



COVID 19

Actions and efforts to reduce the spread of COVID 19 among staff, community members and visitors

Effective 8 March 2022

Containers SC14 and SC 457

Council will be governed by the NSW Public Health Order in place at any given time.

Council will also rely on the COVID 19 Splinter Award until 8 April 2022.

In addition to the requirements of the Public Health Order and Splinter Award, the following apply:

Critical Services:

- Water supply is a critical service
- Waste water is a critical service
- Waste collection and disposal is a critical service

Operation of Critical Services:

- Licenced and accredited operators should avoid, where practicable, working together. The only times they should work together is when both need to perform tasks that cannot be performed by the assistance of a non-accredited person.
- Licenced and accredited operators must perform other duties.
- The COVID-19 virus has been found in sewerage systems in Australia and overseas. Additional precautions are to be taken for anyone having to work in or near waste water (sewerage).

Essential Services:

- Bendigo Bank
- Development & Building Applications & Inspections
- Road Maintenance
- Maintenance of Public Areas
- Finance and Corporate Functions
- Maintenance of Plant and Fleet
- Weed Control
- Responding to Menacing or Nuisance Dogs
- Managing grave sites
- Meals on Wheels (Darlington Point and Coleambally)

- Emergency Management
- Stock Control
- Opening, closing and road access
- Public Health Inspections
- Responding to safety requests

Hygiene practices:

- Regular washing of hands
- Use of hand sanitiser
- Sneezing or coughing into clean tissue, dispose of immediately, then sanitise or clean your hands
- Hourly or before use wiping down surfaces and objects with disinfectant:
 - o Benches
 - o Door knobs
 - o Phones
 - o Computers
 - o Debit and credit cards
 - o ATM
 - o EFTPOS
 - o Printers
 - o Filing cabinets
 - o Taps
 - o Basins
 - o Fridges
 - o Pens
 - o Steering wheels
 - o Gear shifts
 - o Door handles
 - o Dashes
 - o Arm rests
 - o Hand tools and equipment
 - o Anything which can keep the virus active

(COVID 19 lingers for up to 4 hours on copper surfaces, 24 hours on cardboard, 48 hours on steel surfaces and 72 hours on plastic)

- Do not share food or drinks of any kind

Offices:

- Coleambally, Jerilderie and Darlington Point offices open to public:
 - o 8.30am to 12.00pm and 1.00pm to 5.00pm weekdays (Coly closed 12.30pm – 1.30pm)
 - o During office lunch time closure entire office to be sanitised
- Office cleaner responsible for cleaning and sanitising offices after 5.00pm and before 8.30am
- Staff who respond to customers are responsible for cleaning and sanitising touch points
- Extra care and attention to PPE whilst sanitising

- Staff who handle cash, hands must be disinfected with hand sanitiser after each occasion
- Please request the use of credit or debit cards, and do not handle others cards
- After each card transaction, sanitise the EFTPOS machine
- Sanitise any pens or equipment used by members of the public after each use

All Staff:

In accordance with the Local Government Award and COVID Splinter Award:

- During this time, staff may be asked to perform functions which are not normally your day to day functions, as we place our efforts into maintaining our services, especially our critical services.
- No employee will be asked to perform a task they are not capable of performing.
- Working closely with each other may be unavoidable, key is to not place others at risk. If you feel any of the symptoms, do not undertake these tasks. Stay at home and seek medical advice.

Approaches by members of the public:

If you are approached by members of the public, please ensure you follow the social distancing rules:

- Be courteous and respectful
- If they encroach on your social distancing space, ask them to stop
- If they continue to approach, and the job site is safe to do so take security in a vehicle. If no vehicle leave the area and call the police
 - Coleambally Police Station (02) 6954 4104
 - Darlington Point Police Station (02) 6968 4144
 - Jerilderie Police Station (03) 5886 1244

Special Leave Provision:

Will be in accordance with the provision of the COVID 19 Splinter Award

Rapid Antigen Tests (RATs)

Council will supply RATs (when available) to Council staff in accordance with the COVID 19 Symptoms and Close Contacts procedure.

The above is subject to change at any time, at the direction of the General Manager.



DRAFT

COVID 19 VACCINATION POLICY

	Name	Position	Signature	Date
Responsible Officer	Sarah Gurciullo	People & Culture Officer		
Authorised By	John Scarce	General Manager		

Document Revision History	
Date adopted by Council:	
Minute No:	
Revision Number:	
Previous Reviews:	
Next Review Date:	
Review Date:	
Minute Number:	
Review Date:	
Minute Number:	

March 2022

1. BACKGROUND

On March 11, 2020, the World Health Organisation (WHO) declared COVID-19 a pandemic virus.

COVID-19 is an acute respiratory illness caused by severe acute respiratory syndrome coronavirus (SARSCoV-2). It may be characterised by fever, cough, shortness of breath, and other symptoms.

Asymptomatic infection is also possible. The risk of severe disease increases with age, however, is not limited to the elderly and is elevated in those with underlying medical conditions.

Variants of the virus have circulated, with varying degrees of transmissibility and disease severity.

Regardless of which SARS-CoV-2 variant is predominant in any area, vaccination, in combination with public health and individual measures, continues to work to reduce disease spread and severe outcomes.

In particular, evidence continues to demonstrate that a complete initial two-dose series, plus boosters, of approved COVID-19 vaccine provides substantial protection. Based on current data, only a fraction of fully vaccinated people became infected, with the majority of recent cases and hospitalisations occurring in unvaccinated or partially vaccinated people.

2. OBJECTIVES

The purpose of this policy is to outline Murrumbidgee Council's expectations with regard to COVID-19 immunisation of elected representatives, employees, contractors, consultants, volunteers and work experience.

Unless medically contra-indicated, it is mandatory that all eligible elected representatives, employees, contractors, consultants, volunteers and work experience are fully vaccinated against COVID-19 (i.e. against infections caused by SARS-CoV-2).

3. DEFINITIONS

Council - means Murrumbidgee Council

Fully Vaccinated – elected representatives, employees, contractors, volunteers and work experience who are up-to-date with the initial double dose course of the Australian Technical Advisory Group on Immunisation (ATAGI) approved vaccinations and where provided in the ATAGI definition of Fully Vaccinated booster vaccinations, as well as those who are medically contraindicated and cannot have the vaccine

4. APPLICATION

The General Manager, or their delegate, of the Murrumbidgee Council can reasonably enquire as to the vaccination status of its workers, if its workers work in a location with common areas or its workers could have contact with clients, customers or the public.

Regardless of how often or how much time spent in their respective workplace, this policy applies to:

- Elected Representatives
- Employees
- Contractors/Consultants
- Volunteers and Work Experience

5. POLICY IMPLEMENTATION

All elected representatives, employees, contractors, consultants, volunteers and work experience will be required to provide one of the following:

1. Proof of COVID-19 vaccine administration as per the following requirements:
 - a. If the individual has only received the first dose of a two-dose COVID-19 vaccination series, approved proof that the first dose was administered and, as soon as reasonably possible, proof of administration of the second dose;
or
 - b. Proof of all required doses of a COVID-19 vaccine approved.
2. Written proof of a medical reason, provided by a physician, that sets out:
 - a. that the person cannot be vaccinated against COVID-19; and
 - b. the effective time period for the medical reason (i.e., permanent or time-limited).

Copies will be held in Murrumbidgee Council record management system, periodically requests will be made to ensure documentation is up to date and current.

Contractors and consultants, in tendering and quoting for work, must provide proof of full vaccination for all key personnel working at Murrumbidgee Council sites. The contractor must, prior to any additional contractor, sub-contractor, tradesperson, staff member etc. setting foot on the Murrumbidgee Council worksite, provide proof of full vaccination for each person.

6. POLICY IMPLICATIONS

Implications will vary depending on classification:

Elected Representatives - May be subject to actions for breach of Council Policy, inclusive of, but not limited to, breach of Code of Conduct.

Recruiting - Interviews will not be granted or offers of employment provided to candidates whom are not fully vaccinated.

Employee – May be subject to disciplinary procedures for breach of Council Policy which may result in termination of employment.

Contractors/Consultants – Will not be awarded any contracts with Murrumbidgee Council until proof that 100% of those working at a Murrumbidgee Council worksite or building under contract or agreement are fully vaccinated, and maintain full vaccination. Failure to maintain full vaccination once engaged will be a breach of contract with penalties applicable.

Volunteers and Work Experience – Will not be able to enter any work site or building or carry out any function of the Murrumbidgee Council until proof of full vaccination is provided.

7. EXCEPTIONS

Any elected representative, employee, contractor, consultant, volunteer or work experience who are not fully vaccinated at the time this policy is enacted, must wear a face mask and maintain social distancing where practicable at all times until a determination under this Policy is finalised.

8. LEGISLATION

This policy is aligned with the employer's general duty under the *Work Health and Safety Act 2011 (NSW)* to take every reasonable precaution to protect its workers (broadly defined) and the responsibility to assess the workplace for risks, including that of COVID-19 transmission.

This Policy is applied in accordance with the *Local Government State Award 2020*, *Work Health and Safety Act 2011* and any other applicable legislation and/or agreement.

Information collected under this Policy is in compliance with relevant legislation including, but not limited to, the *Privacy and Personal Information Protection Act 1998 (NSW)*

9. 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).



**statewide
mutual.**



**Murrumbidgee
COUNCIL**

RISK APPETITE STATEMENTS

Murrumbidgee Council

Version: 1.0 | 22 February 2022

TABLE OF CONTENTS

EXECUTIVE SUMMARY	2
RISK APPETITE SUMMARY	3
RISK APPETITE STATEMENTS	4
CONCLUSION	6
CONTACT	6

EXECUTIVE SUMMARY

Risk Appetite is an articulation of an organisation's willingness to take, retain or accept risk and, because it operates at strategic and operational levels, it is an integral part of any risk management capability. In order to influence strategies and objectives it should be considered and reviewed during Strategic Planning. Additionally, risk appetites are a key influence, along with the cost/benefit of mitigation considerations, when determining the Target Risk Ratings of specific risks. Understanding and applying effective risk appetite considerations is highly beneficial in managing risk.

Murrumbidgee Council has articulated its appetite for taking, retaining or accepting risk through qualitative Risk Appetite Statements that are based on nominated risk categories. Council has chosen to identify its risks within nine risk categories that now contain primary and secondary (where appropriate) risk appetites.

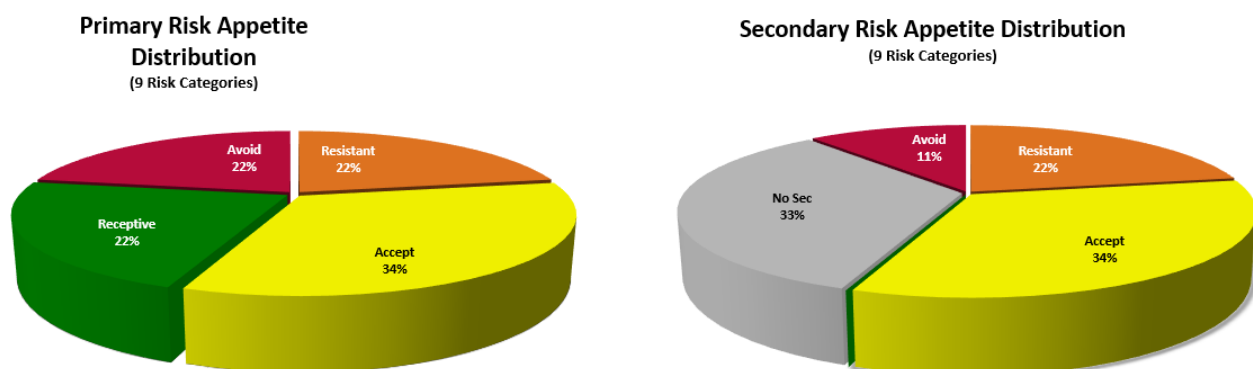
Through a workshop exercise involving Councillor's and members of Council's Executive Leadership Team, risk appetite levels have been determined for each of Council's risk categories. The risk appetite levels produced are based on an ordinal scale of four levels: **Avoid**, **Resistant**, **Accept**, and **Receptive**. In this order, the levels provide an indication of an increasing willingness to take on, retain or accept risk, where Avoid and Resistant are considered more conservative, and Accept and Receptive are considered less conservative.

