

CABONNE COUNCIL ANNUAL REPORT 2023/24



CABONNE COUNCIL

ACKNOWLEDGMENT OF COUNTRY

In the spirit of reconciliation, Council acknowledges the Traditional Custodians of the country throughout Australia and their connections to land, sea, and community.

Cabonne Council acknowledges and pays respect to the Wiradjuri people, the traditional custodians of the land referred to as Cabonne.

We recognise Aboriginal spiritual, social and cultural connections to these lands and waters, and state our commitment to ensuring that Aboriginal rights, as enshrined in legislation, are upheld, and not eroded.

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2021-2024	



READING THIS ANNUAL REPORT

The Annual Report is one of the key points of accountability between a Council and its community. The report focuses on Council's implementation of the Delivery Program and Operational Plan, and the effectiveness of the principal activities undertaken in achieving the objectives within the Community Strategic Plan at which those activities are directed.

In accordance with the Local Government Act 1993, Council must publish an Annual Report to provide an update to its community and stakeholders about Council finances, performance and how Council have delivered against our strategic management plans. The report must be presented in accordance with the Local Government Regulation and Integrated Planning and Reporting Guidelines.

The 2023/24 Annual Report is a chance to share the opportunities and challenges faced during the financial year, and some of the noteworthy achievements in an effort to serve ratepayers, residents, businesses and visitors.

MAYOR'S WELCOME



**Kevin Beatty -
Mayor**

I am proud to present Cabonne Council's 2023/24 Annual Report.

As we reflect on the past year, I am filled with pride and gratitude for the incredible resilience and spirit of our Cabonne community. Presenting the 2023/24 Annual Report, I want to highlight not only our achievements but also the strength we've shown together in the face of challenges.

Over the past year this has included \$30 million in road repairs, 2.5 km of new footpaths, and completion of major projects like the Cabonne Community Centre, Molong Town Centre Activation Plan, and the Eugowra Medical Centre refurbishment.

I want to thank my fellow Councillors for their support and ongoing efforts in addressing concerns from across the community.

I also want to acknowledge Councillor Libby Oldham, who has chosen not to re-run for election in 2024. Thank you for all your efforts, particularly in relation to supporting and promoting arts and culture in Cabonne.

It is an exciting time, as we move into 2024/25, with Council having a clear plan for delivery of a number of key projects across the entirety of the LGA, which will continue to rebuild and enhance our LGA.

INTRODUCTION FROM THE GENERAL MANAGER

Given the challenges following the flood events of 2022, the 2023/24 year has enabled Council to not only support community in recovery, but to also complete some major projects across our communities.

This year, Council staff have worked diligently to enhance our community's infrastructure and ensure that essential services remain operational. I am immensely proud of our staff, who have dedicated themselves to supporting our residents.

The theme for our Delivery Program from 2021 to 2024, was around 'Delivery Quality'.

It is our hope that quality across all that Council does is evident to our communities.

However, we know that there is still so much to do!

Looking ahead, the Council team remains committed to fostering collaboration through community engagement, whilst delivering for our communities.



**Bradley Byrnes -
General Manager**

COUNCIL'S VISION & MISSION

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

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

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

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

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

Where one community succeeds - we all succeed.

We are Cabonne.

COUNCIL'S VALUES

In all we do, we will:

- Respect each other, our community, and the environment we live in.
- Balance today's decisions with the long-term future in mind.
- Be friendly and approachable, and work together.
- Strive to do our very best and take personal responsibility for our actions.

OUR COMMUNITY



330
YEOVAL

491
CUMNOCK

2,595
MOLONG

822
MANILDRA

561
MULLION
CREEK

586
CUDAL

562
CARGO

862
EUGOWRA

2,437
CANOWINDRA

Cabonne is a rich rural shire in Central West NSW, made up of 11 towns, villages, and localities including: Borenore, Canowindra, Cargo, Cudal, Cumnock, Eugowra, Manildra, Molong, Mullion Creek, Nashdale, and Yeoval.

Cabonne extends from Eugowra in the west, the site of Australia's biggest & most famous gold robbery at Escort Rock by Frank Gardiner, through to Ophir in the east, where Australia's first gold rush was. In the south is Canowindra, the ballooning capital of Australia, a town full of historic pubs, antiques and wine, and to the north is the village of Yeoval, the childhood home of Banjo Paterson, one of Australia's most famous poets.

Australia's Food Basket produces a spectacular variety of foods including; dairy products, beef, lamb, venison, apples, berries, canola oil, wine, flour, eggs, honey and gourmet food products.

The Cabonne Local Government Area (LGA) occupies 6,023 square kilometres with our pristine environment home to some of the most beautiful and bountiful country in New South Wales, including the magnificent Gaanha Bula-Mount Canobolas, Borenore Caves and three National Parks. Gaanha Bula-Mount Canobolas is the highest point in the Shire at 1395m above sea level.

2023/24 YEAR IN REVIEW



CABONNE AT A GLANCE

Population

13,825

Top Industries of Employment

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



1,963

businesses



6,023km

total land area



10 medical services

11,492

jobs

44

medium age

19 schools

5,899

dwellings

8 public halls

\$350,000

median house price

29

hectares of open public space

7 pools

3 libraries

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

5

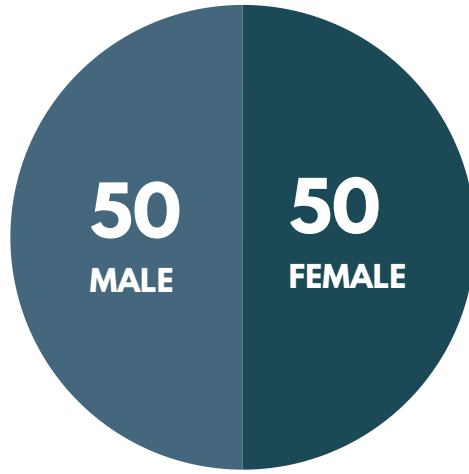
Aboriginal and/or Torres Strait Island peoples

6

born overseas

2

speaking languages other than English at home



13

care for someone with a disability

5

have a disability



74

who own or mortgage a house

14

who rent

30

couples with children

22

live alone



3

unemployed and looking for work



43

that completed higher education

30

that did not complete year 12

22

who volunteer



68

who drove to work

16

work from home

61

working full time

4

who walked to work

32

working part time

Australian Bureau of Statistics (2021)

HOW WE PLAN & REPORT



HOW WE PLAN & REPORT

Cabonne 2022 - 2032 - Community Strategic Plan

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

The Plan steers council's planning and helps us achieve the long-term outcomes our residents want for our local area. In areas and topics where we don't have control over outcomes, we work with other levels of government and key stakeholders to influence policy, planning, infrastructure, and service delivery. The plan also forms the basis for our Delivery Program and Operational Plan.

Community consultation for the new Community Strategic Plan 2022-2032 began in October 2021, with follow up consultation in February-March 2022.

There was input from more than 600 people and nearly 500 individual ideas. Consultation included:

- 11 on-line workshops
- 11 face-to-face workshops/BBQs
- 50 hours of direct community engagement.
- 1 on 1 discussions with key stakeholders
- 135 contributions through question of the week.

Our Annual Report 2023/24

This annual report summarises the performance of Cabonne Council for 2023/24 against the directions in the Cabonne Community Strategic Plan and the services and projects in the Operational Plan 2022/23.

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

Our Delivery Program 2022 - 2025 and Operational Plan 2022-2023

The Delivery Program 2022 - 2025 is one layer of the Integrated Planning and Reporting framework that all NSW councils must develop to meet the requirements of the Local Government Act 1993. It outlines the work council can do to achieve Future Directions outlined by the community in the Community Strategic Plan.

The focus in the Delivery Program is to deliver against the five future directions outlined in the Community Strategic Plan:

- Leadership
- Infrastructure
- Community
- Economy
- Environment

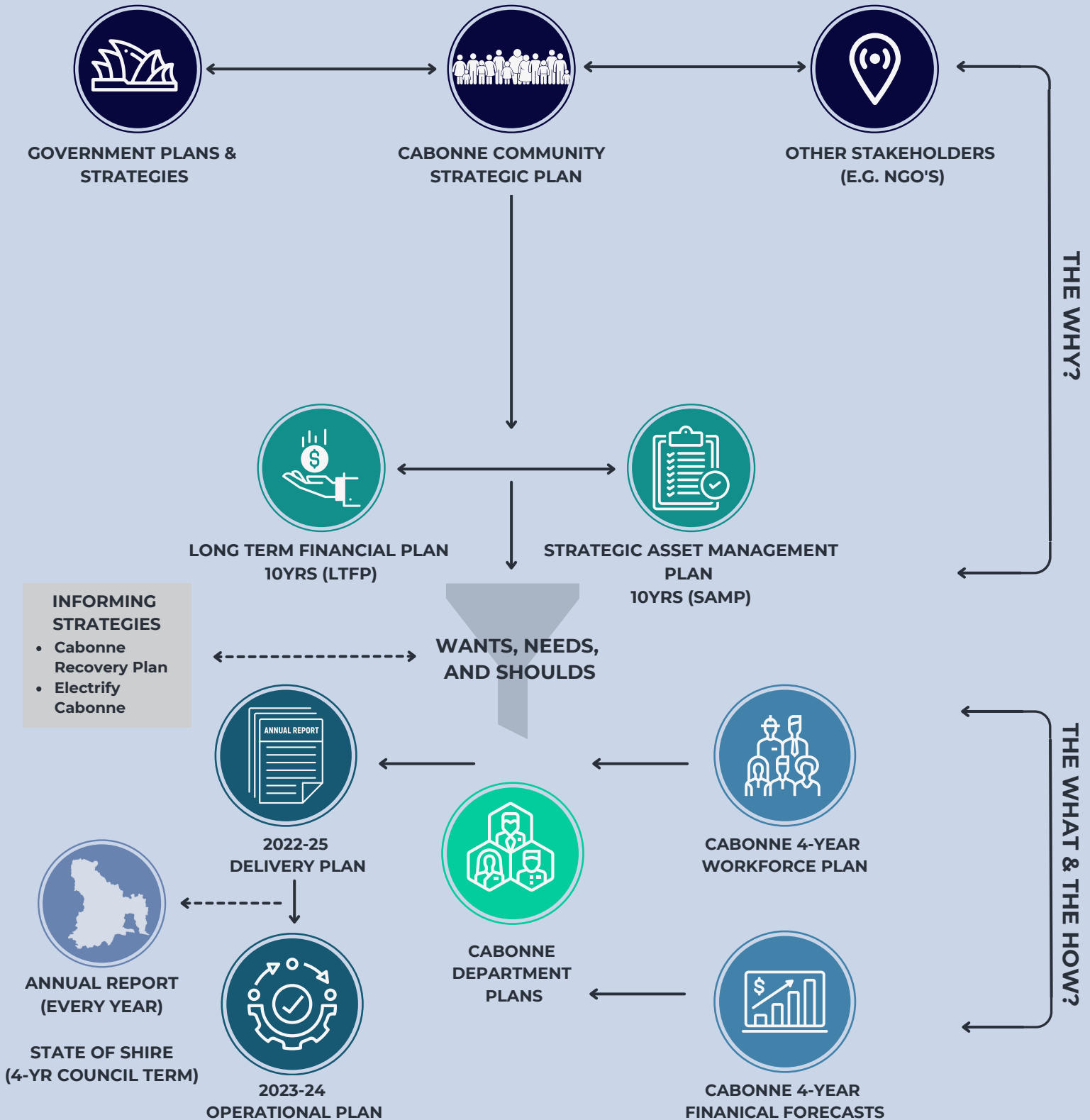
The annual Operational Plan 2022/23 supports the Delivery Program 2022 - 2025. It details the activities we undertook from 1 July 2022 to 30 June 2023. It is reported on every six months and reviewed each year. These performance reports are published in reports to council and are on council's website to inform the community of our progress.

