



**Murrumbidgee**  
COUNCIL

# ANNUAL REPORT

## 2022 - 2023

# Acknowledgement of Country



We would like to show respect and acknowledge the traditional custodians of the land, Elders past and present, and extend that respect to other Aboriginal and Torres Strait Islander people.

This image is taken at the Warangesda Festival held in Darlington Point on 17 and 18 February 2023.

**We welcome feedback about this report.**

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# Contents and Introduction

The Annual Report is a comprehensive report that describes how we have met our organisational objectives and priorities. It highlights key achievements over the past twelve months. It also contains audited financial statements and other information, as required by Government legislation.

## **PART 1 - OVERVIEW**

page 1

Beginning with a Joint welcome from the Mayor and General Manager, this section provides an overview on the organisation and the council area we are responsible for (referred to as 'Murrumbidgee Local Government Area').

## **PART 2 - PERFORMANCE HIGHLIGHTS**

page 14

See the key highlights and achievements throughout the council area, divided into the five key themes relating to the Community Strategic Plan: community, economy, natural environment, infrastructure and leadership.

## **PART 3 - GOVERNANCE REPORT**

page 36

Read about our actions throughout the year (included as part of the Office of Local Government and Section 428 of the Local Government Act 1993 and the Local Government (General) Regulation 2005).

## **PART 4 - OPERATIONAL PERFORMANCE**

page 45

View our progress in meeting the objectives and actions of the Delivery Program. These are aligned to the Community Strategic Plan, which sets out the community's expectations and aspirations in the long term.

## **APPENDIX A - FINANCIAL REPORT**

Provided under separate cover.





## Part 1 - Overview

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# Welcome



It is our pleasure to present the Annual Report for 2022-23, which provides a summary of our accomplishments, financial position, and other information required under the Local Government Act.

This year, we witnessed mother nature's wrath as large amounts of rainfall inundated our council area, causing both overland and waterway flooding.

The response of emergency personnel, Council staff, and the community at large was exceptional, working round-the-clock. While there are still areas that require improvement, we extend our gratitude to our emergency service partners, our staff, and the community for their efforts in keeping our community safe.

The flood relief hubs were very helpful for those impacted by the floods. We extend our gratitude to the service agencies and organisations who provided assistance.

The entire road network was impacted by the flooding, causing widespread closures to major roads. When the water receded, we, like many other councils, were faced with the daunting reality of the staggering cost to repair the roads. Therefore, we joined other councils in calling for an immediate increase in road funding.

One of our key projects this year was preparing for the introduction of the three streams of kerbside waste collection. This required significant operational preparation and community engagement. We commend all staff involved in this significant project and also thank community groups involved with the bin roll-out. Likewise, our waste partners have been a major support.

This year, several significant infrastructure projects were completed, including the Youth Hall at Coleambally (\$150,000), the upgrade to Darlington Point Shire Hall at Darlington Point (\$400,000), and the Splash Park at Darlington Point (\$316,528). The redevelopment of the Luke Park precinct at Jerilderie (\$2 million) and the Coleambally Community Hall upgrade (\$565,000) both will rapidly take shape in the next financial year.

While there are many positives of living in our beautiful rural area, we also face ongoing challenges, particularly relating to the provision of health services and in the water sphere. We will continue to advocate strongly for more equitable access.

In September 2024, local government elections will be held across NSW. You may like to consider nominating for the position of councillor as it is a rewarding and fulfilling one for those that have a passion for the local and regional community.

Finally, we would like to extend our gratitude to staff who work behind the scenes to offer the multitude of services we provide. The extreme weather events and other crises we face create numerous on-the-ground issues. On behalf of our entire community, we appreciate their commitment and dedication.

Ruth McRae OAM  
Mayor

John Scarce  
General Manager



## **Our Purpose**

We aim to deliver quality services to create a friendly and welcoming community.

## **Our Community Vision**

Smart growth.

Empowered communities.

Creating opportunities.

## **Our Values**

Creativity, quality, tradition and energy.

# The Murrumbidgee

Murrumbidgee Local Government Area is situated in the Riverina region of south-western New South Wales. We are home to several First Nations peoples.

The area comprises the three townships of Coleambally, Darlington Point and Jerilderie. It also includes surrounding rural localities of Argoon, Bundure, Carrathool (part), Coree (part), Four Corners (part), Gala Vale, Logie Brae (part), Mabins Well (part), Mairjimmy, Nyora, Oaklands (part), Steam Plains (part), Waddi and Yamma.

Together, these all form one vibrant rural community offering a world of opportunity, welcoming and friendly people, wonderful lifestyle activities and enviable country living.

## Population

**3,564**

(Estimate 2021)

## Land area

6,885 square kms

## Population density

0.52 persons per square km

## Location to cities

Sydney: 615 km

Melbourne: 324 km

Canberra: 400 km





# Our Community

“My family and I have loved getting to know the Murrumbidgee LGA these last five months and have been warmly welcomed into the community. We enjoy sharing the spoils of our neighbours’ vege gardens and the abundance of birdlife our daughter enthusiastically points out to us on our regular walks around town!”



The following graphics provide a snapshot of our community, taken from the Australian Bureau of Statistics 2021 Census and the National Institute of Economic and Industry Research 2021 data.



## Employment

**2.9%**  
unemployment rate

## Industry

**\$309 million**

Gross Regional Product  
(as at 30 June 2021)

## Top 3 industries

**45.4%** Agriculture

**6.9%** Education and Training

**6.5%** Manufacturing



## Population

Age Structure

0-14 - 16.9%

15-24 - 10.1%

25-54 - 34.9%

55-64 - 16.5%

65+ - 21.7%

**82.6%**

born in Australia

**7.8%**

identify as Aboriginal or Torres Strait Islander

**\$1,401**

Median weekly income



## Housing

**2.3**  
Average people per household

**\$869**  
median weekly mortgage repayments

**\$190**  
median weekly rent

**2.1**  
average number of motor vehicles per dwelling

**40%**  
own their dwelling outright

# Our Councillors

The area serviced by Murrumbidgee Council is divided into three wards, with three Councillors elected at a Local Government election to represent each ward. Broadly speaking, Jerilderie covers the Jerilderie area, Murrumbidgee East covers Coleambally and Murrumbidgee covers Darlington Point.

The Mayor and Deputy Mayor are elected by the Councillors. In their role, Councillors make decisions about what happens across our Council area.

During the year, there were 11 ordinary meetings.

Ordinary meetings are generally held on the fourth Tuesday of each month. The public is welcome to attend. The meetings are also livestreamed on our Council Facebook page.

The meeting schedule, agendas, business papers and minutes are available on our Council website or at any Council office.

Throughout the entire year, the Mayor and Deputy Mayor were Cr Ruth McRae and Cr Robert Black, respectively.

<b>Councillor</b>	<b>Ward</b>
Cr Ruth McRae (Mayor)	Jerilderie
Cr Robert Black (Deputy Mayor)	Murrumbidgee East
Cr Faith Bryce	Jerilderie
Cr Christine Chirgwin	Murrumbidgee East
Cr Robert Curphey	Murrumbidgee
Cr Gavin Gilbert	Murrumbidgee
Cr Troy Mauger	Jerilderie
Cr Judy Saxvik	Murrumbidgee
Cr Timothy Strachan	Murrumbidgee East



Cr Ruth McRae



Cr Robert Black



Cr Faith Bryce



Cr Christine Chirgwin



Cr Robert Curphey



Cr Gavin Gilbert



Cr Troy Mauger



Cr Judy Saxvik



Cr Tim Strachan



# Our Council

Managing infrastructure worth  
more than:

**\$293M**

- > 3 offices
- > 3 depots
- > 1 library, 1 mobile library
- > 10 halls
- > 3 waste depots
- > 1,721 kms of roads
- > 1 early learning centre
- > collecting and managing waste from more than 2,613 households and businesses
- > managing more than 25 ha of parks and gardens
- > providing and maintaining 3 swimming complexes, 3 skate parks and 3 sporting complexes
- > maintaining 9 amenities blocks
- > 2 boat ramps and a floating pontoon, 1 river, 1 lake, 1 creek and walkways
- > managing 3 cemeteries
- > managing 1 saleyard

# Our Vision

## Smart growth. Empowered communities. Creating opportunities.

Five key themes form the pillars of the services and facilities we provide to the community. They were developed with the community for the community and are and reflect who we are, what we value and what we aspire to in the future.



### Our Identity

Together, with our community, we work to ensure we are:

- Building and supporting a diverse community
- Protecting and embracing cultural identity and heritage
- Creating community opportunities and equitable access to Council and community services and programs
- Enhancing health and well-being
- Creating a safe community



### Our Natural Environment

We undertake a guardianship role to ensure and enhance the environment's long-term sustainability through appropriate practices and management, by:

- Protecting the existing regional natural environment for future generations
- Exploring and promoting alternate, sustainable energy sources and practices
- Maintaining a balance between growth, development and environmental protection
- Protecting and managing waterways and catchments
- Valuing and conserving our native flora and fauna



### Our Built Environment

We strive for a well-serviced and connected community, with well-planned built, social and community infrastructure that's developed and maintained according to community and public safety needs, priorities and partnerships, by:

- Managing assets responsibly and sustainably
- Ensuring Council buildings and facilities meet community safety needs
- Providing our community with open spaces to be active
- Maintaining and improving transport infrastructure
- Ensuring local utilities and communications infrastructure and connectivity meet future needs



### Our Economy

We work closely with new and existing businesses and industries to proactively provide regional economic opportunity, development, tourism creating stability and future growth. We achieve this by:

- Welcoming and supporting the growth, diversity and productivity of businesses and industries
- Promoting and supporting a regional economy and growth
- Promoting and developing tourism strategies and opportunities
- Supporting community access to education, training and future opportunities
- Fostering and developing a resilient, vibrant agricultural sector

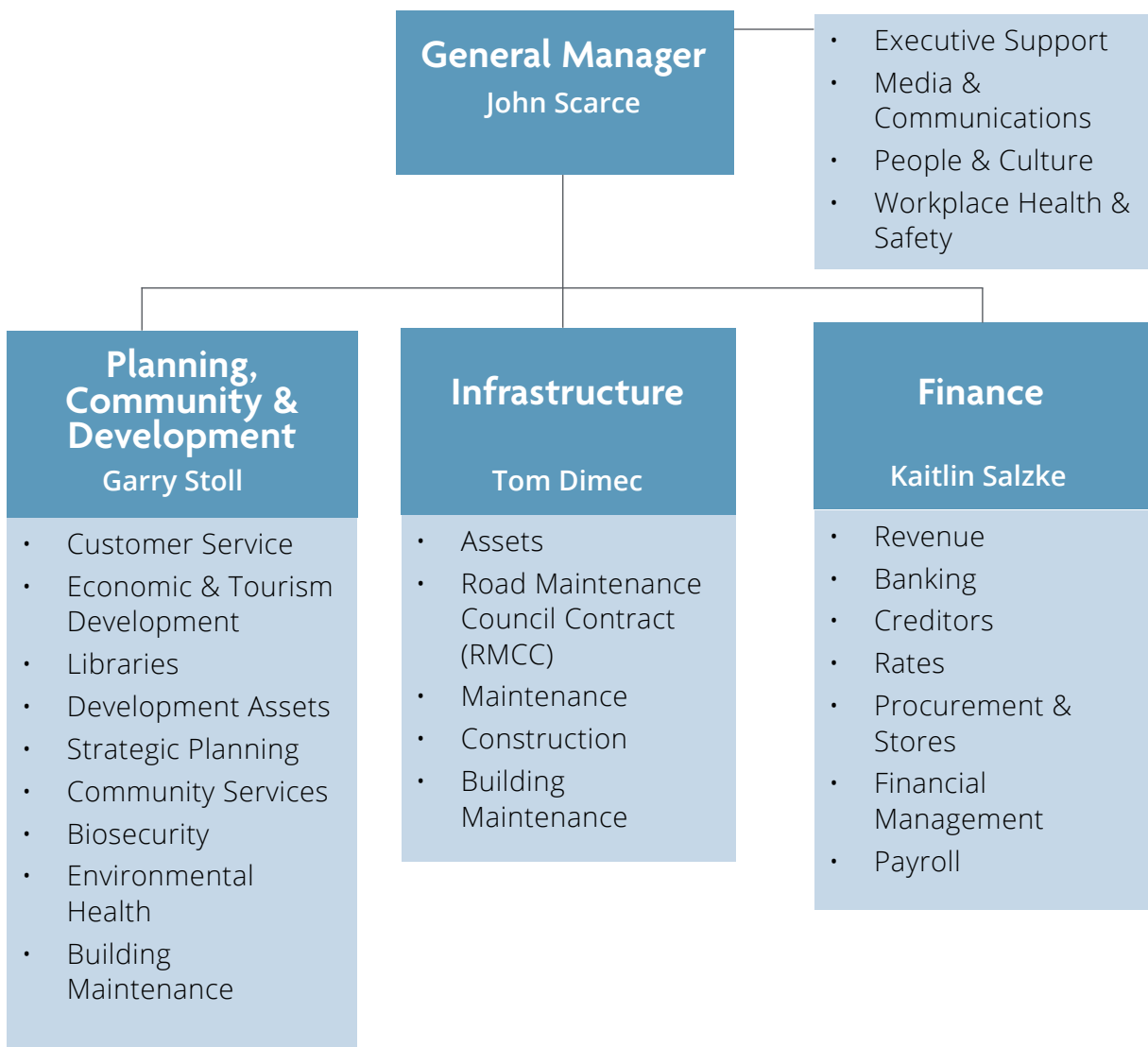
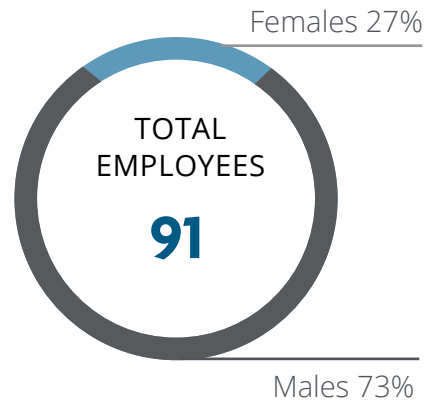


### Leading by Example

We lead the community in achieving sound, future-focused outcomes for the Council area through ethical practices and good governance. We achieve this by:

- Demonstrating transparent leadership through accountability and community representation
- Engaging with future community leaders
- Investigating funding, services and programs that strengthen communities in the region
- Promoting Council as an 'Employer of Choice' through relationships
- Cooperating and collaborating with other Councils to achieve a strong voice

# Our Team





# Financial Snapshot

## INCOME STATEMENT

	2023*	2022
Total income from continuing operations	\$28,914	\$25,371
Total expenses from continuing operations	\$24,478	\$18,540
Operating result from continuing operations	\$4,436	\$6,831
Net operating result for the year	\$4,436	\$6,831
Net operating result before grants and contributions provided for capital purposes	(\$24)	\$725

