



Draft Councillor Use of Council Motor Vehicles whilst on Official Council Business Policy

	Name	Position	Signature	Date
Responsible Officer				
Authorised By	John Scarce	General Manager		

Document Revision History	
Date adopted by Council:	
Minute Number:	
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February 2024

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1. Purpose

To provide direction to Councillors and Mayor on the ancillary use of motor vehicles under their control, whilst on official business of Council.

Murrumbidgee Council encourages the accompaniment of the Mayor and Councillors' spouses to attend official business of Council.

2. Definitions

Spouse	Husband or wife or common law partner
Council	Murrumbidgee Council
Official Business of Council	Attending event, conference, training, meeting or function on behalf of Council
Authorised Person	Mayor, Councillors of Murrumbidgee Council
General Manager	General Manager of Murrumbidgee Council

3. Scope

This Policy applies to:

- Use of Council owned motor vehicles which are being used by the Mayor or Councillors on official business of Council;
- The Council Expenses and Facilities Policy states that the Mayor or Councillors cannot obtain private or political benefit from expenses claimed or provided for;
- Consequently Council should not profit from private use of vehicles; any charges must only be cost recovery.
- Ancillary use of motor vehicles supplied to attend official business of Council by the authorised person or their spouse.

This Policy does not apply to:

- Staff of Murrumbidgee Council.

4. Policy

- An authorised person may utilise a Council owned vehicle for private use while attending official business of Council, for a fee at a \$ per km rate over a 100 km threshold per day.
- An authorised person's spouse may utilise a Council owned vehicle for private use while accompanying the authorised person who is attending official business of Council, for a fee at a \$ per km rate for every km driven.
- \$ per km rate is detailed in schedule 1, and will be periodically changed by the General Manager to keep up with costs, without requiring Council ratification.

- Log books must be kept, clearly identifying the official business of Council kms, that being to and from Murrumbidgee LGA to event or accommodation and from accommodation to event and from event or accommodation to eat, and the kms deemed private use, which is every other km.
- Travel to and from an official business of Council must be via the most direct route. Any deviation will be considered private use.
- An authorised person's spouse may drive the Council owned vehicle to and from the official business of Council.
- The General Manager, at their discretion and judgment, may vary this policy on a case by case basis.

5. Legislation and Compliance

- Local Government Act, 1993
- Councillors' Expenses and Facilities Policy
- Local Government (General) Regulation 2005

6. Policy Review

This Policy:

- To be reviewed within the first year of the new Council term;
- May be reviewed and amended at any time at Council's discretion (or if legislative or State Government policy changes occur).

SCHEDULE 1

Private use fee:	\$	per km	
Use by authorised person	\$0.25	1	over 100 km per day
Use by spouse	\$0.30	1	for every km

Stronger Communities Fund

	Jerilderie Budget	Expend to date	Coleambally Budget	Expend to date	Darlington Pt Budget	Expend to date	Still to be Expended	% Complete
Coleambally			565,000.00	634,158.36			-69,158.36	112.24%
Community Hall Upgrade								
Jerilderie Cricket Club	21,500.00	21,500.00					0.00	100.00% Complete
Jerilderie Community Gym	43,358.97	43,358.97						100.00% Complete
Jerilderie Tennis Club	45,454.55	45,454.55						100.00% Complete
Jerilderie Tennis Club	44,708.69	44,708.69						100.00% Complete
Jerilderie CWA	18,003.61	18,003.61						100.00% Complete
Jerilderie Football Club	39,674.00	39,674.00						100.00% Complete
Jerilderie Pre School	44,098.40	44,098.40					0.00	100.00% Complete
Jerilderie Swimming Club	5,859.73	5,859.73						100.00% Complete
Jerilderie Public School P & C	49,280.00	49,280.00						100.00% Complete
Jerilderie Arts & Talent Society	9,868.22	9,868.22						100.00% Complete
Jerilderie Tennis Club	27,272.73	27,272.73						100.00% Complete
Jerilderie Tennis Club	1,340.00	1,340.00						100.00% Complete
Jerilderie Public School P & C	7,946.36	7,946.36						100.00% Complete
Jerilderie Men's Shed	50,000.00	50,000.00						100.00% Complete
Jerilderie RSL Sub Branch	4,577.27	4,577.27						100.00% Complete
Jerilderie St Joseph's Parents and Friends Inc	35,374.74	35,374.74						100.00% Complete
Coleambally Sweatbox			30,340.00	30,340.00				100.00% Complete
Community Gym			45,260.00	45,260.00				100.00% Complete
Coleambally Clay Target Club			7,233.44	7,233.44				100.00% Complete
Coleambally Pre School			11,412.73	11,412.73				100.00% Complete
Coleambally Pre School			7,520.00	7,520.00				100.00% Complete
Coleambally Lions Club			4,632.65	4,632.65				100.00% Complete
Coleambally Chamber of Commerce			10,116.20	10,116.20				100.00% Complete
Coleambally Chamber of Commerce			4,250.00	4,250.00				100.00% Complete
Coleambally Chamber of Commerce			21,122.73	21,122.73				100.00% Complete
Coleambally Riverina Vintage Machinery Club			41,000.00	41,000.00				100.00% Complete
Coleambally Community Club			45,454.55	45,454.55				100.00% Complete
Coleambally Central School P & C			50,000.00	50,000.00				100.00% Complete
Coleambally Golf Club Inc			44,600.00	44,600.00				100.00% Complete

Upgrade complete, IT equipment installed and furniture procured.

Stronger Communities Fund

Jerilderie Budget	Expend to date	Coleambally Budget	Expend to date	Darlington Pt Budget	Expend to date	Still to be Expended	% Complete
Coleambally Golf Club Inc	Automatic watering for fairways 1 & 6	25,450.00	25,450.00				100.00% Complete
Coleambally St Peters Primary School	Replace school quadrangle	28,172.73	28,172.73				100.00% Complete
Coleambally Mens Shed	Construct storage facility	44,463.19	44,463.19				100.00% Complete
Coleambally Murrumbidgee Experimental Farm	Develop 22ha for farming	45,454.55	45,454.55				100.00% Complete
Coleambally Pre School	Floor resurfacing	13,594.55	13,594.55				100.00% Complete
Coleambally Pre School	Shade sails & shed storage	12,272.73	12,272.73				100.00% Complete
Coleambally Lions Club	Jumping castle & trailer project	5,835.00	5,835.00				100.00% Complete
	Level Bowling Greens, Upgrade						
Coleambally Community Club	Main Bar & Toilet area	21,909.09	21,909.09				100.00% Complete
Coleambally Central School	Outdoor Settings	18,840.00	18,840.00				100.00% Complete
Coleambally St Peters Primary School	Multi purpose court	5,000.00	5,000.00				100.00% Complete
Coleambally Darlington Point Country Education Fund	Oral History Book Production	3,000.00	3,000.00				100.00% Complete
	Construct club house & install watering system to track	50,000.00	50,000.00				100.00% Complete
Coleambally Motorcycle Club Inc							
Coleambally Pony Club	Grounds upgrade & revamp	6,642.86	6,642.86				100.00% Complete
Coleambally Fusion Drop in Centre	Coleambally youth development	4,545.45	4,545.45				100.00% Complete
Coleambally St Peters Catholic Church	Replacement of chairs	6,363.64	6,363.64				100.00% Complete
		50,000.00	50,000.00				100.00% Complete
Coleambally Tennis Club	Replacement of synthetic courts						100.00% Complete
Anglican Parish of Coly/Darlington Point	Install air conditioning to Darlington Point Hall			17,423.59	17,423.59		100.00% Complete
	Construct meeting room & improve stormwater			45,454.55	45,454.55		100.00% Complete
Darlington Point Mens Shed	Addition of BBQ & bench			20,000.00	20,000.00		100.00% Complete
Darlington Point Lions Club							
Darlington Point Mens Shed	Installation of solar panels			8,547.55	8,547.55		100.00% Complete
Apex Club of Darlington Point	Flag pole installation and fingerling purchase			12,659.00	12,659.00		100.00% Complete
Darlington Point Club Ltd	Bowling green & club grounds irrigation			45,454.55	45,454.55		100.00% Complete
Darlington Point Club Ltd	Workshop for maintenance staff			36,363.64	36,363.64		100.00% Complete
Darlington Point Club Ltd	Machinery storage shed			25,650.00	25,650.00		100.00% Complete
Darlington Point Public School P & C	Classroom board upgrade throughout the school			43,928.00	43,928.00		100.00% Complete
Coleambally	Bencubbin Avenue Rehabilitation	750,000.00	750,000.00			0.00	100.00% Complete
Coleambally	Squash Courts Resurface existing walls	54,057.39	54,057.39				100.00% Complete
Coleambally	Coleambally Netball Court Upgrade	282,318.57	282,318.57				100.00% Complete

