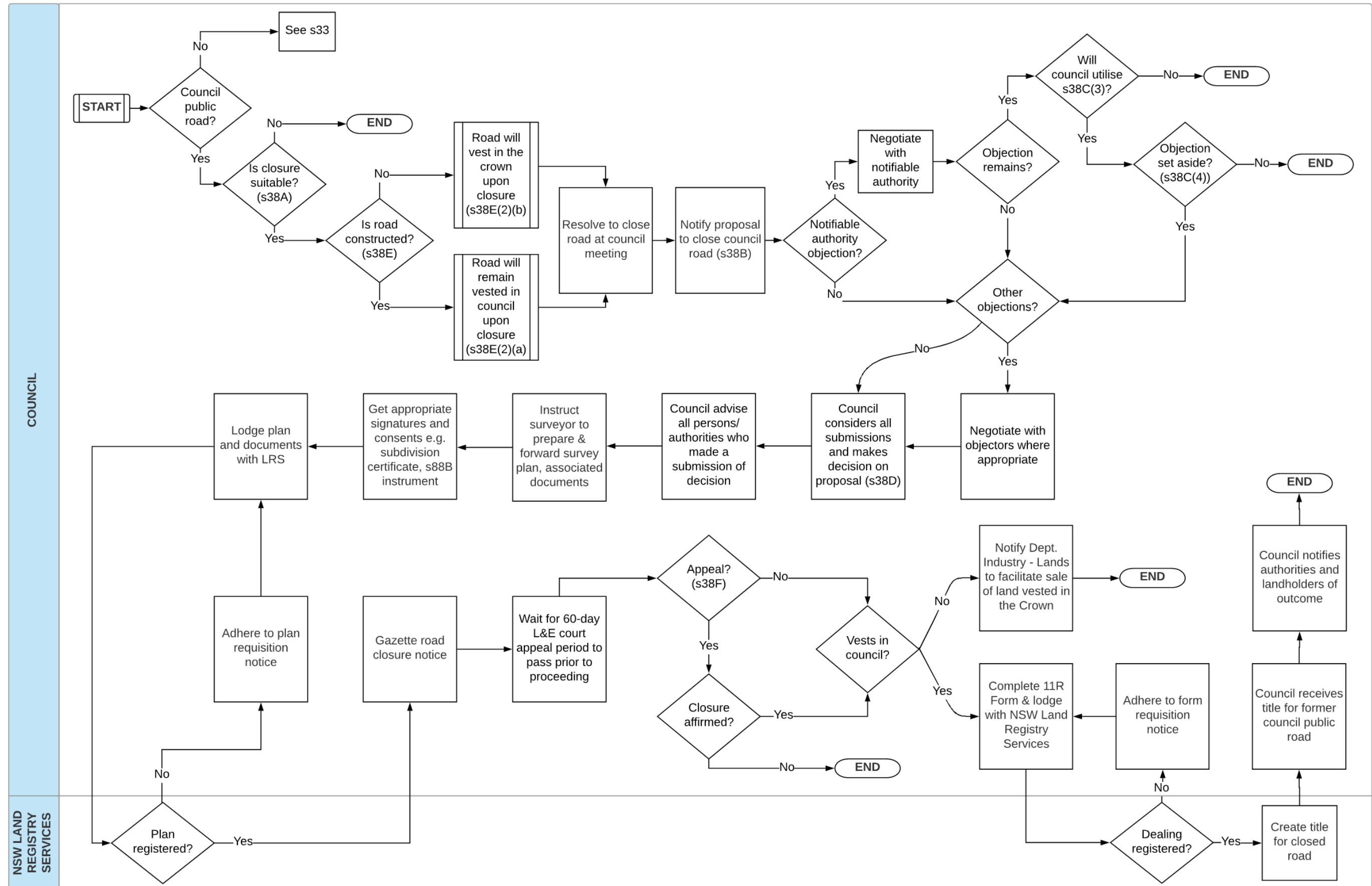
Registered

DP 1308121

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CLOSING OF COUNCIL PUBLIC ROADS BY COUNCILS - PART 4 DIVISION 3 ROADS ACT 1993

This chart provides a possible method for councils to utilise when closing council public roads under Part 4 Division 3 of the Roads Act 1993.



Cherise Small

Subject: FW: Will you take the pledge to be a #CouncillorForActiveTransport?

From: Sarah Bickford <sarah.bickford@bicyclensw.org.au>

Sent: Thursday, 25 July 2024 10:53 PM

To: Council <council@lachlan.nsw.gov.au>

Subject: Will you take the pledge to be a #CouncillorForActiveTransport?

Please forward to all the Lachlan Councillors. Thank you.

Dear Lachlan Shire Councillors,

Thank you for your amazing contributions to your local community over the last few years.

[Bicycle NSW](#) works tirelessly each and every day to create a [better environment](#) for all bike riders in NSW.

We would love you to take the [Bicycle NSW pledge](#) to be a **#CouncillorForActiveTransport2024** and:

- Advocate for increased funding for walking and cycling projects
- Work with Council to create safer streets that prioritise people not cars, particularly around schools and town centres
- Champion an active culture at Council and within the community.

