

Annual Operational Plan Quarterly Management Report



COBAR SHIRE
COUNCIL
outback nsw

Q4 2013/2014

Table of Contents

Key Activity: Community.....	3
Key Activity:Economy.....	29
Key Activity: Governance	39
Key Activity: Infrastructure	57
Key Activity: Environment.....	71

Key Activity: Community

COMMUNITY OUTCOME	
1.1	Strong coordination between government agencies, Council and NGOs to ensure efficient service delivery, avoid duplication of services and build the capacity of the community.

COUNCIL STRATEGY				
1.1.1		Strong and participative interagencies		
DP Action	Action	Responsibility	Progress	Comment
Cobar Interagency	Contribute reports, including an agency report, to each Interagency meeting held.	A Shepherd	100%	Meeting was held on 6 May 2014. Guest speakers from Ageing, Disability and Home Care spoke about their program changes and the possible impacts on Cobar (including the Ability Links Program). An MPREC presenter spoke about employment services in Cobar, the RJCP and the opportunities for Cobar businesses and organisations (including Council) to participate in projects. Council's Curator also presented the Inspiring Women of Cobar project to promote it and the further involvement of the community. Council provided an agency report to the meeting.
Cobar Interagency	Provide secretarial services to the Cobar Interagency	A Shepherd	100%	After several attempts an interagency meeting was held on 6 May. There were only 9 attendees, most of whom were either Council employees or guest speakers. Despite the very interesting presentations

				given and the information exchange, there is a lack of interest in the Cobar interagency, from local people at least. Out-of-town agencies and NGOs are interested as it allows them to tick the box of community engagement, but this is pointless without more involvement from local officers. Serious consideration must be given to the continuation of this dying duck.
Murrin Bridge and Lake Cargelligo Interagency	Represent Cobar Shire Council at the Interagency.	A Shepherd	100%	Attended the June interagency meeting held in Murrin Bridge. During this visit, also explored opportunities for work projects through the RJCP program in regards to weed removal (boxthorn). The RJCP program appears to be back on track with projects being undertaken that are important to the community and that employ local people productively, whilst also building their skills.

COMMUNITY OUTCOME

1.2	Young people are able to reach their full potential, are encouraged to stay in the region and have a wide range of opportunities available to them locally
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COUNCIL STRATEGY

1.2.1	Implement the actions outlined in the Youth Development Plan			
DP Action	Action	Responsibility	Progress	Comment
Engage the services of a Youth Development Officer	Employ a Youth Development Officer.	D Parisi	100%	Not progressing at this stage due to limited resourcing. Grants are being sought.

COUNCIL STRATEGY				
1.2.2 A greater range of youth activities are organised and co-ordinated				
DP Action	Action	Responsibility	Progress	Comment
To provide youth services and a facility that provide recreational, sporting and cultural activities and support services for the youth and the community of Cobar.	Enter and maintain partnerships to aid and enhance the provision of Youth Services.	D Parisi	100%	The Cobar Youth and Fitness Centre has formed and is maintaining partnerships with Barnardos, PCYC Blue Light, Yarrabin Outreach, Far West Family Day Care Services, COOSH, local schools and local sporting bodies to enhance the local youth and community activities and services provided through the Centre.
To provide youth services and a facility that provide recreational, sporting and cultural activities and support services for the youth and the community of Cobar.	Hold regular youth activities at the centre.	D Parisi	100%	The Centre provides the venue for Blue Light discos. Playgroup 0-5yrs operates each Tuesday and Thursday. The Centre also organised Friday Night Games night as well as a "drop in" service.
To provide youth services and a facility that provide recreational, sporting and cultural activities and support services for the youth and the community of Cobar.	Maintain and support staff to provide services to the youth of Cobar.	D Parisi	100%	Youth Services is a minor component of the role of Manager. The Manager manages the staff and the facility. The Manager also coordinates activities and users of the Centre. A review of all activities at the centre will occur prior to advertising for the Manager position.
To provide youth services and a facility that provide recreational, sporting and cultural activities and support services for the youth and the community of Cobar.	Undertake activities under Family and Community Services grant.	D Parisi	100%	The grant subsidy is funding two social inclusion programs. Tuesday morning playgroup (0-5yrs) and Friday Games night for upper primary and high school age. Games nights are proving very popular with teenagers.
Organise Youth Week Activities	Co-ordinate and consult with the youth of Cobar and Cobar Youth Council on the	D Parisi	100%	Youth Week 2014 was very successful with 5 activities run over the week unfortunately 2 of the outdoor