Stronger Communities Fund

	Jerilderie Budget	Expend to date	Coleambally Budget	Expend to date	Darlington Pt Budget	Expend to date	Still to be Expended	% Complete
Coleambally			500,000.00	500,000.00			0.00	100.00% Complete
Coleambally			726,821.07	726,821.07			0.00	100.00% Complete
Coleambally Pistol Club			41,463.60	41,463.60			0.00	100.00%
Darlington Point					299,472.95	299,472.95	0.00	100.00% Complete
Darlington Point					80,000.00	80,000.00	0.00	100.00% Complete
Darlington Point					6,544.41	6,544.41	0.00	100.00% Complete
Darlington Point					858,212.62	858,212.62	0.00	100.00% Complete
Darlington Point					547,012.21	547,012.21	0.00	100.00% Complete
Jerilderie	13,167.00	13,167.00						100.00% Complete
Jerilderie	204,535.30	204,535.30						100.00% Complete
Jerilderie	45,363.42	45,363.42						100.00% Complete
Jerilderie	41,100.15	41,100.15						100.00% Complete
Jerilderie	76,516.71	76,516.71						100.00% Complete
Jerilderie	53,420.72	53,420.72						100.00% Complete
Jerilderie	29,029.00	29,029.00						100.00% Complete
Jerilderie	9,552.13	9,552.13						100.00% Complete
Jerilderie	20,067.53	20,067.53						100.00% Complete
Jerilderie	156,833.64	156,833.64						100.00% Complete
Jerilderie	550,000.00	550,000.00						100.00% Complete
Jerilderie	686,470.63	686,470.63						100.00% Complete
Jerilderie	568,306.02	568,306.02					0.00	100.00% Complete
Jerilderie	70,332.17	70,332.17						100.00% Complete
Jerilderie	135,963.60	135,963.60					0.00	100.00% Complete
Jerilderie	503,302.79	503,302.79					0.00	100.00% Complete
Announced to date	4,298,122.06	3,627,352.18	5,684,146.72	4,662,181.72	5,434,637.45	4,510,484.65	2,616,887.68	
		15,416,906.23						

Stronger Communities Fund

Stronger Communities Funding
Interest Received to 31/12/23

Less expenditure to date

Balance unexpended for Int calc
purposes

Available to date
Interest to date

Less announced to date
Available/(Oversubscribed)

	Jerilderie Budget	Expend to date	Coleambally Budget	Expend to date	Darlington Pt Budget	Expend to date	Still to be Expended	% Complete
	14,365,000.00							
	1,073,980.00							
	15,438,980.00							
	12,800,018.55							
	2,638,961.45							
	1,564,981.45							
	14,365,000.00							
	1,073,980.00							
	15,438,980.00							
	15,416,906.23							
	22,073.77							

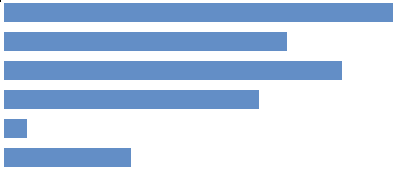
SCHEDULE OF INVESTMENTS - 31 DECEMBER 2023**External investments**

In accordance with Regulation 212 of the *Local Government (General) Regulation 2005*, details of Murrumbidgee Council's external investments are set out below.

Institution	Balance (\$)	Yield (p.a.)	Maturity	Term (months)	No.
Bendigo	2,056,469.86	4.50%	16/01/2024	5	37
Westpac	813,343.12	4.81%	23/01/2024	3	32
NAB	3,000,000.00	5.40%	25/01/2024	7	47
Bendigo	1,000,000.00	5.35%	27/01/2024	6	36
Westpac	755,589.60	4.88%	29/01/2024	4	25
Bendigo	1,039,292.49	4.80%	29/01/2024	4	22
Suncorp - Metway	1,622,800.28	4.80%	2/02/2024	5	34
St George	527,727.97	4.24%	3/02/2024	5	27
IMB Ltd	500,000.00	4.90%	15/02/2024	3	24
NAB	500,000.00	5.10%	16/02/2024	6	42
Westpac	1,056,413.96	4.98%	21/02/2024	3	43
Suncorp - Metway	1,039,273.30	5.11%	26/02/2024	6	20
IMB Ltd	1,023,945.21	4.95%	29/02/2024	3	38
Bendigo	1,500,000.00	4.70%	6/03/2024	3	26
Bendigo	1,246,843.24	4.45%	16/03/2024	6	21
Bendigo	515,943.76	4.83%	20/03/2024	4	23
Westpac	600,000.00	5.01%	21/03/2024	6	30
Bendigo	1,565,129.67	4.93%	25/03/2024	5	33
Bendigo	1,048,737.27	4.83%	27/03/2024	4	35
Bendigo	1,000,000.00	4.97%	28/03/2024	5	40
IMB Ltd	785,693.83	5.00%	3/04/2024	6	29
Bendigo	861,998.84	4.80%	4/04/2024	4	28
Westpac	1,500,000.00	5.02%	5/04/2024	4	39
Bendigo	1,500,000.00	4.86%	19/04/2024	4	45
Bendigo	1,000,000.00	4.85%	22/04/2024	4	44
IMB Ltd	500,000.00	5.10%	6/05/2024	5	41
Bendigo	2,800,000.00	5.50%	22/06/2024	12	46
	<u>31,359,202</u>				

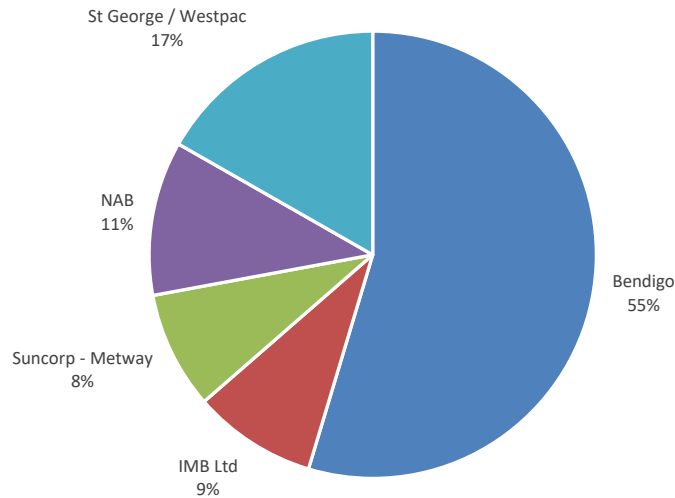
Maturity

All investments comply with the maximum duration set out for each rating category in the *Investment Policy*.

Month	\$ Funds Maturing	
January 2024	\$ 8,664,695	
February 2024	\$ 6,270,161	
March 2024	\$ 7,476,654	
April 2024	\$ 5,647,693	
May 2024	\$ 500,000	
June 2024	\$ 2,800,000	
	<u>\$ 31,359,202</u>	

Counterparties to Investments

Institution	Balance	S&P / Moody's / Fitch	Highest	Limit	% Invested	Compliant
Bendigo	17,134,415	BBB+ / A3 / A-	A	N/A	54.64%	N/A
IMB Ltd	2,809,639	- / Baa1 / BBB+	BBB	10%	8.96%	●
Suncorp - Metway	2,662,074	A+ / A1 / A	A	14%	8.49%	●
NAB	3,500,000	AA- / Aa3 / A+	A	14%	11.16%	●
St George / Westpac	5,253,075	AA- / Aa3 / A+	AA	30%	16.75%	●
	<u>31,359,202</u>				<u>100%</u>	