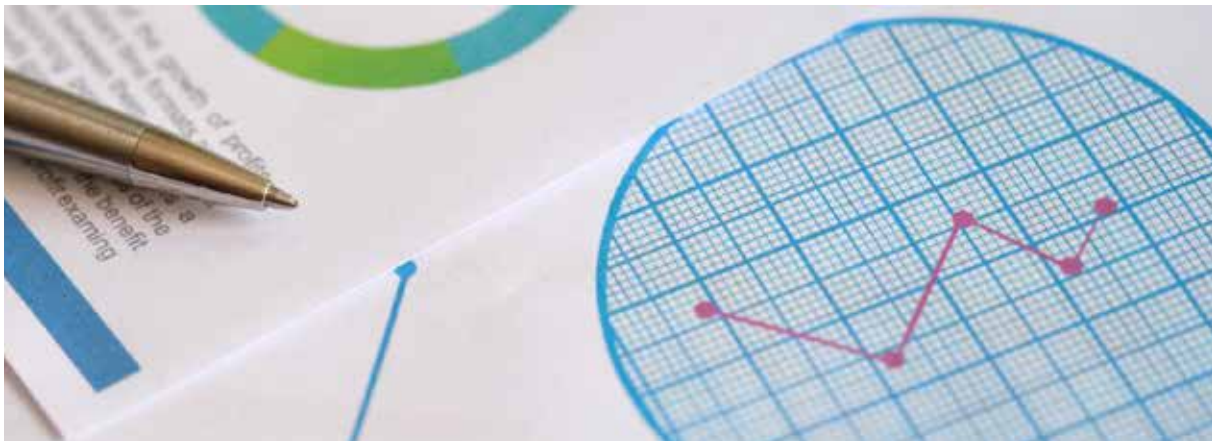
## STATEMENT OF FINANCIAL POSITION

Total current assets	\$41,626	\$35,865
Total current liabilities	\$(14,888)	\$(14,613)
Total non-current assets	\$337,765	\$296,973
Total non-current liabilities	(292)	(65)
Total equity	\$364,211	318,160

## OTHER FINANCIAL INFORMATION

Unrestricted current ratio (times)	5.79	6.70
Operating performance ratio (%)	4.29%	1.63%
Debt service cover ratio (times)	51.14	-
Rates and annual charges outstanding ratio (%)	8.61%	8.87%
Infrastructure renewals ratio (%)	75.98%	100.95%
Own source operating revenue ratio (%)	37.62%	36.20%
Cash expense cover ratio (months)	27.26 months	26.64 months

\* Subject to audit





Floods ravaged our community again in 2022, with some areas experiencing inundation from the Murrumbidgee River and others, from overland flooding. Most of Darlington Point township was protected due to the levee bank, however residents back in 1931 did not have that protection. This photo has been generously made available by Gina Keeble and shows community efforts to clean up after the flood incident of 1931.

# Performance Highlights

## Part 2 - Performance Highlights

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The Report on the Delivery Program can be found in Part 3 (page 45). It provides a more detailed analysis on our success in achieving our strategic actions.



Senior's Footy Luncheon



Youth Painting Workshop



Youth Weaving Workshop



Monash Dinner



Portsea Camp



Australia Day

# Our Identity People and Place



Australia Day



Citizenship Ceremonies



# Key Highlights

## Our Identity: People & Place

### Housing availability

Work got underway on the Darlington Point Residential Subdivision. The subdivision will result in 50 new houses in Darlington Point and will play an important part in addressing the housing gap.

### Addressing the childcare shortage in Coleambally and Darlington Point

We worked with the community to address the childcare shortages in Darlington Point and Coleambally. Surveys in both towns demonstrated a need for local childcare. Committees were established in each town to pursue long day care facilities.

### Advocating for improved accessibility to health services

We continued to advocate to improve accessibility to services in our community. This included lobbying for a new medical centre in Jerilderie, involvement in local and regional health advisory bodies and maintaining existing health centres in each town.

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### Conducting Citizenship Ceremonies

#### Throughout the year we welcomed:

12 October 2022:  
Rhea Huxley, Hardev Singh and Dymtro Myronyu  
6 June 2023: Paul Wood

### Upgrading and restoring Murrumbidgee Shire Hall in Darlington Point

Refurbishments to the historic shire hall at Darlington Point were completed, providing a magnificent venue for future community and family events. The project was funded by the NSW Government.

### Hosting events in our community

We held 1 x senior's event, over 12 x youth events and 2 x women's events. We also supported more than 50 community events with assistance and promotion

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### Education Scholarships and Bursary Recipients

**Education Scholarships** (\$1K each): Abbey A'Vard, Ally Barlow, Jessica Bellato, Sally Foster, Nathan Hodgson, Julie Schubert and Aisha Tomkinson

**CSU Foundation Scholarship** (\$4K):  
Zavier Cadarin

**Monash Bursary** (\$2K):  
James Clarke

### Murrumbidgee Council Community Grants Program Recipients

Central Coree Community Centre | Coleambally Community Gym | Coleambally Rescue Squad | Cypress View Lodge Ltd | Darlington Point Public School P&C | Jerilderie Early Learning Centre | Jerilderie Football Club | Riverina Vintage Machinery Club Inc Rally Coleambally

### Neoen Coleambally Solar Farm Community Grant Recipients

Coleambally Demonstration Experimental Farm | Coleambally Central School P&C Assoc | Coleambally Rescue Squad | Coleambally Rural Fire Brigade | Country Education Foundation of Coleambally-Darlington Point | Coleambally Darlington Point Junior Rugby League



Darlington Point Housing Subdivision



Australia Day



Pig Day Out,  
Darlington Point

## Australia Day events and awards recipients

**Coleambally:** Citizen of the Year: Paul Muir | Young Citizen of the Year: Daniel Collier | Lifetime Achievement Award: Penny Sheppard | Event of the Year: Taste Coleambally Food and Farm Festival | Cultural Award: COLCOM Productions | Sporting Team of the Year: St Peter's PP5 swimming relay team | Sportsperson of the Year: Daniel Collier | Junior Sportsperson of the Year: Hannah Pound | Sub-Junior Sportsperson of the Year: Charlize Perkins | Environmental Citizen of the Year: Coleambally Men's Bowling Club

**Darlington Point:** Citizen of the Year: Robert Gumbleton | Young Sportsperson of the Year: Ivana-Rosa Lawson | Event/Group Achievement of the Year: Darlington Point Riverina Classic Catch & Release Fishing Competition

**Jerilderie:** Citizen of the Year: Carina Rorato | Sportsperson of the Year: Fiona Baxter | Little Aussie Awards (nominated by the schools): Zavier Rorato (St Joseph's Primary School) and Stella Williams (Jerilderie Public School)



Waste to Art



Darlington Point Mobile  
Preschool visit



Jerilderie Public School visit  
to Waste to Art Exhibition

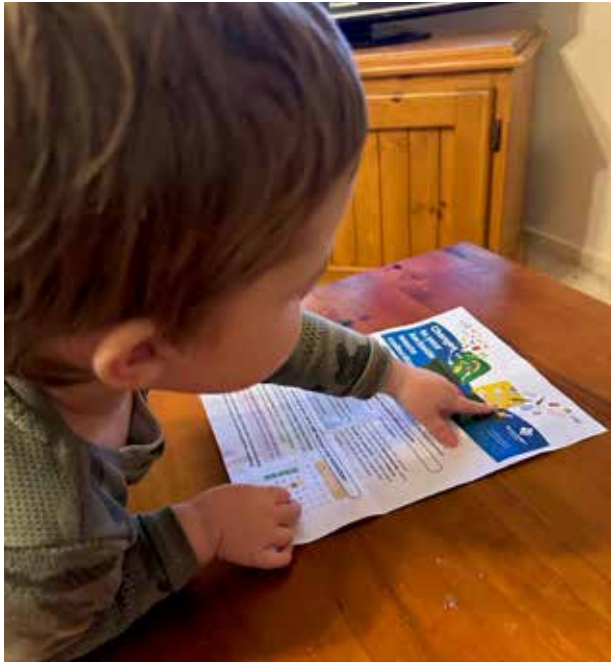




Businesses supported the single use plastics ban



Waste to Art



# Our Natural Environment Sustainable Living



# Key Highlights

## Our Natural Environment: Sustainable Living

### Reviewing waste management at our 4 landfills

We have 4 landfills across the Council area. A review was commenced of operations at each of the landfills with a view to improving how these are managed to make them more sustainable into the future.

### Investigating Rural Garbage and Recycling Collection

Preliminary consultation showed keen interest from rural property dwellers for a roadside collection service for garbage and recycling. A survey will be carried out in July 2023 to determine demand based on preliminary costings.

### Promoting the plastics ban for one-off plastics

We actively worked with businesses and the community to promote the NSW Government plastics ban (for one-off plastics) which came into force on 1 November 2022.

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### Waste to Art Competition and Exhibition

This initiative used art to challenge ideas about things that would otherwise have been thrown away. We received more than 70 entries.

Congratulations to:  
Community/Secondary:  
1st: Travis Lawton and Heather Goudie. Highly commended: Bridgett McNeilly and Gail Hibbert.

Junior: 1st: Ryder Billing. Highly commended: Coleambally Preschool and Early Learning Centre and Milla Rorato.

People's Choice Award:  
Travis Lawton

We collaborated with many different champions of waste and art: NetWaste, Western Riverina Arts, Kerri Weymouth Art, Isis Rae-Ronan, Kurrajong Recycling and Wormtech. The NSW Government funded the exhibition opening.

### Providing Development Approval Services

We received 50 applications for development. These are listed below with the value in brackets:

Shops/Offices: 1 (\$2,000)

#### Additions/Alterations

Other (inc accommodation): 2 (\$950,000)

Dwellings: 5 (\$2,934,002)

Dwelling additions/alterations (inc attached carports and garages, verandahs and pergolas): 10 (\$1,673,757)

Detached shed/garage/carports: 7 (\$181,138)

Factories/workshops/warehouses: 1 (\$900,000)

Fences, rural buildings, farm dams and irrigation works, signs, swimming pools, etc: 16 (\$30,259,684)

### Public Health and Safety

Activities included:

Food inspections: 27

Onsite sewage systems: 7

Trade waste inspections: 3

Skin penetration inspections: 2

Council swimming pools: 16

Drinking water monitoring tests: 154

Mosquito surveillance: 51

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### Bulky Waste and Green Waste Collection

The annual kerbside collection program was held in October 2022 to enable residents to clean up their yards and sheds in preparation for the fire season. We worked hard with the community to reduce contamination in the items being put out.



Jerilderie Football Club members assisting with bin roll-out



Coleambally Men's Shed members assisting with bin roll-out



Council visit to Wormtech

## Introducing Food Organics and Garden Organics Collection

Residents in our council area will be able to manage their household and organic waste more effectively from 1 July 2023 with the introduction of a three bin system for kerbside waste collection, comprising:

1. Weekly Food Organics and Garden Organics (FOGO) across the Council area
2. Fortnightly recycling service for Jerilderie - Coleambally and Darlington Point already have recycling
3. Fortnightly collection of garbage (currently weekly)

There was extensive logistical planning and implementation to ensure the smooth transition to the new system. This included contracting local community groups to deliver the new bins. Our thanks to Coleambally Men's Shed, Darlington Point Men's Shed and Jerilderie Football Club.

Significant engagement activities were undertaken right across the Council area, including:

- Printed and digital material
- Visits to schools, preschools and community groups
- Councillor and staff education by visiting waste partners
- Radio advertising
- Media releases and Mayoral messages
- Letters to ratepayers
- Newsletters and e-newsletters
- Special events, such as community displays and a Waste to Art Competition and Exhibition

### NSW EPA Grant

We received a \$130,650 grant from the NSW EPA for purchasing the new bins and kitchen caddies for the Food Organics and Garden Organics (FOGO) collection service.



Flooding in Darlington Point, November 2022



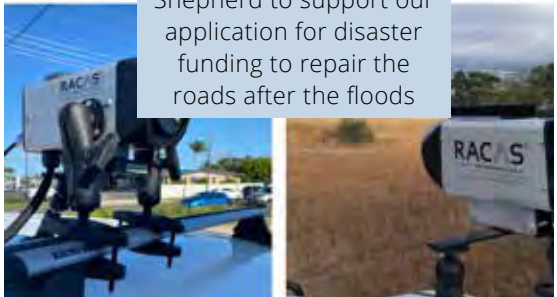
Flooding in Jerilderie, October 2022



Flooding in Darlington Point, November 2022



Imaging was taken of the entire road network by Shepherd to support our application for disaster funding to repair the roads after the floods





New charging station in Brolga Place, Coleambally



Refurbishment work was completed on Murrumbidgee Shire Hall at Darlington Point



Brolga Place Coleambally upgrade

# Our Built Environment Liveable Places



Jerilderie APEX supported the installation of the new bubbler in Elliott Park



New drone package was received from Statewide Mutual and AVCRM

# Key Highlights

## Our Built Environment - Liveable Places

### Emergency Flood Operations

Our Council area was flooded due to heavy rain and inundation, but the community was kept safe through joint efforts of our staff, emergency response teams, government, and other agencies. We thank everyone involved for their dedication.

### Repairing our roads after the floods

We contracted specialist engineering firm Shepherd to capture high definition imagery every 10 metres of our entire road network. This was required as digital evidence for our application to the NSW Government for NSW Government flood disaster funding.

### Integrated Water Cycle Management Plan (IWCM)

Work continued on the ICWM Plan. This is a multi-disciplinary resourcing strategy that sets out how our water services are provided in an affordable, cost-effective and sustainable way that meets community needs and also protects public health and the environment.

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### Purchasing a new garbage truck

A new \$410,000 garbage truck was ordered that is capable of collecting all 3 types of waste throughout the entire Council area. The new truck will collect 4 bins per minute, which is a 30% improvement over the old truck. Delivery is scheduled for July 2023.

### Darlington Point Residential Subdivision

Onsite work commenced in March 2022 for the new 55 lot subdivision in Young Street, Darlington Point. Lots will range in size from 725m<sup>2</sup> to 1,052m<sup>2</sup>. The development has already generated keen interest from potential buyers.

### New drone from Statewide Mutual and AVCRM

We were delighted to win a drone package worth close to \$30,000 from Statewide Mutual and AVCRM. The prize included equipment, training, licensing and governance, which will be a valuable asset to our organisation.

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### Calling for action on our roads

With \$2.5 billion flood damage to our roads across the state, our council joined the growing band of local councils and peak advocacy groups, calling for an immediate funding boost by the Federal and State Governments.

### Lift and change toilets in Darlington Point

Construction of the new toilet facilities and carpark, situated near the cemetery and Gum View Cafe along Kidman Way is well underway. The project includes a toilet equipped with a lift and change facility for individuals with high care needs. The project is funded by the Australian Government.

### Jerilderie Luke Park Precinct Redevelopment

Luke Park and its surroundings are being upgraded thanks to a \$2m grant from the NSW Government. Work includes a deck extension, trail improvements, public art, signage and cultural heritage awareness elements.