Following the November 2022 flood event, Council worked with the community to develop a Recovery Plan. The Cabonne Recovery Plan "Building Back a Better Cabonne" has been incorporated into the 2022-2025 Delivery Program and 2022-2023 and 2023-2024 Operational Plan.

INTEGRATED PLANNING & REPORTING FRAMEWORK

The IP&R Framework begins with the community’s, not councils, aspirations for a period of at least 10 years. It includes a suite of integrated plans that set out a vision and goals and strategic actions to achieve them.

It involves a reporting structure to communicate progress to council and the community as well as a structured timeline for review to ensure the goals and actions are still relevant.

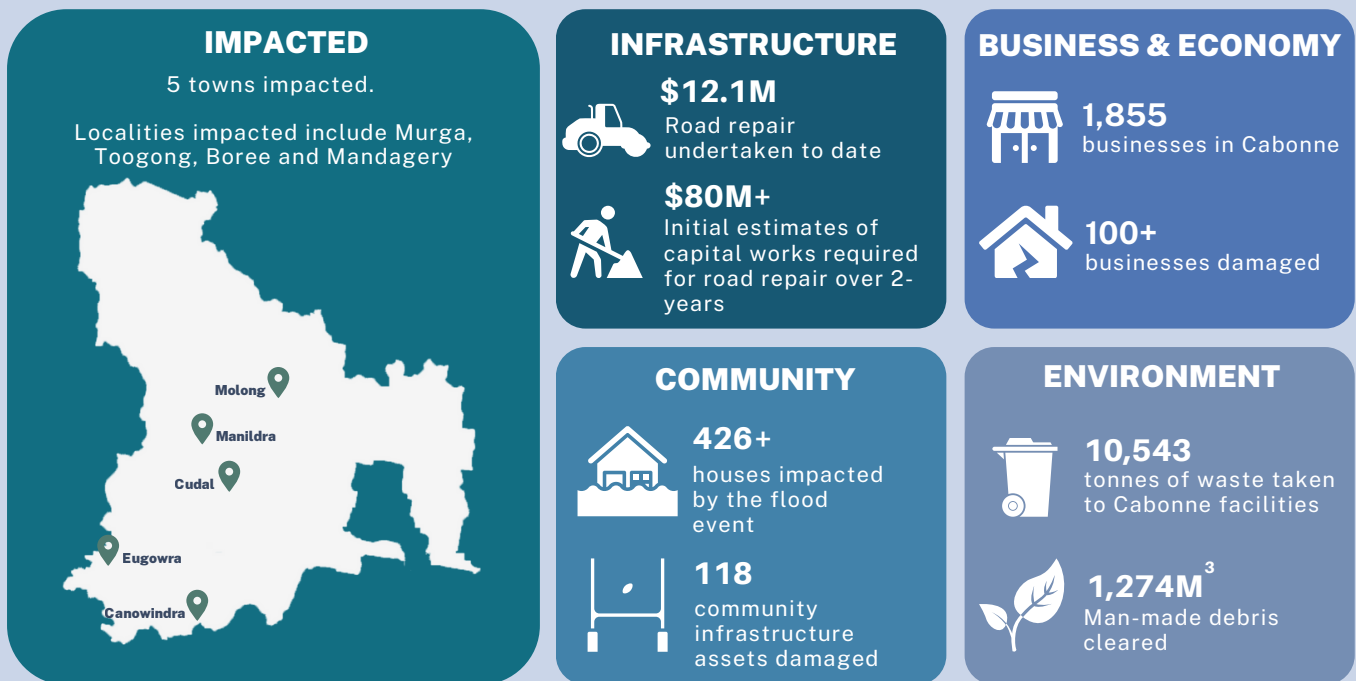


CABONNE RECOVERY PLAN - BUILDING BACK A BETTER CABONNE

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

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

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



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

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



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

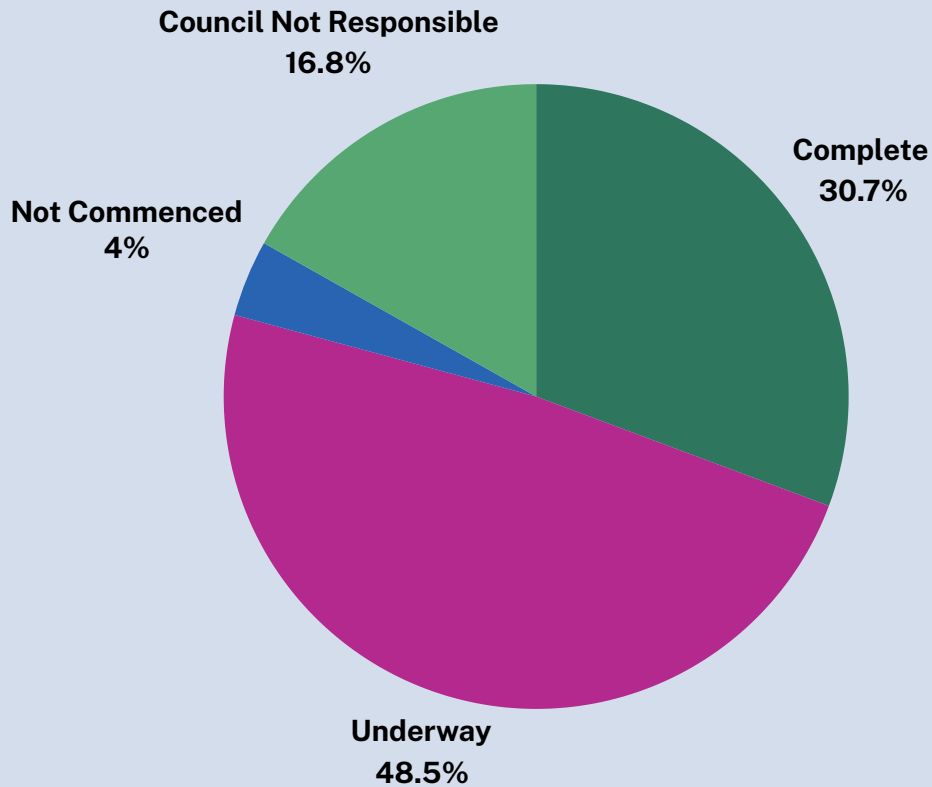
CABONNE RECOVERY PLAN - JUNE 2024 PROGRESS REPORT

In June 2023, the Cabonne Recovery Plan was adopted at council, marking a crucial step towards the long-term recovery and rebuilding efforts. The plan was developed in collaboration with various stakeholders, including community members, local businesses, and government agencies.

There are a total of 101 key projects and activities outlined across the 5 categories. As of end of June 2024, of these 101 actions:

- 31 actions and projects have already been completed.
- 49 actions and projects are currently underway.
- 4 actions and projects have not yet commenced.
- 17 actions and projects are not actions that council is responsible for, however council remains committed to supporting these endeavours.

Progress at a glance - June 2024



80% of the identified actions within the plan have now been completed or are underway.

Importantly, 31 actions have been completed. This is up from 20 completed actions when last reported in December 2023.

The recovery process is an ongoing journey, and council remains steadfast in its commitment to completing all priority actions outlined in the Cabonne Recovery Plan.

The Cabonne Recovery Plan “Building Back a Better Cabonne” has been incorporated into the 2022-2025 Delivery Program and 2022-2023 Operational Plan.