Murrumbidgee Council has a primary risk appetite position that is considered less conservative. There are nine Risk Categories which have a primary risk appetites of **Avoid** (2 or 22%), **Resistant** (2 or 22%), **Accept** (3 or 34%) and **Receptive** (2 or 22%). There are six risk categories with a secondary risk appetite distributed across three levels. These are marginally less conservative at **Avoid** (1 or 11%), **Resistant** (2 or 22%) and **Accept** (3 or 34%). Three of the categories are without a Secondary appetite (33%).

The distribution of primary and secondary risk appetites for Murrumbidgee Council is indicative of a slightly less conservative overall appetite towards taking, retaining or accepting risk, based on the overall distribution of both primary and secondary appetite positions. The distributions of primary and secondary levels of risk appetite for Council are illustrated in Diagram 1.

It should be noted that Risk Appetite Statements provide guidance only on Council's appetite for risk with regard to certain risk categories. There are many variable that should be considered in decision making, and the organisation's appetite for taking, retaining or accepting risk is only one of them.

Diagram 1 – Murrumbidgee Council Primary and Secondary Risk Appetite Distributions



An important caveat to well-articulated qualitative Risk Appetite Statements is that they are, by their nature, not readily measurable (quantitative). In order to fully operationalise the concept of risk appetite, the development of several representative risk tolerance metrics for each risk category is required. These tolerances will provide an adjustable and ongoing ability to measure whether Council continues to operate within its stated risk appetites.

RISK APPETITE SUMMARY

The Risk Appetite Statements for Murrumbidgee Council are based on the amount of risk that the Council is willing to take, retain or accept in pursuit of its objectives over the life of the current Operational Plan. The Council has a strategic focus on multiple areas, and many different and varied operations are carried out to support the Local Government Area. As such, appetites for risk can vary across these different operations and strategic focus areas. Therefore, Council's Risk Appetite Statements have been developed against each of Council's risk categories. These Statements use a four-level ordinal scale to indicate the amount of risk Council is willing to take, retain or accept for each category. Diagram 2 illustrates the four-level ordinal scale, with a definition for each.

Diagram 2: Risk Appetite Levels and Definitions

AVOID	RESISTANT	ACCEPT	RECEPTIVE
(little-to-no appetite)	(small appetite)	(medium appetite)	(larger appetite)
Avoidance of adverse exposure to risks even when outcome benefits are higher	A general preference for safer options with only small amounts of adverse exposure	Options selected based on outcome delivery with a reasonable degree of protection	Engagement with risks based more on outcome benefits than potential exposure

Table 1, provides a summary of Murrumbidgee Council's risk appetite positions across its identified risk categories. Each category has one coloured cell, which represents the Primary Appetite position and one 'greyed' cell, which represents the Secondary Appetite position for those categories with an identified secondary appetite. These positions are defined as follows:

Primary Appetite: indicates a general appetite for taking, retaining or accepting risk for the given risk category.

Secondary Appetite: indicates an appetite-by-exception position for taking, retaining or accepting risk in specific circumstances. It is not necessary for all risk categories to have a Secondary Appetite position.

Table 1: Summary of Council's Risk Appetite positions

Category of Risk	Avoid	Resistant	Accept	Receptive
WH&S	Primary			
Environment	Secondary		Primary	
Equipment & Assets		Secondary		Primary
Service Delivery		Primary	Secondary	
Community & Reputation			Primary	
Legal		Primary	Secondary	
Finance		Secondary	Primary	
People				Primary
IT & Cyber Security	Primary		Secondary	

RISK APPETITE STATEMENTS



The tables below contain the primary and secondary Risk Appetite Statements for each risk category of Murrumbidgee Council. These statements are qualitative in nature and designed to provide an indication of Council's general position when deciding to take, retain or accept risk, in pursuit of its strategic objectives.



Note: The effectiveness of Risk Appetite Statements will be improved through the development of quantifiable Risk Tolerances from representative metrics for each risk category.










 - Indicates the Secondary Risk Appetite


WH&S		
	Level	Risk Appetite Statement
 WH&S	Avoid	<p>In the pursuit of its objectives, Council seeks to Avoid adverse exposure to risks with regard to the Work Health & Safety of its employees, and any other people contracted to work for Council. This position will hold, even if the potential non-WH&S benefits or outcomes of an action are considered to be advantageous or positive.</p> <p> Council does not consider that a secondary risk appetite level is necessary for this Risk Category.</p>


Environment		
	Level	Risk Appetite Statement
 Environment	Accept	<p>With regard to the Environment, Council is willing to Accept a medium level of risk in order to achieve its Strategies. Council will endeavour to select options based on outcome delivery, whilst maintaining a reasonable degree of protection.</p> <p> In certain circumstances, Council will be more conservative and seek to Avoid risk and adverse exposures, even if there is potential for outcome benefits.</p>


Equipment & Assets		
	Level	Risk Appetite Statement
 Equipment & Assets	Receptive	<p>To achieve its strategic outcomes, Council has a larger appetite and is Receptive to risk relating to Equipment and Assets. Council will seek to prudently engage with risk with increased consideration for the outcome benefits.</p> <p> In certain circumstances Council will be Resistant to Equipment & Assets risks where safer options with only small amounts of exposure is warranted.</p>


Service Delivery		
	Level	Risk Appetite Statement
 Service Delivery	Resistant	<p>With regard to Service Delivery, Council is Resistant to taking on or retaining risk in order to achieve its Strategies. Council prefers safer options with only small amounts of adverse exposure.</p> <p>⚠ However, in some circumstances Council may be willing to Accept risk relating to its Service Delivery where there is a reasonable degree of protection.</p>

Community & Reputation		
	Level	Risk Appetite Statement
 Community & Reputation	Accept	<p>Council is willing to Accept some risk in order to achieve its Strategies with regard to Community & Reputation. Council will endeavor to select options based on outcome delivery parameters whilst maintaining a reasonable degree of protection.</p> <p>⚠ Council does not consider that a secondary risk appetite level is necessary for this Risk Category.</p>

Legal		
	Level	Risk Appetite Statement
 Legal	Resistant	<p>In the pursuit of its Strategies, Council is Resistant to taking or retaining Legal risk. Council has only a small appetite for risk in this areas and prefers safer options with only small amounts of adverse exposure.</p> <p>⚠ Council is, however, cognisant of the fact that in certain circumstances it will be prudent to Accept risk exposures so long as there remains a reasonable degree of protection.</p>

Finance		
	Level	Risk Appetite Statement
 Finance	Accept	<p>Regarding its Finance activities, Council is willing to Accept a medium level of risk in order to achieve its Strategies. Council will endeavour to select options based on outcome delivery, whilst maintaining a reasonable degree of protection.</p> <p>⚠ In certain circumstances, Council will be conservative but remain Resistant to Finance risks where the potential benefits warrant an increase in exposure and safer options can be maintained.</p>

People		
	Level	Risk Appetite Statement
 People	Receptive	<p>To achieve its Strategies, Council has a larger appetite and is Receptive to risk relating to People. Council will seek to prudently engage with risk with increased consideration for the outcome benefits.</p> <p>▲ Council does not consider that a secondary risk appetite level is necessary for this Risk Category.</p>

IT & Cyber Security		
	Level	Risk Appetite Statement
 Technology	Avoid	<p>With regard to Technology, Council has little-to-no risk appetite for taking, retaining or accepting risk. In the pursuit of its Strategies, Council seeks to Avoid adverse exposure to Technology risks.</p> <p>▲ However, in some circumstances Council may be willing to Accept risk relating to its Technology where there is a reasonable degree of protection.</p>

CONCLUSION

The Risk Appetites expressed in this document will provide guidance to decision-makers as to where Council's general position is with regard to the level of risk it is willing to take, retain or accept in pursuit of its Strategies. The statements should be considered and reviewed during strategic planning and can be used as an influence when determining whether to increase or decrease control activity on specific risks, or whether to pursue opportunities. Additionally, it is better practice to review the Risk Appetite Statements thoroughly at least on a semi-annual basis and also every time there is a substantial shift in Murrumbidgee Council's operating environment.

If more robust guidance is required then Council should implement quantifiable risk tolerances for each of its risk categories. These tolerances will provide guidance on whether the risk appetite levels are set appropriately as well as provide indicative measures of whether Council is operating within its expressed appetite level for taking risks.

The development of Risk Appetite Statements is a very good start to Murrumbidgee Council's risk management journey. This work will help the Council to continue an upward trajectory towards risk management maturity, and ultimately facilitate a capability for robust, repeatable and consistent quality decision-making.

CONTACTS

Name: Craig Hutley
Title: Principal, Strategic Risk, Marsh Advisory, Pacific
Mobile: 0447 034 327
Email: craig.hutley@marsh.com

Name: Shan Kandasamy
Title: Senior Consultant, Strategic Risk, Marsh Advisory, Pacific
Mobile: 0448 787 389
Email: shan.kandasamy@marsh.com



STATEWIDE MUTUAL
PO Box H25
Australia Square NSW 1215
Tel: (02) 9320 2700
Fax: (02) 9320 2799
mail@statewide.nsw.gov.au
statewide.nsw.gov.au
ABN 69 009 098 864



statewide
mutual.



BOARD INITIATIVES 2022


ERM – Risk Appetite



WORKSHOP OBJECTIVES

1. Provide insight into Risk Appetite:
 - a. What it is?
 - b. When to consider it.
 - c. How to articulate it.
2. Provide a method for articulating Risk Appetite.
3. Discuss the Council Risk Categories and Objectives/Outcomes.
4. Workshop the levels of Appetite for each Risk Category.
5. Discuss the need to develop Risk Tolerances in the near future.



A man in a red tank top and brown pants is rappelling down a rock face. He is positioned on the left side of the frame, with his body angled towards the right. The rock face is a warm, golden-brown color. In the background, a large, natural rock arch frames a view of a blue sky with wispy clouds. Below the arch, a body of water is visible, and in the distance, a small town or village is nestled on a hillside. The overall scene conveys a sense of adventure and risk.

Risk Appetite: **What it is?** **How does it apply to you?**

RISK APPETITE FROM THE DEFINITION OF RISK



*How much 'effect' do you need to
endure (to achieve your objectives)*

Risk is the effect of uncertainty on objectives

AS ISO 31000:2018, Risk management - Guidelines

*How much 'uncertainty' do you
need to deal with to achieve
your objectives*

RISK APPETITE

TAKE, RETAIN OR ACCEPT RISK



Taking Risk	Retaining Risk	Accepting Risk
<p>Situations where you <u>do not</u> <u>currently</u> have risk, but the decision you make will result in you <u>taking</u> on an amount of risk</p>	<p>Situations where you know that you currently have a certain level of risk.</p> <p><u>You could change it, at a cost.</u></p> <p>But</p> <p>you decide to <u>retain</u> that level of risk and expend your efforts elsewhere.</p>	<p>Similar to Retaining Risk.</p> <p>Involves decisions where you currently have a certain level of risk, but you cannot change it, if you want to pursue your objectives.</p> <p>You must <u>accept</u> that level of risk in the pursuit of your objectives.</p>

RISK APPETITE

WHY SHOULD YOU CARE?



Managing risk effectively is well worth the effort, but
it takes time and costs money!

Given these facts and the scarcity of resources:

- You need to know which risks are worth controlling?
- You need to know how much of a risk should be controlled?
- You need to be able to decide which types of risk to control more than others?

How do you begin to know these things?