2022



Preliminary works on Darlington Point Residential Subdivision



Architect drawing of Jerilderie Civic Hall deck extension



Rehabilitation of Bencubbin Avenue, Coleambally

## Major Capital Works

### Completed

- Coleambally Youth Hall upgrade (\$150,000)
- School zone maintenance - upgrade of school zone crossings (\$25,000)
- Coleambally Calrose Avenue reconstruction (\$584,700)
- Coleambally Harveys Well Road resheeting (\$149,000)
- Coleambally Ercildoune Road resheeting (\$147,000)
- Darlington Point Splash Park construction (\$316,528)
- Darlington Point Murrumbidgee Shire Hall upgrade (\$400,000)
- Jerilderie Colombo Road resheeting (\$252,637)
- Jerilderie North Coree Road resheeting (\$189,740)

### Underway

- Coleambally Bencubbin Avenue rehabilitation (\$3.2 m)
- Coleambally Brolga Place upgrade (\$2.4m)
- Coleambally Channel Nine Road (\$1.2m)
- Coleambally Community Hall upgrade (\$565,000)
- Coleambally Sports Precinct Civil Works (\$385,382)
- Coleambally Swimming Pool shade shelter and amenities upgrade (\$250,000)
- Argoon Four Corners Road sealing (\$2.2m)
- Darlington Point Young Street Housing Subdivision (\$4.5m)
- Darlington Point Lift and Change Toilets and Carparking near Cemetery (\$1.1m)
- Darlington Point Adrian Douglas Park public toilets (\$120,000)
- Jerilderie Luke Park Precinct Redevelopment (\$2m)
- Jerilderie Monash Park Netball Precinct new change rooms (\$750,000)
- Jerilderie Elliott Lane resheeting (\$65,831)

These projects are funded by the NSW and Australian Governments and Murrumbidgee Council.



Flood recovery hub



Yanco Public School students visiting Waste to Art Exhibition at Coleambally



Agencies attending Small Business Breakfast, February 2023



Victorian Caravan and Camping Show, February 2023





Jerilderie Fun Fair



Christine Anu at Warangesda Festival (photo courtesy of Warangesda Festival)

# Our Economy Creating Our Own Opportunities



Launching the Ned Kelly Heritage Project



# Key Highlights

## Our Economy - Creating Our Own Opportunities

### Assisting businesses, both large and small

During the year, we supported 429 businesses throughout the local government area.

We hosted a Small Business Support Session in June with government agencies coming along to provide face-to-face assistance to local businesses.

### Fostering women in business

Business women across our Council area had the opportunity to network and gain a valuable insight into business and personal development at the free networking evening on 7 March 2023. The event was funded by the NSW Government and Murrumbidgee Council.

### Government Funding Applications

We submitted 31 grant applications for Council to the value of \$15,940,747. Of these, 17 were successful to the value of \$5,664,699.

We also supported 5 community groups to successfully apply for grants to the value of \$425,523.

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### Promoting tourism

As part of the Kidman Way Promotional Committee, we attended the Victorian Caravan and Camping Show in Melbourne in February providing the opportunity to reach up to 47,945 people.

### Keeping the business community informed

An important tool in sharing information with the business community is the monthly e-newsletter. Subscriptions to the e-newsletter increased from 380 to 690 throughout 2022-23.

### Flood Recovery

Following the flood events, we hosted Flood Recovery Hubs with government service providers: Darlington Point: 7 Dec 2022 (with Japanese Encephalitis vaccine hub) and 3 May 2023, and Jerilderie: 15 January 2023.

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### Explore Murrumbidgee Council

This new booklet builds on the Murrumbidgee Trails campaign and captures all there is to see and do in our beautiful area. It also doubles as a business guide, with information on businesses throughout our area.

### Sharing the Ned Kelly story

The unique story of Ned Kelly and his gang's bushranging exploits in Jerilderie can now be shared around the world, with a series of new virtual tours of the town's historic sites. The project was funded by the NSW Government.

### Regional marketing initiatives

We continued as active members of committees such as Murrumbidgee Trails, Ned Kelly Touring Route, Kidman Way Promotions Committee, Newell Highway Promotions Committee and Visit Riverina. These enable us to reach a broad audience in a cost effective manner.



## Local Business Survey - Key Findings

Every two years we undertake a survey of all businesses. The data assists us to identify impediments to economic development and opportunities for businesses in the region.

### The 2022 survey revealed the following:

- 34% of businesses were from the agricultural industry
- 89% of businesses had seen costs increase in the past 12 months
- 30% said recruiting and retaining suitably qualified labour was their biggest challenge for their business



Pig Day Out, Darlington Point

### Future directions

- Develop a New Resident Guide and host welcome events in each town
- Develop a tourism video for each of the 3 towns
- Promote and sell residential land in the Young Street, Darlington Point Subdivision
- Develop an prospectus and video to attract investment for our region
- Publish a Council-wide venue guide as a one stop shop for event planners



Paint, Sip and Wellness Event, Coleambally



Staff attending Western Riverina Careers Expo



The Men's Shed took out a High Commendation in the Tidy Town's Awards.



Congratulations to Ken Brain who stepped down as Emery Rural Fire Service Captain after 33 years



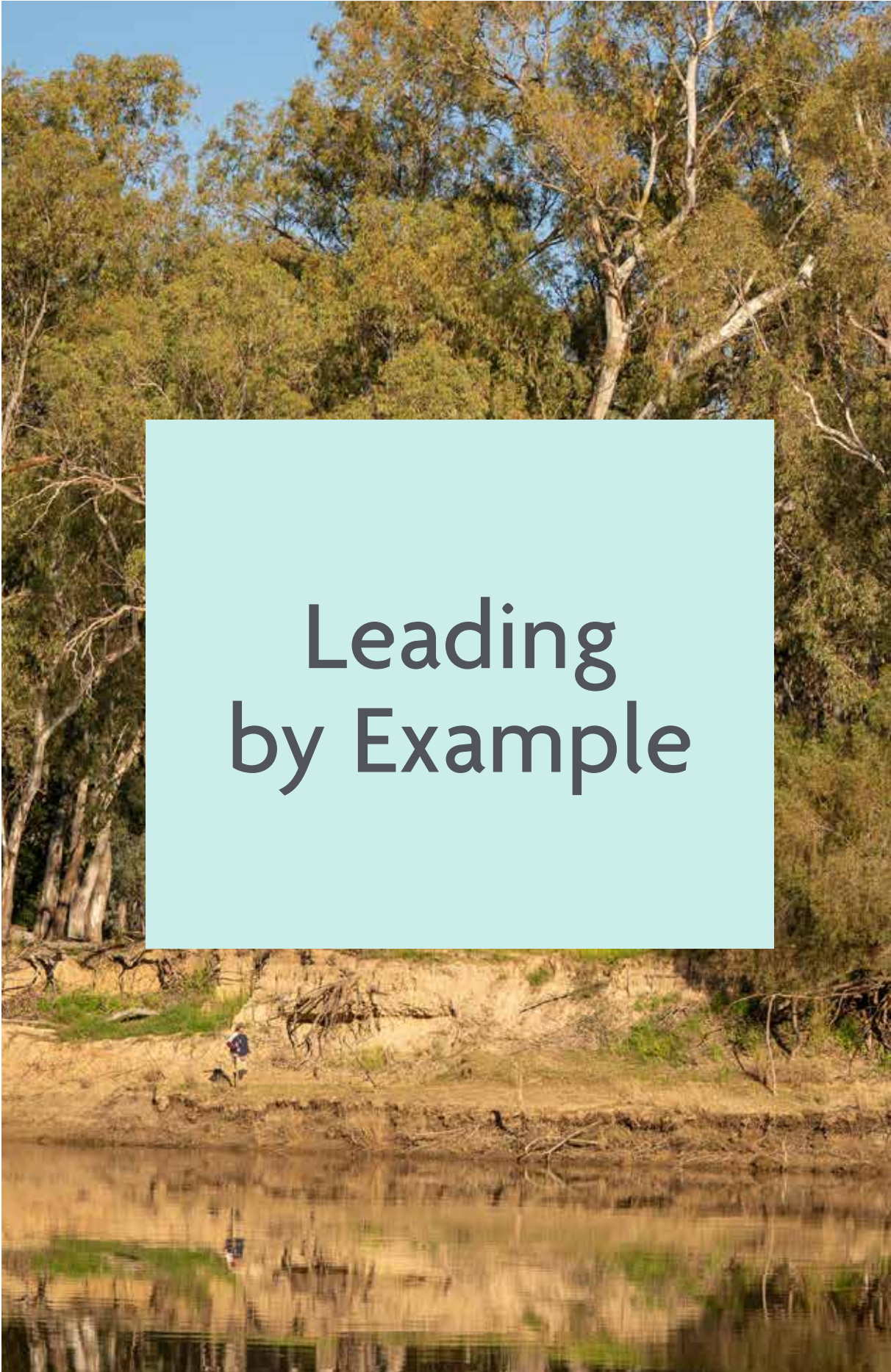
Staff Recognition Ceremony



St Joseph's Primary School visit in Local Government Week



Coleambally Central School's visit in Local Government Week



# Leading by Example

# Key Highlights

## Leading by Example

### Advocating for our Council area in the Federal election

We published an advocacy document for the Federal Government election. We distributed this to all candidates. The document outlined initiatives our area needs to ensure a bright future.

### A high presence in the community

Our Mayor, Councillors and staff regularly attend community events and activities on behalf of Council. The Mayor provided many welcome addresses, presentations and official duties at these events.

### Active members in the health sphere

We work closely with organisations like Murrumbidgee LHD to represent our needs in the health sector. The Mayor's role as Chair of Jerilderie Local Health Advisory Committee, serves as a crucial link between the local community and health service endeavours.

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### Fighting for water equality

Our councillors and staff actively participate in committees, organisations and forums that advocate for more effective management of water, including Murray Darling Association, Yanco Creek & Tributaries Advisory Council Inc and the Riverina and Murray Joint Organisation.

### Local Government Week 2022

'Connect with a Councillor' sessions were held with students from 4 local schools. There was lots of interest in the roles and responsibilities of council and councillors and great questions about topics such as recycling, roads, and recreational grounds.

### Increasing staff safety

We implemented a new system called telemetry equipment in most of our plant. The new system makes the workplace safer and more efficient. Alerts will go to the driver and Council when driving is detected that puts safety at risk.

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### Staff recognition

Congratulations to these people who retired throughout the year:

- Rod Watts
- Brian Wilson
- Terri Connors
- Gillian Dunn

Congratulations to these staff who celebrated career milestones:

10 years: Julie Conn, Shawn Gras and Kerri Weymouth

20 years: Sue Mitchell

### Employer of choice

We are an employer of choice in the Murrumbidgee area, with benefits including a fortnightly rostered day off, generous opportunities for professional development and training, 6.5 weeks long service leave after 5 years and a focus on workplace health and safety.



ABC Riverina  
Outside Broadcast at  
Coleambally



Cr Ruth McRae OAM receiving  
congratulatory flowers from  
Cr Robert Black

Murrumbidgee Mayor Ruth McRae was recognised for her long-standing commitment to local government and the Murrumbidgee community with an Order of Australia Medal in the 2023 King's Birthday Honours List.

Councillor McRae said she was deeply honoured to receive the award. "It is an unexpected honour and very humbling". "I have been privileged to be a councillor for 19 and a half years, firstly with the former Jerilderie Shire Council from 2004 to 2016, and with the amalgamated Murrumbidgee Council since then".

Councillor McRae entered public office when she saw local government as a credible vehicle to represent the Jerilderie community and the wider region. This stemmed from her diverse interests in education, early education, health, disability access and services, aged care, sporting clubs and water.

## Engaging with our community

We have a strong belief in connecting with our community and working together to make sure activities and initiatives in the area build on the area's qualities as an idyllic place to live, work and play - factors we know are held dearly in the hearts of residents.

Engagement is an ongoing, two-way process in all of our strategic planning and operations.

Here are some of the analytics for the key tools we use to reach our community and other audiences:

Facebook: We reached 213,516 people, which was a 231.6% increase on the previous year. We grew our followers by 288.4%.

Instagram: We reached 5,465 people, which was a 422.5% increase.

Monthly electronic newsletter: We grew our audience to 717, with a 40% increase. Our average open rate was 43%.

Print newsletter: We published 3 newsletters, which were sent to every household and business in the Council area.

Website: Around 7.2K views each month.

Another important way we reach our audiences is through the media.



Lake Jerilderie



# Governance Report

## Part 3 - Governance Report

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The following information provides details on Council's activities and is a specific requirement of the Office of Local Government. Murrumbidgee Council's general reporting requirements are set out in section 428 of the Local Government Act 1993 (the Local Government Act) and the Local Government (General) Regulation 2005. Copies of the Act and Regulation can be accessed from [www.legislation.nsw.gov.au](http://www.legislation.nsw.gov.au).

### **Audited financial reports**

Regulation: Act s 428(4)(a)

Council has received an extension for the audited financial reports. These will be available under separate cover at Appendix A.

### **Achievements in implementing the Delivery Program**

Regulation: Act s 428(1)

Council's achievements in implementing the delivery program can be found in Part 4 of this document.

### **A statement detailing the action taken to address any issue raised by the Anti-slavery Commissioner during the year concerning the operations of the council and identified by the Commissioner as being a significant issue**

Regulation: Act s 428(4)(c)

Nil

### **A statement of steps taken to ensure that goods and services procured by and for the council during the year were not the product of modern slavery within the meaning of the Modern Slavery Act 2018**

Regulation: Act s 428(4)(d)

We commit to taking reasonable steps to ensure:

- Modern slavery is not occurring in the operations and supply chains of our organisation or any entity that we own or control.

- We do not use or procure any goods, plant, equipment or other materials and work or services that are the product of modern slavery.
- We develop and implement appropriate procedures, including appropriate prevention plans and other policies, that demonstrate we have exercised due diligence to prevent modern slavery in our operations and supply chains.
- We take reasonable steps to respond to and address the occurrence of any actual or suspected occurrences of modern slavery in our operations or supply chains (or in those of any entity that we own or control). Our response will be in accordance with any internal modern slavery strategy and procedures and relevant code of practice/conduct or guidance issued by the Anti-slavery Commissioner.

### **Environmental upgrades agreements entered into by Council**

Regulation: Act s 54P(1)

Nil

### **Special rate variations of general income**

Regulation: Special Rate Variation Guidelines 7.1

Nil

### **Amount of rates and charges written off during the year**

Regulation: Local Government (General) Regulation 2005 (Reg), cl 132

An amount of \$99,841 was written off as rates during the year.

### **Information about induction training and ongoing professional development**

Regulation: cl 186

- Understanding LG Finances for Councillors (6 September 2022): Cr T Strachan, Cr R Curphey,

Cr R McRae, Cr J Saxvik, Cr C Chirgwin,  
Cr F Bryce, Cr T Mauger, Cr G Gilbert,

- Enterprise Risk Management Training (26 July 2022): Cr T Strachan, Cr R Curphey, Cr R McRae, Cr J Saxvik, Cr T Mauger, Cr R Black,
- LGNSW Conference 2022 and Workshop 4 - Cr R McRae

### **Purpose of overseas visits by councillors, council staff or other persons representing Council**

Regulation: cl 217(1)(a)

Nil

### **Total cost during the year of the payment of expenses and provision of facilities to councillors in relation to their civic functions**

Regulation: cl 217(1)(a1) (i), (ii), (iii), (iv) (v), (vi), (vii), (viii)

The Mayor and Councillors are paid an annual fee that is within the limit set by Section 248(2) of the Local Government Act 1993.

At the June 2022 Council meeting, Council determined the annual fee levels for the 2022-2023 financial year would be \$12,650 for Councillors, with an additional fee of \$27,600 for the Mayor.

The total cost of expenses and provision of facilities for the Mayor and Councillors for the 2022-2023 financial year was \$152,935.