	proposed activities for Youth Week.			activities were unable to run due to the wet weather. All activities were well attended.
Organise Youth Week Activities	Prepare submission for funding and report of Youth Week activities.	D Parisi	100%	Completed in Q3.
Provide school holiday activities for children aged 5-14 years at Cobar Shire & TAFE Library	Library staff, community members and/or volunteers plan and provide Christmas craft and other fun activities for small groups of children with a charge applied to recover cost of materials.	J Siemens	100%	Completed in Q3.
Provide school holiday activities for children aged 5-14 years at Cobar Shire & TAFE Library	Library staff, community members and/or volunteers plan and provide craft and other fun activities for small groups of children with a charge applied to recover cost of materials.	J Siemens	100%	6 holiday activity sessions were offered in the April school break. 58 attendances for a variety of Easter-themed craft activities.

COUNCIL STRATEGY				
1.2.3 Increased educational opportunities provided locally				
DP Action	Action	Responsibility	Progress	Comment
Work with organisations to increase the quality and diversity of educational opportunities available locally	To be involved in the Cobar Interagency and Schools Business Community Partnership Governing Committee to increase educational diversification and opportunities.	G Woodman	100%	Appropriate liaison with the Cobar Interagency and ORANA Education, Skills Industries and Communities Governing Committee.
Provide educational opportunities at Cobar Shire & TAFE Library	Library staff provide basic instruction in the use of computers and the internet to small groups of adults.	J Siemens	100%	Basic computer instruction course offered in Q4. 5 attendances.

COMMUNITY OUTCOME	
1.3	Families are supported, social inclusion is valued and families who relocate to Cobar stay in Cobar

COUNCIL STRATEGY				
1.3.1	Parents are supported in their role to raise their children and services are available to assist them to build their parenting skills			
DP Action	Action	Responsibility	Progress	Comment
Cobar Shire and TAFE library staff support parents via library services and outreach	Library staff liaise with local parent groups to develop appropriate library services and develop the early literacy of local parents.	J Siermens	100%	Liaised via e-mail notification of events and resources.
Cobar Shire and TAFE library staff support parents via library services and outreach	With story time sessions, Library staff provide activities for children aged 6 months to 5 years, and model early literacy for parents.	J Siermens	100%	Pre-school storytime, rhyme & craft sessions offered every Wednesday in Q3. 102 attendances.

COUNCIL STRATEGY				
1.3.2	Increase the supply of childcare and preschool places and options			
DP Action	Action	Responsibility	Progress	Comment
Administer and coordinate Family Day Care	Administration of CCB & CCR for all eligible families enrolled in FDC.	K Lennon	100%	We administer CCB and CCR each week according to government rules, policy and legislation.
Administer and coordinate Family Day Care	Conduct home visits to FDC educators to provide support, training and monitoring.	K Lennon	100%	All family day care educators are on a calendar of visits to ensure they are monitored appropriately.