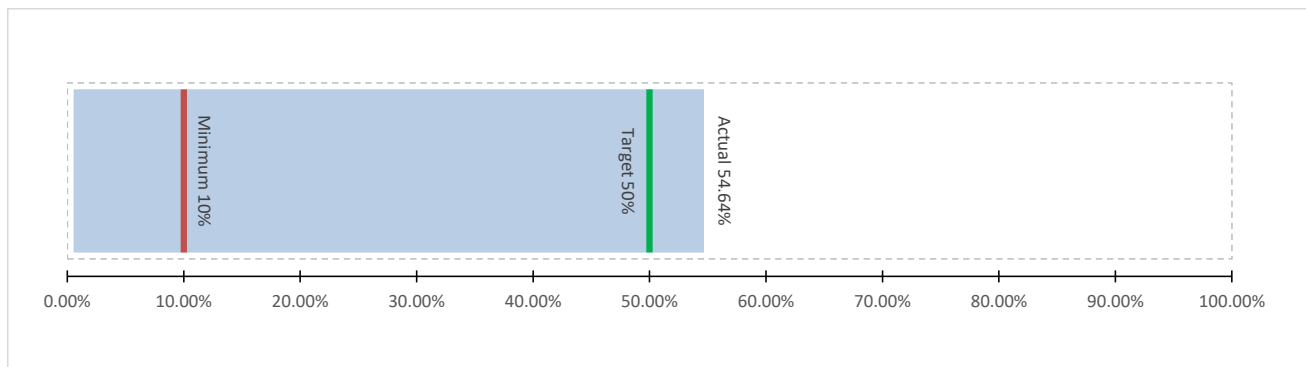
Investment with Bendigo Bank

54.64%



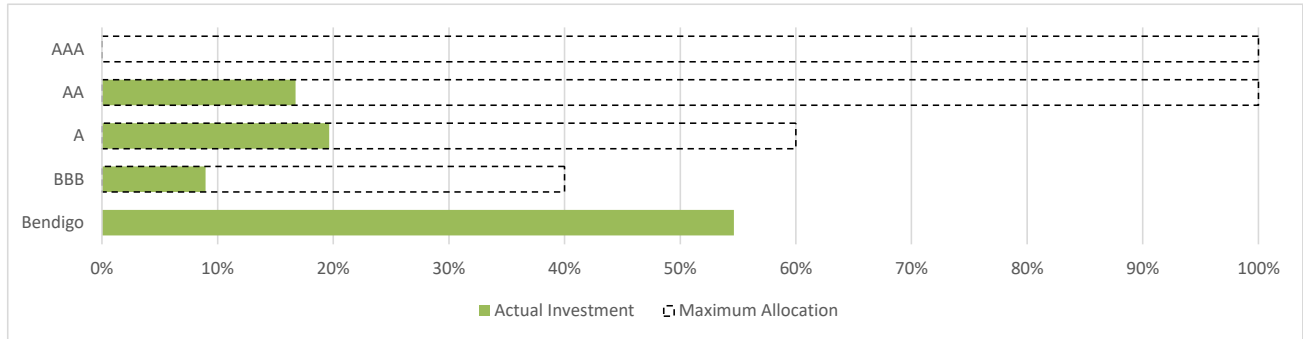
In recognition of the significant community role, support and activities undertaken within the Council area, Council aims to hold 50% of its investment portfolio with the Coleambally Community Bank.

If, when considering a new investment, an equivalently-rated or better-rated institution is offering an interest rate 0.40% p.a. (or more) higher than Coleambally Community Bank with a comparable term to maturity, Council may invest in that institution in preference to Coleambally Community Bank, irrespective of the target set out above. However, Council will hold a minimum of 10% of its portfolio with the Coleambally Community Bank at all times.



Overall Credit Quality Limits

Credit Rating	Maximum	Balance	% Invested	Compliant
AAA	100%	\$ -	0.00%	●
AA	100%	\$ 5,253,075	16.75%	●
A	60%	\$ 6,162,074	19.65%	●
BBB	40%	\$ 2,809,639	8.96%	●
Bendigo	N/A	\$ 17,134,415	54.64%	N/A
Total		\$ 31,359,202	100%	



Monthly investment movements

Redemptions

Institution - No.	Balance (\$)	Comments
St George - Inv 31	1,053,246	Cash Flow Requirements
Bendigo - Inv 45 (Part)	599,028	Cash Flow Requirements
	<u>1,652,274</u>	

New Investments

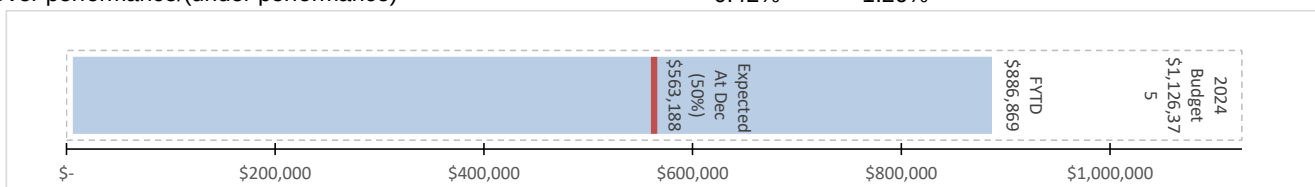
Institution - No.	Balance (\$)	Yield (p.a.)	Term (months)	Comments
Bendigo Inv 26	1,500,000	4.70%	3	Comparable interest rate
Westpac Inv 39	1,500,000	5.02%	4	Comparable interest rate
IMB Inv 41	500,000	5.10%	5	Comparable interest rate
	<u>3,500,000</u>			

Rollovers

Institution - No.	Balance (\$)	Yield (p.a.)	Term (months)	Comments
Inv 45	1,500,000	4.86	4	Part Investment
Inv 44	1,000,000	4.85	4	Interest redeemed
Inv 28	861,999	4.80%	4	Rollover
	<u>3,361,999</u>			

Investment performance

	Dec-23	FYTD
Total investment income, including accrued interest	\$128,861	\$886,869
Money-weighted rate of return (% p.a.)	4.85%	5.56%
Bloomberg AusBond Bank Bill Index	4.43%	4.30%
Over performance/(under performance)	0.42%	1.26%



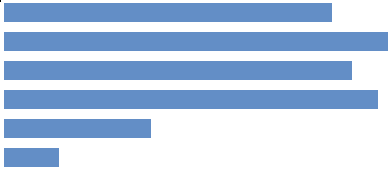
SCHEDULE OF INVESTMENTS - 31 JANUARY 2024**External investments**

In accordance with Regulation 212 of the *Local Government (General) Regulation 2005*, details of Murrumbidgee Council's external investments are set out below.

Institution	Balance (\$)	Yield (p.a.)	Maturity	Term (months)	No.
Suncorp - METWAY	1,622,800.28	4.80%	2/02/2024	5	34
St George	527,727.97	4.24%	3/02/2024	5	27
IMB Ltd	500,000.00	4.90%	15/02/2024	3	24
NAB	500,000.00	5.10%	16/02/2024	6	42
Westpac	1,056,413.96	4.98%	21/02/2024	3	43
Suncorp - METWAY	1,039,273.30	5.11%	26/02/2024	6	20
IMB Ltd	1,023,945.21	4.95%	29/02/2024	3	38
Bendigo	1,500,000.00	4.70%	6/03/2024	3	26
Bendigo	1,246,843.24	4.45%	16/03/2024	6	21
Bendigo	515,943.76	4.83%	20/03/2024	4	23
Westpac	600,000.00	5.01%	21/03/2024	6	30
Bendigo	1,565,129.67	4.93%	25/03/2024	5	33
Bendigo	1,048,737.27	4.83%	27/03/2024	4	35
Bendigo	1,000,000.00	4.97%	28/03/2024	5	40
IMB Ltd	785,693.83	5.00%	3/04/2024	6	29
Bendigo	861,998.84	4.80%	4/04/2024	4	28
Westpac	1,500,000.00	5.02%	5/04/2024	4	39
Bendigo	1,500,000.00	4.86%	19/04/2024	4	45
Bendigo	1,000,000.00	4.85%	22/04/2024	4	44
Bendigo	1,000,000.00	4.80%	29/04/2024	3	36
IMB Ltd	500,000.00	5.10%	6/05/2024	5	41
Bendigo	2,056,469.86	4.83%	16/05/2024	4	37
Westpac	813,343.12	4.99%	23/05/2024	4	32
NAB	3,000,000.00	5.05%	24/05/2024	4	47
Westpac	768,318.28	5.00%	29/05/2024	4	25
Bendigo	2,800,000.00	5.50%	28/06/2024	12	46
Bendigo	1,039,292.49	5.01%	29/07/2024	6	22
	<u>31,371,931</u>				

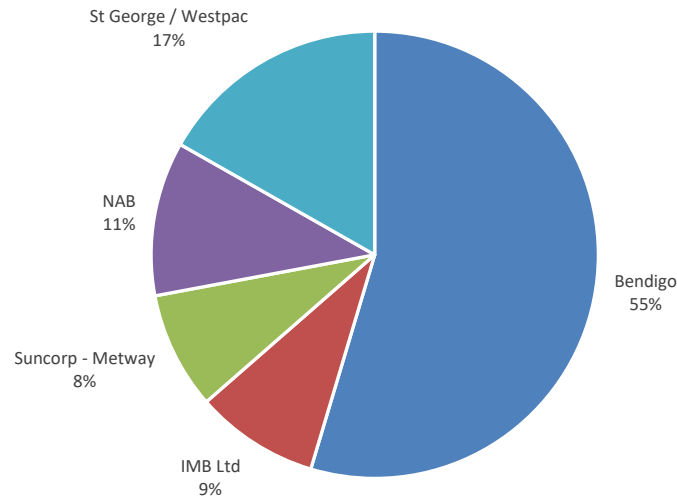
Maturity

All investments comply with the maximum duration set out for each rating category in the *Investment Policy*.