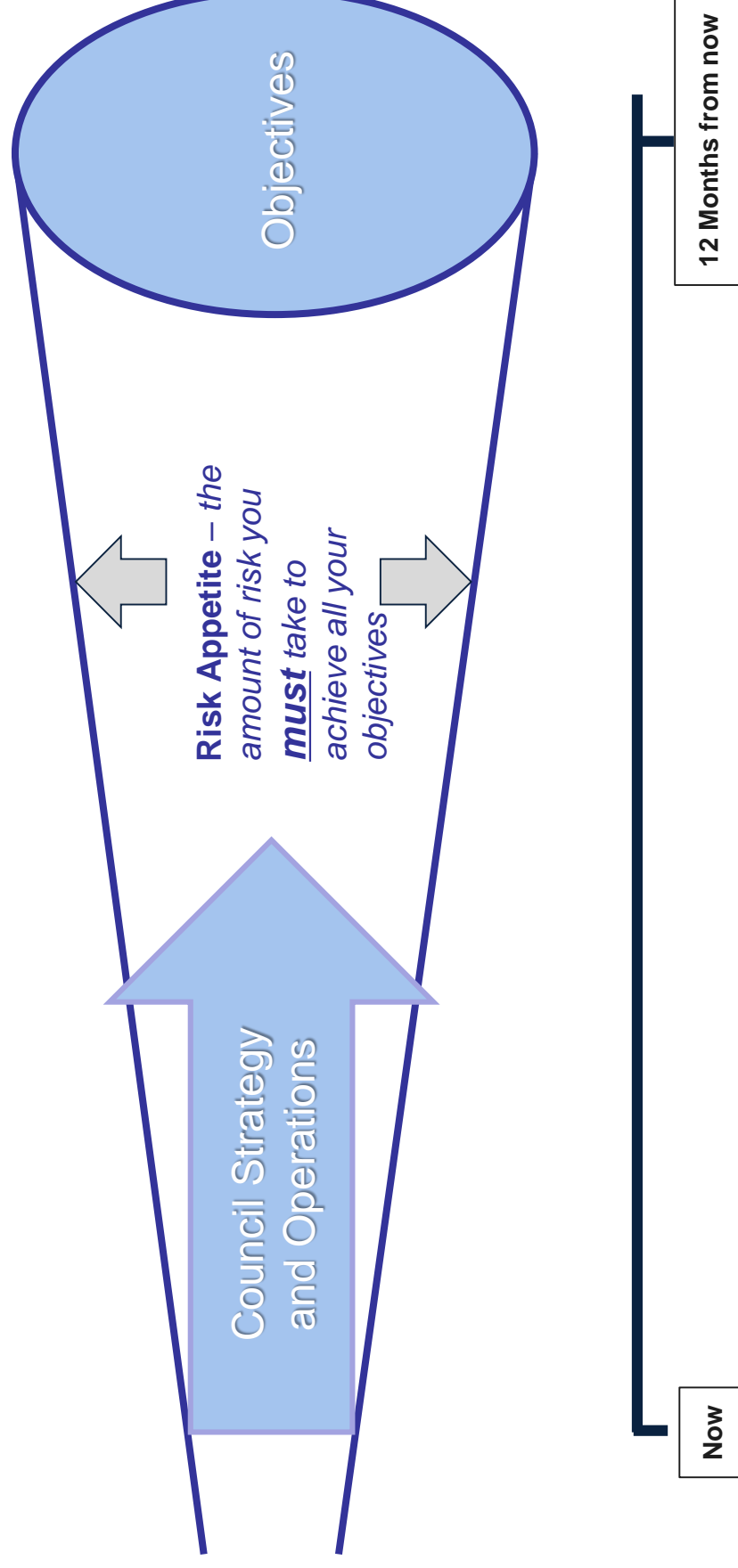
Risk Appetite

RISK APPETITE

WHAT IS IT? HOW DOES IT APPLY TO YOU?



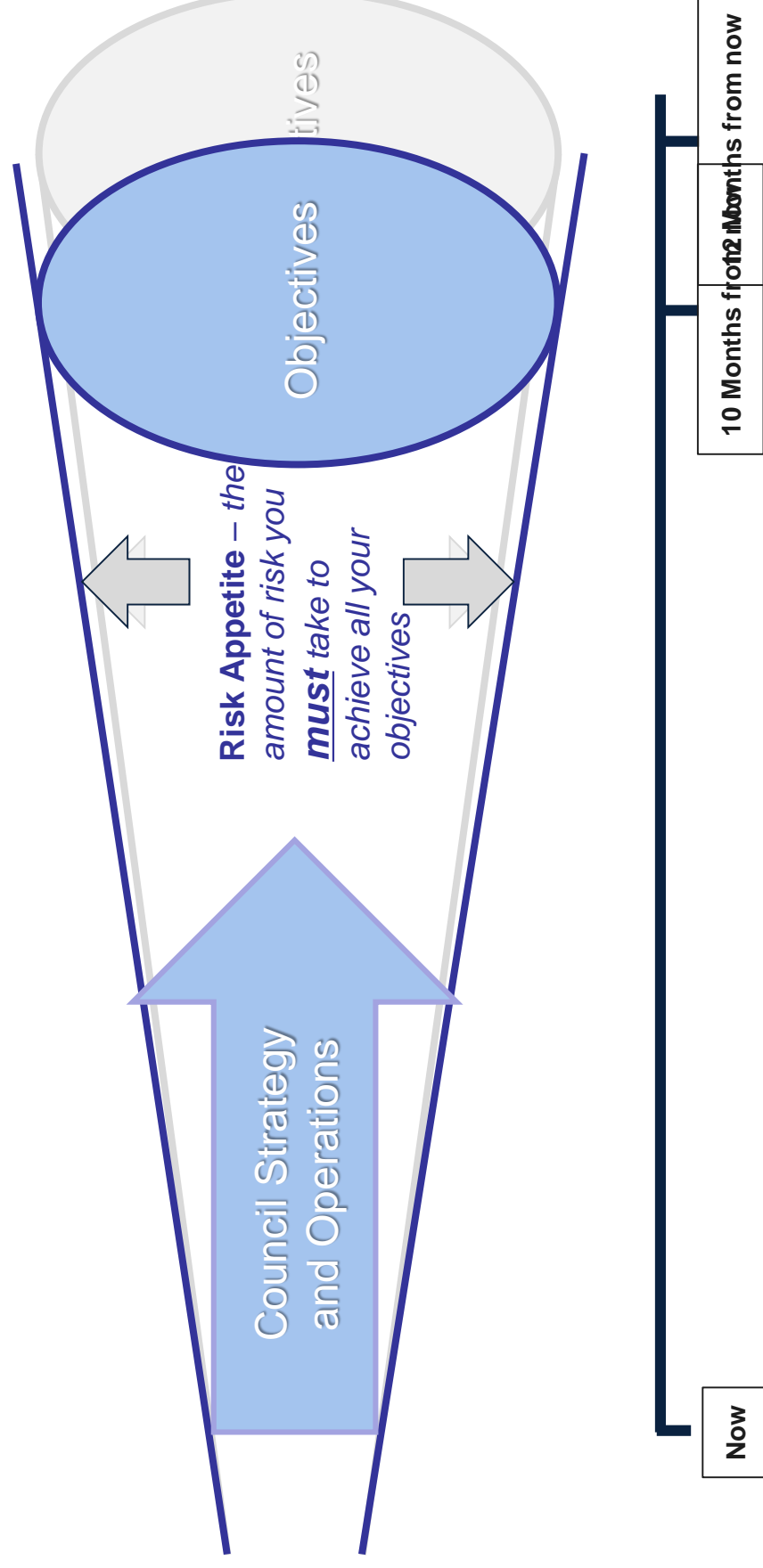
Conceptual perspective of Risk Appetite



RISK APPETITE

WHAT IS IT? HOW DOES IT APPLY TO YOU?

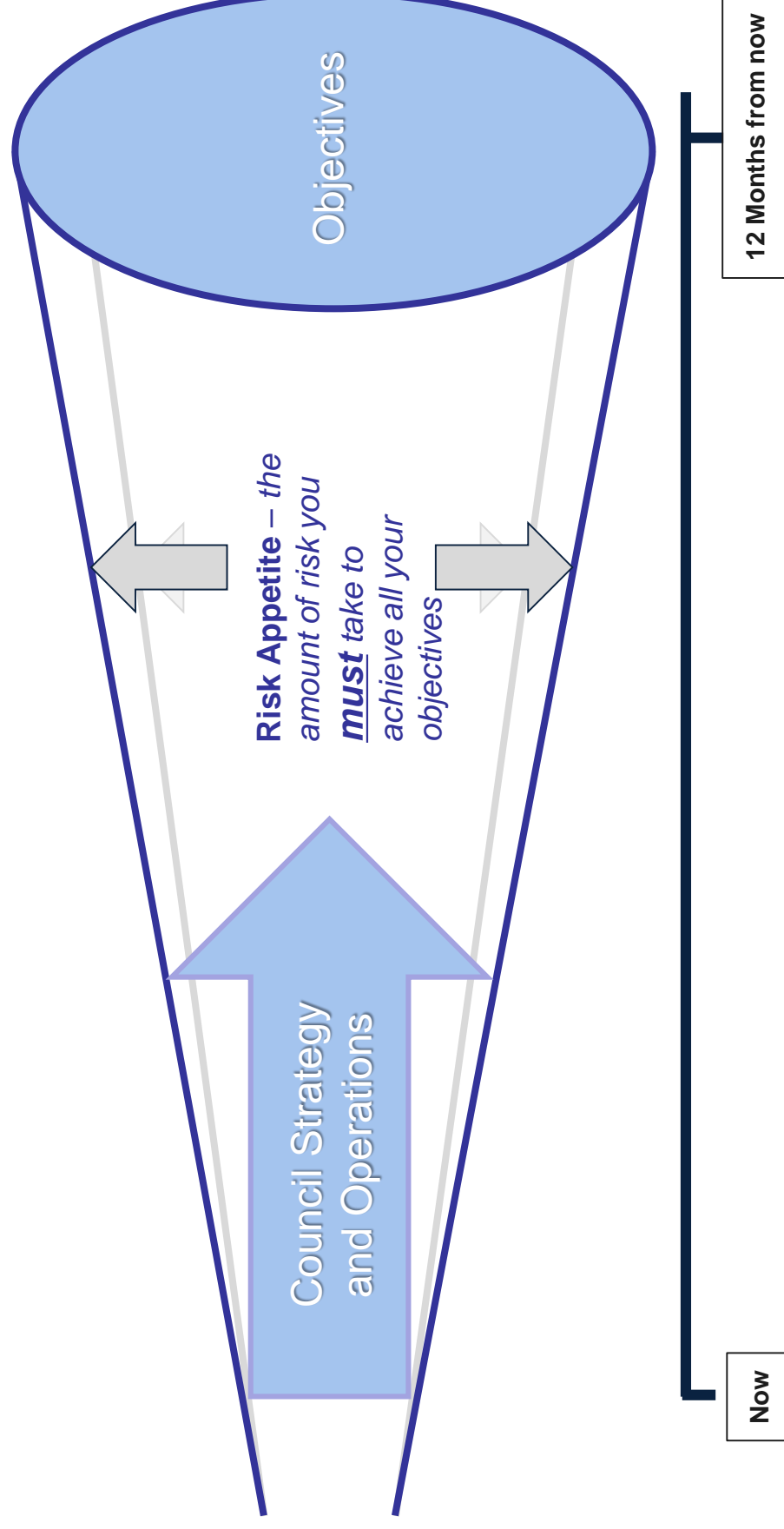
If you change the time for delivery of objectives – your risk appetite must change



RISK APPETITE

WHAT IS IT? HOW DOES IT APPLY TO YOU?

If you change the scope or scale of your objectives – your risk appetite must change



ATTRIBUTES OF A WELL-DEFINED RISK APPETITE

1. Reflective of strategy, outcomes, and operational plans
2. Acknowledges a willingness and capacity to take, accept or retain risk
3. Is documented as formal Risk Appetite Statements
 - a. Using a common structure, and
 - b. A common scale to identify levels of Appetite
4. Is periodically reviewed and reconsidered against operating the environment



So lets apply this in a more practical manner.