OUR PERFORMANCE



KEY FINANCIAL RESULTS

Total Operating Income	\$60.33 M
Total Operating Spend	\$55.84 M
Operating Result	\$4.99 M

TOTAL INCOME	2023/24 \$',000
Rates and annual charges	16,478
User charges and fees	11,229
Other revenues	1,209
Operating grants and contributions	14,109
Capital grants and contributions	13,924
Interest and investment revenue	1,940
Other income	1,300
Net gain from the disposal of assets	306
TOTAL	60,333

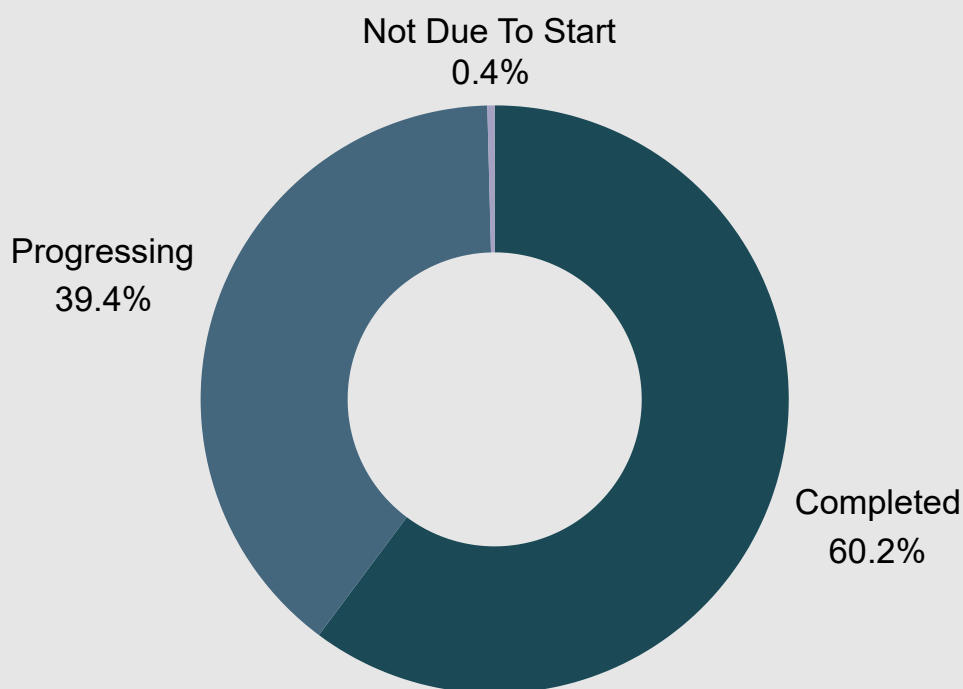
TOTAL EXPENSES	2023/24 \$',000
Employee costs	17,445
Materials and services	23,745
Borrowing costs	106
Depreciation and amortisation	13,710
Other expenses	789
Net loss from disposal of assets	-
TOTAL	55,805

OUR PROGRESS

The Operational Plan 2023/24 details the activities we need to undertake and how we will resource these. It detailed 246 deliverables.

We completed 148 of these planned activities.

PROGRESS OF DELIVERABLES AS AT 30 JUNE 2024



STATUS	NUMBER OF DELIVERABLES	PERCENT
COMPLETE	148	60.2
PROGRESSING	97	39.4
NOT PROGRESSING	0	0
NOT DUE TO START	1	0.4

The rest of this section summarises our achievements for 2023/24. Further details on projects and performance measures are in the six-monthly Operational Plan progress reports.



LEADERSHIP

AUDIT, RISK AND IMPROVEMENT COMMITTEE (ARIC)

The ARIC's objective is to provide independent oversight and support to Council in areas of risk management, internal controls, governance, and external accountability.

The ARIC monitors the following key areas: financial management, governance, enterprise risk management, performance management framework, Council's control framework, integrated planning and reporting, and compliance with legislative and regulatory requirements.

LOCAL SCHOOLS AND COUNCIL

The People and Culture team undertakes annual career visits to local high schools.

During visits to Molong, Canowindra, and Yeoval High Schools, career opportunities in local government, specifically at Cabonne Council, are discussed, including details on available apprentice and trainee positions. These sessions also cover information on applying for jobs and interview skills.

This year, students were also invited to attend one of the Ordinary Council Meetings as part of Youth Week 2024 activities to discuss issues that matter to them. Students from Molong Central School, Yeoval Central School, and Canowindra High School attended the June and July 2024 Council meetings.

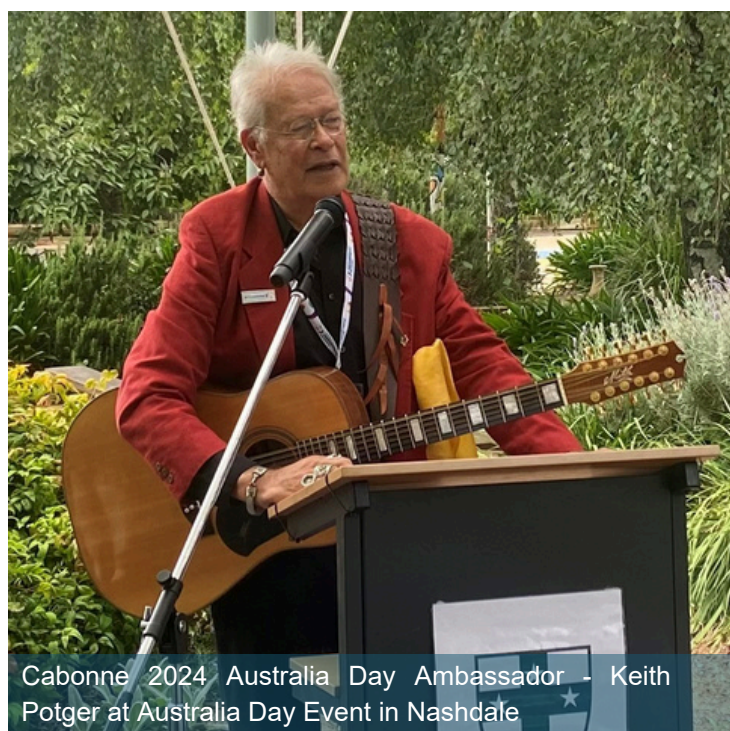


Molong Central and Yeoval Central Schools - June 2024 Ordinary Meeting

CEREMONIES

Council hosted a variety of Australia Day celebrations across the region.

We were pleased to welcome Australia Day Ambassador Keith Potger, an Australian musician, who was a founding member of the folk-pop group the Seekers, to Cabonne.



Cabonne 2024 Australia Day Ambassador - Keith Potger at Australia Day Event in Nashdale

Thirty-two awards were presented across Cabonne's towns and villages. This year, the title of Cabonne Youth Ambassador was awarded to Lleyton Edenborough.

STAFF WELLNESS PROGRAM

After a challenging couple of years for many, the Safety, People and Culture team implemented several wellness workshops to support Council staff, including:

- Health Checks
- Mental Health Boost sessions
- Resilience training
- Mental Health First Aider training
- Pre-retirement seminars
- Whole-of-Council Wellness Day



INFRASTRUCTURE

ROAD MAINTENANCE AND RENEWAL

Council is committed to maintaining and upgrading local road infrastructure to ensure safe and reliable transport routes for residents and visitors. Recent projects include:

- Cargo Road Rehabilitation: 2.2 km of road rehabilitation, including drainage improvements.
- Bridges: Upgrades completed on Nyrang, Mandagery, and Washpen Creek bridges.
- Road Repairs: \$30 million invested in repairs following the November 2022 floods.
- Footpaths: 2.5 km of new footpaths constructed in Cumnock, Yeoval, Canowindra, Eugowra, Molong, and Manildra.
- Amaroo Road: 2.2 km of road rehabilitated and sealed.
- Gravel Resheeting: Completed on Cowriga (1 km), Byng (1.3 km), Long Point (3 km), and Gowan Roads (5.5 km and 800 m).

ACTIVATION OF MOLONG CBD

The Molong Town Centre Activation Plan was a co-funded project by the Federal Government's Building Better Regions Fund and the NSW Government's Resources for Regions Fund.

The project was delivered to help develop Molong as a key regional destination, leveraging off the town's unique characteristics and offerings, improving walkability and facilitating movement, navigation and wayfinding, stimulating private investment, and diversifying the local economy and grow the town as a local business and tourism hub.

The project commenced April 2023 and included:

- Installation of street trees to the centre line of the road with native understory planting, solar fairy lights, permeable paving between the trees and safe crossing points (pedestrian refuges).
- Installation of new street furniture and the removal of existing planters and benches.
- Installation of tree planter pots.
- Installation of new garbage bins.



Official Opening of the Molong Main Street

NYRANG CREEK BRIDGE

After securing funding to ensure that Nyrang Creek Bridge was built back to a better standard, the bridge linking Canowindra and Eugowra was opened to traffic on Friday, 28 June 2024.

The Nyrang Creek Bridge Replacement was funded by the NSW Government as a result of the bridge being washed away during both the November 2022 and November 2021 flooding events.

Council's focus on recovery and building back a better Cabonne emphasised the importance of enhancing the bridge's design to mitigate safety risks associated with its structure.

A 'betterment' option was sought for the reconstruction which would enable the instalment of a larger bridge to provide some flood mitigation during future flood events (1 in 20-year flood), as opposed to reinstating the original structure.



Official Opening of Nyrang Creek Bridge



COMMUNITY

OPENING OF CABONNE COMMUNITY CENTRE

The Cabonne Community Centre (CCC) was officially opened Friday, 1 December 2023 by Cabonne Mayor Kevin Beatty, the Hon. Stephen Jones MLC, and Mr Phil Donato MP, Member for Orange.

The opening coincided with the Molong Christmas Shopping Night, which provided more reason for celebration within the community.

The Cabonne Community Centre's modernised building facilities will activate Molong's CBD, adding an accessible community function centre and local Library.

The Molong Library, which was formally located at the Railway Station, has been closed for over 12 months due to the November 2022 flooding event. It is now back up and running in a new modernised building.

The space incorporates:

- Community hall facilities to allow for public meetings and community functions.
- A library facility with capacity for meetings, study, technology connection and delivery of community-centric programs.
- An exhibition area integrated with the public space.
- Commercial kitchen for providing catering for community activities.

The Cabonne Community Centre has been jointly funded by the NSW Government, State Library NSW, and Council contributing towards the project.



COMMUNITY INFRASTRUCTURE PROJECTS

A number of key community infrastructure projects were completed in 2023-24 including:

- Manildra Female Change Rooms
- Canowindra Grandstand and Amenities
- Eugowra Medical Centre Refurbishment
- Molong Town Centre Activation Project
- Stage 1 of the Yeoval Recreation Activation Upgrades
- Opening of the Eugowra Temporary Preschool



Official Opening, Eugowra Medical Centre

COMMUNITY FACILITIES

Council collaborated with Central West Libraries to ensure that high-quality library services, with diverse collections, are available to attract and retain active membership and visitation. Currently, Canowindra Library has 795 members, Manildra Library has 145 members, and Molong Library has 936 members.

Following closure due to the November 2022 flood, Molong Library reopened in December 2023 at the Cabonne Community Centre. In January 2023, Canowindra Library was temporarily relocated to the Masonic Lodge while redevelopment work continues at its Gaskill Street premises.



STRATEGIC DIRECTION 4

ECONOMY



SHOP CABONNE CAMPAIGN

Council commenced a Shop Cabonne campaign which is dedicated to bolstering local businesses by encouraging both residents and visitors to shop locally, fostering community ties, and supporting the regional economy.