Month	\$ Funds Maturing	
February 2024	\$ 6,270,161	
March 2024	\$ 7,476,654	
April 2024	\$ 6,647,693	
May 2024	\$ 7,138,131	
June 2024	\$ 2,800,000	
July 2024	\$ 1,039,292	
	<u>\$ 31,371,931</u>	

Counterparties to Investments

Institution	Balance	S&P / Moody's / Fitch	Highest	Limit	% Invested	Compliant
Bendigo	17,134,415	BBB+ / A3 / A-	A	N/A	54.62%	N/A
IMB Ltd	2,809,639	- / Baa1 / BBB+	BBB	10%	8.96%	●
Suncorp - Metway	2,662,074	A+ / A1 / A	A	14%	8.49%	●
NAB	3,500,000	AA- / Aa3 / A+	A	14%	11.16%	●
St George / Westpac	5,265,803	AA- / Aa3 / A+	AA	30%	16.79%	●
	31,371,931				100%	



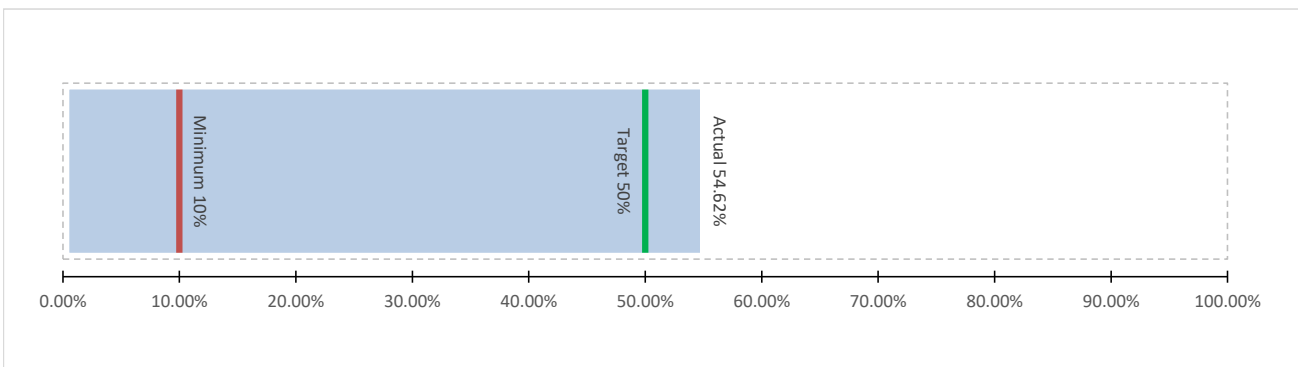
Investment with Bendigo Bank

54.62%



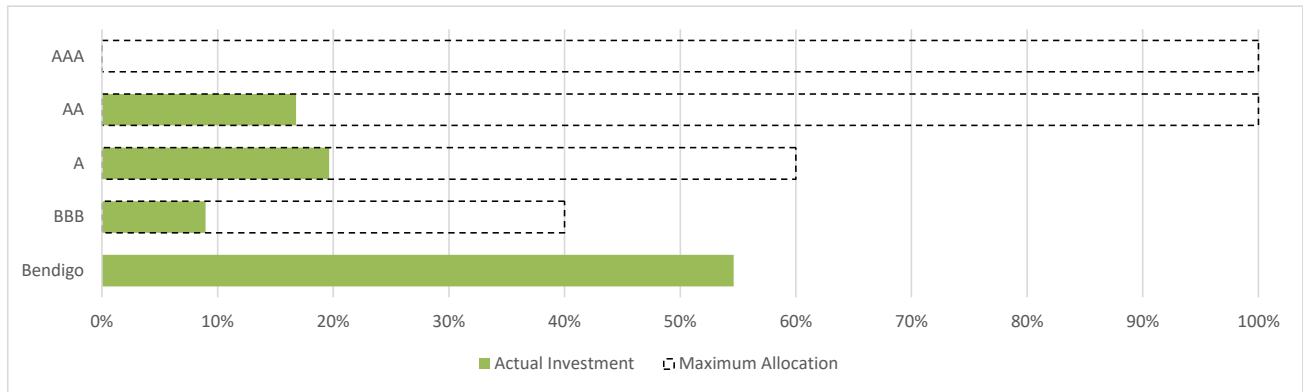
In recognition of the significant community role, support and activities undertaken within the Council area, Council aims to hold 50% of its investment portfolio with the Coleambally Community Bank.

If, when considering a new investment, an equivalently-rated or better-rated institution is offering an interest rate 0.40% p.a. (or more) higher than Coleambally Community Bank with a comparable term to maturity, Council may invest in that institution in preference to Coleambally Community Bank, irrespective of the target set out above. However, Council will hold a minimum of 10% of its portfolio with the Coleambally Community Bank at all times.



Overall Credit Quality Limits

Credit Rating	Maximum	Balance	% Invested	Compliant
AAA	100%	\$ -	0.00%	●
AA	100%	\$ 5,265,803	16.79%	●
A	60%	\$ 6,162,074	19.64%	●
BBB	40%	\$ 2,809,639	8.96%	●
Bendigo	N/A	\$ 17,134,415	54.62%	N/A
Total		\$ 31,371,931	100%	



Monthly investment movements

Redemptions

Institution - No.	Balance (\$)	Comments
	Nil	

New Investments

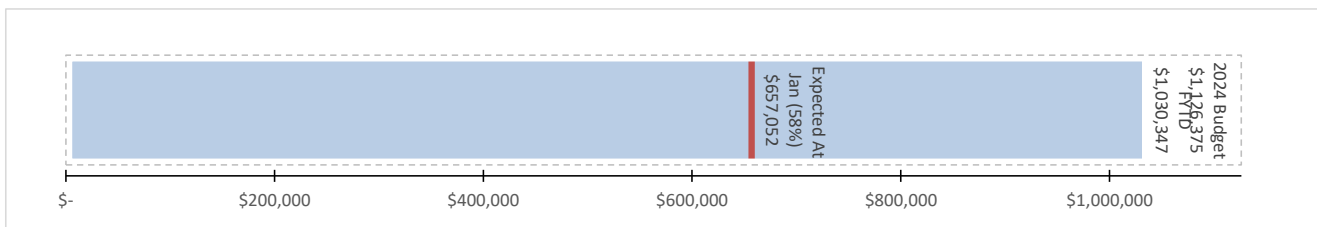
Institution - No.	Balance (\$)	Yield (p.a.)	Term (months)	Comments
	Nil			