RISK APPETITE LEVELS

AVOID	RESISTANT	ACCEPT	RECEPTIVE
<p>(little-to-no appetite)</p> <p>Avoidance of adverse exposure to risks even when outcome benefits are higher</p>	<p>(small appetite)</p> <p>A general preference for safer options with only small amounts of adverse exposure</p>	<p>(medium appetite)</p> <p>Options selected based on outcome delivery with reasonable a degree of protection</p>	<p>(larger appetite)</p> <p>Engagement with risks based more on outcome benefits than potential exposure</p>

RISK CATEGORIES AND STRATEGIC OBJECTIVES



Risk Categories

- WH&S
- Environment
- Equipment & Assets
- Service Delivery
- Community & Reputation
- Liability
- Finance
- People
- IT & Cyber Security

Council Objectives

Strategic Theme 1 – Our Community

- 1.1 – Building and Supporting a Diverse Community
- 1.2 – Protecting and Embracing Cultural Identity and Heritage
- 1.3 – Creating Community Opportunities and Equitable Access to Council and Community Services and Programs
- 1.4 – Enhancing Health and Wellbeing
- 1.5 - Creating a Safe Community

Strategic Theme 2 – OUR ENVIRONMENT

- 2.1 - Protecting Existing Regional Natural Environment for future generations
- 2.2 - Exploring and Promoting Alternate, Sustainable Energy Sources and Practices
- 2.3 – Maintaining a Balance Between Growth, Development and Environmental Protection
- 2.4 - Protecting and Managing Waterways and Catchments
- 2.5 - Valuing and Conserving our Native Flora and Fauna

STRATEGIC THEME 3 - OUR INFRASTRUCTURE

- 3.1 - Responsible, Sustainable Asset Management
- 3.2 - Infrastructure (Council buildings and facilities) which Meet Community and Public Safety Needs
- 3.3 - Providing the Community with Open Spaces to be Active
- 3.4 - Maintaining and improving Transport Infrastructure
- 3.5 – Ensuring local utilities and communications infrastructure and connectivity meets future needs

STRATEGIC THEME 4 - OUR ECONOMY

- 4.1 - Welcoming and Supporting our Business and Industries Growth, Diversity and Productivity
- 4.2 - Promoting and Supporting a Regional Economy and Growth
- 4.3 - Promoting and Developing Tourism Strategies and Opportunities
- 4.4 - Supporting Community Access to Education, Training and Future Opportunities
- 4.5 - Fostering and Developing a Resilient, Vibrant Agricultural Sector

STRATEGIC THEME 5 - OUR LEADERSHIP

- 5.1 - Demonstrating Transparent Leadership Through Accountability and Community Representation
- 5.2 - Engaging with Future Community Leaders
- 5.3 - Investigating Funding, Services and Programs Strengthening Communities in the Region
- 5.4 - Promoting Council as an 'Employer of Choice' Through Relationships
- 5.5 - Cooperating and Collaborating with Other Councils to Achieve a Strong Voice in Regional Arenas

DEFINING YOUR APPETITE STATEMENTS

Risk Appetite Statement method

With regard to **Finance** activities,

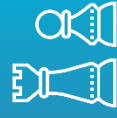
to achieve our objectives

Council is **Resistant** to taking risk

AVOID	RESISTANT	ACCEPT	RECEPTIVE
(little-to-no appetite) Avoidance of adverse exposure to risks even when outcome benefits are higher	(small appetite) A general preference for safer options with only small amounts of adverse exposure	(medium appetite) Options selected based on outcome delivery with reasonable a degree of protection	(larger appetite) Engagement with risks based more on outcome benefits than potential exposure



Risk Categories
(as a focussing lens)



Strategic
Objectives

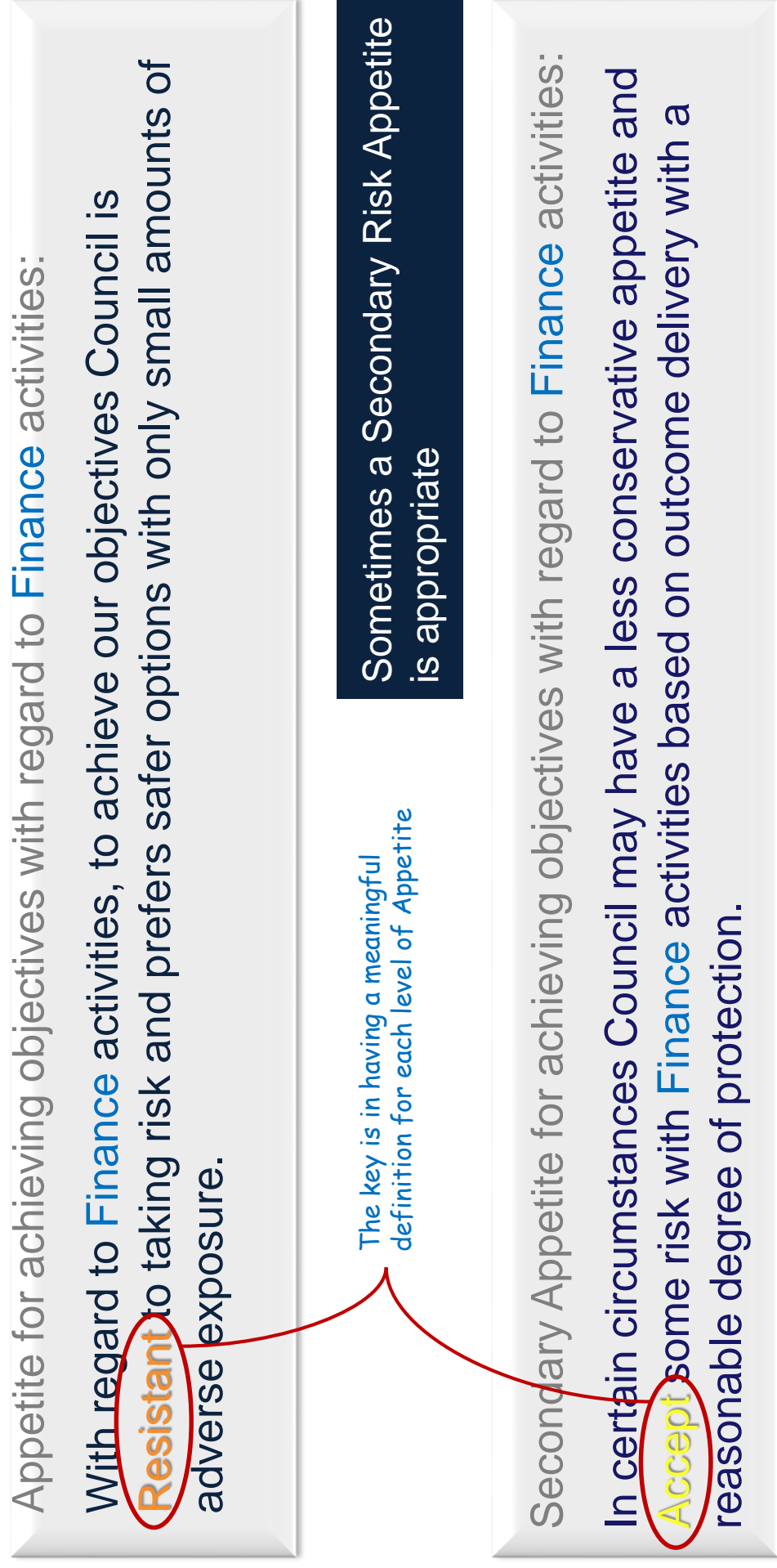


Risk Appetite
Statement

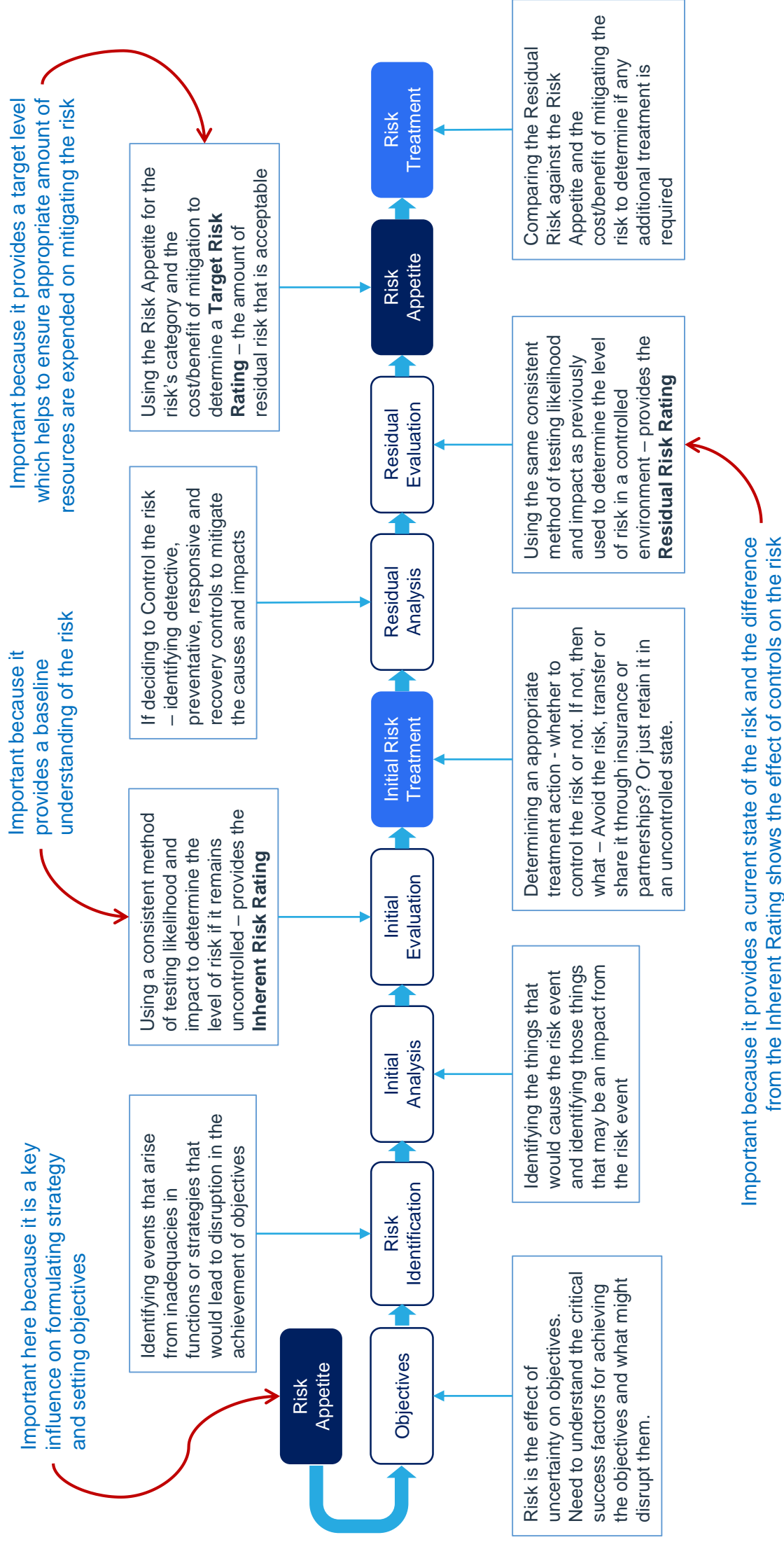
An example Risk Appetite Statement

With regard to **Finance** activities, to achieve our objectives Council is **Resistant** to taking risk and prefers safer options with only small amounts of adverse exposure.