Specific costs as required by Clause 217 of the Local Government (General) Regulation 2005 are as follows:

- Provision of facilities: \$3,780
- Telephone calls: Nil
- Conferences and seminars: \$3,592
- Training and skills development: \$5,961
- Interstate travel: Nil
- Overseas travel: Nil
- Partner, spouse or accompanying person: Nil

- Care of child or immediate family member: Nil

### **Contracts awarded for amounts greater than \$250,000**

Regulation: cl 217(1)(a2) (i) and (ii)

Contracts were awarded to:

- Bucher Municipal Pty Ltd: Purchase of waste side loader for \$425,853
- I W Contracting Pty Ltd: Construction of Brolga Place Streetscape - civil construction for \$755,392
- Asset Corporate Company Pty Ltd: Construction of Brolga Place Streetscape - steel structure for \$1,006,501

### **Summary of amounts incurred by Council for legal proceedings**

Regulation: cl 217(1)(a3)

Council did not incur any expenses in relation to legal proceedings taken by or against Murrumbidgee Council. However, \$25,445 was incurred for legal costs relating to various contracts, agreements and orders.

### **Resolutions made concerning work carried out on private land**

Regulation: cl 217(1)(a4) and Act s 67, 67(2) (b)

No resolutions were made concerning work carried out on private land.

### **Grants to financially assist others**

Regulation: cl 217(1)a5 and Act s 356

Council made a total of \$39,281 in grants to the following people, local community groups and organisations:

- Local schools: \$700
- Student scholarships: \$7,400
- CSU Foundation Scholarship: \$8,000
- Grants to community groups: \$23,181

### **External bodies who exercised functions delegated by Council**

Regulation: cl 217(1)(a6)

### **Standing and Special Committees of Council**

- Internal Audit, Risk & Improvement Committee
- General Manager's Review Committee
- Darlington Point Caravan Park Committee
- Darlington Point Floodplain Risk Management Committee
- Traffic Committee
- Local Emergency Management Committee

### **Section 355 Committees of Council**

- Coleambally Australia Day Committee
- Jerilderie Australia Day Committee
- Coleambally Townlife Committee
- Darlington Point Townlife/Australia Day Committee
- Heritage Darlington Point
- Balmeringa Management Committee
- Central Coree Sports Complex Management Committee
- Yamma Recreation Reserve Management Committee
- Jerilderie Tidy Towns Committee

### **Advisory Committees**

- Monash Park Users
- Coleambally Sports Precinct Advisory Committee
- Boat Ramp Darlington Point-Advisory Committee
- Darlington Point Master Landuse Plan Advisory Committee
- Murrumbidgee Business Chamber
- Murrumbidgee Economic & Tourism Advisory Group (METAG)

### **External Committees with Council Representation**

- CICL/Coleambally Environmental and Reference Committee (CERC)
- Kidman Way Promotional Committee
- Newell Highway Promotional Committee
- Mid Murray Zone Bushfire Management Committee
- Berrigan Jerilderie Community Network
- MIA Zone Bushfire Management Committee
- MIA Zone Rural Fire Service Liaison Committee
- Murray Darling Association
- Western Riverina Libraries Committee
- South West Zone Library Committee
- Western Riverina Arts
- Thrive Riverina
- Roads and Maritime Services Consultative Committee
- Riverina & Murray Joint Organisation
- Western Region Joint Planning Panel

### **Corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which Council held a controlling interest**

Regulation: cl 217(1)(a7)

Council did not hold a controlling interest in any companies during the financial year.

### **Corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which Council participated**

Regulation: cl 217(1)(a3)

Council is involved in a joint venture for the provision of library services. Western Riverina Libraries is a co-operative of five Councils. These are Murrumbidgee Council, Griffith City Council, Narrandera Shire Council, Carrathool Shire Council and Hay Shire Council. The joint venture

provides up-to-date library services to all areas, and particularly to people in remote locations.

The mobile library service, jointly owned by Murrumbidgee Council and Griffith City Council, makes weekly visits to the townships of Coleambally and Darlington Point.

Council expenditure on Library Services amounted to a total of \$319,991.

Other organisations, facilities and arrangements we are involved with are:

- Riverina & Murray Joint Organisation (RAMJO) – to explore local government resource sharing, strategic alliances, lobbying and promotion opportunities.
- Statewide Mutual – a mutual pool scheme providing liability and general insurance cover to NSW Councils.
- StateCover Mutual – a company providing workers compensation insurance cover to NSW Councils.
- Kidman Way Promotional Committee – Member Councils are Murrumbidgee, Griffith City, Carrathool, Cobar and Bourke.

### **Activities to implement the Equal Employment Opportunity (EEO) management plan**

Regulation: cl 217(1)(a3)

Our EEO plan identifies key actions to be undertaken to address the organisation's EEO responsibilities.

The plan aims to eliminate and ensure the absence of discrimination in employment, promotion, training and transfers on the grounds of race, sex, age, pregnancy, sexual preference, disability, marital status, political opinion, social origin or religion, past convictions and carers' responsibility.

Council has continued to work towards ensuring its human resources and training policies and procedures conform to EEO principles and demonstrate fair practice.

### **Total remuneration package of the General Manager**

Regulation: cl 217(1)(b)(i), (ii), (iii) (iv), (v)

The General Manager's total remuneration cost included:

- Total value of the salary component of the package: \$248,849 and \$27,494 in superannuation
- Total amount of any bonus, performance and other payments that do not form part of the salary component: nil
- Total amount payable by way of the employer's contribution or salary sacrifice to any superannuation scheme to which the general manager may be a contributor: nil
- Total value of any non-cash benefits for which the general manager may elect under the package: \$23,920
- Total amount payable by way of fringe benefits tax for any such non-cash benefits: \$11,666

### **Statement of the total remuneration packages of all senior staff members (other than GM), expressed as the total (not of the individual members) including:**

Regulation: cl 217(1)(c)(i), (ii), (iii), (iv), (v)

- Total value of salary components of their packages: \$392,589
- Total amount of any bonus, performance or other payments that do not form part of salary components of their packages: nil
- Total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor: \$41,222
- Total value of any non-cash benefits for which any of them may elect under the package: \$20,280
- Total amount payable by way of fringe

benefits tax for any such cash benefits:  
\$4,633

**Statement of total number of persons who performed paid work on Wednesday 23 November 2022, including, in separate statements**

Reg cl 217 (1)(d)(i),(ii),(iii),(iv)

- Persons employed by the council on a permanent full-time, permanent part-time or casual basis under a fixed-term contract: 94
- Persons employed by the council as senior staff members: 3
- Persons engaged by the council, under contract or other arrangement with the person's employer, wholly or principally for the labour of the person: 3
- Persons supplied to the council, under contract or other arrangement with the person's employer, as an apprentice or trainee: 2

**Stormwater management services provided to the community**

Regulation: cl 217(1)(e)

Nil

**Coastal protection services provided to the community**

Regulation: cl 217(1)(e1)

Nil

**Enforcing and ensuring compliance with the Companion Animals Act**

Regulation: cl 217(1)(f)

Local staff were utilised to follow up complaints and to ensure compliance with the Companion Animals Act.

The survey of council seizures of cats and dogs 2022-23 was lodged with the Office of Local Government.

No dog attacks were recorded on the Companion Animals Register.

Council communicated the importance of desexing of dogs and cats through continuous community education

campaigns, including promotional material.

Council complied with the requirement under s64 of the CA Act to seek other options to euthanasia for unclaimed animals by working with rehoming organisations and also training staff to pursue alternatives to euthanasia. No animals were euthanased during the year. A total of 10 animals were released to homing organisations.

Off-leash areas were provided at:

- Coleambally - reserve at the end of Kookaburra Avenue - forest area.
- Darlington Point - the second oval at the Recreation Reserve, King Street.
- Jerilderie - around Lake Jerilderie from Bundoora Avenue to the Playground area - as signposted.

Council spent \$43,501 on managing and controlling companion animals within the Council area.

**Proposed capital works projects where a capital expenditure review has been submitted**

Regulation: OLG Capital Expenditure Guidelines

Nil

**Compliance with the Carers Recognition Act**

Regulation: Carers Recognition Act 2010 (CR Act), S 8(2)

Nil

**Implementation of Council's Disability Inclusion Plan**

Regulation: Disability Inclusion Act 2014, s 13(1) Disability Inclusion Act 2014, s13(1)

Murrumbidgee Council's Disability Inclusion Action Plan outlines Council's commitment to improving accessibility and inclusion activities for people of all ages who live with a disability. This ensures access to the full range of services and activities available in the community.

Actions implemented to support the needs of people with a disability included:

- Pedestrian Access & Mobility Plan PAMP crossings
- Completed Lift and Change facilities in Darlington Point. Amenities will be built at Coleambally and Jerilderie when funding becomes available.
- Design to upgrade the Monash Park netball precinct. This will include new amenities with disabled/accessible access. \$750,000 through the Stronger Country Communities Fund.

### **Compliance with and effect of planning agreements**

Regulation: Environmental Planning and Assessment Act 1979, s 7.5(5)

Nil

### **Recovery and threat abatement plans**

Regulation: Fisheries Management Act 1994, s220ZT (2)

Nil

### **Inspections of private swimming pools**

Regulation: Swimming Pools Act (SP Act) 1992, s 22F(2)

Swimming Pools Regulation 2018 (SP Reg) cl 23

- Private swimming pools: 3
- Tourist and visitor accommodation: 2
- Inspections of premises with more than 2 dwellings: 0
- Inspections that resulted in issuance of a certificate of compliance under s22D of the SP Act: 0
- Inspections that resulted in issuance of a certificate of non-compliance under cl 21 of the SP Reg: 3

### **Government information public access activity**

Regulation: Government Information (Public Access) Act 2009, s 125(1), Government Information (Public Access)

Regulation 2018, cl 8, Schedule 2

Council did not receive any requests for Public Interest Disclosures.

### **Information included on public interest disclosure activity**

Regulation: Public Interest Disclosures Act 1994, s 31 and Public Interest Disclosures Regulation 2011, cl 4

The following information specifies the number of formal access applications lodged under the Government Information (Public Access) Act 2009. Statutory processing times were complied with in all cases.

### **Reviews**

- Reviews carried out by Murrumbidgee Council: Yes
- Information made publicly available by Murrumbidgee Council: Yes

### **Applications**

- Total number of access applications received: 3
- The applications were all from members of the public (by a legal representative).
- Total number of access applications received during the reporting year that were refused: 0
- No requests for information were received from the media, Members of Parliament, private sector business, not for profit organisations or community groups, and members of the public (other).
- The applications were all access applications (other than personal information applications). There were no requests for personal information or for information that was partly personal and partly other.
- There were no applications received that were invalid.
- There were no applications received where consideration of conclusive

presumption of overriding public interest against disclosure (matters listed in Schedule 1 of the Act) was exercised.

- All applications were decided within the statutory timeframe (20 days plus extensions).
- No applications were reviewed under Part 5 of the Act.
- No applications were transferred to other agencies.

Any person who wishes to obtain access to information held by Council is encouraged to contact our public officer for assistance.

There are a number of documents available which are easily accessed via our [website](#).



# Report on the Delivery Program

July 2022 - June 2023



Murrumbidgee  
COUNCIL



**Strategic Activities: 1: Our Identity - people and place**

We all live happily in a thriving, safe and vibrant community.

**1.1: We work together to support all members of the community**

**1.1.1: Work together to achieve enhanced community and public transport accessibility**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.1.1.1	Proactively liaise with community transport provider/s and public transport providers to ensure community needs are being met	Planning, Community & Development	Progressing	70%	Discussions held with Valmar Support Services regarding community transport. Transfer of ownership of Community Bus completed. Member of Berrigan and Jerilderie Community Network.	Two meetings held with Valmar Support Services representative and attended one meeting with Berrigan and Jerilderie Community Network.

1.1.2: Support a housing mix that gives choice and meets the needs of the community

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.1.2.1 Plan for future housing needs in the Murrumbidgee towns and encourage a range of residential developments	Complete the Murrumbidgee Local Environmental Plan and the new Murrumbidgee Local Environmental Plan.	Planning, Community & Development	Progressing	80%	The adopted Land Use Plan introduced the potential to have a mix of housing choices in the new combined LEP. These measures include either no minimal lot sizes or flexible MLS. During the report period the Young Street residential subdivision in Darlington Point commenced and a biodiversity review of the proposed residential development area in Kingfisher Avenue Coleambally was undertaken as a first step in the planning of this development.	The adoption of the new combined Murrumbidgee Local Environmental Plan will result in increased areas suitable for residential development as well as increasing options and flexibility. It is expected that the Draft Murrumbidgee LEP will be presented to Council in late 2023 before being submitted to the NSW Department of Planning for approval to begin public consultation.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

1.1.2.2	Implement Council-managed housing subdivisions	Complete the Young Street residential development in Darlington Point.	Infrastructure	Progressing	50%	<p>During the reporting period the Young Street residential subdivision commenced and has the goal to be completed by the end of 2023. Furthermore Council has appointed an accredited biodiversity assessor to investigate a greenfields site in Kingfisher Avenue in Coleambally to create up to 40 new residential lots. The assessor has undertaken an on-ground survey of the site and is currently completing her report. It is proposed that the report will assist Council in designing the subdivision to minimise biodiversity offsets.</p>	<p>Council adopted the Murrumbidgee Land Use Plan at the October 2022 Council meeting. This Plan will underpin the new Murrumbidgee Local Environmental Plan that will be considered by Council at the September Council meeting. The new LEP identifies new residential areas in Darlington Point, Coleambally and Jerilderie where new residential development may be permitted.</p>
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**1.1.3: Advocate for cheaper utility costs, particularly electricity costs**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.1.3.1	Negotiate with new sustainable energy providers (solar farms or wind farm developments) for supply of cheaper electricity for the Murrumbidgee Council community.	Management	Completed	100%	Ongoing. Council has discussed this issue with all new renewable energy developers. No formal discussions have yet been held with energy suppliers or relevant government departments.	Whilst Council has yet to be successful in seeking a supply of cheaper electricity, Council amended the Section 7.12 Developer Contributions Plan in February which permitted Council to apply a developer contribution of 1% of the development cost of solar and wind farms as well as battery storage systems. To date this Council has not yet actually received payment but has been in discussions with a number of developers for the creation of Voluntary Planning Agreements.

## MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



### 1.1.4: Advocate and work for greater access to health and medical services

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.1.4.1	Liaise with health service providers to secure enhanced services for the community	Annually liaise with health service providers	Planning, Community & Development	Progressing	80%	Involvement with Berrigan Jerilderie Community Network and Murrumbidgee Local Health District to ensure appropriate health services are available.	
1.1.4.2	Lobby for increased mental health services in Murrumbidgee Local Government Area	Continue to lobby for increased mental health services	Planning, Community & Development	Progressing	60%	Promotion of available mental health services through Murrumbidgee Local Health District ongoing. Any events promoting mental health services have been advertised on Council's facebook page.	