Administer and coordinate Family Day Care	Conduct regular educator meetings and Parent information nights.	K Lennon	100%	Meetings held as required.
Administer and coordinate Family Day Care	Enrol and support families and children for Family Day care.	K Lennon	100%	Families enrolled and supported as required.
Administer and coordinate Family Day Care	Maintain and update policies and procedures for FDC to keep abreast of changes to National Regulations and Quality Framework concepts and new information.	K Lennon	100%	Policies updated as required.
Administer and coordinate Family Day Care	Provide interesting and stimulating excursions and events for children and educators with Far West FDC.	K Lennon	100%	2 excursions completed.
Administer and coordinate Family Day Care	Recruit and support Family Day Care Educators.	K Lennon	100%	4 new educators have commenced.
Administer and coordinate Family Day Care	Supervise and monitor Educators.	K Lennon	100%	40 support visits conducted.
Administer and coordinate Family Day Care	Support Educators working towards qualifications ready for 2014.	K Lennon	100%	6 training sessions held.
Administer and coordinate Family Day Care	Support Implementation of "Early Years Learning Framework" into educator curriculum.	K Lennon	75%	Working with educators to achieve this.
Administer and coordinate Family Day Care	To provide phone contact and support to all families and educators whilst care is occurring.	K Lennon	100%	To provide phone contact 24/7.
Administer and coordinate Family Day Care	Update & maintain educator manuals and family information packages.	K Lennon	100%	All manuals and information packages have been updated and are in use.

Administer and coordinate Family Day Care	Write and distribute quarterly newsletters to Families and Educators.	K Lennon	100%	Completed as required.
Administer and coordinate In-Home Care	Administration of CCB and CCR for all eligible families enrolled in IHC.	K Lennon	100%	Completed as per the Federal Government requirements.
Administer and coordinate In-Home Care	Conduct home visits to IHC locations for support and monitoring purposes.	K Lennon	75%	15 visits completed.
Administer and coordinate In-Home Care	Enrol and support families and children for In Home Care Services.	K Lennon	100%	3 new families enrolled and supported.
Administer and coordinate In-Home Care	Monitor implementation of National IHC standards.	K Lennon	100%	All educators have a copy of the standards.
Administer and coordinate In-Home Care	Monitor implementation of National IHC standards.	K Lennon	100%	All educators have a copy of the standards.
Administer and coordinate In-Home Care	Provide craft and activity packs to IHC educators 4 times per year.	K Lennon	100%	50 Mothers Day and Easter packs distributed
Administer and coordinate In-Home Care	Provide educator meetings and training to isolated IHC educators.	K Lennon	50%	Nothing applicable this quarter.
Administer and coordinate In-Home Care	Recruit and support In Home Care educators.	K Lennon	100%	Provided to all educators as required.
Administer and coordinate In-Home Care	Supervise and monitor IHC educators.	K Lennon	75%	15 visits completed
Administer and coordinate In-Home Care	Support implementation of Early Years Learning Framework into educator curriculum.	K Lennon	100%	All educators have copies of the documents.
Administer and coordinate In-	Update and maintain educator manuals and	K Lennon	100%	Educator Manuals and family information updated and in

Home Care	family information packages.			use.
Administer the After School Care Program	Administration of CCB & CCR for all eligible families enrolled COOSH.	K Lennon	100%	Completed as per the Federal Government requirements.
Administer the After School Care Program	Enrol and support families & children to maintain enrolments of 30 per session.	K Lennon	75%	Average attendance, 25 per day.
Administer the After School Care Program	Maintain and update policies and procedures to support implementation of "My Time Our Place" OOSH Framework document & OOSH national Quality Framework.	K Lennon	100%	Policies updated as required.
Administer the After School Care Program	Provide interesting and stimulating craft, activities & excursions for children with COOSH.	K Lennon	100%	Program of activities completed each week.
Administer the After School Care Program	Recruit and support 3 COOSH educators.	K Lennon	65%	Currently we have 2 COOSH Educators.
Administer the After School Care Program	Update & maintain family information packages.	K Lennon	100%	Maintained and updated.
Administer the After School Care Program	Write and distribute newsletters to families.	K Lennon	100%	Completed as required.
Facilitate the expansion of child care positions	Investigate alternative options under current regulations and funding agreements to increase the available child care options.	K Lennon	50%	Investigations ongoing.
Facilitate the availability of child care and preschool places and options.	Lobby to have an increase in availability of child care and preschool places to meet demand in Cobar.	G Woodman	100%	Appropriate liaison arranged between all Local Childcare providers as a Sub-Committee of the Cobar Interagency and support provided to liaise with the Local Commonwealth Member in regards to industry concerns.