Making it easier to walk and ride in your community will address many of the issues that concern your residents - cost of living pressures, parking problems, CO2 emissions, and unsafe streets around schools.

Our Asks for the next 4 years are set out on our dedicated [campaign page](#).

Are you ready to sign up? Please head here: <https://bicyclensw.org.au/councillors-for-active-transport/>

Every **#CouncillorForActiveTransport** will be published on our website and shared on social media. You may also wish to publicise your pledge, and share the form with others in your group so they can sign up too.

We wish you a successful campaign and look forward to working with you to make Lachlan Shire area better for bike riding over the next 4 years.

Many thanks and kind regards,



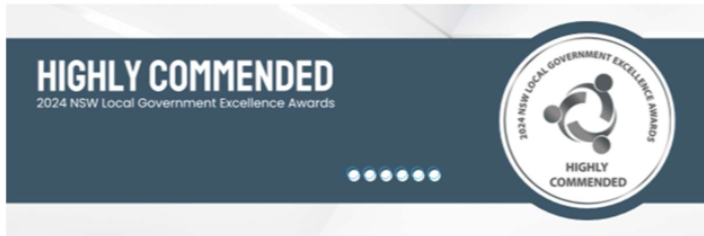
Sarah Bickford
Bike Planner
Bicycle NSW

Gadigal Country
Level 9, 66 Goulburn St, Sydney NSW 2000
M: 0431 961 520 W: bicyclensw.org.au





Cherise Small
Executive Assistant
P: (02) 6895 1969 M: 0448 558 184
PO Box 216 CONDOBOLIN NSW 2877
www.lachlan.nsw.gov.au



Greg Tory

Subject: FW: NSW Farmers Conference 2024 Motion: Feral Pig Bounty
Attachments: feral pig bounty.docx

Lachlan Shire Councillors

Lachlan Shire Council

58-64 Molong Street

CONDOBOLIN NSW 2877

Dear Lachlan Shire Councillors

This letter is regarding the substantial feral pig problem statewide and in particularly the Lachlan Shire area of which I am sure you are aware.

At present, the reliance on helicopter shooting and poisoning is not proving to be effective in reducing the feral pig population back to manageable numbers.

My aim is to have a statewide bounty scheme of which I have outlined and explained in the attachment.

I would very much appreciate the Lachlan Shire endorsing the motion in the attachment which was taken to the NSW Farmers Conference this week, 23rd,24th July 2024. In doing so, could you please write to the relative Ministers in the NSW Government and our local member, showing your support.

Thank you in anticipation.

Kind regards

Ben Nicholls

FERAL PIG BOUNTY EXPLANATIONTottenham Branch NSW Farmers Association23rd, 24th July 2024

It is reported that currently NSW has a feral pig population of well over 1 million animals.
Australia wide, 23.5 million feral pigs
Population doubles every twelve months

In wild animal population science, with natural attrition or human intervention, a population has to be reduced by 70% per year to maintain or slightly more to reduce that population. This information is available on the NSW DPI website.

So at current control rates of 100,000 pigs by the LLS for the last 12 months, we are actually well below the necessary population reduction number. That number, for 1 million pigs, needs to be 700,000. Using these figures our government has spent \$13 million for 100,000 pigs which equates to \$130 per pig. In our scheme, at \$20 per pig snout, it is 650,000 pigs.

Our aim is to have a \$20 bounty per pig snout to financially motivate all approved both professional and licenced hunters to be involved in the war against pigs. The game changer in recent times is the thermal imaging equipment. For example, one hunter in our district culled 1650 pigs over 12 months using this equipment over an area of approximately 25,000 ha.

Have you seen this equipment – in a 200 to 400 ha paddock everything can be seen from small to large eg: mouse to pig. I wouldn't be here presenting this argument to you before the introduction of thermal military grade optics.

The LLS is using professional ground shooters at \$90/\$100 per hour at present so this type of cull is already in use but in a small and inefficient way.

We realise there will be people in the room concerned about illegal trespass. We already have current legislation for illegal trespass for hunting on private and public lands. To add to this we would require a property access verification form as well as a PIC number when delivering snouts to the LLS on designated receival days. With the legislation required for this bounty the law could also incorporate equipment confiscation or hefty fines for those flaunting the law.

This bounty is aimed at shooting the pigs, not so much for doggers. Shooters can't afford to be caught breaking the law as they stand to lose their shooters licence and hence their guns.

The bounty would:

*Have the cull continually ongoing all over the state, not sporadic as it is at the moment.

*The money would be kept in the regions and small towns

* The money would compensate for the high price of ammunition and wear and tear on vehicles.

*It would allow the LLS to monitor pig numbers all over the state in real time, and at any given time.

At present, what we are doing is only skirting the edges and we feel anything that can add to this in a positive way deserves consideration. Having spoken to many professional as well as recreational hunters, I can assure you this bounty would be well received and actioned.

It adds another string to the bow. If Victoria can do it with foxes, why can't NSW do it with pigs. Over time why not add foxes, cats and deer to make a genuine difference as active conservationists and land managers.

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