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.1.4.3	Initiate or attend relevant interagency committees on mental health initiatives and programs	Attend relevant meetings as required	Planning, Community & Development	Progressing	80%	Involved with Berrigan Jerilderie Community Network and promoting MyStep Western who provide a range of services aimed at supporting people wanting to improve their emotional and mental wellbeing.	
1.1.4.4	Lobby for grant funding to construct a Doctors surgery in Jerilderie Seek possible funding sources (grant funding, developer contributions) for the construction of a new Doctors surgery in Jerilderie.	Seek possible funding sources (grant funding, developer contributions) for the construction of a new Doctors surgery in Jerilderie.	Planning, Community & Development	Progressing	50%	No funding sources identified to date and Council's Developer Contribution Plan has been amended in order to apply the requirement to pay a developer contribution on solar and wind farms.	Council is currently in discussions with a developer in relation to a voluntary planning agreement that aims to provide resources to establish community infrastructure.
1.1.4.5	Support the retention of local Doctors in each town.	Assist local Doctors to retain accreditation. Identify issues to provide options to Council for assistance when required.	Management	Completed	100%	Procedures in place and agreements in place	

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.1.4.6	Maintain all Medical Centres to an acceptable level and undertake routine maintenance in a timely manner.	Infrastructure	Completed	100%	Medical Centres in all three towns have been maintained to an acceptable level.	Regular maintenance carried out during the year.

**1.1.5: Embrace and empower all groups within the community, particularly: First nations people, Youth, Seniors, People with mixed abilities, Socially and economically disadvantaged members of the community, People from multicultural and linguistically diverse backgrounds**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.1.5.1	Support programs that celebrate and strengthen multiculturalism in the community	Planning, Community & Development	Progressing	80%	Meetings arranged with a number of groups.	Contact made with Waddi Housing, Petaurus Education, seniors groups and preschool groups. Events advertised and supported.
1.1.5.2	Conduct Australian Citizenship ceremonies in accordance with guidelines set by the Department of Immigration.	Management	Completed	100%	Citizenship Ceremony held in Darlington Point 12 October 2022 - 3 conferees and 6 June 2023 - 1 conferee.	



**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.1.5.3	Provide Education Scholarships	Advertise and award:- CSU Scholarship; Monash Education Scholarship; Student Scholarships	Planning, Community & Development	Completed	100%	Education Scholarships advertised early February 2023,	CSU Scholarship (1) and Monash Education Scholarship (1) awarded. Student scholarships awarded to seven recipients.
1.1.5.4	Provide Grants as part of Grant Program	Advertise and award:- Community Grants Advertise and recommend and distribute grants on behalf of Coleambally Solar Farm Fund as per Memorandum of Understanding	Planning, Community & Development	Completed	100%	Community Grants and Coleambally Solar Farm Fund Grants advertised in May, 2023.	Community Grants of \$20,000 awarded to ten recipients and Coleambally Solar Farm Grants of \$20,000 recommended and awarded to six recipients.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

1.2: We celebrate, embrace and preserve our cultural identities, our heritage and diversity

1.2.1: Provide opportunities for our community to showcase their heritage and diversity

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.2.1.1	Partner with key stakeholders to promote and celebrate Murrumbidgee's heritage and diversity	Planning, Community & Development	Progressing	60%	Successful application with NSW Heritage to deliver a local heritage program for 2023-2025. Member of Ned Kelly Touring Route to promote the Ned Kelly Raid Trail of 1879. Successful application for TASC signs for Ned Kelly Rail Trail of 1879.	Successful application with NSW Heritage to deliver a local heritage program for 2023-2025. Member of Ned Kelly Touring Route to promote the Ned Kelly Raid Trail of 1879. Working with Monash Committee towards erection of Sir John Monash/ Ned Kelly sculpture and information boards.
1.2.2.1	Partner with key stakeholders to collect and collate Murrumbidgee's unique stories	Planning, Community & Development	Progressing	15%	Applied for funding through Heritage NSW for a Local Government Grant for Murrumbidgee Council.	Successfully applied for funding through Heritage NSW for a Local Government Heritage Grant for Murrumbidgee Council to be implemented in 2023-2025.

## MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



### 1.2.2: Implement and encourage projects that achieve social cohesion, and celebrate diversity and inclusiveness

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.2.2.2	Maintain museums within the Local Government Area  Maintenance program carried out in conjunction with Section 355 committee.  Grant opportunities explored in line with Plans of Management.	Planning, Community & Development	Completed	100%	Maintenance carried out on Jerilderie Museum "The Willows". Maintenance on Darlington Point Museum carried out in conjunction with Heritage Darlington Point.	

**1.2.3: Work with each town to retain and celebrate their unique identities, while working towards a shared vision for our area**

	Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.2.3.1	Enhance each towns identity and character through appropriate community driven development control plans	Develop and adopt a Murrumbidgee Council Development Control Plan.	Planning, Community & Development	Completed	100%	During the reporting period Council introduced the Young Street Development Control Plan to provide development guidelines for the new Young Street residential development. Staff also met with Habitat Planning who are preparing a new combined Murrumbidgee Council Development Control Plan, which is scheduled to be presented to Council for review in late 2023.	Work on the new Murrumbidgee Council Development Control Plan, is progressing and remains on track to be presented to Council for review in late 2023. The new Young Street DCP was adopted by Council to specifically address residential development within the new Young Street residential development.

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**1.3: We create opportunities for a more connected and cohesive community**

**1.3.1: Promote and support sporting, social, recreational and cultural opportunities and activities to increase participation and inclusion**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.3.1.1	Promote community events using the various Council communication channels	General Manager	Completed	100%	Opportunities continually promoted on Council's digital and non-digital channels.	
1.3.1.2	Encourage participation in service / community groups	Planning, Community & Development	Completed	100%	Contact details for service and community groups have been updated in 2022.	Contact details for service and community groups have been updated in 2022. Contacts for each town can be found on the Council website.
1.3.1.3	Promote and celebrate national events	Planning, Community & Development	Completed	100%	International Women's Day Event held in March in Darlington Point. Free skate workshops held in three towns as part of Youth Week in April 2023.	Women in Business Murrumbidgee networking event held on 7 March in Darlington Point. Free skate workshops held in three towns as part of Youth Week - Darlington Point 16 April, Coleambally 21 April and Jerilderie 23 April 2023.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.3.1.4	Plan activities for Murrumbidgee's aging population	Planning, Community & Development	Completed	100%	Event held in May 2023.	Seniors Week event held in Jerilderie with 65 participants. Bus available from Darlington Point and Coleambally.

**1.3.2: Work with the community to provide a diverse mix of community entertainment and wellbeing activities**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.3.2.1	Support planned cultural and wellbeing activities and events in the Murrumbidgee Local Government Area	Planning, Community & Development	Completed	100%	Cultural and well-being activities supported and advertised through Council's Facebook page.	
1.3.2.2	Provide library services within the Murrumbidgee Local Government Area	Planning, Community & Development	Completed	100%	Jerilderie library staffed and building maintained. Membership of Western Riverina Libraries continued. Bookmobile service provided in Coleambally and Darlington Point in partnership with Western Riverina Libraries	

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Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.3.2.3	Maintain all Public Halls to an acceptable level and undertake routine maintenance in a timely manner.	Planning, Community & Development	Completed	100%	All public halls maintained to an acceptable level and routine maintenance carried out. Major refurbishment carried out to Shire Hall in Darlington Point and Community Hall in Coleambally.	

**1.3.3: Empower our community to embrace technology and innovation**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.3.3.1	Engage with relevant stakeholders and identify applicable technology and innovation considered suitable for Murrumbidgee Council Community	Management	Completed	100%	During the reporting period grant funding was obtained from the EPA to fund the introduction of a weekly kerbside Food Organics and Greenwaste Organics collection service.	During the 2022-2023 period Council was successful in obtaining grants for the introduction of a weekly kerbside FOGO collection service as well as electric vehicle charging stations in Coleambally (installed) and Darlington Point.

1.3.4: Advocate for improved telecommunications and utilities

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.3.4.1	Engage with relevant stakeholders and Government to lobby for new communication networks	Continue to lobby stakeholders for improved communications and connectivity and infrastructure funding - with annual review and reporting	Management	Progressing	90%	Telstra servicing Bundure area Councils Tower. FSG has been awarded digital and mobile grants to service approx. 80% of Murrumbidgee LGA due for completion before December, 2023	



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**1.3.5: Encourage and expand volunteering opportunities**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.3.5.1	Promote recognition of volunteers and diversity in the community	Promote volunteer organisations and the benefits of volunteering on Council's social media platforms Insert 2 articles on volunteering in the community newsletter	General Manager	Completed	100%	Any information received on volunteering and volunteer organisations has been promoted on Council's facebook page.	Article on Heritage Darlington Point volunteer workshop featured in Winter 2022 Community Newsletter. Article on Jerilderie Apex volunteers in Spring 2022 Community Newsletter. Article on Australia Day Awards in Autumn 2023 Community Newsletter honouring community achievers.

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**1.3.6: Enhance education opportunities in the area**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.3.6.1	Work with education and training organisations to support skills-focused groups and training opportunities in the Murrumbidgee Local Government Area	Identify skill shortages within local industry groups and lobby for local training opportunities.	Planning, Community & Development	Progressing	80%	Annual business operators survey conducted to identify skills shortages in area. Promoting Total College, TAFE Griffith and Deniliquin courses, as well as EnterprisePlus and related business courses.	Annual business operators survey conducted to identify skills shortages in area. Monthly meetings with local businesses to further identify skill shortages. Promoting Total College, TAFE Griffith and Deniliquin courses, as well as EnterprisePlus and related business courses.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.3.6.2	Ensure that each town has appropriate child care services such as a Preschool, Long Day Care, After School Care and or a Family Day Care Provider	Construct a Preschool and Long Day Care facility at Darlington Point. Assist the provision of a Family Day Care Provider in Coleambally.	Planning, Community & Development	Progressing	45%	Jerilderie Early Learning Centre completed and operating. Discussions and meetings held with both Coleambally and Darlington Point committee members to further progress Long Day Care facilities. After School Care available in Darlington Point.	Coleambally Preschool have use of Youth and Sports Centre for Long Day Care services in the interim. Site for new Preschool and Long Day Care facilities in Coleambally has been allocated.

## MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

### 1.4: We encourage healthy, active and safe communities

#### 1.4.1: Plan for and provide excellent parks, gardens and neighbourhoods

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.4.1.1	Maintenance of parks and gardens assets Develop and implement a parks and gardens maintenance and budget schedule - 12 months	Infrastructure	Progressing	90%	Councils parks and gardens maintained to acceptable standard. Development being undertaken to implement parks and gardens maintenance program.	Regular maintenance carried out throughout the year. Maintenance program being developed.

#### 1.4.2: Encourage an active lifestyle with outstanding recreational facilities and spaces

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.4.2.1	Promote and support use of councils recreation facilities and spaces	Planning, Community & Development	Completed	100%	Summer Break Pool Parties held in Coleambally, Jerilderie and Darlington Point. Skate Workshops held during Youth Week. All events promoted on Council's facebook page.	Pool parties held in Coleambally 29/12/22, Jerilderie 30/12/22 and Darlington Point 26/1/23. Skate workshops held in Darlington Point 16/4/2023, Coleambally 21/4/2023 and Jerilderie 23/4/2023.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.2.2	Provide and maintain sporting and recreational facilities	Maintain all sporting and recreational facilities to an acceptable level and undertake routine maintenance in a timely manner.	Infrastructure	Completed	100%	Sporting and recreational facilities maintained to an acceptable level.	Regular maintenance conducted throughout the year.
1.4.2.3	Seek presence of appropriate emergency services at key public events	Notify appropriate emergency services prior to key public events	Management	Completed	100%	LEMC are being conducted on a quarterly basis	

**1.4.3: Work together to enhance community safety**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.3.1	Meet with Local Police to raise community awareness about public and traffic safety and other issue's impacting Murrumbidgee's populations	Attend regular LAN meetings	Management	Completed	100%	Council has quarterly meetings with NSW Police to raise issues.	

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Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.4.3.2	Lobby to maintain timely responses to incidents and provision of emergency services	Management	Completed	100%	Local Traffic Committee Meetings are conducted quarterly. Attendees from TfNSW and police are presented with reports with requirements for safety on roads including lines and signage.	Six Murrumbidgee Council Traffic Committee meetings held during 2022/23.
1.4.3.3	Seek presence of appropriate emergency services at key public events	Planning, Community & Development	Completed	100%	Police advised of public events as part of Event Management process.	

**1.4.4: Work together to enhance a safe road network**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.4.4.1	Develop an approved Road Safety Action Plan aligned with Council's Community Strategic Plan	Infrastructure	Completed	100%	Completed in conjunction with TfNSW	

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.4.4.2	Implement identified initiatives in the Road Safety Action Plan once developed.	Infrastructure	Progressing	70%	The action plan is part of 'Towards Zero' campaign with TfNSW.	

**1.4.5: Build community understanding to meet public health standards**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
1.4.5.1	Maintain a food safety and food handler education program in accordance with the NSW food Authority	Planning, Community & Development	Not Due To Start	0%	There has not been a request from public bodies to undertake a food handling education program this financial year.	
1.4.5.2	Undertake required public health related education programs	Planning, Community & Development	Progressing	20%		Article on protection from mosquito borne viruses included in Autumn 2023 Community Newsletter.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.5.3	Maintain a building and structures assessment and inspection service.	Ensure the construction of buildings and structures and ancillary work complies with the National Construction Codes.	Planning, Community & Development	Completed	100%	Ongoing. All buildings are assessed and approved in accordance with the National Construction Codes. During this period a total of 10 Construction certificates were approved.	During the 2022-2023 reporting period a total of 24 Construction Certificates requiring assessment under the Building Code of Australia were issued by council staff.



**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.5.4	Determine and notify street and rural addressing numbers as required	Identify and provide street and rural addressing number information to property owners and the Geographic Names Board in a timely manner.	Planning, Community & Development	Completed	100%	Ongoing. Residential and rural addressing are provided to owners of new dwellings upon issue of development consent. Street numbering also provided to developers of new service station in Jerilderie. During the reporting period there were no new dwellings approved that required a street number as they were constructed on lots that already had a street or rural address number.	During the 2022-2023 reporting period there were no new dwellings approved that required a street number as they were constructed on lots that already had a street or rural address number.

**1.4.6: Partner with providers of emergency services to ensure appropriate response levels to community emergencies**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.6.1	Implement a specific community and stakeholder engagement plan for emergency situation	Review current engagement strategy	Management	Completed	100%	LEMC and emergency services Quarterly reports	
1.4.6.2	Maintain ongoing support for the Local Emergency Management Centre	Attend and Report on Local Emergency Management Meetings	Management	Completed	100%	LEMC are normally conducted on a quarterly basis	Two Murrumbidgee Council Local Emergency Management Committee meetings held during 2022/23.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**1.4.7: Work with the community to ensure responsible animal management and compliance with relevant legislation**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.7.1	Maintain an appropriate ranger service to respond to companion animal issues.	Report on number of animals impounded, released, dog attacks	Management	Completed	100%	<p>Ongoing. During this period there was 1 dog attack reported.</p> <p>The current companion animal management system of trained staff in Darlington Point, Coleambally and Jerilderie reporting and liaising to and with the Director of Planning, Community &amp; Planning is working well.</p>	<p>During the 2022-2023 reporting period Council maintained a companion animal service to each of the three towns. Council also introduced a Keeping of Animals Policy which introduces maximum numbers of companion animals as well as other domestic animals and birds that can be kept within the town areas.</p> <p>During the reporting period there were 3 dog attacks reported to Council, a total number of 39 dogs and 11 cats were impounded and the total number of dogs rehomed was 25 and released was 14 back their owners.</p>

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.7.2	Maintain relationships with a minimum of 2 approved companion animal rehoming organisations in order to rehome as many companion animals as possible.	Report on numbers of companion animals rehomed	Planning, Community & Development	Completed	100%	During this period a total of 21 companion animals were rehomed to approved animal rehoming organisations.	Council maintains arrangements with 2 approved rehoming organisations in accordance with the NSW Companion Animals Act to ensure that as many as possible companion animals are rehomed and during the 2022-2024 reporting year a total of 25 dogs were rehomed by the Rehoming organisations.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
1.4.7.3	Regularly record and report on the number of companion animals accommodated at the Pound as per Companion Animal Act Requirements	Comply with the requirements of the office for Local Government Companion Animals annual reporting	Planning, Community & Development	Completed	100%	Ongoing. During the reporting period 22 dogs and cats 3 were impounded Council also introduced a Keeping of Animals Policy which introduces maximum numbers of companion animals as well as other domestic animals and birds that can be kept within the town areas.	During the 2022-2023 reporting period Council maintained a companion animal service to each of the three towns. Council also introduced a Keeping of Animals Policy which introduces maximum numbers of companion animals as well as other domestic animals and birds that can be kept within the town areas.
1.4.7.4	Undertake community education and awareness programs on the responsibility of companion animal ownership	Under a minimum of 2 companion animal ownership public education programs a year	Planning, Community & Development	Completed	100%	Ongoing. Information on companion animal ownership was included in 1 Community Newsletter.	Information on companion animal ownership was included in 1 Community Newsletter.