STANDARDISED QUALITATIVE RISK APPETITE STATEMENTS



LINKING RISK APPETITE TO RISK RATINGS



RISK APPETITE LEVELS

AVOID	RESISTANT	ACCEPT	RECEPTIVE
(little-to-no appetite) Avoidance of adverse exposure to risks even when outcome benefits are higher	(small appetite) A general preference for safer options with only small amounts of adverse exposure	(medium appetite) Options selected based on outcome delivery with reasonable a degree of protection	(larger appetite) Engagement with risks based more on outcome benefits than potential exposure

RISK APPETITE BY CATEGORY WORKSHEET



Category of Risk	Avoid	Resistant	Accept	Receptive
EXAMPLE	Primary	Secondary		
• WH&S				
• Environment				
• Equipment & Assets				
• Service Delivery				
• Community & Reputation				
• Liability				
• Finance				
• People				
• IT & Cyber Security				



THANK YOU

BOARD MEETING

25 February 2022

MEETING:	RAMJO Board Meeting		
DATE:	Friday 25 th February 2022		
TIME:	9:30am – 12:30pm		
LOCATION:	Jerilderie		
CHAIR:	TBA		
ZOOM:	https://us06web.zoom.us/j/83376083792?pwd=SzdabHNkRFpDZVEzTitYN3lwZUpjZz09 Meeting ID: 833 7608 3792 Passcode: 579303		
ATTENDEES:	Council / Organisation	Voting Member	Non-Voting Member
	Albury City Council	Cr. Kylie King	Mr. Frank Zaknich
	Berrigan Shire Council	Cr. Matthew Hannan	Ms. Karina Ewer
	Carrathool Shire Council	Cr. Darryl Jardine	Mr. Rick Warren
	Edward River Council	Cr. Peta Betts	Mr. Philip Stone
	Federation Council	Cr. Pat Bourke	Mr. Adrian Butler
	Griffith City Council	Cr. Doug Curran	Mr. Brett Stonestreet
	Hay Shire Council	Cr. Carol Oataway	Mr. David Webb
	Leeton Shire Council	Cr. Tony Reneker	Ms. Jackie Kruger
	Murray River Council	Cr. Chris Bilkey	Mr. Terry Dodds
	Murrumbidgee Council	Cr. Ruth McRae	Mr. John Scarce
	Narrandera Shire Council	Cr. Neville Kschenka	Mr. George Cowan
	Regional NSW		Mr. Giles Butler
	Office of Local Government		Mr. Cameron Templeton
RAMJO STAFF	Ms Nicola Gleeson Coopes –Executive Officer E: Nicola.GleesonCooopes@alburycity.nsw.gov.au M: 0408 498 534		
OTHER ATTENDEES	Name	Organisation	Role
	Ms Ally Dench	Office of Local Government	Executive Director

MEETING AGENDA

Item	Topic	Time
	OPENING	9:30
1	Election of Chair for Initial Stage of meeting	9.31
2	Welcome <ul style="list-style-type: none"> Acknowledgement of traditional custodians 	9:35
3	Apologies and Leave of Absence	9:36
4	Declaration of Items of Pecuniary or Other Interest – Board Members / Designated Persons	9:37
5	Election of RAMJO Chair	9.38
6	Annual reimbursement to Chairperson	9.40
7	Election of RAMJO Deputy Chair	9.45
8	Matters arising from previous Board meetings	9:50
9	Minutes from previous Board meeting: <ul style="list-style-type: none"> 19 November 2021 	9:55
10	Introduction to Joint Organisations and RAMJO	9:56
	BREAK	10:30
11	OFFICE OF LOCAL GOVERNMENT UPDATE Mr. Cameron Templeton: Office of Local Government Update	10:45
12	Update - Regional NSW Mr Giles Butler : Director Riverina Murray of Regional NSW	10.50
13	Guest Presenter –Ally Dench - Office of Local Government	11:00
14	GOVERNANCE AND FINANCE <ul style="list-style-type: none"> 14.1 Nicola Gleeson Coopes: Q2 2021-2022 Budget Report 14.2 Nicola Gleeson Coopes: JO Review report and discussion 14.3 Nicola Gleeson Coopes: Revised 2021-2022 forecast – Attachment D, Attachment E 14.4 Nicola Gleeson Coopes: Member Fee guidance for local government budgets 14.5 Nicola Gleeson Coopes : Audit, Risk and Improvement Committee 	11:15
15	UPDATE ON STRATEGIC PRIORITIES <ul style="list-style-type: none"> 15.1 Sub Groups review and summary 15.2 Cr. Chris Bilkey: Water Sub-Committee Update 15.3 Phil Stone: Digital Connectivity Sub-Committee Update 15.4 George Cowan: Energy Security Sub-Committee 15.5 David Webb: Regional Freight Transport Plan 15.6 John Scarce: Health Committee Update 15.7 Revised Regional Strategic Priorities 	11:35

BOARD MEETING

25 February 2022

Item	Topic	Time
16	ADVOCACY 16.1 Local Councils' Domestic Waste Charges Review 16.2 IPART rates peg for 2022-2023 16.3 Planning regime changes 16.4 One Basin CRC 16.5 Electric Vehicle charging stations 16.6 Southern Lights	11:55
17	PROJECT UPDATES – information Only <i>Written reports, taken as read.</i> 17.1 Matthew Dudley: Contaminated Land Management 17.2 Kirstie Muntz and Andrea Baldwin: Regional Waste Kerbside Contract & Waste Groups 17.3 Nicola Gleeson Coopes : Energy Audit and Strategy 17.4 Karina Ewer : Shared Services	12:05
18	OPERATIONAL MATTERS 18.1 General Managers and Engineers group minutes 18.2 Board dates and locations for 2022	12:15
19	GENERAL BUSINESS <ul style="list-style-type: none"> Call for general business 	12:20
Meeting Close		12:30

RAMJO BOARD MEETING MINUTES

AGENDA ITEM 1 – ELECTION OF CHAIR FOR INITIAL STAGE OF MEETING

The position of RAMJO Chairperson is currently vacant. The RAMJO Returning Officer is the Executive Officer Nicola Gleeson Coopes.

The Returning Officer invited nominations for the position of Chair to chair this meeting of RAMJO. Cr Ruth McRae was nominated by Cr Matthew Hannan and Cr Doug Curran, and was elected unopposed.

Recommendation:

- That nominations for the position of Chairperson for this meeting be accepted.
- That in the event of there being more than one nominee, the RAMJO Board determine by resolution, the method by which the election be conducted being: preferential ballot, ordinary ballot or open voting.
- That the Returning Officer conduct the election for the position of Chairperson for this meeting.

Moved Berrigan, seconded Griffith

Carried

AGENDA ITEM 2 – WELCOME

Meeting Chair Cr Ruth McRae welcomed attendees and acknowledged the Traditional Custodians of the region.

Specific welcome was extended to new RAMJO board members :

- Cr Peta Betts, Mayor Edward River
- Cr Doug Curran, Mayor Griffith
- Cr Kylie King, Mayor Albury City
- Cr Carol Oataway, Mayor Hay Shire
- Cr Tony Reneker, Mayor Leeton Shire

Cr Ruth McRae spoke about the passing of former RAMJO board member Norm Brennan, and asked that Cr Peta Betts and Mr Phil Stone convey our deep sorrow to Edward River for his loss.

AGENDA ITEM 3 – APOLOGIES AND LEAVE OF ABSENCE

Apologies:

Cr Pat Bourke, and Mr Adrian Butler (for part of the meeting). Cr Kylie King will be late to the meeting.

Recommendation:

- That apologies be accepted and that leave of absence be granted.

Moved Berrigan, seconded Narrandera

Carried

AGENDA ITEM 4 – DECLARATION OF ITEMS OF PECUNIARY OR OTHER INTEREST – BOARD MEMBERS / DESIGNATED PERSONS

AGENDA ITEM 5 – ELECTION OF A NEW CHAIR

The Executive Officer acted as the Returning Officer, and announced that one nomination had been received, Cr Matthew Hannan, Mayor of Berrigan Shire, nominated by Cr Doug Curran and Cr Tony Reneker. With only one nomination, Cr Matthew Hannan was elected unopposed as the Chair of RAMJO.

Recommendation:

- That nominations for the position of Chairperson be accepted.
- That in the event of there being more than one nominee, the RAMJO Board determine by resolution, the method by which the election be conducted being: preferential ballot, ordinary ballot or open voting.
- That the Returning Officer conduct the election for the position of Chairperson.
- That the Chairperson hold office for a two-year period through to February 2024

Moved Griffith, seconded Leeton

Carried

The newly elected Chair took the chair for the remainder of the meeting.

AGENDA ITEM 6 – ANNUAL REIMBURSEMENT TO CHAIRPERSON

Whilst there is no specific provision in the Joint Organisation legislation to make an annual payment to the Chairperson, up to now RAMJO has believed that an annual remuneration is appropriate, based on the additional workload placed on the Chairperson over and above their role as a Mayor, and in line with the legislative provisions that already apply to Mayors and County Council Chairpersons. The General Managers reviewed these payments at the January 2022 meeting and recommended to the Board that the payment remain \$10,000 per annum, paid monthly for the term of the two year Chairperson term. There remain no payment to the Deputy Chair.

Recommendation:

- That the Board adopt that the annual remuneration for the Chairperson position is \$10,000 per annum, paid monthly for term of the two year Chairperson term. There remain no payment to the Deputy Chair.

Moved Murray River, seconded Murrumbidgee

Carried

AGENDA ITEM 7 – ELECTION OF A DEPUTY CHAIR

The Executive Officer acted as the Returning Officer, and announced that one nominee had been received, for Cr Pat Bourke, Mayor of Federation Council, nominated by Cr Ruth McRae, and Cr Pat Bourke. With only one nomination, Cr Pat Bourke was elected unopposed as the Deputy Chair of RAMJO.

Recommendation:

- That nominations for the position of Deputy Chairperson be accepted.
- That in the event of there being more than one nominee, the RAMJO Board determine by resolution, the method by which the election be conducted being: preferential ballot, ordinary ballot or open voting.
- That the Returning Officer conduct the election for the position of Deputy Chairperson.
- That the Deputy Chairperson hold office for a two-year period through to February 2024

Carried

AGENDA ITEM 8 – MATTERS ARISING FROM PREVIOUS RAMJO BOARD MEETINGS

ITEM	STATUS
Executive Officer to consider releasing joint media release with other JOs regarding Best Practice in Aggregated Procurement	IN PROGRESS
Invite Water NSW Director Vince Kelly to RAMJO Water Security Sub Committee meeting to seek clarity on planned infrastructure changes	IN PROGRESS
RAMJO to host a cross border workshop with the Murray Group of Councils to consider matters in common and seek opportunities for collaboration	IN PROGRESS
RAMJO to write in support of a feasibility study for Lake Coolah / Lake Mejum, to be sent to : <ul style="list-style-type: none"> o Deputy Prime Minister, Barnaby Joyce o Deputy Premier NSW, Paul Toole o Minister for the Environment, Sussan Ley, o Chair National Water Grid Authority, Christopher Lynch o NSW Water Minister, Melinda Pavey o Federal Water Minister, Keith Pitt o Commonwealth Water Holder, Jody Swirepik o Chair of the Murray Darling Basin Authority, Air Chief Marshal Sir Angus Houston With a copy to any other agencies that emerge as relevant stakeholders.	IN PROGRESS

Recommendation:

- That the RAMJO Board **note** the status of matters arising from previous Board meetings.

Moved Murrumbidgee, seconded Leeton

Carried

AGENDA ITEM 9 – MINUTES OF 19 NOVEMBER 2021

- Draft Minutes of 19 November 2021 – **Attachment A**

Recommendation:

- That the minutes of the RAMJO Board Meeting held 19 November 2021 be **received** and the recommendations therein be **adopted**.

Moved Murrumbidgee, seconded Narrandera

Carried

AGENDA ITEM 10 – RAMJO AND JOINT ORGANISATIONS INTRODUCTION

Nicola Gleeson Coopes gave an overview of joint organisations and RAMJO's structure and work. The presentation will be circulated with the minutes.

Recommendation:

- That the Board **note** the presentation by Nicola Gleeson Coopes.

Moved Murrumbidgee, seconded Edward River

Carried

AGENDA ITEM 11 – OFFICE OF LOCAL GOVERNMENT UPDATE

Mr Cameron Templeton gave a verbal update from the Office of Local Government. The Department of Planning, Industry and Environment (old DPIE) is now Department of Planning and Environment (DPE). OLG has moved to a section with Cemeteries and Crematoria, Crown Lands, and Aboriginal Housing.

As the result of the JO review an interagency committee has been set up, including EPE, Resilience NSW, Housing, Transport. The intention is to raise the status of JOs within state government departments.