To maximise exposure for Cabonne businesses, the Council funded professional photography in May 2024, for each business in every town and village across the shire. These high-quality images are featured prominently in social media promotions and newsletters, showcasing the unique range of products, services, and personalities that define Cabonne's business landscape.



Shop Cabonne

BUSINESS E-NEWSLETTER

Council introduced a Cabonne Collective e-newsletter, which is sent quarterly to Cabonne businesses.

This newsletter provides essential updates on grants, workshops, resources, planning, and events. Tailored to support local growth, it connects businesses with valuable opportunities and fosters community engagement, reflecting Council's commitment to a vibrant local economy.



FUNDING FOR COMMUNITIES

\$35,929.45 for the 2023/24 Events Assistance Program was provided to 12 events across the region. Including:

- Cumnock Family Fun Day and Markets
- Acquisitive Art Prize
- Canowindra Baroquefest
- Eugowra Canola Cup
- Central West Cold Snap disc golf
- Rural Women's Gathering
- Orange Region Wine Show
- Speed Shear Cargo
- Cargo 2 Grenfell Walk

\$58,000 was provided to four community organisations under Council's Sponsorship Program for 23/24, for the following events:

- Australian National Field Days
- Banjo Patterson Festival
- Canowindra Balloon Challenge
- Molong Village Markets



\$10,585 was provided from the Village Enhancement Fund:

- Nashdale-Lidster Consultative Committee for the upgrade of the outdoor kitchen facilities at the Nashdale Hall.
- Mullion Creek and District Progress Association for the upgrade of the BBQ facilities at the Mullion Creek common area.

The Community Assistance Program contributed a total of \$64,937.69 across 20 projects, with funds directed toward supporting not-for-profit community groups with community-related projects on non-commercial facilities which provide ongoing or sustainable benefits to Cabonne communities.

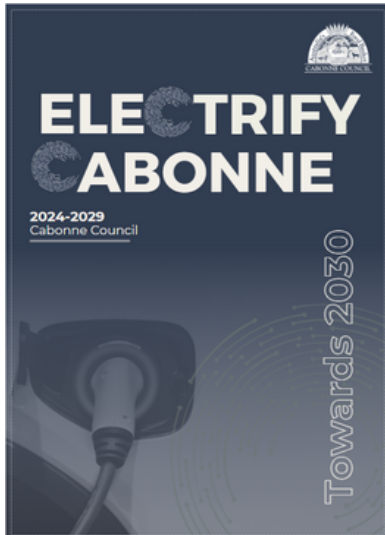


ENVIRONMENT

ELECTRIFY CABONNE

Adopted by Council in April 2024, Electrify Cabonne considers the impacts of a changing climate and identifies projects and initiatives that assist Council and the community to adapt to this changing climate.

Electrify Cabonne identifies a range of Council projects that save costs, reduce emissions and provide load flexibility, via the use of solar PV, battery storage, electric vehicles, demand management and other energy efficient technologies.



The projects identified in Electrify Cabonne span across all towns and villages in the LGA, and provide a wholistic approach to enhancing Council's energy portfolio.

WEEDS DESTRUCTION

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

Council staff conducted 347 private inspections during the 23/24 financial year. These inspections are carried out with landholders to assist in creating a weed management plan, dependent on the weed and the size of land.



WASTE DISPOSAL

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

During the 2023/24 financial year, Cabonne Council's waste facilities received a total of 4,970 tonnes of waste.

ANIMAL WELFARE

Cabonne Council continues to encourage responsible pet ownership with the annual de-sexing vouchers offered during Local Government Week. \$5,000 was allocated towards the vouchers and entitled 46 residents to receive discounted de-sexing of their pet, on a "first in best dressed" basis.

Between July 1, 2023, and June 30, 2024, there were 91 after hours calls for Ranger services. 48 resulted in callouts, 27 customer service requests and 14 general enquiries.

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



CORPORATE GOVERNANCE



OUR ORGANISATION



Our formal decision-making processes are conducted through council meetings. A large number of business matters covering a wide range of issues are discussed. Meetings are held in line with the council's Code of Meeting Practice. As required, all council meetings are recorded.

A Code of Conduct applies to our councillors and staff. The code provides an overview of the councillors' responsibilities and includes guidelines for rules of conduct, decision making and the use of resources. The elected council met a total of 11 times during the year. The quorum requirement was met at each meeting.

There are currently 9 councillors for Cabonne. At each election, voters elect 9 councillors for a four-year term. All residents on the electoral roll are eligible to vote. Property owners who live outside of the area and rate paying lessees can also vote but must register their intention to vote on the non-residential roll. Voting is compulsory.

In total, 267 council resolutions were considered in this financial year.



9 COUNCILLORS



3 FORMAL GIPA REQUESTS FINALISED

11 COUNCIL MEETINGS

113 INFORMAL GIPA REQUESTS FINALISED

267 COUNCIL RESOLUTIONS PASSED

83,655 DOCUMENTS REGISTERED BY COUNCIL STAFF



MAYOR
KEVIN BEATTY
 Elected in 2017

Committee appointments:
 Orange 360
 Community Safety Precinct
 Cabonne Floodplain Advisory Committee
 Cabonne Roads Advisory Committee



DEPUTY MAYOR
JAMIE JONES
 Elected in 2017

Committee appointments:
 Molong Advancement Group
 Eugowra Promotion and Progress Association
 Cudal Central Incorporated
 Cabonne/Orange Road Safety Committee
 Cabonne Floodplain Management Advisory Committee
 (alternate to Mayor)
 Cabonne Roads Advisory Committee (alternate to Mayor)

CURRENT ELECTED MEMBERS



COUNCILLOR PETER BATTEN

Elected in 2017

Committee appointments:

- Joint Regional Planning Panel
- Cumnock and District Progress Association
- Yeoval Progress Association
- Association of Mining & Energy Related Councils
- Canobolas Bush Fire Management Committee (alternate with DGMI as delegate)
- Canobolas Zone Liaison Committee
- Cabonne Council Roads Advisory Committee (alternate)



COUNCILLOR MARLENE NASH

Elected in 2012

Committee appointments:

- Cabonne Pools Advisory Committee
- Joint Regional Planning Panel (alternate)
- Manildra and District Improvement Association (MADIA)
- Cumnock and District Progress Association (alternate)
- Yeoval Progress Association (alternate)
- Cargo Progress Association
- Canowindra Retirement Village Project Working Committee (alternate)
- Central West Libraries (alternate)
- Traffic Committee (alternate)
- Central Tablelands Water



COUNCILLOR LIBBY OLDHAM

Elected in 2017

Committee appointments:

- Manildra and District Improvement Association (MADIA) (alternate)
- Molong Advancement Group (alternate)
- Borenore Community Progress Association (alternate)
- Nashdale Consultative Committee
- Arts Out West
- Central West Libraries
- Cabonne Floodplain Management Advisory Committee (alternate)

ELECTED MEMBERS



COUNCILLOR KATHRYN O'RYAN

Elected in 2021

Committee appointments:

- Age of Fishes Museum Advisory Committee (alternate)
- Cargo Progress Association (alternate)
- Canowindra Business Chamber (alternate)
- Canowindra Food Basket
- Orange 360 (alternate)



COUNCILLOR ANDREW PULL

Elected in 2021

Committee appointments:

- Cabonne Pools Advisory Committee (alternate)
- Mullion Creek & District Progress Association (alternate)
- Canowindra Business Chamber
- Cudal Central Incorporated (alternate)



COUNCILLOR ANDREW RAWSON

Elected in 2021

Committee appointments:

- Mullion Creek & District Progress Association
- Borenore Community Progress Association
- Nashdale Consultative Committee (alternate)
- Association of Mining & Energy Related Councils (alternate)
- Canobolas Zone Liaison Committee (alternate)
- Ophir Reserve
- Central Tablelands Water
- Cabonne Council Roads Advisory Committee



COUNCILLOR JENNY WEAVER

Elected in 2017

Committee appointments:

- Age of Fishes Museum Advisory Committee
- Eugowra Promotion and Progress Association (alternate)
- Cabonne/Orange Road Safety Committee (alternate)
- Canowindra Retirement Village Project Working Committee
- Community Safety Precinct Committees (alternate)
- Traffic Committee
- Cabonne Floodplain Management Advisory Committee

EXECUTIVE LEADERSHIP TEAM



BRADLEY BYRNES **GENERAL MANAGER**

Qualifications include: Masters of Public Policy and Administration and Masters of Business Administration through Charles Sturt University. Graduate Certificate of Risk Management through Griffith University.

Employed in the Public Sector for 34 years, 13 of which have been with Local Government.



HEATHER NICHOLLS **DEPUTY GENERAL MANAGER - CABONNE SERVICES**

Qualifications include: Graduate of University of New England with a Bachelor of Arts, Diploma Urban & Regional Planning, Diploma Local & Applied History.

Employed in Local Government for over 30 years.



MATTHEW CHRISTENSEN **DEPUTY GENERAL MANAGER - CABONNE INFRASTRUCTURE**

Qualifications include: Bachelor of Engineering & Technology, Graduate Diploma in Business, Australian Institute of Company Directors- Board Course.

Employed in Local Government for over 20 years.

COUNCIL SERVICES

Most people are surprised when they learn how much councils do for their communities. Cabonne Council provides more than numerous services to keep our community vibrant, clean and safe.

Below is a list some of the services Council provides to the Cabonne community.



INFRASTRUCTURE & ASSET MANAGEMENT

Managing and maintaining roads, footpaths, bridges, street furniture and cemeteries.

PLANNING & DEVELOPMENT

Urban and rural planning, building assessments, development assessments.

HERITAGE

Heritage support for owners of heritage listed places.



AGED & DISABILITY SERVICES

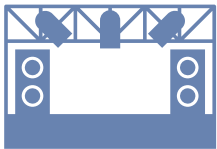
Social support services, home support services, home maintenance, and food delivery.

COMMUNITY TRANSPORT

Community transport services, buses services, health related transport, social bus trips.

COMMUNITY DEVELOPMENT

Grant programs, community facilities, Cabonne Collective, event assistance program, sponsorship program.



TOURISM & EVENTS

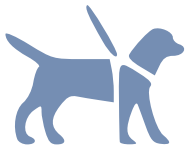
Festivals and events, visitor information, event assistance.