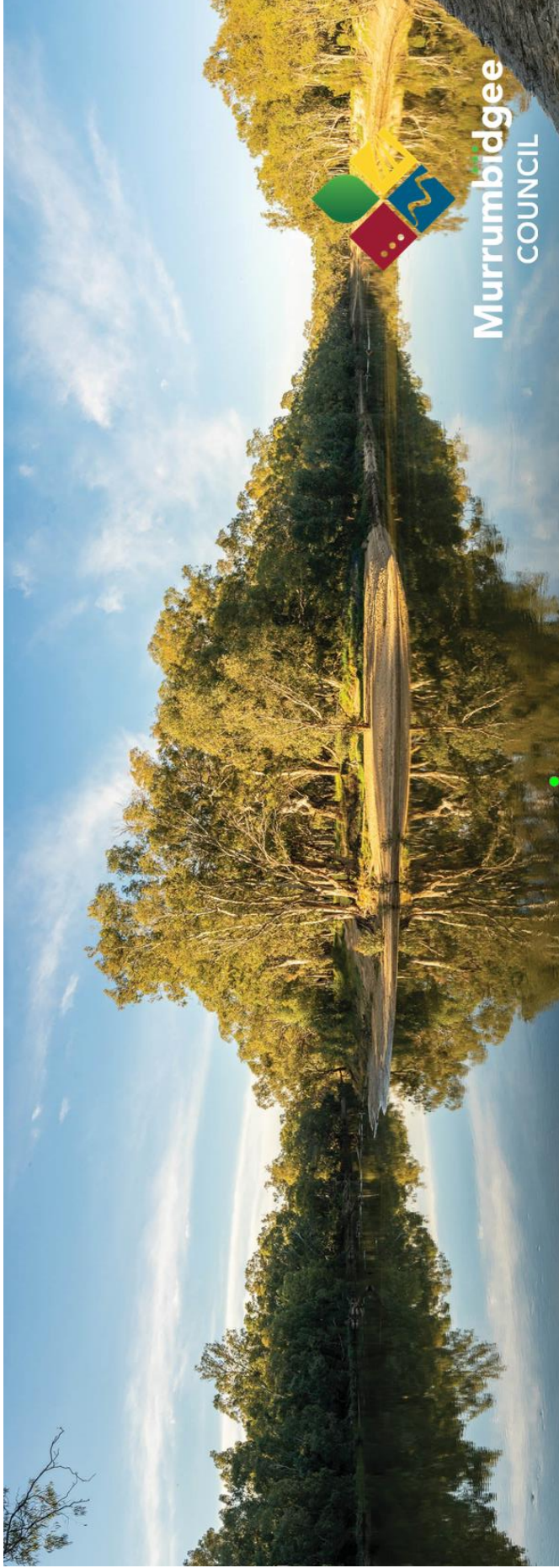
Rollovers

Institution - No.	Balance (\$)	Yield (p.a.)	Term (months)	Comments
NAB - Inv 47	3,000,000	5.05	4	Rollover at best rates available
Westpac Inv 32	813,343	4.99	4	Rollover at best rates available
Bendigo Inv 37	2,056,470	4.83%	4	Rollover at best rates available
Westpac Inv 25	768,318	5.00%	4	Rollover at best rates available
Bendigo Inv 22	1,039,292	5.01%	6	Rollover at best rates available
Benidgo Inv 36	1,000,000	4.80%	3	Rollover for cash flow purposes
	<u>8,677,424</u>			

Investment performance

	Jan-24	FYTD
Total investment income, including accrued interest	\$143,478	\$1,030,347
Money-weighted rate of return (% p.a.)	5.46%	5.55%
Bloomberg AusBond Bank Bill Index	4.44%	4.33%
Over performance/(under performance)	1.02%	1.21%





Murrumbidgee Council Delivery Program Review Half Yearly Report to 31 December, 2023

Strategic Activities: : Our Identity - people and place

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

We work together to support all members of the community

Work together to achieve enhanced community and public transport accessibility

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	50%	Regular discussions held with Valmar Support Services regarding community transport. Transfer of ownership of Community Bus completed. Member of Berrigan and Jerilderie Community Network. Daily public transport bus service from Darlington Point to Griffith and return now available weekdays.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.1.2.1	Plan for future housing needs in the Murrumbidgee towns and encourage a range of residential developments	Planning, Community & Development	Progressing	95%	The Murrumbidgee Council Land Use Plan was adopted by Council in October 2022 and the Council resolved at the Council meet on 24 October 2023 to forward the new combined Murrumbidgee Local Environmental Plan the NSW Planning for approval to seek public comment.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



Action	Progress measure	Responsible Team	Status	Progress	Comments
1.1.2.2 Implement Council-managed housing subdivisions	Complete the Young Street residential development in Darlington Point.	Planning, Community & Development	Progressing	75%	The Young Street residential subdivision in Darlington Point is nearing completion. To facilitate and guide development in this area Council adopted the Young Street Development Control Plan at the May 2023 Council meeting. This plan permits a range of housing mix within the Young Street development.
1.1.2.3 Address the short-to-medium term housing shortage in the area	Secure funding to construct up to 17 3 and 4 bedroom houses in the Young Street subdivision to assist in addressing the housing shortage	Planning, Community & Development	Progressing	15%	One unsuccessful grant, currently working on one grant to apply for.

Advocate for cheaper utility costs, particularly electricity costs

Action	Progress measure	Responsible Team	Status	Progress	Comments
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.	Planning, Community & Development	Progressing	50%	Ongoing. Council discusses this issue with all new renewable energy developers, but to date no arrangement has been made. Formal discussions with energy suppliers concentrate on the provision of intergenerational community infrastructure. Council commenced preparations for a Federal Government grant to convert Council and community infrastructure to renewable energy creation and storage to reduce ongoing operational costs.

Advocate and work for greater access to health and medical services

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.1.4.1	Liaise with health service providers to secure enhanced services for the community	Planning, Community & Development	Progressing	50%	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	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

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.1.4.3	Initiate or attend relevant interagency committees on mental health initiatives and programs	Planning, Community & Development	Progressing	50%	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.	Planning, Community & Development	Progressing	50%	Funding sources being identified 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.
1.1.4.5	Support the retention of local Doctors in each town.	Management	Completed	100%	Procedures in place and agreements in place
1.1.4.6	Maintain existing medical centres in all three towns within the Local Government Area.	Infrastructure	Progressing	50%	Medical Centres in all three towns have been maintained to an acceptable level.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

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
1.1.5.1	Support programs that celebrate and strengthen multiculturalism in the community	Infrastructure	Progressing	80%	Meetings arranged with a number of groups.
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 Jerilderie 15 August 2023 - 3 conferees.
1.1.5.3	Provide Education Scholarships	Planning, Community & Development	Progressing	50%	CSU Scholarship applications made directly to University. Sir John Monash Bursary awarded at Annual Dinner. Murrumbidgee Council Education Scholarships to be advertised in February, close in March, and submitted to Council meeting in April, 2024 for decision as per Scholarships, Donations and Community Grants Policy adopted in June, 2023.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Not Due To Start	0%
					Community Grants and Coleambally Solar Farm Fund Grants to be advertised in February, close in March, and submitted to Council meeting in April, 2024 for decision as per Scholarships, Donations and Community Grants Policy adopted in June, 2023.

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

Provide opportunities for our community to showcase their heritage and diversity

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.2.1.1	Work with key stakeholders to promote and celebrate Murrumbidgee's heritage and diversity	Partner with key stakeholders to promote targeted events and promotions	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.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.2.2.1	Partner with key stakeholders to collect and collate Murrumbidgee's unique stories	Planning, Community & Development	Progressing	50%	Successful application for funding through Heritage NSW for a Local Heritage Fund for Murrumbidgee Council. Heritage conservation areas listed in LEP. Waddi Cultural Centre and Goanna Walking Track listed on tourism websites and brochures. History for each town on Council website and tourism brochures.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Progressing	50%	Maintenance carried out on Jerilderie Museum "The Willows". Maintenance on Darlington Point Museum carried out in conjunction with Heritage Darlington Point.

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
1.2.3.1	Enhance each towns identity and character through appropriate community driven development control plans	Planning, Community & Development	Progressing	65%	The Murrumbidgee Council Development Control Plan is progressing and will be presented to Council for review in the first half of 2024. The new Young Street DCP was adopted by Council to specifically address residential development within the new Young Street subdivision.

We create opportunities for a more connected and cohesive community
Promote and support sporting, social, recreational and cultural opportunities and activities to increase participation and inclusion

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.3.1.1	Promote community events using the various Council communication channels	General Manager	Progressing	70%	Opportunities continually promoted on Council's digital and non-digital channels.
1.3.1.2	Encourage participation in service / community groups	Planning, Community & Development	Progressing	80%	Community groups encouraged to attend New Resident Welcome events held in November in respective towns to recruit new members. Annual update of community database to occur in January 2024.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



	Action	Progress measure	Responsible Team	Status	Progress	Comments
1.3.1.3	Promote and celebrate national events	Deliver 1 IWD event annually Deliver 3 Youth events - 1 per town annually	Planning, Community & Development	Progressing	40%	Applied for funding for NSW Women's Week in March 2024 and Youth Week in April 2024.
1.3.1.4	Plan activities for Murrumbidgee's aging population	Deliver Seniors Week annually	Planning, Community & Development	Progressing	40%	Survey of residents for Seniors Week 2024

Empower our community to embrace technology and innovation

	Action	Progress measure	Responsible Team	Status	Progress	Comments
1.3.3.1	Engage with relevant stakeholders and identify applicable technology and innovation considered suitable for Murrumbidgee Council Community	Seek grant funding to educate and build capacity in local communities and businesses on the availability and use of suitable technologies	Management	Progressing	50%	During the reporting period funding of \$12,000 was received by Council under a Volunteering and Inclusion Grant for community groups to write grant applications for business improvement. Ten community groups attended this training.

Advocate for improved telecommunications and utilities

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.3.4.1	Engage with relevant stakeholders and Government to lobby for new communication networks	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 - FSG revised dates will be more likely 2024.

Encourage and expand volunteering opportunities

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.3.5.1	Promote recognition of volunteers and diversity in the community Promote volunteer organisations and the benefits of volunteering on Councils social media platforms Insert 2 articles on volunteering in the community newsletter	General Manager	Progressing	50%	Information about volunteering and volunteer organisations has been promoted on Council's facebook page and through the New Resident Welcome events in each town in November 2023.

Enhance education opportunities in the area

Action	Progress measure	Responsible Team	Status	Progress	Comments
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%	Promoting Total College, TAFE Griffith and Deniliquin courses, as well as EnterprisePlus and related business courses.
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	70%	Jerilderie Early Learning Centre completed and operating. 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. Discussions and meetings held with Darlington Point committee members to further progress Long Day Care facilities. After School Care available in Darlington Point and Coleambally.