COUNCIL STRATEGY				
1.3.3	Increase the knowledge of the community on the range of services available in Cobar Shire and how to access them			
DP Action	Action	Responsibility	Progress	Comment
Have information readily available to the community and new residents	Have an easy to access and navigate Council website that is relevant and a useful resource for residents and visitors.	G Woodman	100%	New Website integrated and updated regularly.
Have information readily available to the community and new residents	Update all sections of Council's webpage, including Our Town and Shire.	G Woodman	100%	Website updated regularly, Mayors Report produced weekly and Public Notices have recently been added to Social Media Sites.
Have a relevant and updated Community Services Directory readily available.	Update the Community Services Directory and have it easily available online and distribute it through New Resident Packs.	G Woodman	100%	Appropriate updating of Community Services Directory. Direct action has been undertaken through the Local Members Office when it is proposed that NSW Government Services are to be reduced in the Cobar Shire.

COUNCIL STRATEGY				
1.3.4	Have family orientated activities to encourage families to socialise in the community			
DP Action	Action	Responsibility	Progress	Comment
Plan, organise and promote festivals, celebrations and activities in the Shire	Manage the successful conduct of the Festival of the Miner's Ghost through the Festival of the Miner's Ghost Organising Committee.	J Martin	100%	Planning the 2014 Festival of the Miner's Ghost has commenced with some public consultation. The first draft program will be completed by the end of July 2014.
Plan, organise and promote festivals, celebrations and activities	Organise Australia Day celebrations and	J Martin	100%	There is nothing to report on Australia Day activities or Senior's Week activities in this quarter. However it is

in the Shire	Senior Citizen's Week events.			sad to report that Mrs Myra Miller who was the Chairperson of the Senior's Week Committee passed away in early June 2014. Myra was Chairperson of Senior's Week for fifteen years. Her enthusiasm will be missed.
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COMMUNITY OUTCOME	
1.4	A generous, engaged and participative community with a strong community spirit

COUNCIL STRATEGY				
1.4.1	Support volunteer organisations by encouraging volunteerism across all age groups and supporting organisations with professional assistance, advice and services			
DP Action	Action	Responsibility	Progress	Comment
Provision of information on grant availability and assistance in accessing grants to community groups	Distribute information on available grants to community organisations through the Community Services Database.	A Shepherd	100%	Grant information is distributed through the community database as it becomes available. However, there are limited grants available to community groups at present. The main one for Q4 was the Community Building Partnerships program.
Facilitate capacity building of community groups	Seek grant funding to run workshops to build capacity of community organisations to improve governance.	A Shepherd	100%	No further opportunities discovered during Q4.

COUNCIL STRATEGY				
1.4.2	Business supports local events, organisations and activities			
DP Action	Action	Responsibility	Progress	Comment
Work with local organisations to build on current activities	Assist sporting, community and business groups to promote major events.	J Martin	100%	Council's MTPR liaises with all local clubs and community groups to assist them promote their activities and events within Cobar Shire and the wider region.

COUNCIL STRATEGY				
1.4.3	Develop initiatives to maximise the benefits and minimise the negative impact of shift work and FIFO/DIDO on the community			
DP Action	Action	Responsibility	Progress	Comment
Work with local business and government agencies to identify where changes can be made or initiatives developed to reduce the negative impacts	Liaise with local business and government agencies to help identify and initiate changes to reduce the negative impacts.	A Shepherd	100%	Continued discussions and a watching brief on proposed changes to mining rosters in Cobar. Continued discussions with Peak Gold Mines on their community survey and associated work around the community impacts of a possible 7-7 roster. Council hopes to use the data gained from this survey for future work.

COUNCIL STRATEGY	
1.4.4	Support Aboriginal people and organisations to increase the broader community's awareness and recognition of local Aboriginal cultural identity in Cobar and to assist in meeting the targets set out under the current government policy of 'Closing the Gap'.