## Strategic Activities: 2: Our Natural Environment - sustainable living

We live in a wonderful natural environment that we value highly.

### 2.1: We protect our natural environment for future generations

#### 2.1.1: Work together to protect, manage and promote the health of our natural environment, including our landscapes, waterways and biodiversity

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.1.1.1 Ensure areas of high biodiversity values are mapped and protected under the Murrumbidgee Local Environmental Plan	Complete the Draft Murrumbidgee Land Use Strategy and Murrumbidgee Local Environmental Plan	Planning, Community & Development	Progressing	80%	A meeting was held with Council's planning consultants in May 2023 following Council's adoption of the Land Use Plan, to finalise the draft of the new combined LEP & DCP. Areas of biodiversity will be included in the mapping section of the LEP for added protection.	The new LEP will include maps of all known areas of high value Biodiversity as well as requirements for the assessment of development within these areas, that are designed to add extra layers of protection.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.1.1.2	Develop and maintain partnerships with local land managers	Maintain membership of Landcare.	Planning, Community & Development	Completed	100%	Ongoing. Discussions have been held with Rural Fire Service, Department of Environment, Local Land Services, Natural Resource Access Regulator and Coleambally Irrigation concerning a range of environmental, flooding, biodiversity and weeds matters.	During the 2022-2023 reporting period discussions were held with NSW Rural Fire Service in relation to bush fire prone land in Murrumbidgee Council and the new LEP, the National Resources Access Regulator in relation to flooding and Coleambally Irrigation in relation to drainage issues with new residential subdivisions in Coleambally.

## MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

### 2.1.2: Promote awareness of environmental issue's and climate challenges

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.1.2.1	Partner with relevant organisations to develop education programs assisting the community in reducing energy consumption and alternative energy practices	Planning, Community & Development	Not Due To Start	0%	During the reporting period no action was taken on this Action.	This Action has not been scheduled to commence and no appropriate grant funding opportunities had been identified during the 2022-2023 period.

### 2.1.3: Work together to manage pest plants and animals

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.1.3.1	Develop an annual Weed Action Plan in cooperation with NSW primary industries.	Planning, Community & Development	Completed	100%	Riverina and Murray Weed Action Plans are completed for 2023-2024.	
2.1.3.2	Promote biosecurity and weed management reduction through Councils weed management program	Planning, Community & Development	Completed	100%	Murray and Riverina WAP reporting has been completed and reported to DPI.	Priority Weeds Booklets have been printed and distributed for both Murray and Riverina with Murrumbidgee Council recognition.



2.2: We carefully manage our resources

2.2.1: Support sustainable energy initiatives and manage Council’s energy consumption wisely

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.2.1.1 Complete and promote actions identified in the Murrumbidgee Council Energy Audit.	Adopt the Draft Murrumbidgee Council Energy Strategy  Complete strategies identified in the Draft Murrumbidgee Council Energy Strategy as grant funding opportunities arise.	Management	Progressing	25%	There was not any further work completed on this action during the final quarter to the end of June 2023 as no suitable funding grant opportunities were identified, other than the successful receipt of a grant to install a electric vehicle charging station in Coleambally in July 2023.	Council has adopted an Energy Strategy at the Council meeting on 26 July 2022 but not yet commenced any actions or initiatives other than the planning of electric charging stations in Coleambally and Darlington Point. It is envisaged that grant opportunities will be monitored in the 2023-2024 period to progress actions moving forward.

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**2.2.2: Support waste minimisation by encouraging reusing, renewing and recycling, with sustainable waste disposal and management**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.2.2.1	Actively participate in New waste or other initiatives	Maintain active membership with the RAMJO Riverina Waste Group and report on sustainable initiatives.	Planning, Community & Development	Completed	100%	<p>Council has agreed to introduce a new Food Organics &amp; Greenwaste Organics (FOGO) and has applied for and received a grant to purchase new bins. Further Council has commenced a survey seeking information on bins sizes prior to ordering the new FOGO bins, The FOGO service will commence on the 3 July 2023 with a new recycling service in Jerilderie. Council has also ordered a new collection truck for the FOGO, recycling and residual waste.</p> <p>On 3 July 2023 a new 3 bin waste collection service commenced in Jerilderie, Coleambally and Darlington Point, comprising a weekly Food Organics Garden Organics (FOGO) service, fortnightly recycling service and fortnightly general waste collection service. Jerilderie started a new FOGO service and recycling service whilst Coleambally and Darlington Point started a new FOGO service. Council organised local community and sporting groups to deliver bins, installing new red lids on existing general waste bins</p>

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2.2.2.2	<p>Maximise diversion of waste through Councils kerb collection programs</p>	<p>Investigate introduction of a recycling service at Jerilderie FOGO (Food and organic waste) collection service at Jerilderie, Coleambally and Darlington Point. FOGO (Food and organic waste) collection service at Jerilderie, Coleambally and Darlington Point.</p>	<p>Planning, Community &amp; Development</p>	<p>Completed</p>	<p>100%</p>	<p>During the reporting period Council completed the roll out of a new Food Organic and Garden Organics service across Darlington Point, Coleambally and Jerilderie, following the receipt of an EPA funding grant. FOGO (and recycling bins to Jerilderie) were delivered by local service groups at all 3 towns in June and the new 3 bin service commenced on 3 July 2023. Council undertook a number of meetings with service groups and schools as part of the public information campaign as well as a number of letter drops to all residents. Council also entered into a long term contract with Wormtech at Carrathool to receive and compost Councils FOGO.</p>	<p>Councils new weekly FOGO service commenced on Monday 3 July. To date results have been very promising with an average of 5 tonnes a week and contamination rate of around 10%, which is considered to be very good.</p>
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**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.2.2.3	Identify/Provide opportunities for the diversion of waste from landfill	Improve waste diversion (steel, glass, paper etc.) facilities at each of Council's landfills.	Planning, Community & Development	Progressing	95%	During the reporting period Council successfully introduced a new Food Organic and Garden waste Organic weekly kerbside collection service in Darlington Point, Coleambally and Jerilderie as well as a new fortnightly kerbside recycling service in Jerilderie. Each town now has a 3 bin kerbside collection system.	Council is committed to reducing the amount of waste going into landfill and the introduction of a new 3 kebside bin waste service reduces waste from being landfilled. Further it is proposed to introduce a rural recycling service by July 2024. Council staff have also completed an indepth review of all of Council's landfills with the objective of increasing the sustainability of the landfills.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.2.2.4	Investigate landfill management options across the Local Government Area	Investigate a centralised landfill for Murrumbidgee Council and the introduction of transfer stations.	Planning, Community & Development	Completed	100%	During the reporting period staff completed a review into all four current operating Council landfills.	This review will form the basis of a new strategic approach to the management of landfills in Murrumbidgee Council with the goal of introducing the most efficient and cost effective manner for Council to manage waste disposal. This strategy will be presented to Council in late 2023 in time for budget discussions for the 2024-2025 year.

2.2.3: Encourage the conservation of water resources and sustainable water reuse

	Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.2.3.1	Complete and adopt Murrumbidgee Council Integrated Water Cycle Management Strategy.	Murrumbidgee Council Integrated Water Cycle Management Strategy adopted	Infrastructure	Progressing	60%	ICWM Draft Funding Deed Variation SSWP233 Murrumbidgee Council has been signed and the next stages are for the options report to be completed by PWA. The Scoping Study has commenced, now in draft mode for review.	Draft IWCM is now 90% completed ready for review in August 2023

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**2.3: We achieve a balance between growth, development and environmental protection**

**2.3.1: Preserve local character and stimulate the conservation of important heritage assets**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.3.1.1	Create/maintain a heritage advisory service and provide a local heritage assistance fund to support the conservation of local heritage items	Planning, Community & Development	Progressing	60%	Successful in obtaining \$25,000 grant through Local Government Heritage Grants to provide a heritage advisory service.	Heritage advisor contacted, staff working towards program for implementation.

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**2.3.2: Facilitate sustainable land use planning and ensure developments are well planned, sustainable, have minimal environmental impacts and meet legislative requirements**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.3.2.1	Maintain a development assessment and approval service.	Planning, Community & Development	Completed	100%	Ongoing. During this period a total of 23 Development Applications were approved.	During the 2022-2023 reporting period a total of 55 Developments were approved by Council.



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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.3.2.2	Complete the introduction of a new Murrumbidgee Local Environmental Plan.	Introduction of a new Murrumbidgee LEP	Planning, Community & Development	Progressing	80%	Ongoing. During the 2nd quarter Council adopted a new Land Use Plan to underpin the introduction of a new Local Environmental Plan and Development Control Plan. During the second reporting period (Jan-June 2023) Council adopted a stand alone DCP for the Young Street residential subdivision and staff met with Habitat Planning to progress the new LEP	Planning staff met with Habitat Planning (Councils planning consultants) in Albury on 26 May 2023 to finalise the last version of the new Local Environmental Plan and Development Control Plan. It is expected that the LEP will be presented to Council at either the August or September Council meeting.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.3.2.3	Review, utilise and update Council's Section 7.12 Developer Contribution Plan	Introduce revised Section 7.12 Developer Contribution Plan	Planning, Community & Development	Completed	100%	A revised Section 7.12 Plan was presented and adopted at the Council meeting of 28th February for determination, which amended the existing Plan by removing the exemption for solar and wind farms, battery storage systems and frost fans from paying a developer contribution, as well as adding a number of intergenerational community facilities such as a new Medical Centre in Jerilderie and new Pre-schools in Coleambally and Darlington Point.	The revised Section 7.12 changed the list of capital projects that Council was proposing through funding received by the s.712 plan and included new projects such as a new Medical Centre in Jerilderie and new Pre-schools in Coleambally and Darlington Point as well as removing previous exemptions for solar and wind farms and battery storage systems from payment of developer contributions.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**



	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.3.2.4	Review the Murrumbidgee Development Control Plan	Introduce revised Murrumbidgee Development Control Plan	Planning, Community & Development	Progressing	80%	Following the adoption of the Land Use Plan in the second quarter, Council staff initiated meetings with Council's planning consultant and commenced work on a combined development control plan for Murrumbidgee Council, by combining the exiting Jerilderie and Murrumbidgee DCPs.	The new Murrumbidgee Development Control Plan, which combines the existing Jerilderie, Murrumbidgee and Young Street development control plans will be presented to Council following the completion of the new LEP in the 2023-2024 reporting period.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.3.2.5	Provide a development application pre-lodgement service	Report on number of DA's lodged	Planning, Community & Development	Completed	100%	Ongoing. Council has planning staff located at each centre who are trained and capable of providing pre-lodgement planning advice. Further the Director Planning Community & Development is in one of the three centres at least one day a week.	During the 2022-2023 reporting period a total of 55 Developments were approved by Council.
2.3.2.6	Maintain Council controlled quarries and pits within the Local Government Area.	Maintain all Council controlled quarries and pits to an acceptable level and undertake routine maintenance in a timely manner, including restoration works	Infrastructure	Progressing	80%	Council controlled quarries and pits have been maintained to an acceptable level. Some restoration works carried out as quarries have been used. Program to be developed and costing of further restoration works.	

**2.3.3: Encourage local development, while protecting public interest**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.3.3.1 Review the Murrumbidgee Town Development Plans for residential and industrial development in Coleambally (2019) and Jerilderie (TBC)	Completion of Murrumbidgee Land Use Plan and Murrumbidgee Local Environmental Plan.	Management	Progressing	80%	The Murrumbidgee Council Land Use Plan was adopted by Council in October 2022 and work on the new combined Murrumbidgee LEP progressed during the early part of 2023.	At the time of preparing this report work on the draft new Murrumbidgee Local Environmental Plan is reaching completion and is due to be presented to Council for consideration in late 2023, before being submitted to the NSW Department of Planning for approval to begin public consultation.

**2.3.4: Promote best practice public and environmental health activities**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
2.3.4.1 Maintain a food safety and food handler program in accordance with the NSW food Authority	Undertake a bi-annual food inspection program & report on number of food shop inspections, and education programs	Planning, Community & Development	Completed	100%	Medium/High Risk food inspections for the year 2022-2023 financial year are complete.	35 inspections carried out during 2022-23.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
2.3.4.2	Undertake required public health inspections, compliance activities programs	Undertake and complete annual public health inspections including the following: Skin Penetration OSSMS (Septic Tanks) Swimming Pools UPSS (Underground petroleum storage systems)	Planning, Community & Development	Progressing	50%	Ongoing Mosquito Surveillance Program Ongoing Drinking Water Monitoring Ongoing OSSM Inspections Ongoing Swimming Pool Inspections Ongoing UPSS Inspections No Skin Pen Business Registered with Council.	153 Drinking water monitoring tests carried out and 6 chemical tests. 8 Onsite sewerage management system inspections carried out. 1 Hairdresser inspection conducted.
2.3.4.3	Act on complaints received in relation to pollution and public health	Notify relevant authorities as necessary	Planning, Community & Development	Completed	100%	Complaints are continually ongoing and responded to in a timely manner.	

## Strategic Activities: 3: Our Built Environment - liveable places

We all enjoy access to well-planned social and community infrastructure and spaces, which are developed and maintained to a high standard.

### **3.1: We achieve a balance between growth, development and environmental protection**

#### **3.1.1: Efficiently manage, maintain and enhance Council's assets**

<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.1.1.1	Review Councils asset management framework, policy and plan	Infrastructure	Progressing	20%	Asset Manager is currently assessing the road transport and sewer asset management plans due for completion December 2023	
3.1.1.2	Develop integrated registers for each asset class incorporating the asset management review	Infrastructure	Progressing	80%	Started updating and developing registers for transport assets and water and sewer assets	Completed Transport register as well as completing Water and Sewer, Stormwater and Buildings

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.1.1.3	Incorporate the financial impacts from the asset management review into Council's LTFP to reflect current and future community needs and priorities	Identify critical assets in each of these asset classes and incorporate them into the registry - 30 June 2023 with annual review and reporting Continue to incorporate the financial impacts from the asset management review into Council's LTFP to reflect current and future community needs and priorities	Management	Progressing	50%	Asset Management Plans are being developed and Council Transport AMP is due Dec 2023.	