We encourage healthy, active and safe communities

Plan for and provide excellent parks, gardens and neighbourhoods

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.1.1	Provide and Maintain Councils current parks and gardens assets Maintenance of parks and gardens assets Develop and implement a parks and gardens maintenance and budget schedule - 12 months	Infrastructure	Progressing	50%	Councils parks and gardens maintained to acceptable standard. Development being undertaken to implement parks and gardens maintenance program.

Encourage an active lifestyle with outstanding recreational facilities and spaces

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.2.1	Promote and support use of councils recreation facilities and spaces Report of number of events held	Planning, Community & Development	Completed	100%	July - Winter Break Glow Roller Discos, Jerilderie Library school holiday activities. October - Jerilderie Library school holiday activities December - Jerilderie Swimming Pool aqua island, Jerilderie summer break pool party. All events promoted on Council's facebook page.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

Action	Progress measure	Responsible Team	Status	Progress	Comments
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.	Progressing	50%	Sporting and recreational facilities maintained to an acceptable level.
1.4.2.3	Seek presence of appropriate emergency services at key public events	Notify appropriate emergency services prior to key public events	Progressing	50%	Local Emergency Management Committee meetings are being conducted on a quarterly basis. Police and emergency services notified of any planned events.

Work together to enhance community safety

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Progressing	50%	Council has quarterly meetings with NSW Police to raise issues. Local Emergency Management Committee meetings have police presence.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.3.2	Lobby to maintain timely responses to incidents and provision of emergency services	Management	Progressing	50%	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.
1.4.3.3	Seek presence of appropriate emergency services at key public events	Planning, Community & Development	Progressing	50%	Police advised of public events as part of Event Management process.

Work together to enhance a safe road network

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.4.1	Develop an approved Road Safety Action Plan aligned with Council's Community Strategic Plan	Management	Completed	100%	Completed in conjunction with TfNSW
1.4.4.2	Implement the initiatives identified in the Road Safety Action Plan	Infrastructure	Completed	100%	The action plan is part of 'Towards Zero' campaign with TfNSW. All completed and liaising with TfNSW officer via the local traffic committee.

Build community understanding to meet public health standards

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.5.1 Maintain a food safety and food handler education program in accordance with the NSW food Authority	Report on number of education programs	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	Report on number of education programs	Planning, Community & Development	Progressing	50%	Mosquito Information Booklets are being distributed to local Primary schools.
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	Progressing	50%	Ongoing. All buildings are assessed and approved in accordance with the National Construction Codes. During this period a total of 2 Construction certificates were approved.
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	Progressing	50%	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.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.6.1	Implement a specific community and stakeholder engagement plan for emergency situation	Management	Progressing	50%	Local Emergency Management Committee and emergency services quarterly reports received.
1.4.6.2	Maintain ongoing support for the Local Emergency Management Centre	Management	Progressing	50%	Local Emergency Management Committee meetings are normally conducted on a quarterly basis.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
1.4.7.1	Maintain an appropriate ranger service to respond to companion animal issues.	Planning, Community & Development	Progressing	50%	Ongoing. During this period there were 4 dog attack reported, 10 dogs were impounded and 5 dogs were released to their owner. 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 & Planning is working well.
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.	Planning, Community & Development	Progressing	50%	During this period a total of 5 companion animals were rehomed to approved animal rehoming organisations.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



	Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Progressing	50%	Ongoing. During the reporting period 10 dogs and 0 cats were impounded
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	Progressing	50%	Ongoing. Information on companion animal ownership was included in 1 Community Newsletter.

Strategic Activities: : Our Natural Environment - sustainable living

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

We protect our natural environment for future generations

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
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	Completed	100%	Areas of high biodiversity included in draft Local Environmental Plan.
2.1.1.2 Develop and maintain partnerships with local land managers	Maintain membership of Landcare.	Planning, Community & Development	Progressing	50%	Ongoing.

Promote awareness of environmental issue's and climate challenges

Action	Progress measure	Responsible Team	Status	Progress	Comments
2.1.2.1 Partner with relevant organisations to develop education programs assisting the community in reducing energy consumption and alternative energy practices	Undertake an annual community education program on possible energy reduction initiatives.	Planning, Community & Development	Progressing	10%	Attendance at Energy & Innovation Conference in Wagga. Dissemination of information and State Government initiatives to businesses through monthly e-newsletter.

Work together to manage pest plants and animals

Action	Progress measure	Responsible Team	Status	Progress	Comments
2.1.3.1	Develop an annual Weed Action Plan in cooperation with NSW primary industries.	Planning, Community & Development	Progressing	50%	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	Progressing	50%	Murray and Riverina WAP reporting has been completed and reported to DPI.

We carefully manage our resources
Support sustainable energy initiatives and manage Council's energy consumption wisely

Action	Progress measure	Responsible Team	Status	Progress	Comments
2.2.1.1	Complete and promote actions identified in the Murrumbidgee Council Energy Audit. Complete strategies identified in the Draft Murrumbidgee Council Energy Strategy as grant funding opportunities arise.	Management	Progressing	25%	During the reporting period staff met with RAMJOs Energy and Sustainability Project Manager to discuss and prepare Council for the Department Climate Change Energy, Environment & Water community energy upgrade grant for the provision of behind the meter renewables and energy storage for council and community infrastructure.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
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%	Council introduced a new 3 bin waste collection service from July 2023 involving a weekly Food Organics & Greenwaste Organics (FOGO) collection, a fortnightly collection recycling service and a fortnightly general waste collection service. During the reporting period a total of 184 tonnes of FOGO waste was delivered to Wormtech at Carrathool and 74 tonnes of recycling was delivered to Kurrajong Waratah Recyclers in Wagga.
2.2.2.2 Maximise diversion of waste through Councils kerb collection programs	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.	Planning, Community & Development	Completed	100%	Council commenced the new 3 bin waste collection service across all three towns. As a result a total of 184 tonnes of Greenwaste was delivered to Wormtech at Carrathool for treatment and conversion to compost, 74 tonnes of general recycling was delivered to Kurrajong Recycling in Wagga.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



Action	Progress measure	Responsible Team	Status	Progress	Comments
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	50%
					Ongoing. 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. A total of 184 tonnes of food waste and a total of 74 tonnes of recyclables were diverted from landfills.
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	Progressing	25%
					Following the completion of the review into all four current operating Council landfills, staff are preparing a strategic operation and funding plan for council consideration in the 2nd half of the reporting period. Staff also commenced planning for a grant fund to be offered by the Environmental Protection Authority in the second reporting period for the construction of new transfer stations.

Encourage the conservation of water resources and sustainable water reuse

Action	Progress measure	Responsible Team	Status	Progress	Comments
2.2.3.1 Complete and adopt Murrumbidgee Council Integrated Water Cycle Management Strategy.	Murrumbidgee Council Integrated Water Cycle Management Strategy adopted	Infrastructure	Progressing	80%	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. Scoping study has been completed. Council is now in gateway 0-1 which means to scope to tender for design and construction.
2.2.3.2 Upgrade the water facilities across our three townships to ensure they are fit for purpose now and into the future	Implement recommendations from Integrated Water Cycle Management Strategy and construct new facilities in each of Coleambally, Darlington Point and Jerilderie	Infrastructure	Progressing	20%	ICWM Sub-Option Report finalised. Group Review Panel convened.

We achieve a balance between growth, development and environmental protection

Preserve local character and stimulate the conservation of important heritage assets					
Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Provide funding to participate in an annual heritage advisory service in conjunction with Heritage NSW and report on heritage assistance provided.	Planning, Community & Development	Progressing	60%	Successful in obtaining \$25,000 grant through Local Government Heritage Grants to provide a heritage advisory service.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

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
2.3.2.1	Maintain a development assessment and approval service.	Planning, Community & Development	Progressing	50%	Ongoing. During this period a total of 28 Development Applications were approved.
2.3.2.2	Complete the introduction of a new Murrumbidgee Local Environmental Plan.	Planning, Community & Development	Progressing	95%	Council has adopted the final version of the Draft combined Local Environmental Plan and waiting confirmation from NSW Planning for approval to commence public exhibition.
2.3.2.3	Review, utilise and update Council's Section 7.12 Developer Contribution Plan	Planning, Community & Development	Progressing	50%	During this reporting period Council entered into two Voluntary Planning Agreements with renewable energy developers and provided draft VPAS for consideration to a further 4 renewable energy developers.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



Action	Progress measure	Responsible Team	Status	Progress	Comments
2.3.2.4	Review the Murrumbidgee Development Control Plan	Planning, Community & Development	Progressing	80%	No further work has been undertaken on the draft Murrumbidgee DCP as completion and introduction of the new combined Local Environmental Plan was the priority. It is proposed to introduce a draft DCP for Council consideration in the early part of the second reporting period.
2.3.2.5	Provide a development application pre-lodgement service	Planning, Community & Development	Progressing	50%	Ongoing. Council maintains 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.
2.3.2.6	Maintain Council controlled quarries and pits within the Local Government Area.	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.