DP Action	Action	Responsibility	Progress	Comment
Undertake activities to increase awareness of Aboriginal culture in the Cobar Shire	Liaison with Aboriginal stakeholders to determine and undertake appropriate activities that increase awareness of Aboriginal culture.	G Woodman	100%	Cultural Plan will only be developed if grant funding is available. Working Party not currently active. Liaison with MBLALC and local member at Murrin Bridge to ensure continuity of services.
Improved coordination of the activities and planning of Council, Cobar Community Working Party, Cobar and Murrin Bridge Local Aboriginal Lands Councils and Mount Grenfell Board	Liaison Group established at officer level to improve the coordination of activities and planning.	G Woodman	100%	Liaison group yet to be established. However Manex Officers are being proactive with liaison and the addressing of issues. Council has recently had some success in partnership with MPREC, to progress RJCP Projects with the native nursery in Cobar and Cemeteries in Murrin Bridge and Euabalong. This work will be undertaken in 2014/2015.

COUNCIL STRATEGY				
1.4.5	Support arts and cultural organisations, activities and facilities			
DP Action	Action	Responsibility	Progress	Comment
Support Outback Arts and cultural activities in the Shire	Provide annual funding to the Regional Arts Development Officer.	G Woodman	100%	Appropriate support and funding provided to Outback Arts. Further cultural activities also arranged through Library Services and Cobar Youth and Fitness Centre (Cobar Youth Council) in regard to Klub 812 and special concerts.
Facilitation of cultural workshops and activities	Arrange and update exhibitions and displays annually at the Great Cobar Heritage Centre and promote exhibitions.	J Martin	100%	The curator at the Great Cobar Heritage Centre is constantly refreshing museum exhibits.
Facilitation of cultural workshops	Complete the cataloguing and conservation project for the collection at the Great Cobar	J Martin	100%	The curator at the Great Cobar Heritage Centre is continually working on updating the collection's

and activities	Heritage Centre.			catalogue and reviewing the condition of the objects which are both on display and in storage.
Facilitation of cultural workshops and activities	Receive objects at the Great Cobar Heritage Centre that are relevant to Cobar's history and are compliant with the Collections Policy.	J Martin	100%	The Great Cobar Heritage Centre has a Cobar Shire Council adopted collection policy which is managed and strictly adhered to by the curator.
Investigation into the need for additional cultural facilities in the Shire	Identify possible grant funding sources to fund the development of a Cultural Plan for the Shire and undertake consultation with the community to identify the priority projects in developing an appropriate Cultural Plan.	A Shepherd	0%	No grant funding opportunities identified.

COMMUNITY OUTCOME

1.5 A healthy and active community

COUNCIL STRATEGY

1.5.1 Provide appropriate health care options and services both within the Shire and the region

DP Action	Action	Responsibility	Progress	Comment
Lobby NSW Government and Federal Government to ensure high quality health care services, including those offered out of Cobar Hospital and aged care are available in Cobar Shire or are easily accessible where it is not possible to have them provided locally	Monitoring of levels of aged care provided at the Lilliane Brady Village.	G Woodman	100%	Appropriate levels of occupancy maintained with high standards. Exceptional results obtained for both sections at Lilliane Brady Village following an unannounced site audit by accreditors (Australian Aged Care Quality Agency).

Lobby NSW Government and Federal Government to ensure high quality health care services, including those offered out of Cobar Hospital and aged care are available in Cobar Shire or are easily accessible where it is not possible to have them provided locally	Participation in the Cobar Hospital Services and Facilities Upgrade Committee.	G Woodman	100%	No action to date in regard to the Cobar Hospital Services and Facilities Committee. Appropriate attendances of Cobar Health Council. Liaison with health district in relation to incorporation of Lilliane Brady Village into MPS. Waiting on advice from the relevant Commonwealth Department on progression of the proposal.
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COUNCIL STRATEGY				
1.5.2 Support for the Cobar Primary Health Care Centre model to ensure that it remains viable				
DP Action	Action	Responsibility	Progress	Comment
When appropriate, assist financially and lobby to support the CPHCC model to ensure good access to local medical practitioners and to increase the level of allied health care services provided locally	Coordination of financial support for the CPHCC.	G Woodman	100%	Action now with CPHCC to contact mines for support.
When appropriate, assist financially and lobby to support the CPHCC model to ensure good access to local medical practitioners and to increase the level of allied health care services provided locally	Participation in the Cobar Interagency to help identify and improve the level of allied health care services provided locally.	G Woodman	100%	Appropriate participation arranged for the Cobar Interagency.