**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.1.1.4	Develop a ten-year maintenance and renewal budget and program (separate to capital works) aligned to the LTFP	Management	Progressing	20%	Ongoing. Work programs under development.	

**3.1.2: Efficiently manage Crown Land resources**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.1.2.1	Develop a management plan for Crown Lands under Council control aligned with the LTFP	Planning, Community & Development	Progressing	30%	During the 2nd reporting period four Crown Land management plans have been completed and were presented to Council for adoption.	Council staff are working on 13 Plans of Management for the Crown Lands that Council manages. Four of these PoMs were completed and adopted by Council during the 2022-2023 reporting period. The remaining 9 plans have been reviewed by staff and are with NSW Crown Lands to be reviewed before being presented to Council for final adoption.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**3.1.3: Improve street and building accessibility for those with mixed abilities**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.1.3.1	Review/Deliver a staged program of accessibility improvements to the road network and environments of Murrumbidgee Council	Infrastructure	Progressing	90%	Cycleway Access Strategies Plan (formerly Pedestrian Access and Mobility Plan) completed. Strategies to be implemented, commencing in the 2023/24 financial year.	Cycleway Access Strategies adopted at June 2023 Council meeting for Coleambally, Darlington Point and Jerilderie with strategies developed for better accessibility.

**3.2: We cherish our open spaces where the community can be active**

3.2.1: Activate spaces and places to complement activity around waterways, urban areas and green spaces for families, the community and visitors

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.2.1.1 Identify funding opportunities to improve existing open spaces	Apply for suitable grant funding and report to Council	Infrastructure	Progressing	80%	Council successfully secured funding for Broлга Place, Coleambally through the Stronger Communities Fund Round 4. Luke Park Precinct Redevelopment in Jerilderie successful in obtaining \$2m funding through the Public Spaces Legacy Program. Funding received for fencing and toilet facilities in Adrian Douglas Park, Darlington Point.	Works carried out to improve facilities at all three of Council's sportsgrounds.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.2.1.2	Increase the number of walking tracks in all towns and their surrounds	Management	Progressing	50%	PAMPS and cycleway strategies completed. Strategies to be implemented, commencing in the 2023/24 financial year.	Cycleway Access Strategies adopted at June 2023 Council meeting for Coleambally, Darlington Point and Jerilderie.

**3.2.2: Enhance sporting, recreation and leisure facilities and opportunities**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.2.2.1	Develop masterplans for sporting, showgrounds and recreational facilities and precincts in all towns	Management	Progressing	50%	Coleambally Sports precinct is completed Darlington Point and Jerilderie plans being developed and/or updated.	
3.2.2.2	Develop business cases (where appropriate) and funding options for new or multipurpose sports and recreation facilities	Management	Progressing	30%	User group meetings held to identify required works and funding opportunities.	

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**3.3: Our road network (reserve) is well maintained, functional and continually improved**

3.3.1: Work together to maintain and develop a highly functioning road network (reserve), including roads, footpaths, bridges cycleways, kerb and guttering, and drainage system

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
3.3.1.1	Review/Deliver a staged program of accessibility and maintenance improvement to Murrumbidgee's rural and town road network and road hierarchy	Infrastructure	Progressing	50%	Assessment of the roads infrastructure has been undertaken during the 21/22 financial year, with Asset Management Plans currently being developed, due by 31 December 2023	
3.3.1.2	Carry out routine and programmed maintenance for footpaths, cycle ways, kerb and gutter	Infrastructure	Progressing	60%	Routine maintenance on footpaths, cycleways and kerb and gutter carried out. Footpaths to be inspected each year based on their service level and hierarchy.	Council's newly appointed Project Coordinator has inspected the footpaths in each town for 2022-23 financial year. Maintenance work being undertaken.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.3.1.3	Continue to strengthen relationships with the RMS, Newell Highway Taskforce and relevant parties to address flood impact and access issue's through meeting attendance	Attend and report on taskforce meetings as required Create meetings with relevant stakeholders and Government representatives annually	Management	Progressing	50%	Meetings attended with TfNSW and Newell Highway Taskforce addressing a number of issues including flood impacts.	Working with Transport for NSW regarding Disaster Recovery Funding following floods in 2022.
3.3.1.4	Review and implement an annual work program and budget for routine and programmed maintenance for local and regional roads and bridges	Develop an annual works program and budget for routine and programmed maintenance for local and regional roads and bridges and present to Council during annual budget process	Infrastructure	Progressing	60%	Budget adopted for 2022/23 and maintenance carried out on local and regional roads and bridges.	Routine maintenance programs being developed for future works by Infrastructure staff.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.3.1.5	Deliver the agreed service levels identified in the annual budget for roads and bridges	Report on Road and Bridge works undertaken annually	Infrastructure	Progressing	90%	Maintenance of roads, footpaths, bridges, cycleways, kerb and guttering and drainage systems carried out across Murrumbidgee Council.	The NSW Local Government Grants Commission collects and collates annual data relating to councils' road expenditure for the National Local Road Data System by 30 November each year.
3.3.1.6	Deliver the annual RMS contract works to a standard that consistently meets the contract requirements	Report to council on works completed	Infrastructure	Completed	100%	RMCC officer has progressed and delivered the RMAP for TfNSW for the 22/23 financial year.	

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**3.4: We operate our local utilities according to best practice standards**

**3.4.1: Manage Council's utility assets in line with best practice standards and priorities**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.4.1.1	Review Council's water treatment works operational plan and budget	Operate the Council Water Treatment plants in accordance with current NSW Public Health Guidelines Undertake required routine bacteriological and chemical water sampling	Infrastructure	Progressing	80%	All required water sampling undertaken. Council water treatment plants operated in accordance with NSW Public Health guidelines.	153 Drinking water monitoring tests carried out and 6 chemical tests. 2 non-compliant samples were re-tested.
3.4.1.2	Maintain water supply to Murrumbidgee's towns.	Completion of the Integrated Water Cycle Management Strategy	Infrastructure	Progressing	50%	Water supplies maintained in all towns. Regular programmed maintenance on bore sites.	Awaiting finalised Integrated Water Cycle Management Strategy.



**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.4.1.3	Maintain water supply for Murrumbidgee's parks and gardens and review ongoing system monitoring and routine maintenance and repairs to ensure water is available	Maintain Parks and Gardens to an acceptable standard and undertake routine maintenance in a timely manner	Infrastructure	Completed	100%	Parks and gardens maintained to acceptable standard. Routine maintenance carried out.	Council maintains 25ha of parks and gardens across the Local Government Area. Maintenance schedules for ongoing parks and gardens maintenance being developed by Infrastructure staff.
3.4.1.4	Complete the annual capital works program on water assets	Annual Water Asset Capital works program to be submitted to Council, during budget preparations	Infrastructure	Progressing	60%	Capital works carried out on Coly Bore 1 with replacement of electric pump.	Draft review in place. Integrated Water Cycle Management Strategy results will identify priorities.
3.4.1.5	Operate all Sewerage Treatment Plants to ensure compliance with EPA requirements	Submit Annual report to EPA for approval	Infrastructure	Completed	100%	Sewerage treatment plants operated in line with best practice standards.	EPA report completed annually. Quarterly testing at both Jerilderie and Darlington Point. Non-compliances addressed with EPA.
3.4.1.6	Maintain systems to efficiently operate Murrumbidgee's town sewers	Undertake appropriate routine monitoring of Sewer mains, manholes and pump stations	Infrastructure	Progressing	90%	Sewer mains, manholes and pump stations monitored and maintained. Issues resolved as they arise.	

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
3.4.1.7	Complete annual capital works program on sewer assets	Annual Sewer Asset works program to be submitted to Council, during budget preparations	Infrastructure	Progressing	70%	During 2022/23 submersible pumps for pump stations were replaced in Darlington Point and Jerilderie. Draft programs in place and ready for review. Pump replacement ongoing.	Asset Team is currently reviewing the assets for Sewer to identify priorities for the capital works program.
3.4.1.8	Complete the annual capital works program on stormwater assets in line with agreed priorities	Annual Storm Water Capital works program to be submitted to Council, during budget preparations	Infrastructure	Progressing	50%		Draft Review of the Asset Management Plan for stormwater is in progress due June 2024 to prioritise stormwater asset capital works.
3.4.1.9	Upgrade stormwater facilities and system in line with agreed priorities.	Report on stormwater capital works in line with approved budget	Infrastructure	Progressing	20%	Staff in the process of drafting an Asset Management Plan on stormwater assets.	Draft Review of the Asset Management Plan for stormwater is in progress due June 2024 to prioritise stormwater asset capital works.

## Strategic Activities: 4: Our Economy - creating our own opportunities

Our thriving economy enjoys business and investment growth, with new and existing businesses and industries proactively achieving development and business success.

### 4.1: Living, working and investing in area is very enticing

#### 4.1.1: Provide an environment to grow and strengthen local businesses and attract new businesses

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
4.1.1.1	Lobby government for improved freight corridors	Management	Completed	100%	Advocacy work as part of the Newell Hwy Task Force Written letters to Ministers In electron priorities to Government both state and federal Part of a task force reviewing transport across Murray Riverina RAMJO freight strategy	
4.1.1.2	Support opportunities for freight and distribution and warehousing to Eastern seaboard airports or centres	Planning, Community & Development	Progressing	10%	Meetings to commence start 2023	Successful funding application for SHIP business case. Site visit and meeting at Wagga Wagga Special Activation Precinct.

## MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.1.3	Develop and deliver capacity and skill building workshops for local businesses	Number of workshops, number of participants and participant feedback	Planning, Community & Development	Progressing	50%	Topics for training identified through the 2022 Murrumbidgee Business Operator Survey. Delivered business topics as part of Women in Murrumbidgee Business Networking event in March and Business Support Breakfast in Coleambally in June. Promoted EnterPrise Plus, TAFE NSW, Rural Financial Counselling Service, and Destination Riverina Murray training events for businesses.	Topics for training identified through the 2022 Murrumbidgee Business Operator Survey. Delivered business topics as part of Women in Murrumbidgee Business Networking event in March and Business Support Breakfast in Coleambally in June. Promoted EnterPrise Plus, TAFE NSW, Rural Financial Counselling Service, and Destination Riverina Murray training events for businesses.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**4.1.2: Promote our area as a great place to do business and invest**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.2.1	Champion a "transport hub" at the intersection of the Sturt Highway and the Kidman Way	Continue to investigate meetings with relevant agencies to progress development of a transport hub	Planning, Community & Development	Progressing	70%	Progressed via LEP and LUP and once adopted by Council progress can move forward quicker	
4.1.2.2	Maintain membership of regional government and non-government organisations	Work with surrounding councils and RAMJO Report to council on the number of meetings	Management	Progressing	20%		RAMJO Meetings attended and reported to Council.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.2.3	Encourage strong partnerships between businesses, education and government agencies	Meet with businesses, education, government agencies and other stakeholders which are focused on contributing to regional growth - with annual review and reporting	Planning, Community & Development	Progressing	60%		Ongoing meetings with NSW Government - Department of Regional NSW and Invest NSW, Regional Development Australia - Riverina, AusIndustry, TAFE NSW, Tocal Collage (Department of Primary Industry), Service NSW (Business Concierge), Rural Financial Counselling Service, EnterPrise Plus, Coleambally Chamber of Commerce, Darlington Point Business Connect (until March 2023), Jerilderie United Chamber of Commerce, Destination Riverina Murray, and local businesses to discuss and support business growth for towns and region. Monthly reporting to Councillor workshop.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**4.1.3: Advocate and identify opportunities for increased workforce participation**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.3.1	Engage with stakeholders to identify labour shortages and improve workforce participation	Work with and Report on the number of meetings held with groups	Planning, Community & Development	Progressing	40%	Labour shortages identified through the 2022 Murrumbidgee Business Operator Survey. Letter of Support provided to RDA Riverina and RDA Murray to expand DAMA to our LGA.	Labour shortages identified through the 2022 Murrumbidgee Business Operator Survey. 57% of respondents found it difficult or very difficult to find suitable staff. Letter of Support provided to RDA Riverina and RDA Murray to expand DAMA to our LGA. Ongoing monthly meetings with businesses across the LGA has identified staff shortages is an ongoing issue for businesses.

**4.1.4: Address and advocate for measures to overcome barriers to business and industry expansion (eg land availability)**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.4.1	Work with stakeholders to identify supply chain opportunities and weaknesses that Council can lobby for.	Implement annual business survey Report to council on number of meeting with stakeholders and feedback from participants	Planning, Community & Development	Progressing	15%	2022 Murrumbidgee Business Operator Survey completed in September 2022,	2022 Murrumbidgee Business Operator Survey completed in September 2022 and monthly face-to-face meetings with businesses to identify supply chain issues. Monthly reporting to Councillor workshops.



**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.4.2	Plan for future housing and business needs in the Murrumbidgee towns	Complete the Murrumbidgee Lands Use Plan and Adopt new Murrumbidgee LEP	Planning, Community & Development	Progressing	80%	Following the adoption of the Land Use Strategy in the 2nd quarter, which identified areas for possible expansion of residential and industrial zones, staff met with Council's planning consultants to commence work on the preparation of the new combined LEP and DCP. It is proposed to present to council draft versions of these documents in order that they can be exhibited and finalised towards to end of 2023.	The final version of the new combined Murrumbidgee Local Environmental Plan will be presented to the Council in late 2023 for consideration before being provided to the NSW Department of Planning for approval to begin the public consultation process.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**4.1.5: Develop and implement economic plans and strategies geared towards sustainable economic growth**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
4.1.5.1	Report to council on the number of actions started and implemented and the Percentage of Strategy implemented	Planning, Community & Development	Progressing	65%	Biannual business survey conducted in August 2022, launch of 'Explore Murrumbidgee' (business and tourism guide), commencement of 'New Resident Guide', support for new business development	The Murrumbidgee Council Economic Development Strategy 2019 has 67 actions - 27 have been completed, 22 are ongoing, 6 have commenced to date.
4.1.5.2	Report to council on the number of meetings attended and feedback from participants	Planning, Community & Development	Completed	100%	Ongoing liaison with Coleambally Chamber of Commerce. Staff attended meetings with Darlington Point Business Chamber and Jerilderie United Chamber of Commerce throughout the year.	Ongoing liaison with Coleambally Chamber of Commerce. Staff attended meetings with Darlington Point Business Chamber and Jerilderie United Chamber of Commerce throughout the first half of the year. Darlington Point Business Connect ceased operation in March 2023.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.1.5.3	Utilise Council's Master Plans to undertake improvements and developments recognised by Council to improve and activate Murrumbidgee Council.	Identify suitable projects and source internal & external funding.	Infrastructure	Progressing	20%	Ongoing.	Plans of Management for a number of the Council controlled Crown Lands have been presented to Council during 2022/23.
4.1.5.4	Create local economic development enhancement by establishing a buy local register and local preferred supplier arrangement.	Investigate and submit to Council for consideration a buy local register and local preferred supplier arrangement.	Planning, Community & Development	Progressing	50%	Existing "Buy local" program with Coleambally Chamber of Commerce and Darlington Point Business Connect (until March 2023). Staff researched "Why Leave Home Program", however no interest from Coleambally Chamber to merge with other towns.	Existing "Buy local" program with Coleambally Chamber of Commerce and Darlington Point Business Connect (until March 2023). Staff researched "Why Leave Home Program", however no interest from Coleambally Chambers to merge into one program with other towns.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**4.2: Our area is a vibrant social, recreational and cultural hub and a great place to visit**

**4.2.1: Develop and promote our area as an attractive visitor destination**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.2.1.1	Develop and Support opportunities to create 'destination experiences'	Identify destination experience opportunities and strengths	Planning, Community & Development	Progressing	50%	Support for Altina Wildlife Park expansions. Identifying funds for Darlington Point Riverside Caravan Park redevelopment.	Completed 360 degree tours for Ned Kelly Raid Trail of 1879 in Jerilderie. Support for Altina Wildlife Park expansions, Waddi Cultural and Heritage Centre (Darlington Point) and new HiCamps experience in Jerilderie. Submitted funding applications for Darlington Point Riverside Caravan Park.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.2.1.2	Participate in regional tourism initiatives	Maintain membership of regional tourism organisations Report to Council on the number of meetings attended and promotion of the Murrumbidgee Council Area	Planning, Community & Development	Completed	100%	Member of Kidman Way Promotion Committee, Newell Highway Promotional Committee, Ned Kelly Touring Route, Visit Riverina and Murrumbidgee Trails. Kidman Way promotion Committee attended the Victorian Caravan and Camping Show in Melbourne in February 2023 with over 45,000 people.	Member of Kidman Way Promotion Committee, Newell Highway Promotional Committee, Ned Kelly Touring Route, Visit Riverina and Murrumbidgee Trails. Kidman Way promoted the Committee attended the Victorian Caravan and Camping Show in Melbourne in February 2023 with over 45,000 people.
4.2.1.3	Measure event success, analysis and report results	Report to Council following local events having Council involvement.	Planning, Community & Development	Progressing	50%		Monthly reporting to Councillor workshop on events (both community and Council) held across the LGA.