Recommendation:

- That the Board note the briefing from the Office of Local Government

Moved Leeton, seconded Narrandera

Carried

AGENDA ITEM 12 – PRESENTATION – REGIONAL NSW

Giles Butler, Director Riverina Murray of Regional NSW provided a presentation on the structure and aims of the Department of Regional NSW, and Regional Development.

There was a discussion about using the JO as a way to feed issues that arise through developing individual CSPs into state government, and engaging as a collective.

Recommendation:

- That the Board note the presentation by Giles Butler.

Moved Griffith, seconded Carrathool

Carried

At 11am Mayor Kylie King joined the meeting.

AGENDA ITEM 13 – GUEST PRESENTER – ALLY DENCH - OFFICE OF LOCAL GOVERNMENT

Ms Ally Dench was delayed in joining the meeting, this agenda item took place after Agenda item 15.2.

Ally Dench is the Executive Director Local Government at the Office of Local Government, she gave a presentation on OLG and its structure. She is responsible for implementing most of the outcomes of the JO review. She will conduct a listening tour for the JOs.

She welcomes contact from councils directly. Her email address is ally.dench@olg.nsw.gov.au, her mobile is 0408 652 923.

Mr Brett Stonestreet asked about the Community Services Plans and their links to state government, and Ms Ally Dench agreed there was a need to improve the links between state planning for regions and 'place based setting'.

Mr George Cowan raised concerns about the long term financial sustainability of councils, given the rate peg of 0.7%, and the underlying calculation methodology IPART is using. Ms Ally Dench let the board know the Local Government Minister is also concerned with these issues.

Mr Terry Dodds expressed concerns about the calculation of the growth factor in the rate peg, as for Murray River those numbers are materially incorrect. Ms Ally Dench will take on notice.

25 February 2022

Mr Frank Zaknich raised the upcoming ARIC framework for JOs was overly onerous. Ms Ally Dench will take on notice.

Mr Phil Stone raised that funding the entirety of the joint organisations while facing a low rate peg created financial strain.

Mr Brett Stonestreet asked if there was potential to look at the financial assistance grant formula, as it favoured metropolitan councils who had other avenues of revenue available to them. Ms Ally Dench will take on notice.

Mr John Scarce asked if it was time for a full review of the Local Government Act. Ms Ally Dench advised this was a possibility.

Recommendation:

- That the Board note the presentation by Ally Dench.

Moved Carrathool, seconded Murrumbidgee

Carried

AGENDA ITEM 14 – GOVERNANCE AND FINANCE

14.1: Quarterly Budget vs Spend Review Q2 2021-2022

Please find at **Attachment B** a spreadsheet documenting Q2 spend to date against budgeted items for FY2021-2022. As in previous quarter, the format has been changed slightly, to introduce a year to date cycled budget column, and a variance column against this cycled budget. The final two columns are the same, the full year budget, and a variance column for this full year budget against year to date actuals. No further changes will be made until the new budget with the new board. The budget has been cycled in line with actuals where this is known, otherwise quarterly evenly.

Relating to income:

- RAMJO budgeted to receive \$ 226,711 year to date, and \$ 325,199 has been received. This is due to the timing of receiving last year's Procurement Australia Rebate (\$61,325), and the unbudgeted Energy audit and strategy grant. a material variance.
- RAMJO has not recognised the \$150k from OLG NSW received in late June 2021 for capacity building funds yet, it is currently on the balance sheet as unearned income in advance.

Relating to expenses:

- RAMJO budgeted to spend \$296,938 year to date, and spent \$178,743 at the end of Q2.
- This variance is due to:
 - Salary and wages are \$99,752 less than budget, due to the resignation of the Executive Officer, and the office manager acting in this role at a lower rate, part time. Additionally, there has been no invoice from Albury City for the Stakeholder and Project Manager year to date. There will be an overall underspend in salaries due to this.
 - Timing differences due to even cycling, Q1 and Q2 have been quiet due to COVID meaning meetings are online.

Recommendation:

- That the RAMJO Board note the 2021-2022 Q2 budget versus spend report.

Moved Murrumbidgee, seconded Edward River

Carried

25 February 2022

14.2: JO Review report and discussion

The JO review was released at the start of December 2021, and a summary from RAMJO's perspective is found at **Appendix C**.

The JO network continues to advocate on this issue, especially around funding implications. The JO review report was adopted by the previous Minister, the new Minister is revisiting, and submissions are encouraged.

The board felt a strong message needed to be sent to state government about ensuring the strength of the JOs. The language used in the recommendations around 'encouraging' state government agencies is not firm enough. The possibility of another layer of administration over the JO is disappointing.

The board would like the Premier to visit the regions, as well as the new Minister for Local Government.

Recommendation:

- That the RAMJO Board receive and note the Joint Organisation Review summary.

Moved Leeton, seconded Murrumbidgee

Carried

14.3: Revised 2021-2022 forecast

On the basis of the previous two agenda items, a discussion of RAMJO's proposed revised end of year forecast is attached at **Attachment D**, with the detailed reforecast at **Attachment E**. The original budget had a deficit position of (\$252,872). This reforecast is currently a deficit of (\$76,890), before any further staffing changes.

The General Managers supported a new admin hire as requested in the report attached, continuing to support Southern Lights (separate agenda item 13.5), Increased consultancy for the Regional Strategic Priorities.

There is no current provision to meet ARIC requirements (Agenda item 14.5).

Recommendation:

- That the Board approve the revised 2021-2022 RAMJO General Fund forecast, and the revision of the Office Manager position to a two year fixed term position shared with the Waste project.

Moved Narrandera, seconded Murrumbidgee

Carried

14.4: Member Fee guidance for local government budgets

As part of RAMJO's annual budget process, guidance on member subscription fees for the upcoming financial year should be provided to the Board in the February meeting of each year, to support member council budgeting. The full operational budget is brought to the Board for endorsement at its April meeting. It is proposed that fees be in line with 2021-2022 financial year, with any increase within the rate cap of 0.7%.

Recommendation:

- That the Board notes the proposed fees for member councils for 2022-2023, for council budget purposes.

Moved Griffith, seconded Murray River

Carried

25 February 2022

14.5: Audit, Risk and Improvement Committee

All RAMJO councils are currently compliant or working towards the changing Audit, Risk and Improvement Committee (ARIC) requirements.

JOs must appoint an ARIC from 4 June 2022, but this does not have to comply with the guidelines until 2027. JOs have until 2025 to establish a risk management framework and internal function. RAMJO has been following up the last submission made to OLG, and investigating options to be compliant through a shared committee with a member council.

Recommendation:

- That the Board notes the upcoming requirements for RAMJO to have an Audit Risk and Improvement Committee.

Moved Murrumbidgee, seconded Leeton

Carried

AGENDA ITEM 15 –STRATEGIC PRIORITIES UPDATE

15.1: Sub Groups review and summary

As the strategic regional priorities will be reviewed after all councils have reviewed their Community Strategic Plans, RAMJO proposes that all sub group memberships remain the same– with the option of any new mayor to join or change groups as their interests and expertise lie.

Attachment F summarises Sub Groups, and seeks support for secretarial support for the groups move back to the host councils. Mr John Scarce will step down as the Chair of the Digital Connectivity sub committee, and Mr Phil Stone will take over this Chair.

Recommendation:

- That the Board endorse the memberships and Chairs of strategic priority sub groups as they are, with the option of the new mayors joining groups they are interested in.
- That the Board endorse the secretarial support for the sub groups moves back to the host council wherever practicable, and catering costs remain with RAMJO.

Moved Murrumbidgee, seconded Albury

Carried

15.2 Cr. Chris Bilkey: Water

The water sub group is reviewing and updating the RAMJO Water Position paper in line with NSW Water Strategy, ACCC report. Cr Chris Bilkey, Chair of the Water Sub Committee, the EO, and George Cowan met with the incoming Minister of Water and Lands Kevin Anderson MP to brief him on RAMJO's Water Position Paper. Steph Cooke MP also attended the meeting.

There will be a renewed focus on quantifying the outcomes and achievements of the Water paper.

15.3 Phil Stone: Digital Connectivity

The grants with FSG are being followed up. A second round of grants are being applied for. Regional Connectivity Blackspot mapping rounds will open again soon. Mr John Scarce advised he had asked Telstra about the implications of their recent announced agreement with TPG for regional areas.

15.4: George Cowan: Energy Security

There is a regional visit by Lisa Miller from DPIE and Simon Wright, the energy subject matter expert 21-23 February. The aims of these meetings is :

25 February 2022

- To understand where each council is at with its energy thinking and actions.
- To understand respective needs in terms of direct support to accelerate transition to renewables.
- To explain potential approaches and turn DPIE's support into action plans over the next few months.

Progress on the regional strategy continues.

15.5: David Webb: Regional Freight Transport Plan

Engineers have met to revisit the revised regional Freight Priorities. Brad Ferris will be in touch to follow up any outstanding council reviews. These priorities will be mapped and collated and brought back to the next General Managers' meeting.

15.6 John Scarce: Health

The Health Sub Committee has not met since last Board meeting. Mapping is progressing on regional issues. Local MP Justin Clancy is now the Parliamentary Secretary for Health and has been open about his support for RAMJO.

15.7 Revised Regional Strategic Priorities

To progress the RAMJO new Regional Strategic Priorities, as most councils are not expecting significant changes with their CSPs, RAMJO should start a series of workshops with member councils and the RAMJO Board.

Recommendation:

- That the RAMJO Board **note** the strategic priorities updates.

Moved Murray River, seconded Leeton

Carried

AGENDA ITEM 16 – ADVOCACY

16.1 Local Councils' Domestic Waste Charges Review

IPART is seeking feedback on a proposed 'benchmark' waste peg (similar to the rates peg), an annual report naming councils with increases greater than the peg, and standard pricing principles. Submissions are due by 29 April 2022.

Recommendation:

- That the Board **delegate** the Domestic Waste Charges Review RAMJO submission to the General Managers.

Moved Murrumbidgee, seconded Griffith

Carried

16.2 IPART rates peg for 2022-2023

There is concern at the base level 0.7% rate peg for the 2022-2023 financial year. RAMJO is making a submission, Board to delegate to the General Managers for finalisation by the due date of 7 March 2022.

Recommendation:

- That the Board **note** the IPART rate peg for RAMJO councils with concern, and **delegate** the RAMJO submission to the General Managers.

Moved Narrandera, seconded Leeton

Carried

25 February 2022

16.3 Planning regime changes

There have been a handful of planning changes with very short timeframes, which RAMJO is concerned by, and is seeking further information on. These include *Significant Agricultural Land, Discussion Paper: A New Approach to Rezoning*, and *Infrastructure Contributions System's Reform Program*. The Planning Officers Working Group will review and recommend a response from RAMJO.

Recommendation:

- That the Board **delegate** the RAMJO submission/s on recent Planning changes to the General Managers.

Moved Murrumbidgee, seconded Carrathool

Carried

16.4 One Basin CRC

The ONE Basin CRC bid that RAMJO is a partner in has been successfully shortlisted for Stage 2 of the application process. There have been five other bids shortlisted (List is here: <https://business.gov.au/grants-and-programs/cooperative-research-centres-crc-grants>). The Stage 2 bid will be submitted before Feb 3 2022 and CRC Advisory Panel interview end of March.

Recommendation:

- That the Board **note** the One Basin CRC bid update.

Moved Murrumbidgee, seconded Edward River

Carried

16.5 Electronic Vehicle charging stations

There is momentum and multiple funding streams related to Electronic Vehicles at the moment. The General Managers agreed there was value in working together at a RAMJO level. The Engineers working group will review and decide on RAMJO's action.

Recommendation:

- That the Board **note** the Electronic Vehicle update.

Moved Griffith, seconded Murrumbidgee

Carried

16.6 Southern Lights

The next stage for the Southern Lights project is discussed at **Attachment G**, these recommendations were discussed and approved by the General Managers.

Recommendation:

- RAMJO wind-back its involvement with Southern Lights to focus on the finalisation of the roll-out for the Member Councils and on addressing the performance issues which includes: Essential Energy Performance Reports, Public Lighting Code Reviews and Australian Energy Regulator Pricing Review.
- RAMJO continues to budget for contributions to expert consultant advice through Southern Lights, approximately \$5,000 per annum.
- Mr Brad Ferris, Deputy CEO Albury City remain the RAMJO delegate.