Encourage local development, while protecting public interest

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	95%	The Murrumbidgee Council Land Use Plan was adopted by Council in October 2022 and the Council resolved at the Council meet on 24 October 2023 to forward the new combined Murrumbidgee Local Environmental Plan the NSW Planning for approval to seek public comment.

Promote best practice public and environmental health activities

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Not Due To Start	0%	Medium/High Risk food inspections for the year 2023-2024 financial year are to be completed during the first half of 2024. Inspections now carried out annually unless issues are encountered.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

Action	Progress measure	Responsible Team	Status	Progress	Comments
2.3.4.2	Undertake required public health related inspections, compliance activities programs	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.
2.3.4.3	Act on complaints received in relation to pollution and public health	Planning, Community & Development	Completed	100%	Complaints are continually ongoing and responded to in a timely manner.

Strategic Activities: : 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.

We achieve a balance between growth, development and environmental protection

Efficiently manage, maintain and enhance Council's assets

Action	Progress measure	Responsible Team	Status	Progress	Comments
3.1.1.1 Review Council's asset management framework, policy and plan	Complete an asset management plan (framework and policy)	Infrastructure	Progressing	50%	Asset Management Policy adopted 27/9/2022. Asset Manager is currently assessing the road transport and sewer asset management plans due for completion June 2024.
3.1.1.2 Develop integrated registers for each asset class incorporating the asset management review	Consolidate all data for the following assets classes into a consolidated asset	Infrastructure	Progressing	80%	Started updating and developing registers for transport assets and water and sewer assets

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

Action	Progress measure	Responsible Team	Status	Progress	Comments
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 June 2024..
3.1.1.4 Develop a ten-year maintenance and renewal budget and program (separate to capital works) aligned to the LTFP	Complete 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.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM



Efficiently manage Crown Land resources

Action	Progress measure	Responsible Team	Status	Progress	Comments
3.1.2.1	Develop a management plan for Crown Lands under Council control aligned with the LTFP	Planning, Community & Development	Progressing	50%	During the reporting period 4 Crown Land management plans have been completed and were presented to Council for adoption.

Improve street and building accessibility for those with mixed abilities

Action	Progress measure	Responsible Team	Status	Progress	Comments
3.1.3.1	Review/Deliver a staged program of accessibility improvements to the road network and environments of Murrumbidgee Council	Infrastructure	Progressing	50%	Cycleway Access Strategies Plan (formerly Pedestrian Access and Mobility Plan) completed. Strategies to be implemented, commencing in 2024.
3.1.3.2	Improve accessibility of public conveniences across the LGA (subject to grant funding)	Infrastructure	Progressing	5%	Funding received – going out for public consultation.

We cherish our open spaces where the community can be active

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
3.2.1.1	Identify funding opportunities to improve existing open spaces	Infrastructure	Progressing	80%	Council applied for \$20,000 for 2023/24 Country Passenger Transport Infrastructure Grants Scheme for a new shelter for DeMamiel Street, Darlington Point, \$42,790 with the Crown Reserves Improvement Fund for Shade structures for Darlington Point Preschool building, and \$1,265,900 with Get NSW Active Program 24/25 for Active Transport Walking and Cycling Program for Coleambally, Darlington Point and Jerilderie.
3.2.1.2	Increase the number of walking tracks in all towns and their surrounds	Infrastructure	Progressing	50%	PAMPS and cycleway strategies completed. Strategies to be implemented, commencing in 2024.

Enhance sporting, recreation and leisure facilities and opportunities

Action	Progress measure	Responsible Team	Status	Progress	Comments
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.
3.2.2.3	Improve sporting facilities across the LGA (subject to grant funding)	Infrastructure	Progressing	5%	Funding received. Quotations being sought for works.

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

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
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	Complete road hierarchy classification and adopt Conquest Road management software	Infrastructure	Progressing	50%	Assessment of the roads infrastructure undertaken during the 21/22 financial year, with Asset Management Plans currently being developed. 2023/24 grading and sealed road program completed.
3.3.1.2 Carry out routine and programmed maintenance for footpaths, cycle ways, kerb and gutter	Replace 150m of kerb gutter annually -with annual review and reporting Identify and program works for high priority footpath renewal with annual review and reporting	Infrastructure	Progressing	60%	Routine maintenance on footpaths, cycleways and kerb and gutter carried out. Footpaths renewal program identified for 2023/24.
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.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Infrastructure	Completed	100%	Budget adopted for 2023/24 for routine and programmed maintenance for local and regional roads and bridges. Works program presented.
3.3.1.5	Deliver the agreed service levels identified in the annual budget for roads and bridges	Infrastructure	Progressing	50%	Maintenance of roads, footpaths, bridges, cycleways, kerb and guttering and drainage systems carried out across Murrumbidgee Council, to agreed service level.
3.3.1.6	Deliver the annual RMS contract works to a standard that consistently meets the contract requirements	Infrastructure	Progressing	50%	RMCC officer has progressed and delivered the RMAP for TfNSW for the 23/24 financial year. Contract works ongoing.

We operate our local utilities according to best practice standards

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
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%
3.4.1.2	Maintain water supply to Murrumbidgee's towns.	Completion of the Integrated Water Cycle Management Strategy	Infrastructure	Progressing	50%
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	Progressing	50%

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	Action	Progress measure	Responsible Team	Status	Progress	Comments
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 upgrade of Brolga Place Coleambally water main and Young Street/Britts Road, Darlington Point watermain upgrade.
3.4.1.5	Operate all Sewerage Treatment Plants to ensure compliance with EPA requirements	Submit Annual report to EPA for approval	Infrastructure	Progressing	50%	Sewerage treatment plants operated in line with best practice standards.
3.4.1.6	Maintain systems to efficiently operate Murrumbidgee's town sewers	Undertake appropriate routine monitoring of Sewer mains, man holes and pump stations	Infrastructure	Progressing	50%	Sewer mains, manholes and pump stations monitored and maintained. Issues resolved as they arise.
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%	Draft programs in place and ready for review.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
3.4.1.8	Complete the annual capital works program on stormwater assets in line with agreed priorities	Infrastructure	Progressing	30%	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.	Infrastructure	Progressing	20%	Staff in the process of drafting an Asset Management Plan on stormwater assets.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

Strategic Activities: : 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.

Living, working and investing in area is very enticing

Provide an environment to grow and strengthen local businesses and attract new businesses

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	25%	Support for Sturt Highway Industrial Precinct (SHIP) and business opportunities.
4.1.1.3	Develop and deliver capacity and skill building workshops for local businesses	Planning, Community & Development	Progressing	50%	Topics for training identified through the 2022 Murrumbidgee Business Operator Survey. Delivered business topics as part of Small Business Month in November (Stress Management and Cyber Security). Promoted EnterPrise Plus, TAFE NSW, Rural Financial Counselling Service, and Destination Riverina Murray training events for businesses.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
4.1.2.1	Champion a "transport hub" at the intersection of the Sturt Highway and the Kidman Way	Planning, Community & Development	Progressing	90%	Progressed via LEP and LUP and once adopted by Council progress can move forward quicker. SHIP study completed
4.1.2.2	Maintain membership of regional government and non-government organisations	Planning, Community & Development	Progressing	20%	Current member of RAMJO, Regional Development Australia - Riverina and Economic Development Australia. Meetings with these organisations reported to Council in workshop reports.
4.1.2.3	Encourage strong partnerships between businesses, education and government agencies	Planning, Community & Development	Progressing	60%	Weekly face-to-face meetings with businesses across Coleambally, Darlington Point, Jerilderie and rural landholders. Staff attendance at SEGRA conference, Regional Development Australia - Riverina Economic Officers forum in Wagga in November, face to face meetings with Federal and State Government representatives. Reporting via monthly workshop report.

Advocate and identify opportunities for increased workforce participation

Action	Progress measure	Responsible Team	Status	Progress	Comments
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 face to face meetings with businesses. Promotion of training opportunities across Council area, provision of training for small businesses to further upskill.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
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%	Planning for 2024 business survey Meetings (including renewable energy meetings) reported to Council in monthly workshop report
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	95%	Council has adopted the final version of the Draft combined Local Environmental Plan and waiting confirmation from NSW Planning for approval to commence public exhibition.