**MURRUMBIDGEE COUNCIL DELIVERY PROGRAM**

**4.2.2: Support and encourage events and activities for locals and visitors**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
4.2.2.1	Identify and attract new events to the Murrumbidgee Council area	Identify appropriate grant funding to support and encourage events  Report to council on the number of new events	Planning, Community & Development	Completed	100%	Through Reconnecting Regional NSW events - The Pig Day Out in Darlington Point, Paint and Sip in Coleambally and Spring into October in Jerilderie.	Reconnecting Regional Events delivered new events across the three towns (The Pig Day Out in Darlington Point, Paint and Sip in Coleambally, Waste 2 Art Exhibition opening in Coleambally, and Jerilderie Fun Fair), Warangesda Festival in February 2023, Music in the Regions in Jerilderie, and Office for Youth - Spring, Summer, Autumn and Winter programs delivered a range of new activities for young people across the three towns.

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**4.2.3: Encourage opportunities for further recreation activities on or around rivers and waterways**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
4.2.3.1	Develop and deliver first class aquatic recreation experiences	Planning, Community & Development	Progressing	30%		Darlington Point Boat Ramp completed. Awaiting crown land grants for Darlington Point Town Beach development.
4.2.3.2	Ensure adequate signage and representation of Councils aquatic locations and facilities	Planning, Community & Development	Progressing	20%	In the process of checking signage at all locations to identify any gaps or inadequacies.	
4.2.3.3	Increase the number of walking tracks in all towns and their surrounds	Management	Progressing	50%	PAMP study carried out for all townships - Jerilderie, Coleambally and Darlington Point and strategies developed.	Cycleway Access Strategies adopted at June 2023 Council meeting for Coleambally, Darlington Point and Jerilderie.

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**4.3: We have a resilient, vibrant agricultural sector**

**4.3.1: Work together to address impediments and identify initiatives to ensure the sustainability of the agricultural sector**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
4.3.1.1	<p>Monitor agricultural trends in the Murrumbidgee Council Area</p> <p>Report on the number of meeting with Agricultural Industry representatives and report as required on findings</p> <p>Advocate for and support the agricultural industry as required</p>	Planning, Community & Development	Progressing	20%	<p>Meeting with Department of Primary Industries, support for flood affected primary producers through Flood Recovery Hubs in Darlington Point and Jerilderie,</p>	<p>Meetings with Department of Primary Industries, support for flood affected primary producers through Flood Recovery Hubs in Darlington Point and Jerilderie post flood events in 2022, meetings with Tocal College (Yanco) and TAFE NSW in relation to training for agricultural businesses.</p>



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**Strategic Activities: 5: Leading by example**

We are a highly respected local council who is recognised as a proactive civic leader that embraces opportunities for the area and community.

***5.1: We have strong partnerships with our community, government and other stakeholders and are seen as a trusted and reliable organisation***

**5.1.1: Build strong, effective, and productive alliances and partnerships with all stakeholders**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.1.1.1	Ensure elected members are adequately resourced to enable effective representation	Management	Completed	100%	Equipment supplied, Policies and Procedures in place.	

**5.1.2: Focus on an excellent customer experience, that provides value for money, quality services, is convenient and simple.**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.1.2.1	Review Council's Customer Service Charter to ensure delivery standards are high  Aim for 50% reduction in annual customer complaints	Planning, Community & Development	Completed	100%	Customer Service Charter reviewed and adopted.	Charter adopted 22/11/2023.

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.1.2.2	Work to improve the digital capabilities of Council to enhance the digital customer experience	Investigate options to increase Council's digital capability and report this to council	General Manager	Progressing	30%	Investigations continuing into new website provider and customer service functions required on the upgraded website. Other digital customer opportunities are the role of the Chief Financial Officer.	This project will continue in 2023-24.

**5.1.3: Maintain sound legislative decision-making that is ethical, accountable and transparent**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.1.3.1	Continuously improve governance in decision making  Implement regular monthly financial reporting across Council departments, Manex and Council reports (where applicable) - with annual review and reporting	Management	Completed	100%	All Policies legislated to be reviewed have been reviewed. Instigation of a twice monthly workshop Delegations register updated to new organisational structure. Organisational Structure adopted to meet Council outcomes.	

**5.1.4: Provide best practice financial, corporate and operational management and reporting that meets legislative requirements**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.1.4.1	Ensure Councils policies and processes meet the current Legislation, Statutory and regulatory requirements  Maintain integrated policy register and schedule and present prioritised policies for Council's review and endorsement	Management	Completed	100%	All policies reviewed.	

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**5.1.5: Provide best practice procurement activities, as well as risk and project management**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.1.5.1	Develop a project management framework to apply to Council Projects	Ensure all council projects comply with the adopted Project Management Framework	Management	Progressing	30%	Project Management Framework being developed to apply to all Council projects.	
5.1.5.2	Comply with Councils adopted enterprise risk management policy, framework and risk register	Report annually to council	General Manager	Progressing	50%	Reports provided to Management.	
5.1.5.3	Complete Council's Business Continuity Plan	Adopt the current Business Continuity Plan	Management	Progressing	5%	Council have reviewed the existing Business Continuity Policy and Council staff have undertaken professional development to develop capacity in this area. An IT BCP Subplan has been prepared and actively maintained by Council's IT MSP.	

**5.1.6: Pursue innovative methods to source income as a local government body**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.1.6.1 Identify and promote grant opportunities supporting councils strategic and operational priorities	Incorporate grants report in Councils monthly financial report Meeting all grant reporting requirements and reconciliations	Planning, Community & Development	Progressing	80%	Grant Writer employed. Reports prepared for Council on progress of grant applications. Grant reporting requirements met.	31 grants applies for to the value of \$15,940,747. 15 grants were successful to the value of \$5,664,699 (including \$4,441,706 pre-allocated through \$1,000,000 NSW Local Government Recovery Grant, \$2,895,871 Regional and Local Roads Repair Program, \$870,605 for Stronger Communities Fund and \$545,835 for Fixing Local Roads - Pothole Repair). 3 grants still to be determined.

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**5.2: We build a collaborative culture by effective and meaningful engagement with the community**

**5.2.1: Provide genuine, simple and accurate information that is accessible and inclusive**

<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.2.1.1 Maintain Councils Community Engagement Plan	Implement the Community Engagement Plan as part of the CSP	Management	Completed	100%	Community Engagement Plan endorsed by Council in May 2022.	Finalised and in use.
5.2.1.2 Promote transparency and accountability and ensure the public can access Council information	Council meets 100% of the requirements of the Government Information Public Access Act (GIPA)	Management	Completed	100%	Council meetings open to the public. Website contains relevant information. GIPA procedures in place. Community Forums have been used for public to express any issues or concerns to Council.	Three (3) GIPA applications received and information provided during 2022-23.
5.2.1.3 Deliver Council's Integrated Planning & reporting (IP&R) requirements, including the Delivery Program, Operational Plan & Annual Report	Council meets 100% of required IP&R documents delivers by the required deadlines	Management	Progressing	90%	Ongoing. Final reporting period finished 30 June 2023.	With the CSP reporting period for the 2023-2023 Operational Plan ending on 30 June 2023, a report is to be submitted to Council at the September Council meeting.

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**5.2.2: Empower the community to become engaged in and understand Council projects and initiatives**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.2.2.1	Incorporate feedback from Councils community participation and engagement forums into the LTFP, Annual Budget, IP&R deliverables	Prepare and complete a Community Strategic Plan following each Council election	Planning, Community & Development	Completed	100%	Murrumbidgee Council Community Strategic Plan 2022-2032 prepared following Council election and adopted at Council Meeting on 24 May 2022.	
5.2.2.2	Support Councils financial statements audit process and the external auditor	Provide support in a timely manner	Management	Completed	100%	2022 financial statements were audited and submitted on time.	
5.2.2.3	Provide clear, accessible and relevant information to the community to support, inform and engage the community on Council's activities and directions	100% of major projects and initiatives are communicated to targeted audiences Community Satisfaction Surveys Feedback derived from social media commentary	Management	Completed	100%	Community is provided master plans to comment on before capital projects commence. Stakeholder meetings are held. Polices are placed on public display.	

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Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.2.2.4	100% of private development projects communicated to the community	Management	Completed	100%	Process of engaging public in all capital projects has been implemented. As such we receive comments on all Master Plans. Engaging directly with stakeholders and with wider community.	

**5.3: We are a strong and sustainable organisation that is seen as an employer of choice**

**5.3.1: Develop and grow a skilled, motivated and engaged workforce**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.3.1.1	100% of staff complete TNA 90% compliance with required tickets and licenses within expiry period	General Manager	Progressing	50%	Performance appraisals done annually which include training needs. Salary systems aligned to licences required for the positions.	



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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.3.1.2	Promote generation and gender diversity by investigating awareness and training options for Council's consideration	Work with TAFEs to identify trainee, scholarship and other staff development opportunities with annual review and reporting Maintain Equal Opportunity Employment	General Manager	Progressing	50%	Traineeships currently advertised across a wide area of Council activities. Equal Opportunity Employment policy being developed.	
5.3.1.3	Measure and monitor staff Actively manage workforce productivity with annual review and reporting and by introducing ratios into management reports - turnover, gender, number of annual staff appraisals completed	100% 12-month performance review process completed	General Manager	Progressing	70%	Annual performance reviews completed. Recruitment report provided to Executive Team.	

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.3.1.4	Undertake Workforce Management Planning with annual review and reporting	Annual outcomes from Workforce Management Plan delivered on time and to standard 100% of requirements approvals aligned with Plan 10 key roles identified across Council as 'critical roles'	General Manager	Completed	100%	Workforce Management Planning completed.	
5.3.1.5	Undertake succession planning and talent identification in the workplace	Draft Succession plan 2018-28 developed Identify 'high talent' staff - 10-15% of workforce	General Manager	Not Due To Start	0%	Succession planning and talent identification to commence shortly.	
5.3.1.6	Undertake Employee Engagement Survey	Survey delivered and accessible to 100% of staff Achieve completion rate of 50% minimum	General Manager	Progressing	20%	Employee Engagement Survey to be completed by 30 June, 2024.	

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**5.3.2: Maintain a positive safety and risk culture supported by quality assurance, audit and training programs**

	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.3.2.1	Implement full WHS management system including reporting and monitoring	Report to monthly management meeting	General Manager	Progressing	65%	Reporting quarterly to the Executive team on all WHS management. Report all WHS issues to relevant managers as they occur. Monitoring responses and actions using action lists, WHS Committee Meetings. Ongoing.	
5.3.2.2	Implement risk management and risk registers across Council	Maintain operational risk management registers in compliance with WHS Act 2011	General Manager	Progressing	80%	To comply with WHS Act 2011 there are the following actions in place: To provide a safe work environment by completing Risk Assessments, Take 5 booklets, Hazard Reports, Near Miss Reports, Incident Injury Reports, Site Inspections. Registers developed for: Take 5's, Incident/Injuries, Asbestos and Emergency Equipment. Ongoing.	

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Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.3.2.3	Conduct annual WHS Audits	General Manager	Progressing	70%	Have completed 2022 Statecover Audit - 3 Priority Actions. 2023 Audit due 11/8/2023.	
5.3.2.4	Implement safe workplace requirements	General Manager	Progressing	60%	Complete Risk Assessments for all tasks. Develop SWMS & SOPS for jobs. Conduct Toolbox Talks before beginning work. Training	

**5.3.3: Engender a respectful culture that celebrates achievements, accountability, transparency and exceptional work standards**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.3.3.1	Implement staff recognition policy	General Manager	Completed	100%	Staff Recognition Policy implemented and awards held.	

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**5.3.4: Leverage new technology to monitor and innovate our people and service development**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.3.4.1	Monitor and report on internal and external HR trends	General Manager	Progressing	50%	Review of current performance appraisal system ongoing and 6 monthly recruitment reports to Executive team	
5.3.4.2	Implement online learning management and training system	General Manager	Progressing	65%	Training calendar to be completed	

**5.4: We empower our community through our civic leadership role**

**5.4.1: Promote opportunities for leadership development for the community**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.4.1.1	Support key stakeholders and community organisations to promote leadership development	General Manager	Completed	100%	Leadership development courses advertised on Council's social media pages and community e-news.	Continually promoted as opportunities were available.

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Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.4.1.2	Revisit Councils engagement strategy to ensure it reflects and meets the spread and location of Councils LGA populations	Management	Completed	100%	Plan in place	

**5.4.2: Promote funding, services and initiatives to strengthen communities**

Action	Progress measure	Responsible Team	Status	Progress	Comments	Annual Comment
5.4.2.1	Promote grant funding and educational /development opportunities	Management	Completed	100%	Every year we publish our scholarships.	Seven (7) \$1,000 scholarships, one (1) \$2,000 Monash Education Bursary and one (1) \$4,000 Charles Sturt University scholarship were awarded in 2022-23.
5.4.2.2	Increase opportunities to create own source income for Murrumbidgee Council.	Management	Progressing	90%	Workshops with Councillors on ways to create own source revenue in the past and continuing. Budget 2023/24 has allocated funds to undertake feasibility studies.	

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	<b>Action</b>	<b>Progress measure</b>	<b>Responsible Team</b>	<b>Status</b>	<b>Progress</b>	<b>Comments</b>	<b>Annual Comment</b>
5.4.2.3	Position Murrumbidgee Council as a local leader in the consideration and adoption of smart technology and innovation to better deliver a range of services to our Community in a more efficient way.	Monitor the availability and utilisation of smart technology and innovations to better provide services to the Murrumbidgee Communities.	Management	Progressing	50%	First step taken to engage FSG to deliver internet and mobile across 80% of LGA.	