Moved Albury, seconded Leeton

Carried

AGENDA ITEM 17 – PROJECT UPDATES

Written updates on each project currently being managed by RAMJO provided as attachments.

- 17.1: Contaminated Lands Management – **Attachment H**
- 17.2: Riverina Waste Group & Murray Waste Group – **Attachment I**
- 17.3: Energy Audits and Strategy – verbal update
- 17.4: Karina Ewer : Shared Services– verbal update

Recommendation:

- That the RAMJO Board **receive** and **note** the project updates.

Moved Edward River, seconded Murrumbidgee
Carried

AGENDA ITEM 18 – OPERATIONAL MATTERS

18.1 – General Managers Group Meeting Minutes

The General Managers met on Friday 28th January 2022, minutes can be found at **Attachment J**.

18.2 – Murray Regional Tourism

Appendix K has the report from Ms Karina Ewer on the latest meeting of MRT, to be taken as read.

18.3 Board dates and locations for 2022

The full calendar is at **Attachment L**, proposal is summarised below:

MEETING DATES 2022

GENERAL MANAGERS	RAMJO BOARD	BOARD MEETING LOCATION
Friday 28 January 2022	Friday 25 February 2022	Jerilderie
Friday 22 April 2022	Friday 13 May 2022	Griffith
Friday 22 July 2022	Friday 12 August 2022	Edward River
Friday 14 October 2022	Friday 11 November 2022	Leeton

Extraordinary board meeting –to sign 2021/2022 financial statements, Thursday 13 October.

The board decided on the board meeting locations for the year.

25 February 2022

Recommendation:

- That the RAMJO board **adopt** the meeting schedule for 2022.
- That the RAMJO Board **note** the operational updates.

Moved Griffith, seconded Narrandera

Carried

AGENDA ITEM 19 – GENERAL BUSINESS

- JO review

Mr Phil Stone recommended that RAMJO respond strongly to the JO review, especially around funding. There was discussion about other ways to fund the JO, including grant administration.

- Australian Fuel Security

As evidenced by the recent issues with AdBlue shortages, Cr Neville Kschenka raised concerns about Australian Fuel Security.

- Crown Land

Interaction with Crown Land holder.

- MRT verbal update

The Murray Regional Tourism board meeting was held 24 February and Ms Karina Ewer gave a verbal update. Funding \$25-50k (in total) requested from the RAMJO group for funding application.

Destination Management plans are up for review, engagement sessions are upcoming. Ms Karina Ewer will circulate dates.

Possible gambling caps are coming to Vic, impact on NSW following.

The meeting closed at 12.45pm.

MEETING CLOSE



Japanese encephalitis

Japanese encephalitis is a rare but serious infection caused by a virus that is transmitted through mosquito bites.

What is Japanese encephalitis?

Japanese encephalitis (JE) is a disease caused by the Japanese encephalitis virus (JEV). It is spread to humans by infected mosquitoes.

What are the symptoms?

Less than 1% of people infected with JEV will experience symptoms. Some infected people experience an illness with fever and headache. People with a severe infection may experience neck stiffness, disorientation, tremors, coma and seizures. If you have any of these symptoms, seek medical treatment.

Among those who develop severe infection, some will go on to experience permanent neurological complications or possibly death.

Symptoms, if they are to occur, usually develop 5 to 15 days after being bitten by infected mosquitoes.

How is it spread?

JE is spread by the bite of infected *Culex* species mosquitoes which are commonly found in NSW. *Culex* mosquitoes can become infected with JEV from biting infected animals.

The virus is spread when mosquitoes bite an infected animal and the mosquito then bites a human. Infected pigs and some waterbirds are the animals more likely to infect mosquitoes.

Humans are not able to pass JEV to other humans. Humans cannot get infected with JEV by touching an infected animal or eating animal products including pork or poultry products.

Who is at risk?

JEV has recently been identified in commercial piggeries in locations in NSW, Queensland, Victoria and South Australia. NSW Health is working to better understand the full extent of JEV in NSW. Local infection risks in NSW are likely highest among:

- People working at and/or living close to piggeries which have tested positive for JEV.
- People who engage in outdoor activities (e.g., camping, fishing, hiking) near significant mosquito populations, particularly near waterways.

JEV is endemic in much of Asia and parts of the Pacific. For most travellers in these regions, the risk of being infected with JEV is very low. People at the greatest risk of becoming infected are those who are staying more than a month in rural areas in countries where the disease is endemic or in some of the Torres Strait Islands.

How is it prevented?

Avoid mosquito bites

The mosquitoes that transmit JEV are most active at dawn and dusk and into the evening. Take extra care during peak mosquito biting hours, avoid the outdoors if possible or take preventive actions.

Personal protection measures

- Wear light, loose-fitting long-sleeved shirts, long pants and covered footwear and socks (to reduce skin exposure). There are insecticides (e.g. permethrin) available for treating clothing for those spending extended periods outdoors.
- Apply repellent to all areas of exposed skin, especially those that contain DEET, picaridin, or oil of lemon eucalyptus which are the most effective against mosquitoes. The strength of a repellent determines the duration of protection with the higher concentrations providing longer periods of protection. Always check the label for reapplication times.

Japanese encephalitis

- Reapply repellent after swimming. The duration of protection from repellent is also reduced with perspiration, such as during strenuous activity or hot weather so it may need to be reapplied more frequently.
- Apply the sunscreen first and then apply the repellent. Be aware that DEET-containing repellents may decrease the sun protection factor (SPF) of sunscreens so you may need to re-apply the sunscreen more frequently.
- For children in particular - most skin repellents are safe for use on children aged 3 months and older when used according to directions, although some formulations are only recommended for children aged 12 months and older - always check the product. Infants aged less than 3 months can be protected from mosquitoes by using an infant carrier draped with mosquito netting that is secured along the edges.

Environmental measures

- Stay and sleep in rooms protected with flyscreens and check screens do not have any rips or holes.
- Make sure your tent is well protected with flyscreens when camping, or sleep under mosquito nets.
- Use over-the-counter insecticide sprays when mosquitoes are present inside the room, especially behind furniture and in dark places.
- Reduce all water holding containers around the home where mosquitoes could breed. Mosquitoes only need a small amount of liquid to breed.
- Use mosquito coils and other devices that release insecticides to assist reducing mosquito bites, these should be used in combination with topical insect repellents.

Vaccination

A safe and effective vaccine for JE is available for people aged 2 months and older.

How is it diagnosed?

JEV infection is usually diagnosed from measuring levels of antibodies to JEV in samples of blood or spinal fluid. If you have been infected, you do not put others at risk.

If you have symptoms consistent with JE seek medical treatment.

If you have any severe signs such as headache, vomiting, confusion, paralysis or seizures you should call 000 immediately.

How is it treated?

There is no specific treatment available for JE. The best way to avoid infection is to avoid being bitten by mosquitoes.

For further information please call your local Public Health Unit on **1300 066 055** or visit the NSW Health website www.health.nsw.gov.au



Draft Excess Annual Leave Policy

	Name	Position	Signature	Date
Responsible Officer	Sarah Gurciullo	People and Culture Officer		
Authorised By	John Scarce	General Manager		

Date adopted by Council Version 1	
Minute No XXXXXX	
Document Revision History	
Next Review Date:	February 2025
Review Date:	
Minute Number:	
Review Date:	
Minute Number:	

March 2022

Aim

To reduce the amount of excess annual leave.

Application

Applies to all staff employed by Murrumbidgee Council who receive annual leave entitlements.

Objective

This policy:

- Provides a measured approach to reducing excess annual leave of individual employees, without compromising service delivery to the community
- Provides triggers when an individual has encroached on excessive amounts of accrued leave, and provides for the reduction
- Is supported by the Local Government (State) Award 2020.

Definitions

Annual leave pro rata: is the leave accumulated from the first day after the employee's anniversary date until the next anniversary date

Transition to retirement: Agreement made under clause 24 (phased retirement) of the Local Government (State) Award 2020

Time in Lieu: A situation where a staff member is directed by their Manager to work more than their rostered normal hours and there is agreement with the Manager that the extra hours so worked are designated as time in lieu (as opposed to receiving overtime payment) and such time to be taken off work at a later time agreed between the Manager and staff member. Time banked and taken as time in lieu is at time for time (no penalty uplift is applied). Prior approval by the Manager must be evident.

Award: Local Government (State) Award 2020, or any replacement Award

Policy

1. Employees with 10 weeks 350/380 hours of annual leave in total (inclusive of pro rata):

- Employees who indicate that they are retiring on or before 30 June 2023 and enter into a transition to retirement agreement with Council, will be required to take 20 days annual leave for each year working.
- All other employees above the 10 weeks (350/380 hours) total annual leave entitlement (including pro rata) will take a minimum of 30 days annual leave each year until the total annual leave entitlement, inclusive of pro rata, is below 350/380 hours.

2. Employees with annual leave entitlement in excess of 8 weeks but less than 10 weeks (not including pro rata):

- Employees falling into this category must take 25 days annual leave each year until the entitlement is at or below 280/304 hours.

Managing Arrangements and Records

The Manager/Supervisor is responsible for ensuring the policy is applied, and records are completed.

The Finance Manager is responsible for providing a report to the General Manager who, in turn, will provide to the Audit Risk & Improvement Committee the status of the excessive annual leave, this report to be provided by 30 September each year.

Related Documents and Legislation

- Local Government Act 1993
- Local Government (State) Award 2020

Review

Review of the policy will be undertaken every Council term following the date of its adoption.

ANNUAL REPORT				
Position as at 30 June 2021			Position as at 30 June 2022	
Annual Leave Entitlement (Days)	No. Staff	No. Days	No. Staff	No. Days
41-45	5	213		
46-50	2	100		
51-60	2	111		
61-80	1	63		
81-100	-	-		
100+	4	770		
Total	14	1257		

Circular Details	22-03 / 7 March 2022 / A811946
Previous Circular	20-38 Special Rate Variation and Minimum Rate Variation Guideline and Process
Who should read this	Councillors / General Managers / Rating and Finance Staff
Contact	Policy Team / 02 4428 4100 / olg@olg.nsw.gov.au
Action required	Information

Subject**Guidelines for Additional Special Variation (ASV) Process for 2022-23****What's new or changing**

- The Independent Pricing and Regulatory Tribunal (IPART) will accept and process an additional round of 2022-23 Special Variation (ASV) applications from councils.
- For applications made under the ASV process, the ASV Guidelines set out in this circular apply in place of the [Guidelines for the preparation of an application for a special variation to general income](#) issued by the Office of Local Government in 2020.
- For more information on when these ASV Guidelines apply, please see 'What this will mean for your council' below.
- This one-off ASV round is available for the 2022-23 financial year only.
- This one-off ASV round is for councils that can demonstrate the need for a special variation to meet the obligations they set for 2022-23 in their 2021-22 Integrated Planning and Reporting (IP&R) documentation.
- Councils seeking a permanent special variation will also need to demonstrate the financial need for the special variation to be included in their rate base on an ongoing basis.
- Separately, IPART has also agreed to undertake a broader review of its rate peg methodology, including the Local Government Cost Index, with outcomes from the review expected to shape rate peg determinations in future years.