ECONOMIC DEVELOPMENT

Mainstreet activation projects, renewable energy program.

PARKS & RECREATION

Maintaining parks, reserves, playgrounds, walking trails, street trees, swimming pools.



COMPLIANCE

Animal management, nuisance and litter control.

WASTE & RECYCLING

Kerbside waste collection, recycling depots, street cleaning and graffiti removal.

PUBLIC HEALTH

Regulating food safety, waste and water systems, water quality, sanitation, swimming pools.



ADMINISTRATION

Records management, GIPA requests, Council land committees support.

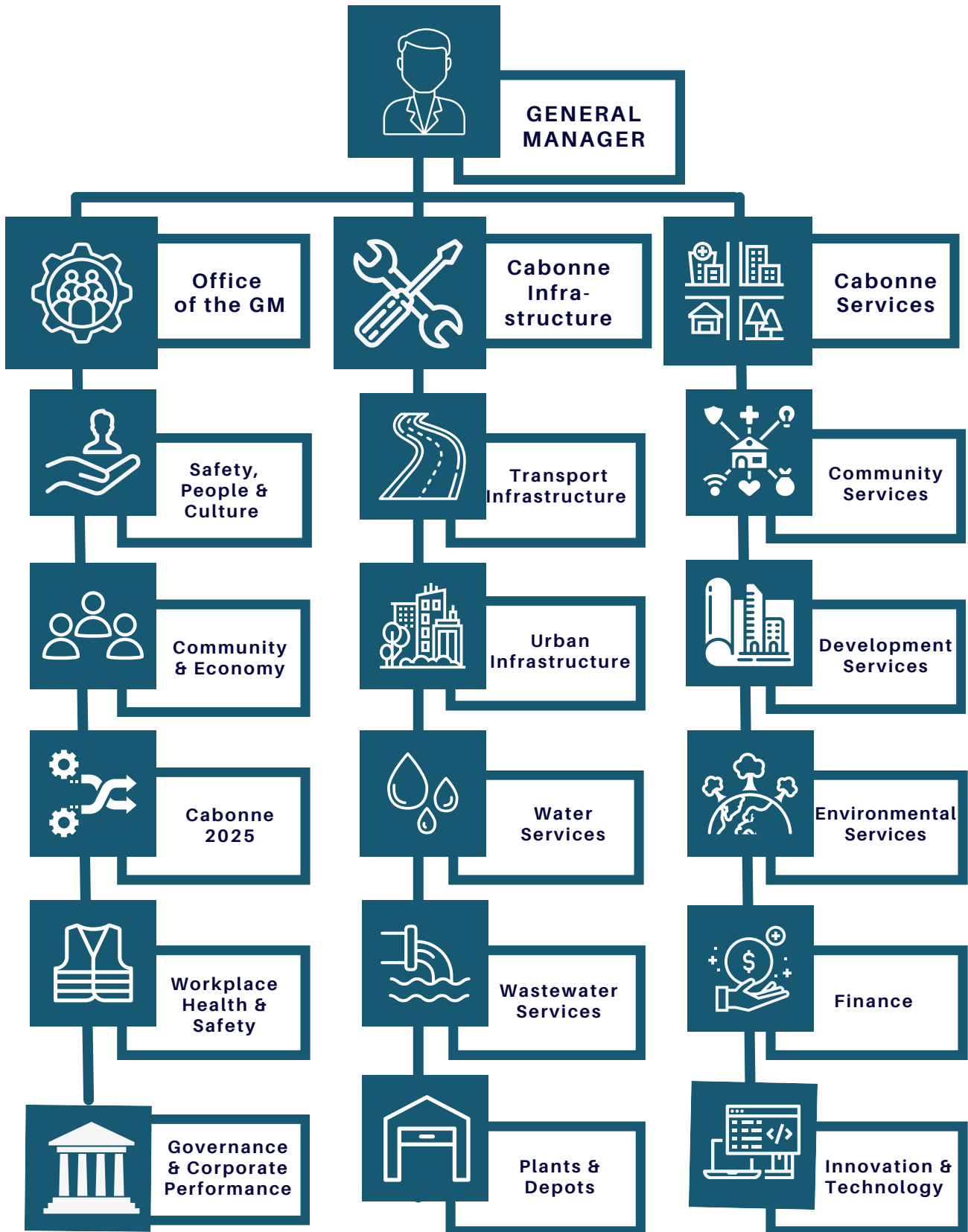
CUSTOMER SERVICE & INFORMATION

Responding to community requests, after hours services, and community information.

EMERGENCY PLANNING

Regional bush fire prone maps, emergency management plans.

ORGANISATIONAL CHART





OUR STAFF

Offering opportunities for personal and career development allows us to continuously attract and retain high-quality staff. The number of full-time equivalent permanent staff has increased from last financial year, at 185.



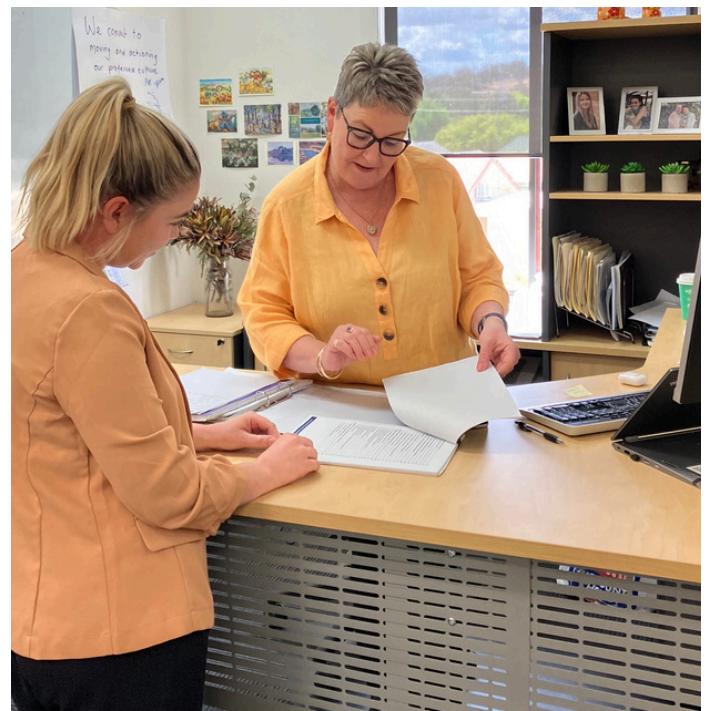
Post COVID, Council still encourages flexible working arrangements, if possible, to cater for staff wanting a 'hybrid style' working environment. This has been a positive outcome from COVID-19, allowing staff to work from home to reduce travel stress and to promote 'hot-desks' within the organisation to effectively utilise office space.

Further embedding our Safe and Respectful Behaviours framework has continued to standardise the way we deliver to our communities and ensure that delivery is satisfactory in regard to our conduct, behaviour and our performance. The framework ensures all staff are treated fairly, transparently, and evenly across the organisation.

We are an Equal Employment Opportunity (EEO) employer, committed to providing a workplace that is free from discrimination and harassment. We also provide equal employment opportunities for current and prospective employees.

Roadshow visits to depots and offices with updates from Safety, People and Culture, Work, Health and Safety, and the Executive Leadership Team.

We provide flexible employment arrangements, with a nine-day fortnight implemented for all full-time staff. We provide access to ongoing learning and development opportunities to build the capacity of our employees. Opportunities include on-the-job training, internal and external workshops, conferences, and programs.



As part of the Cabonne 2025 Transformation Program, the strategies on building the capability and capacity of the Leadership team has continued to be a focus in the last 12 months. Aligned to council's four key lines of effort – quality service delivery, improvement and innovation, valuing and developing our people and engaging and building relationships with our stakeholders – we have now defined eight areas of capability for the organisation and for our people.

To achieve our vision of being an adaptive, resilient and performing council, our leaders need to be capable in the areas of managing budgets, risk, projects, service delivery, being innovative and seeking improvement, leading their people, managing relationships and continuing their own development through ongoing learning and skills development.

In the recruitment space, our turnover has dropped from 23% to 12%, a promising sign that our internal programs are helping Cabonne to retain high performing staff.

Council continues to encourage training and upskilling staff and recognising them for their achievements. The Safety, People and Culture team actively encourage students to apply for apprenticeships and traineeships with Council through school visits and talks.