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Develop and implement economic plans and strategies geared towards sustainable economic growth

Action	Progress measure	Responsible Team	Status	Progress	Comments
4.1.5.1	Implement the goals of Council's Economic Development Strategy	Report to council on the number of actions started and implemented and the Percentage of Strategy implemented	Planning, Community & Development	Progressing	65% Have completed 29 of the 67 actions from the Economic Development Strategy (with 22 actions ongoing and 6 commenced). Launch of 'New Resident Guide' and new resident welcomes event for each town.
4.1.5.2	Council representatives to actively participate in Murrumbidgee's Business Committees and Chambers	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 and attendance at Annual General Meeting in December 2023.
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.
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. Staff researched "Why Leave Home Program", however no interest from Coleambally Chamber to merge into one program with other towns. Murrumbidgee Council Procurement Manual encourages local preferred supplier arrangements.

MURRUMBIDGEE COUNCIL DELIVERY PROGRAM

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

Develop and promote our area as an attractive visitor destination

Action	Progress measure	Responsible Team	Status	Progress	Comments
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. Received funding for Jerilderie Railway Station to explore potential visitor experiences.
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, and Murrumbidgee Trails. Quarterly meetings for Kidman Way, monthly meetings for Murrumbidgee Trails, while ad hoc meetings for Ned Kelly Touring Route. 25000 Murrumbidgee Trail guides distributed over three years and 3.5Million impressions on social media platforms promoting the area.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
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%
					Events having Council involvement during the period July - December 2023 included:- Darlington Point Shire Hall official re-opening, Winter Break youth activities, Waste to Art Promotion & Exhibition, Local Government Week - a career visit to Coleambally Central School, Darlington Point Spring Festival, Small Business Events, Spring Break youth activities, New Residents Welcome Events, Summer Break Pool Party - Jerilderie. Other non-Council events received marketing, event management or advertising assistance/promotion.
4.2.1.4	Develop and promote the Darlington Point Caravan Park	Secure funding to implement the Darlington Point Caravan Park masterplan	Planning, Community & Development	Progressing	15%
					Applied for three grants unsuccessfully, have one grant currently under consideration, due to be notified in March, 2024.

Support and encourage events and activities for locals and visitors

Action	Progress measure	Responsible Team	Status	Progress	Comments
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%	New events held in our area include: * 1 July - Murrumbidgee Shire Hall Centenary Celebration * 3 Aug - DP Vietnam Veterans Vigil * 5 Nov - Beats & burgers Coleambally * 16 Nov - International Men's day lunch - DP * 30Nov - DP early Leaning Centre Christmas Markets * 15 Dec - Hams in the Hall - DP

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Infrastructure	Progressing	20%	In the process of checking signage at all locations to identify any gaps or inadequacies.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
4.2.3.3	Increase the number of walking tracks in all towns and their surrounds	Continue to work in partnership to identify other walking tracks for grants and development opportunities	Management	Progressing	50%
					PAMP study carried out for all townships - Jerilderie, Coleambally and Darlington Point and strategies developed. Study is now completed with Cycleway and footpath traffic, grants are to be sourced.

We have a resilient, vibrant agricultural sector

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
4.3.1.1	Monitor agricultural trends in the Murrumbidgee Council Area	Report on the number of meeting with Agricultural Industry representatives and report as required on findings Advocate for and support the agricultural industry as required	Planning, Community & Development	Progressing	20%
					Meeting with Department of Primary Industries and other agricultural agencies to identify trends in Council area. Submission of letter to Parliament regarding water.

Strategic Activities: : 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.

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

Build strong, effective, and productive alliances and partnerships with all stakeholders

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

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
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	Progressing	50%	Customer Service Charter reviewed and adopted on 22 November, 2022. To be reviewed again within the first year of the new Council term.

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.1.2.2	Work to improve the digital capabilities of Council to enhance the digital customer experience	General Manager	Progressing	50%	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.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
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	All Policies legislated to be reviewed have been reviewed. Instigation of Council workshops. Delegations register updated to new organisational structure. Organisational Structure adopted to meet Council outcomes.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.1.4.1	Ensure Councils policies and processes meet the current Legislation, Statutory and regulatory requirements	Management	Completed	100%	All policies reviewed.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.1.5.1	Develop a project management framework to apply to Council Projects	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	General Manager	Progressing	50%	Reports provided to Management.
5.1.5.3	Complete Council's Business Continuity Plan	Management	Progressing	20%	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.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
5.1.5.4 Implement best-practice procurement processes	Requisition function implemented in Council's ERP Procurement Manual updated to reflect any procedural changes and provide updated guidance to staff Training developed and provided to all staff that covers the procurement process and use of requisitions function	Finance	Progressing	35%	Implementation of Requisition function commenced November. Draft procurement manual presented to ARIC in December.

ursue innovative methods to source income as a local government body

	Action	Progress measure	Responsible Team	Status	Progress	Comments
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	60%	Grant Writer employed. Reports prepared for Council on progress of grant applications. Grant reporting requirements met.
5.1.6.2	Conduct one or more feasibility studies into potential new revenue streams for Council	Feasibility study completed and reported to Council	Planning, Community & Development	Progressing	25%	Commenced one study.

We build a collaborative culture by effective and meaningful engagement with the community
Provide genuine, simple and accurate information that is accessible and inclusive

	Action	Progress measure	Responsible Team	Status	Progress	Comments
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.
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.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
5.2.1.3	Deliver Council's Integrated Planning & reporting (IP&R) requirements, including the Delivery Program, Operational Plan & Annual Report	Management	Progressing	50%	Ongoing. Final report period due 30 June 2024.
5.2.1.4	Upgrade Council's existing website	General Manager	Progressing	25%	Internal sub-committee formed. Contract with GRAICUS to provide new website. Meetings held on project direction.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.2.2.1	Incorporate feedback from Councils community participation and engagement forums into the LTFP, Annual Budget, IP&R deliverables	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	Management	Completed	100%	2023 financial statements were audited and submitted within extension period.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
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	Management	Completed	100%	Community is provided master plans to comment on before capital projects commence. Stakeholder meetings are held. Policies are placed on public display.
5.2.2.4	Provide opportunities for the community to participate in planning decisions (guided by the Community Participation Plan)	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.

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

Develop and grow a skilled, motivated and engaged workforce

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.3.1.1	Define Council's talent by undertaking capability skills audit and training needs analysis (TNA) bi-annually to identify current strengths and develop areas across the business	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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Action	Progress measure	Responsible Team	Status	Progress	Comments
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%	Two Trainees employed during reporting period. 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	General Manager	Progressing	50%	Annual performance reviews to be completed by May, 2024. Recruitment report provided to Executive Team.

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Action	Progress measure	Responsible Team	Status	Progress	Comments
5.3.1.4	Undertake Workforce Management Planning with annual review and reporting	General Manager	Completed	100%	Workforce Management Planning completed.
5.3.1.5	Undertake succession planning and talent identification in the workplace	General Manager	Not Due To Start	0%	Succession planning and talent identification to commence shortly.
5.3.1.6	Undertake Employee Engagement Survey	General Manager	Progressing	20%	Employee Engagement Survey to be completed by 30 June, 2024.

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

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.3.2.1	Implement full WHS management system including reporting and monitoring	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	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.
5.3.2.3	Conduct annual WHS Audits	General Manager	Progressing	70%	Completed 2023 Statecover Audit 11/8/2023 - 3 Priority Actions.

Action	Progress measure	Responsible Team	Status	Progress	Comments
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

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

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

Leverage new technology to monitor and innovate our people and service development

Action	Progress measure	Responsible Team	Status	Progress	Comments
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

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Action	Progress measure	Responsible Team	Status	Progress	Comments
5.3.4.3	Utilise telemetrics technology in plant and fleet to facilitate FBT and private use reporting, fatigue management and data collection for the improvement of plant efficiencies	Infrastructure	Progressing	70%	Devices purchased. Installation of telemetrics in heavy plant completed. Further installation and training to be carried out.

We empower our community through our civic leadership role

Promote opportunities for leadership development for the community

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.4.1.1	Support key stakeholders and community organisations to promote leadership development	General Manager	Completed	100%	Continually promoted as opportunities were available.
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

Promote funding, services and initiatives to strengthen communities

Action	Progress measure	Responsible Team	Status	Progress	Comments
5.4.2.1	Promote grant funding and educational /development opportunities	Management	Completed	100%	Every year we publish our scholarships.
5.4.2.2	Increase opportunities to create own source income for Murrumbidgee Council.	Management	Progressing	95%	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.
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.	Management	Progressing	60%	First step taken to engage FSG to deliver internet and mobile across 80% of LGA.