What this will mean for your council

- The ASV Guidelines set out in this Circular apply where council is applying for:
 - a temporary or permanent single year special variation for 2022-23 under section 508(2) of the *Local Government Act 1993* (the Act), AND
 - the percentage sought in the application is the lower of:
 - 2.5% (including population factor) or
 - the council's assumed 2022-23 rate peg as exhibited in its 2021-22 Long Term Financial Plan (LTFP) (including population factor)

- For ASV applications made under the Guidelines set out in this Circular, councils will need to demonstrate that:
 - Council has demonstrable financial need such that, in the absence of a special variation, council would not have sufficient funds to meet its obligations as identified in its 2021-22 LTFP as and when they fall due in 2022-23; and
 - Where councils are applying for a permanent special variation, in addition to the above criterion, the council has demonstrable financial need for the special variation to be retained in its rate base on an ongoing basis; and
 - Council's 2021-22 IP&R documentation budgeted for an income increase above the percentage specified for the council for 2022-23 under section 506 of the Act; and
 - Council has resolved to apply for the special variation under section 508(2) of the Act and that the resolution clearly states:
 - whether the resolution is for a temporary or permanent special variation under section 508(2) of the Act; and
 - the additional income that council will receive if the special variation is approved; and
 - why the special variation is required; and
 - that the council has considered the impact on ratepayers and the community in 2022-23 and, if permanent, in future years if the special variation is approved and considers that it is reasonable.
- The ASV application process will be a simpler more targeted application process.
- IPART will not require councils to demonstrate community consultation outside of the processes outlined above. To demonstrate community consultation, IPART will consider the consultation undertaken through the IP&R process and consider the resolution to apply for a ASV meets the requirements outlined above.
- IPART will release streamlined application forms and further information shortly.
- Under this ASV round of applications:
 - IPART will accept applications until 29 April 2022;
 - IPART will publish applications to enable community consultation for a period of at least three weeks; and
 - IPART will notify councils of its decision no later than 21 June 2022.

Key points

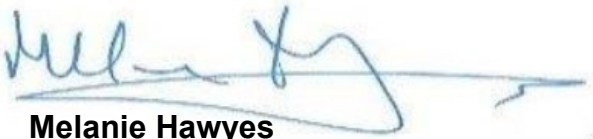
- In late 2021, IPART announced the rate peg for the 2022-23 financial year was set at an increase of between 0.7% and 5.0%.
- Special variations provide an opportunity for councils to vary general income by an amount greater than the annual rate peg. However IPART's normal period for special variation applications in relation to the 2022-23 rate peg has now passed.
- The Office of Local Government and IPART recognise that, due to the delayed council elections and the determination of the 2022-23 rate peg at a lower rate than councils had forecast, councils may not have had sufficient time to prepare special variation application within the normal timeframe.

This may result in some councils not having sufficient funds to pay for required infrastructure and services.

- As such the NSW Government and IPART have agreed to a one-off ASV round for the 2022-23 financial year only.
- This process is not intended to address applications from councils that require a special variation (above 2.5%) to achieve long term financial sustainability for reasons other than those set out in the criteria above, which should be addressed through the standard special variation process.
- Application forms, information papers, and submission details will be published shortly on [IPART's website](#).

Where to go for further information

- For further information please contact IPART on 02 9290 8400 or by email to ipart@ipart.nsw.gov.au.



Melanie Hawyes

Group Deputy Secretary, Crown Lands and Local Government

2022/23 Rate Forecasting

Description	2019 LV	AS no.	21/22 Income	Base Rate	21/22 Total	0.7% Increase	22/23 Total	21/22 Net Catch-Up	22/23 Overall Total
Farmland - Low	101,781,400	162	300,830.16	32,400.00	333,230.16	2,332.61	335,562.77	2,702.86	338,265.63
Farmland - Med M'bidgee	180,936,670	88	748,837.09	44,000.00	792,837.09	5,549.86	798,386.95	6,430.78	804,817.73
Farmland - High Coly Irrig	153,233,640	372	1,289,931.44	111,600.00	1,401,531.44	9,810.72	1,411,342.16	11,367.96	1,422,710.12
Residential - Coly	4,725,700	268	33,199.73	26,800.00	59,999.73	420.00	60,419.73	486.66	60,906.39
Residential - DP	14,007,800	481	121,900.09	48,100.00	170,000.09	1,190.00	171,190.09	1,378.89	172,568.98
Business - Coly	6,746,130	103	31,400.08	20,600.00	52,000.08	364.00	52,364.08	421.78	52,785.86
Business - DP	3,385,620	40	18,589.07	8,000.00	26,589.07	186.12	26,775.19	215.67	26,990.86
Business - Solar	7,328,000	6	80,800.00	1,200.00	82,000.00	574.00	82,574.00	665.11	83,239.11
Residential Rural	7,317,050	77	45,299.93	7,700.00	52,999.93	371.00	53,370.93	429.89	53,800.82
Business - Jld	7,667,560	153	69,399.97	30,600.00	99,999.97	700.00	100,699.97	811.11	101,511.08
Residential - Jld	10,581,700	417	106,836.29	41,700.00	148,536.29	1,039.75	149,576.04	1,204.79	150,780.84
Farmland - Med Jld	184,306,237	84	568,724.81	50,400.00	619,124.81	4,333.87	623,458.68	5,021.78	628,480.47
Farmland - High Murray	115,542,300	162	505,940.04	162,000.00	667,940.04	4,675.58	672,615.62	5,417.73	678,033.35
Total			3,921,688.70	585,100.00	4,506,788.70	31,547.52	4,538,336.22	36,555.00	4,574,891.22
					* Increase of	31,547.52	68,102.52		

Description	2019 LV	AS no.	21/22 Income	Base	21/22 Total	1.5% Increase	22/23 Total	21/22 Net Catch-Up	22/23 Overall Total
Farmland - Low	101,781,400	162	300,830.16	32,400.00	333,230.16	4,998.45	338,228.61	2,702.86	340,931.47
Farmland - Med M'bidgee	180,936,670	88	748,837.09	44,000.00	792,837.09	11,892.56	804,729.65	6,430.78	811,160.42
Farmland - High Coly Irrig	153,233,640	372	1,289,931.44	111,600.00	1,401,531.44	21,022.97	1,422,554.41	11,367.96	1,433,922.37
Residential - Coly	4,725,700	268	33,199.73	26,800.00	59,999.73	900.00	60,899.73	486.66	61,386.39
Residential - DP	14,007,800	481	121,900.09	48,100.00	170,000.09	2,550.00	172,550.09	1,378.89	173,928.98
Business - Coly	6,746,130	103	31,400.08	20,600.00	52,000.08	780.00	52,780.08	421.78	53,201.86
Business - DP	3,385,620	40	18,589.07	8,000.00	26,589.07	398.84	26,987.91	215.67	27,203.57
Business - Solar	7,328,000	6	80,800.00	1,200.00	82,000.00	1,230.00	83,230.00	665.11	83,895.11
Residential Rural	7,317,050	77	45,299.93	7,700.00	52,999.93	795.00	53,794.93	429.89	54,224.82
Business - Jld	7,667,560	153	69,399.97	30,600.00	99,999.97	1,500.00	101,499.97	811.11	102,311.08
Residential - Jld	10,581,700	417	106,836.29	41,700.00	148,536.29	2,228.04	150,764.33	1,204.79	151,969.13
Farmland - Med Jld	184,306,237	84	568,724.81	50,400.00	619,124.81	9,286.87	628,411.68	5,021.78	633,433.46
Farmland - High Murray	115,542,300	162	505,940.04	162,000.00	667,940.04	10,019.10	677,959.14	5,417.73	683,376.87
Total			3,921,688.70	585,100.00	4,506,788.70	67,601.83	4,574,390.53	36,555.00	4,610,945.53
					* Increase of	67,601.83	104,156.83		

Average
Total \$
Increase

31.08
136.14
56.93
3.38
5.34
7.63
10.04
206.52
10.40
9.88
5.38
111.38
62.30

Average
Total \$
Increase

47.54
208.22
87.07
5.17
8.17
11.67
15.36
315.85
15.91
15.11
8.23
170.34
95.29

2022/23 Rate Forecasting

Description	2019 LV	AS no.	21/22 Income	Base	21/22 Total	2% Increase	22/23 Total	21/22 Net Catch-Up	22/23 Overall Total
Farmland - Low	101,781,400	162	300,830.16	32,400.00	333,230.16	6,664.60	339,894.76	2,702.86	342,597.63
Farmland - Med M'bidgee	180,936,670	88	748,837.09	44,000.00	792,837.09	15,856.74	808,693.83	6,430.78	815,124.61
Farmland - High Coly Irrig	153,233,640	372	1,289,931.44	111,600.00	1,401,531.44	28,030.63	1,429,562.07	11,367.96	1,440,930.03
Residential - Coly	4,725,700	268	33,199.73	26,800.00	59,999.73	1,199.99	61,199.72	486.66	61,686.39
Residential - DP	14,007,800	481	121,900.09	48,100.00	170,000.09	3,400.00	173,400.09	1,378.89	174,778.98
Business - Coly	6,746,130	103	31,400.08	20,600.00	52,000.08	1,040.00	53,040.08	421.78	53,461.86
Business - DP	3,385,620	40	18,589.07	8,000.00	26,589.07	531.78	27,120.85	215.67	27,336.52
Business - Solar	7,328,000	6	80,800.00	1,200.00	82,000.00	1,640.00	83,640.00	665.11	84,305.11
Residential Rural	7,317,050	77	45,299.93	7,700.00	52,999.93	1,060.00	54,059.93	429.89	54,489.82
Business - Jld	7,667,560	153	69,399.97	30,600.00	99,999.97	2,000.00	101,999.97	811.11	102,811.08
Residential - Jld	10,581,700	417	106,836.29	41,700.00	148,536.29	2,970.73	151,507.02	1,204.79	152,711.81
Farmland - Med Jld	184,306,237	84	568,724.81	50,400.00	619,124.81	12,382.50	631,507.31	5,021.78	636,529.09
Farmland - High Murray	115,542,300	162	505,940.04	162,000.00	667,940.04	13,358.80	681,298.84	5,417.73	686,716.57
Total			3,921,688.70	585,100.00	4,506,788.70	90,135.77	4,596,924.47	36,555.00	4,633,479.47
						* Increase of		36,555.00	
						90,135.77		126,690.77	

Average
Total \$
Increase

57.82
253.27
105.91
6.29
9.94
14.19
18.69
384.18
19.35
18.37
10.01
207.19
115.90

Description	2019 LV	AS no.	21/22 Income	Base	21/22 Total	2.5% Increase	22/23 Total	21/22 Net Catch-Up	22/23 Overall Total
Farmland - Low	101,781,400	162	300,830.16	32,400.00	333,230.16	8,330.75	341,560.91	2,727.80	344,288.71
Farmland - Med M'bidgee	180,936,670	88	748,837.09	35,200.00	784,037.09	19,600.93	803,638.02	6,418.07	810,056.09
Farmland - High Coly Irrig	153,233,640	372	1,289,931.44	111,600.00	1,401,531.44	35,038.29	1,436,569.73	11,472.84	1,448,042.57
Residential - Coly	4,725,700	268	33,199.73	26,800.00	59,999.73	1,499.99	61,499.72	491.15	61,990.88
Residential - DP	14,007,800	481	121,900.09	48,100.00	170,000.09	4,250.00	174,250.09	1,391.61	175,641.70
Business - Coly	6,746,130	103	31,400.08	20,600.00	52,000.08	1,300.00	53,300.08	425.67	53,725.75
Business - DP	3,385,620	40	18,589.07	8,000.00	26,589.07	664.73	27,253.80	217.66	27,471.45
Business - Solar	7,328,000	6	80,800.00	1,200.00	82,000.00	2,050.00	84,050.00	671.25	84,721.25
Residential Rural	7,317,050	77	45,299.93	7,700.00	52,999.93	1,325.00	54,324.93	433.85	54,758.78
Business - Jld	7,667,560	153	69,399.97	30,600.00	99,999.97	2,500.00	102,499.97	818.59	103,318.56
Residential - Jld	10,581,700	417	106,836.29	41,700.00	148,536.29	3,713.41	152,249.70	1,215.91	153,465.61
Farmland - Med Jld	184,306,237	84	568,724.81	50,400.00	619,124.81	15,478.12	634,602.93	5,068.11	639,671.04
Farmland - High Murray	115,542,300	162	505,940.04	129,600.00	635,540.04	15,888.50	651,428.54	5,202.49	656,631.03
Total			3,921,688.70	543,900.00	4,465,588.70	111,639.72	4,577,228.42	36,555.00	4,613,783.42
						* Increase of		36,555.00	
						111,639.72		148,194.72	

Average
Total \$
Increase

68.26
295.67
125.03
7.43
11.73
16.75
22.06
453.54
22.84
21.69
11.82
244.60
130.19