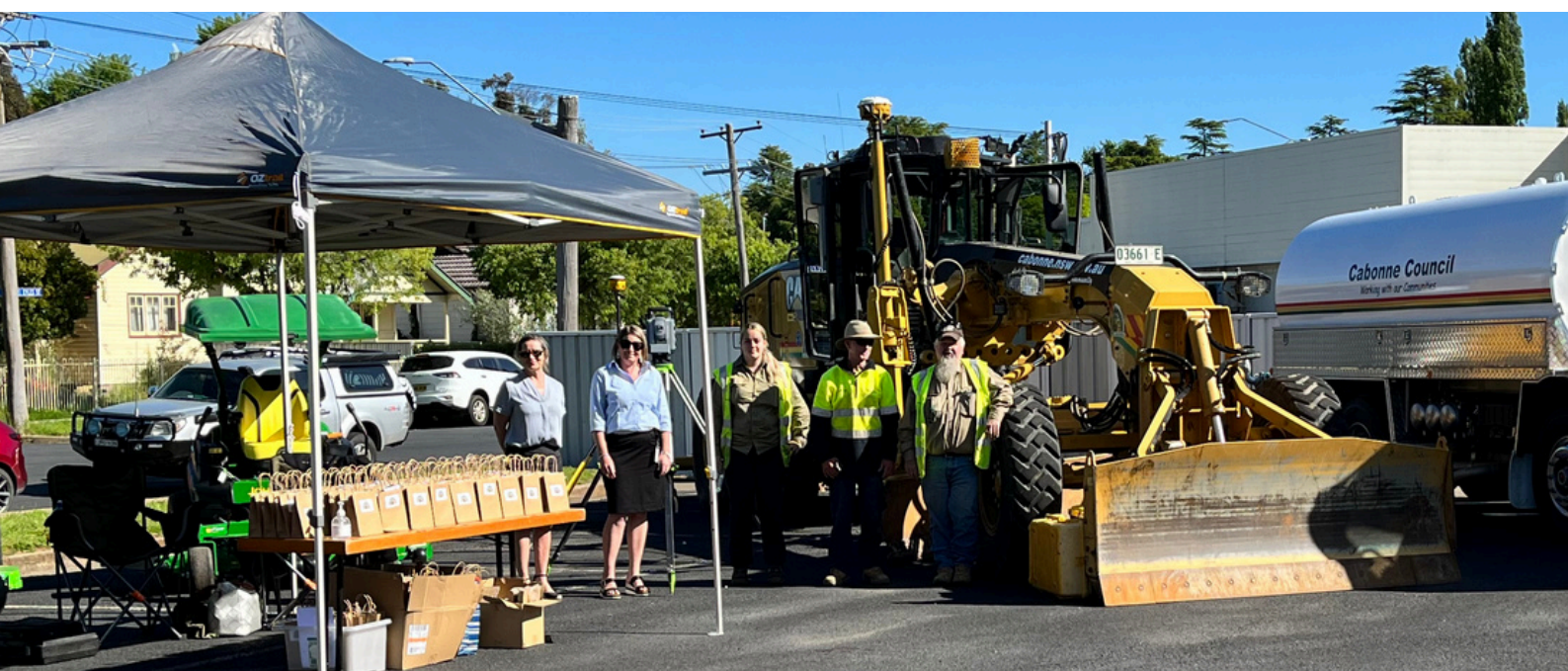
Connect Cabonne Day



Connect Cabonne Day



Connect Cabonne Day





STATEMENT OF COMMITMENT TO CHILD SAFETY

Cabonne Council is committed to safeguarding all children's sense of wellbeing and rights to reach their full potential and to keeping children safe from harm and abuse.

We work to empower children to find their own voices and understand that children play an important role in creating vibrant, positive communities, and are our communities of the future.

We recognise that disrespect, harm and abuse can have long-lasting effects on healthy development, and that these can lead to serious lifelong consequences. Cabonne Council has zero tolerance of child abuse in our organisation.

We are working to embed the NSW Child Safe Standards into our organisational leadership, governance, and culture and by adopting strategies and acting to put the interests of children first and keep them safe from harm.

At Cabonne Council:

- We want children to be safe, resilient, happy and empowered.
- We want children to be connected to each other, community and culture.
- We respect and uphold children's right to privacy.
- We support and respect children of all ages, cultures, religions, education levels, children of diverse sexualities and genders and children with disability.
- We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- All allegations and safety concerns are treated seriously and consistently.
- We have legal obligations to contact authorities when we are worried about a child's safety.
- We are committed to preventing child abuse by identifying risks early and removing and reducing these risks.
- We are implementing robust human resources and recruitment processes to reduce the risk of child abuse.
- We work closely with our contracted service providers to ensure the services they are delivering on our behalf are child safe.
- We are committed to regularly training and educating our employees, volunteers, senior leaders and councillors on child abuse risks and obligations to prevent abuse and respond appropriately.
- We are committed to continually improving our child safeguarding policy and processes.

STATUTORY INFORMATION



STATUTORY INFORMATION

SERVICE REVIEWS

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

Council has developed a Service Review Framework and the program will be overseen and monitored by Council's Audit, Risk and Improvement Committee.

In this reporting period a detailed review was completed of Council's town presentation functions with recommendations expected to be confirmed by August 2024 that will enhance and align service delivery with strategic goals, efficiency and cost effectiveness.

SERVICE REVIEW	OBJECTIVES OF REVIEW	INITIATED	FINALISED	STATUS	RESULT
COMMUNITY SERVICES	High level review of service provision and sustainability of services currently provided	November 2022	January 2023	Completed	33 Actions Identified
	IMPACT MADE TO SERVICE LEVELS	15/33 identified improvement actions have been implemented within the 2023/2024 financial year. There have been no impacts made to service levels to date.			
TOWN PRESENTATION	Improve service provision to the community by enhancing efficiency, aligning with strategic goals, and ensuring cost-effectiveness.	April 2024	Due August 2024	Progressing	TBA
	IMPACT MADE TO SERVICE LEVELS	TBA			

ENVIRONMENTAL UPGRADE AGREEMENT

[Local Government Act 1993 – Act s 54P (1)]

No environmental upgrade agreements have been entered into by Cabonne Council during this reporting period.

PRIVATE WORKS CARRIED OUT

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(a4) and Act s 67,67(2)(b), 67(3)]

There were no works carried out during the 2023/2024 year that required a resolution from council to waive or reduce the fees and charges under this section.

LEGAL EXPENSES

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

Offence / Case	Court	Outcome	Legal Cost
Contractual Dispute	Supreme Court NSW	Pending	\$0 to date
Planning Application Appeal	Land & Environment Court NSW	Pending	\$8,275.00 to date
Inquest	Coroners Court NSW	Pending	\$0 to date

ANTI SLAVERY STATEMENT

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

This Modern Slavery Statement is provided by Council in accordance with Section 428 (4) of the NSW Local Government Act 1993.

This Statement outlines Council's commitment to combatting modern slavery and the measures we have implemented during this reporting period to reduce the risk of our procurement activities resulting in or contributing to human rights violations.

Organisational Structure and Supply Chain

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

A central database has been developed using information on suppliers provided by member Councils. The database identifies medium and high-risk suppliers.

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

Our supply chain includes a variety of suppliers, contractors, partners. Council's highest categories of spend include fuel, traffic management, construction suppliers, waste services contracting, infrastructure contractors and consultants.

Policy

Council has a procurement policy outlining its commitment to preventing and addressing modern slavery in all its procurement activities. A link to Council's Procurement Policy can be found on Council's website.

STEPS TAKEN TO ADHERE TO MODERN SLAVERY ACT 2018

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

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

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

COUNCILLOR INDUCTION AND PROFESSIONAL DEVELOPMENT ACTIVITIES 2023/24

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

	BEATTY	BATTEN	JONES	OLDHAM	O'RYAN	NASH	PULL	RAWSON	WEAVER
LG NSW STATE CONFERENCE NOVEMBER 2023		✓			✓		✓	✓	
ALGWA CONFERENCE MARCH 2024				✓	✓				
ROADS CONGRESS PARLIAMENT HOUSE								✓	
LGNSW DESTINATION & VISITOR ECONOMY CONFERENCE 28-30 MAY 2024		✓		✓					
LGNSW RURAL & REGIONAL SUMMIT MAY 2024	✓								
NATIONAL GENERAL ASSEMBLY	✓								
SWITCH LIBRARY CONFERENCE				✓			✓		
NSW RURAL WOMENS GATHERING				✓	✓				
MONTHLY WORKSHOPS & BRIEFING SESSIONS	✓	✓	✓	✓	✓	✓	✓	✓	✓

OVERSEAS VISITS FUNDED

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

No overseas visits were undertaken by Cabonne councillors or staff as representatives of council during 2023/2024.

COUNCILLORS' FEES & EXPENSES

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a1)]

Provision of dedicated office equipment allocated to councillors	\$0.00
Telephone calls made by councillors	\$2,030.40
Attendance of councillors at conferences and seminars	\$56,806.92
Provision of induction training and professional development for mayor and councillors	\$30,086.83
Training of councillors and provision of skill development	\$0.00
Interstate visits by councillors, including transport, accommodation and other out-of-pocket expenses	\$0.00
Overseas visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses	\$0.00
Expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions	\$0.00
Expenses involved in the provision of care for a child of, or an immediate family member of a councillor	\$0.00
Other (non-itemised expenses including items such as catering, memberships, printing, stationary etc)	\$0.00

SPECIAL RATE VARIATIONS

[Local Government Act 1993 – Special Rate Variation Guidelines 7.1 - as per OLG website]

There was no requirement to report on this matter.

RATES & CHARGES WRITTEN OFF DURING THE YEAR

[Local Government (General) Regulation 2021 (Reg) – Clause 132]

Total rates & charges abandoned	\$936.46
Water/sewer charges abandoned	\$10,497.16
TOTAL	\$11,443.62

CONTRACTS AWARDED

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

CONTRACTOR NAME	GOODS OR SERVICES SUPPLIED	AMOUNT INC GST
Inland Digital	Supply and installation and maintenance of printer fleet	\$258,101.80
Bitupave Ltd	Supply and delivery of bulk fuel	Schedule of Rates
Tree Craft NSW Pty Ltd	Supply and delivery of trees and limbs removal services	Schedule of Rates
OS Trees Pty Ltd	Supply and delivery of trees and limbs removal services	Schedule of Rates
Summit Open Services	Supply and delivery of trees and limbs removal services	Schedule of Rates
Avante Linemarking	Linemarking services	Schedule of Rates
Central West Linemarking	Linemarking services	Schedule of Rates
Complete Linemarking	Linemarking services	Schedule of Rates
Oz Linemarking Services	Linemarking services	Schedule of Rates
Oilsplus Holdings Australia	Supply and delivery of bulk fuel	Schedule of Rates
Ocwen Energy Pty Ltd	Supply and delivery of bulk fuel	Schedule of Rates
Iberdrola Australia Energy Markets Pty Ltd	Electricity procurement	Schedule of Rates
Westrac Pty Ltd	Plant replacement of two Caterpillar SC68B smooth drum rollers	\$427,200.00
Metele Pty Ltd	Supply and delivery of a prime mover	\$374,080.00
Regional West Construction	Eugowra Self Care Units Refurbishment	\$450,146.90
Central Industries Pty Ltd	Design and construction of Washpen Creek Bridge	\$2,413,810.50
PA & CL McKenzie Builders	Supply and delivery of footpaths	\$946,230.00
Renascent Regional Pty Ltd	Cudal office renovation	\$824,996.70
Riverpark Constructions	Eugowra Medical Centre reconfiguration	\$457,401.00
Murray Constructions Pty Ltd	Design & construction of Nyrang Creek Bridge	\$1,100,000.00
Murray Constructions Pty Ltd	Design & construction of Canomodine Bridge	\$642,856.50
Hunter Valley Signs Pty Ltd	Supply and delivery of road signs	\$171,821.10
Artcraft	Supply and delivery of road signs	\$171,821.10
Heuron Screenline Pty Ltd	Swinging Bridge replacement	\$824,120.00

CONTRACTOR NAME	GOODS OR SERVICES SUPPLIED	AMOUNT INC GST
Barrier Signs Pty Ltd	Supply and delivery of road signs	\$171,821.10
Keeden Contracting Pty Ltd	Four Mile Creek Road landslip	\$975,837.01
Omni Building Group	New Female Changerooms at Jack Huxley Oval Manildra	\$975,837.01
Adaptive Interiors Pty Ltd	Construction of the Eugowra Multi-Purpose Community Centre	\$2,081,176.90
NSW Soil Conservation Service	Rehabilitation of Belubula River at the Canowindra Swinging Bridge	\$430,000.00
JR & EG Richards Pty Ltd	Waste Collection and Recycling Processing Services	\$5,300,000.00
Western Safety Barriers Group Pty Ltd	Supply, Delivery and/or Installation of Guardrail and Wire Rope Safety Fencing	Schedule of Rates
Netwaste	Collection and Recycling of Used Tyres	Schedule of Rates
Shephards Services Pty Ltd	Project Management Services Consultancy Agreement	\$1,877,907.90
Fulton Hogan Industries Pty Ltd	Supply, Delivery and Placement of Sprayed Bituminous Surfacing	\$2,565,423.57
Go Traffic Pty Ltd	Traffic Management Services	Schedule of Rates
Boral Asphalt	Supply and Delivery of Bitumen Emulsion	Schedule of Rates

DELEGATIONS TO EXTERNAL BODIES

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(a6)]

LIST OF SECTION 355 COMMITTEES	WORK, PROPERTY OR UNDERTAKING
Acacia Lodge Management Committee	Molong Community Housing
Cudal Homes for Aged Persons Committee	Boree Lodge
Eugowra Self Care Units Committee	Eugowra Self Care Units
Amusu Theatre Heritage Trust Inc	Amusu Theatre - Manildra
Canowindra Sports Trust	Canowindra Sports Complex
Cumnock Community Centre Committee	Cumnock Community Centre
Manildra Memorial Hall Committee	Manildra Memorial Hall
Yeoval Memorial Hall Management Committee	Yeoval Memorial Hall
Moorbel Hall Committee	Moorbel Hall
Orana House Trust Committee	Orana House, 32 Ferguson Street, Canowindra
Eugowra Medical Centre Committee	Doctors Surgery - Eugowra
Doctor for Cudal Committee	Doctors Residence - Cudal
Eugowra Promotion and Progress Association Inc	Museum and Bushranger Centre
Cumnock and District Progress Association	48 Obley Street (Crossroads Building)
Yeoval Historical Society	O'Hallorans Cottage and Buckinbah Park

DONATIONS MADE UNDER SECTION 356

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

During 2023/2024 Council donated a total of \$32,340.21 in grants and assistance under Section 356, consistent with its Donations Policy.

General	\$6,657.29
Development Applications	NIL
Rates	\$25,682.92
TOTAL	\$32,340.21

VENTURES, SYNDICATES OR OTHER BODIES IN WHICH COUNCIL HOLDS A CONTROLLING INTEREST

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a7)]

Cabonne Council had no controlling interest in any companies during the 2023/2024 year.

CORPORATIONS, PARTNERSHIPS, TRUSTS, JOINT VENTURES, SYNDICATES OR OTHER BODIES IN WHICH COUNCIL PARTICIPATED.

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a8)]

Council Participated in the following:

- Statewide Mutual Insurance Group - Bulk purchase of Public Liability, Professional Indemnity, Motor Vehicle, Fidelity Guarantee Insurance and Councillors and Officers Liability.
- Central Tablelands Water (CTW) Joint Venture
- Various Section 355 Committees
- Central NSW Joint Organisation of Council

EQUAL EMPLOYMENT OPPORTUNITY (EEO) MANAGEMENT PLAN

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1) (a9)]

The statements of activities that have been completed in the EEO Management plan are:

- Ensuring that all employees and councillors are aware of their responsibilities regarding EEO.
- Position descriptions have been reviewed for accountabilities to EEO principles as a core competency.
- All advertisements are checked by the Leader Safety, People & Culture prior to going to press to ensure compliance to EEO principles and free from bias.
- All interview panel members are reminded of their responsibilities under EEO prior to interviews, ensuring that all questions are relevant to the positions and based on the position specification. All Leaders have also undergone recruitment and selection training which included information on EEO and merit-based selection.
- Ensuring that all appointments are made on merit.

CAPITAL WORKS

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

Major capital works projects in progress or delivered that required a Capital Expenditure Review under the Office of Local Government Guidelines:

Project	Project Description	Project Status	Project Cost
Cabonne Community Centre	<p>Construction of a new Community Centre, replacing the existing hall and community meeting rooms at 94-96 Bank Street, Molong to deliver a new, modern and fit-for-purpose facility inclusive of:</p> <ul style="list-style-type: none"> • Community Hall facilities to provide public meetings and community functions, • Indoor and outdoor areas with capacity for meetings, study, technology connection and delivery of community-centric programs, • An exhibition area integrated with the public space, • The public library and associated services. 	Complete	\$6.82M
Canowindra Grandstand & Amenities	<p>Construction of a new amenities building and spectator seating area, replacing the existing buildings at the Tom Clyburn Oval in Canowindra to deliver a new, modern and fit-for-purpose facility, inclusive of:</p> <ul style="list-style-type: none"> • Amenities including kitchen, shower and change facilities for players and referees for male and female, • Public toilet facilities, • Spectator seating for 200 patrons. 	Complete	\$2.17M
Solar Array Project	<p>Construction of a of a 2.14MW solar array and installation of a 4.36MWh battery at Eugowra on a Council owned site adjacent to a grid connection.</p>	In Progress	\$4.84M

REMUNERATION - GENERAL MANAGER

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

Cabonne Council's General Manager's remuneration package consist of:

Component	Value
Salary	\$276,536.38
Bonus or Performance Payments	NIL
Employer's contribution or salary sacrifice to superannuation	\$31,534.82
Non-cash benefits	NIL
FBT on non-cash benefits	\$5,000.00
TOTAL	\$313,071.19

REMUNERATION – SENIOR STAFF

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

Cabonne Council has two senior staff positions (as defined by the Local Government Act) being Deputy General Manager Services and Deputy General Manager Infrastructure.

Component	Value
Combined Salary	\$403,897.25
Bonus or Performance Payments	NIL
Employer's contribution or salary sacrifice to superannuation	\$44,428.70
Non-cash benefits	NIL
FBT on non-cash benefits	\$20,000.00
TOTAL	\$468,325.95

LABOUR STATISTICS

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

Total number of persons who performed paid work for the council on Wednesday, 14 February 2024.

Employment Type	Value
Permanent Full Time	146
Permanent Part Time	10
Casual Basis	66
Fixed Term Contract	0
Senior Staff	3
Labour Hire	0
Apprentice / Trainee	3

STORMWATER MANANAGEMENT SERVICES

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

In 2023/2024 council undertook stormwater drainage works to the value of \$39,582.34.

COASTAL PROTECTION SERVICES

[Local Government (General) Regulation 2021
(Reg) – cl 217(1)(e1)]

The requirement to report on coastal protection services does not apply to Cabonne Council.

COMPANION ANIMALS MANAGEMENT & GUIDELINES ON THE EXERCISE OF FUNCTIONS UNDER THE COMPANION ANIMALS ACT

[Local Government (General) Regulation 2021 (Reg) – Clause 217(1)(f) & Guidelines on the Exercise of functions under the Companions Animals Act]

Lodgement of pound data collection returns with the Office of Local Government (OLG).

A return of council seizures of cats and dogs for 2023/2024 was completed and returned to the Office of Local Government on 26/09/2024.

Lodgement of data relating to dog attacks with the OLG.

There were no (0) dog attacks registered with the OLG in the 2023/2024 financial year.

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

The amount of \$183,703.00 was spent on companion animal management and activities in the 2023/2024 financial year.

Companion animals community education programs carried out.

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

30 free vaccination vouchers were available for use at Canowindra & Cowra, Molong & Orange and Wellington vet clinics for Cabonne Shire residents.

Council's ranger continues to promote community wide responsible pet ownership.

Strategies council has in place to promote and assist the de-sexing of dogs and cats.

Cabonne Council runs a bi-annual de-sexing voucher program. This program is available to all residents within the Local Government Area and it will be offered again in the 2024/2025 financial year.

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

Council delivers unclaimed animals to various pet rescue groups to be re-homed. During 2023/2024, Cabonne Council has worked with the following rescue groups:

- Australian Working Dog Rescue
- Members of the community

Off leash areas provided in Council area.

An off-leash area is provided at Rotary Park, Molong.

Detailed information on the use of companion animals fund money for management and control of companion animal in the area.

The amount of \$12,234.00 Companion Animal Commission fund money was received for the 2023/2024 year and went towards the ranger's salary, animal shelter maintenance, animal education and operating costs.

DISABILITY INCLUSION ACTION PLAN (DIAP)

[Disability Inclusion Act 2014, s 13(1)]

Council adopted the Cabonne Council Disability Inclusion Action Plan 2023-2026, a collaboration with Blayney and Orange City Councils. The aim of the DIAP is to support the community to become inclusive through increased visibility and awareness of people with disability. Outcomes achieved through the DIAP will be reported in line with councils Integrated Planning and Performance framework.

Outcomes achieved through the DIAP include:

1. Developing positive community attitudes and behaviours:

- Council communications use language and formats that promote inclusion, for example the use of large font and ReadSpeaker on the Council's website.
- Council works in collaboration with Orange City and Blayney Shire Councils through a shared DIAP and survey development.
- A holistic council approach across all departments was undertaken with the development of DIAP actions to work toward considerations around disability in their planning and service delivery.
- Whole of life design will be a requirement of future Master Plans across Cabonne to encompass inclusiveness in our towns and villages.
- Pedestrian Access Mobility Plan outlines the management of networks of accessible footpaths across all Cabonne locations.

2. Liveable communities:

- Council has built or installed accessible facilities with councils Cudal office refurbishment including an accessible ramp, widening of hallway and an accessible toilet. The Eugowra Self-care units, Manildra Female change rooms include an accessible bathroom and an accessible carpark.
- Plans are underway for the Canowindra Swinging Bridge to have an accessible ramp, the Manildra Recreation Ground Changeroom to be upgraded, and for Eugowra's Multi-Purpose Centre and Pre-school being fully accessible.

- Footpaths and accessible infrastructure, with a new footpath at the Yeoval sportsground and for Molong, visual crossing points in Bank Street and accessible parking installed in Gasworks Lane.
- Community Transport services can provide an accessible vehicle available to clients if required.
 - Fortnightly and monthly bus services are available from smaller communities to larger centres.
 - Cabonne Home Support programs provides a range of services to aged persons, people with disability and their carers across Cabonne.
 - Carers are respected and supported as individuals and the relationship with those they care for in Council's Community Transport, Cabonne Home Support and Children's Services.
 - Council libraries, provided by Central West Libraries offer inclusive resources such as large print, audio books, and accessible events.
 - Councils Community Services hosted Seniors EXPO's in Molong and Canowindra providing information on services available to residents.

3. Supporting access to meaningful employment:

- Council promotes Equal Employment Opportunities for prospective new staff, a basic principle in our overall operations.
- Council will review its application process to provide options for improved inclusiveness for people with disability.
- Council supports and provides carers leave and flexible working arrangements to staff members with ongoing caring responsibilities.
- During 2023/2024 council has granted carer's leave to staff members on numerous occasions and has provided flexibility for staff members with ongoing caring responsibilities.

PLANNING AGREEMENTS IN FORCE

[*Environmental Planning and Assessment Act 1979 – s 7.5(5)*]

Company	Effective	Purpose	Amount
Cadia Holdings Pty Ltd	July 2013	Road upgrades contributions	\$65,916.80 exc GST

State of the Environment

Council is required to produce State of Environment Reports every four years, in the year of the Council election. Since 2007, the councils of the Greater Central West Region of NSW have joined to produce Regional State Environment Reports as part of Council reporting requirements. The Regional State of the Environment Report is the result of a collaborative relationship between the participating catchment councils, including Cabonne Council, and the Central West Catchment Management Authority.

Council has decided to continue reporting on an annual basis so that a detailed Regional State of Environment Report can be prepared that covers trends in the intervening years.

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

www.cabonne.nsw.gov.au/Environment/Regional-State-of-the-Environment-Report

RECOVERY AND THREAT ABATEMENT PLANS

[*Fisheries Management Act 1994 – s 220ZT (2)*]

Cabonne Council is not identified as having responsibility under any Recovery and Threat Abatement plan, although any actions are consistent with the Priorities Action Statement or Threat or Recovery Plans, mainly by approval processes from NSW Fisheries and best practice actions. This ensures no significant impact on habitats of any threatened or common fin species.

PRIVATE SWIMMING POOL INSPECTIONS

[*Swimming Pools Act 1992 (SP Act) – s22F(2) & Swimming Pools Regulation 2018 (SP Reg) - cl 23*]

Details of inspections of private swimming pools:

Inspections of tourist and visitor accommodation	0
Inspections of premises with more than two dwellings	0
Inspections that resulted in issuance of a certificate of compliance under Section 22D of the Act	36
Inspections that resulted in issuance of a certificate of non-compliance under clause 18BA of the Regulation	10

DEVELOPMENT CONTRIBUTIONS AND DEVELOPMENT LEVIES USED OR EXPENDED

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

No development contributions were expended in the 2023/2024 financial year.

DETAILS OF PROJECTS FOR WHICH CONTRIBUTIONS OR LEVIES HAVE BEEN USED

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

No development contributions were expended in the 2023/2024 financial year.

TOTAL VALUE OF ALL CONTRIBUTIONS AND LEVIES RECEIVED AND EXPENDED

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

Total value of contributions and levies received during the year:

Section 711	\$0.00
Section 712	\$207,190.51

Total value of contributions and levies expended during the year:

Section 711 contributions	\$0
Section 712 contributions	\$0

CARERS (RECOGNITION) ACT 2010

[Carers Recognition Act 2010 (CR Act), s 8(2)]

Council understands that a carer's input is integral to ensuring that both independence and quality of life to those utilising council's services. Carers are acknowledged as individuals and the relationship with those they are caring for is both respected and supported. This is taken into consideration with all carer interactions by Community Transport, Cabonne Home Support (CHS), and Children's Services.

Council's services are provided in a manner which is both sensitive and understanding to the role and needs of the carer. Council relevant, procedures and services delivered aim to increase recognition and awareness of carers and to acknowledge the valuable contribution they make to society. All staff providing services take into consideration the needs of carers when developing, implementing, and reviewing services.

Council is committed to supporting employees with carer responsibilities. Council's Induction Program promotes employees' leave provision options including Carers Leave.

Council complies with the NSW Local Government (State) Award, which includes various leave provisions for employees including 'Carers Leave'. Where employees have requested flexible working arrangements due to carer's responsibilities, Council has worked with them to accommodate their requirements.

Council continued to ensure that policies remain supportive for all employees, particularly those with carer's responsibilities.

GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT

[Government Information (Public Access) Act 2009 – s 125(1) & Government Information (Public Access) Regulation 2018 - cl 8 - Schedule 2]

The Government Information (Public Access) Act 2009 (GIPA Act) was established to provide an open and transparent process for giving the public access to information from New South Wales (NSW) public sector agencies and to encourage the proactive public release of government information.

The Information and Privacy Commission NSW (IPC) provides support by helping government agencies with their responsibilities under the GIPA Act and helping the public in accessing the government information.

The IPC's goal is to ensure that the purpose of the law is achieved by:

- Promoting and educating the community and public sector agencies alike about rights and roles in accessing information.
- Reviewing public sector agency decisions, investigating and resolving complaints and monitoring agency performance.
- Assisting public sector agencies and the community to understand and use the law.
- Providing feedback about the law and advice about developments and technology relevant to the law.

The GIPA Act replaced the Freedom of Information Act 1989 (NSW) on 1 July 2010.

The law facilitates access to information by:

- Making it necessary for agencies to make certain information publicly available.
- Authorising agencies to proactively release other information to the community.

- Authorising agencies to release their information in response to information access requests.
- Giving the public a legally enforceable right to access government information through making an access application, unless there is an overriding public interest against doing so.

Council currently makes much of its information publicly available on its website. Council will endeavour to proactively release any newly created documents that should be made available to the public as well as:

- Any information formally requested, not requiring third party consultation, where the applicant has indicated that they will be requesting regular updates.
- Media releases.
- Any information considered to be a public interest (not already required to be released) consistent with council's proactive release program.

Council will only require formal GIPA applications as a last resort where there would appear to be an overriding public interest against disclosure.

The tables on the following pages set out the information relating to the access applications made to council during the 2023/24 year. The information is provided in the format required by the Government Information (Public Access) Regulation.

For more information about GIPA visit www.ipc.nsw.gov.au or phone 1800 472 679.

GIPA ACCESS APPLICATION TABLES

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review.

Reviews carried out by the Agency	No
Information made publicly available by the agency	No

Council reviewed its Agency Information Guide, and a copy was provided to the Information Commissioner for comment. Following this, the Guide was adopted by Council at its August council meeting. Council's proactive release program is detailed in its Agency Information Guide, under the Access to Information: Mandatory Release – Open Access Information section.

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Total number of applications received	3
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Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

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

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

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

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information Not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm / Deny Whether Information is Held	Application Withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private Sector Business	0	0	0	0	0	0	0	0	0	0%
Not For Profit Organisations or Community Groups	0	0	0	0	0	0	0	0	0	0
Members of the Public (by legal representative)	0	0	0	0	0	0	0	0	0	0
Members of the Public (other)	2	0	0	1	0	0	0	0	3	100%
Total	2	0	0	1	0	0	0	0	3	
% of Total	66.67%	0%	0%	33.33%	0%	0%	0%	0%		

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

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information Not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm / Deny Whether Information is Held	Application Withdrawn	Total	% of Total
Personal Information Applications*	0	0	0	0	0	0	0	0	0	0
Access Applications (other than personal information applications)	2	0	0	0	0	0	0	0	2	66.67%
Access Applications That Are Partly Personal Information Applications And Partly Other	1	0	0	1	0	0	0	0	1	33.33%
Total	2	0	0	1	0	0	0	0	2	
% of Total	66.67%	0%	0%	33.33%	0%	0%	0%	0%		

Table C: Invalid applications

Reasons for invalidity	No. of applications	% of total
Application does not comply with formal requirements (Section 41 of the Act)	1	100%
Application is for excluded information of the agency (Section 43 of the Act)	0	0%
Application contravenes restraint order (Section 110 of the Act)	0	0%
TOTAL number of invalid applications received	1	100%
Invalid applications that subsequently became invalid applications	0	0%

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act

	Number of times consideration used*	% of total
Overriding secrecy laws	0	0%
Cabinet Information	0	0%
Executive Council Information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport Safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Privilege generally – Sch 1 (5A)	0	0%
Information provided to High Risk Offenders Assessment Committee	0	0%
TOTAL	0	

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

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

	Number of times consideration used*	% of total
Responsible and effective government	0	0%
Law enforcement and security	0	0%
Individual rights, judicial processes, and natural justice	0	0%
Business interests of agencies and other persons	0	0%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate freedom of information legislation	0	0%
TOTAL	0	

Table F: Timeliness

	No. of applications	% of total
Decided within the statutory timeframe (20 days plus any extensions)	3	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
TOTAL	3	

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

	Decision varied	Decision upheld	Total	% of total
Internal review	0	0	0	0%
Review by Information Commissioner*	0	1	1	100%
Internal review following recommendation under S.93 of Act	0	0	0	0%
Review by NCAT	0	0	0	0%
TOTAL	0	1	1	
% of total	0%	100%		

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

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

	No. of applications for review	% of total
Applications by access applications	0	0%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0%
TOTAL	0	

Table I: Applications transferred to other agencies.

	No. of applications transferred	% of total
Agency – initiated transfers	0	0%
Application – initiated transfers	0	0%
Total	0	


PUBLIC INTEREST DISCLOSURES

[Public Interest Disclosures Act 1994 – s 31 & Public Interest Disclosures Regulation 2011 - cl 4]

Statistical information on PIDS	July 2023 - June 2024
Number of public officials who made PIDS	NIL
Number of PIDS received	NIL
Number of PIDS finalised	NIL



ANNEXURE A:
ANNUAL FINANCIAL
STATEMENTS



**ANNEXURE B:
STATE OF THE SHIRE
REPORT 2021-2024**