COUNCIL STRATEGY	
1.5.3	Increase the use of Council owned and other sporting and recreational facilities across the community

DP Action	Action	Responsibility	Progress	Comment
Increase the use of the Cobar Youth and Fitness Centre	Develop a gym equipment replacement program.	D Parisi	100%	The gym replacement program is working well with input from staff members and users. New upholstery on benches. A few new pieces of equipment have arrived this quarter
Increase the use of the Cobar Youth and Fitness Centre	Develop, implement and review Marketing and Action Plan for the Cobar Youth and Fitness Centre with the focus on new user groups.	D Parisi	100%	Draft has been submitted to Director of Corporate and Community Services and is on hold pending cost reduction review.
Increase the use of the Cobar Youth and Fitness Centre	Maintain existing gym equipment.	D Parisi	100%	Maintenance is on going in the gymnasium, new upholstery on some of the equipment was done this quarter. Functional trainer cables were replaced also this quarter. New dumbbells were purchased this quarter to fill the gaps in the weights.
Increase the use of the Cobar Youth and Fitness Centre	Run local sporting competitions at the Centre.	D Parisi	100%	All sporting Competitions (Women's Basketball, Mixed Soccer and Mixed Squalleyball) will hold their Grand Final this quarter. Wednesday morning table tennis and Tuesday afternoon wheelchair basketball continues to run with good numbers.
Contract management of the Cobar Memorial Swimming Pool	Supervise the correct operation and maintenance of all pool infrastructure along with promoting the facility also facilitate the learn to swim campaign.	W Mills	100%	Leasee closed pool for season and undertaken general maintenance of the facility.
Contract management of the Cobar Memorial Swimming Pool	Supervision of pool operations ensuring safety and convenience for all patrons is paramount.	W Mills	100%	There was no patrons. Council oversees Leasees activities during Pool Closure Season.
Maintain the skate park to a high	Facilitate the Skate Park Facility Steering	W Mills	100%	Skate park facility funding has been secured and site

standard	Committee.			survey and geometrical survey has been completed.
Maintain all Council parks and reserves, including plants, trees and public facilities	Appropriate signage erected to indicate prohibited activities in parks and reserves.	W Mills	40%	No signage was erected in this quarter.
Maintain all Council parks and reserves, including plants, trees and public facilities	Carry out regular patrols of parks & reserves.	W Mills	100%	Regular patrols undertaken.
Maintain all Council parks and reserves, including plants, trees and public facilities	Inspect and rectify defects of physical assets such as irrigation systems within 3 working days.	W Mills	100%	All Council irrigation systems were maintained to ensure that the systems were continuing to operate efficiently and effectively. There were very minimal breakdowns as a result of this.
Maintain all Council parks and reserves, including plants, trees and public facilities	Inspect and rectify defects of physical assets such as playgrounds and park furniture within 3 working days.	W Mills	100%	All inspection and rectification works on physical assets such as playgrounds and park furniture have been completed within 3 working days.
Maintain all Council parks and reserves, including plants, trees and public facilities	Maintenance of sporting ground and associated facilities.	W Mills	100%	All maintenance works on sporting grounds and associated facilities was completed. This saw these facilities always presented in a very good condition for sporting events.
Maintain all Council parks and reserves, including plants, trees and public facilities	Provision of a regular gardening and turf maintenance service.	W Mills	100%	Council has maintained a regular garden and turf maintenance service on all required areas within the Shire. This saw all designated garden beds and turf areas kept tidy and aesthetically pleasing for the community to enjoy.
Maintain all Council parks and reserves, including plants, trees and public facilities	Tree pruning and husbandry of trees.	W Mills	100%	Some works have been completed on most trees around Council, however issues concerning the old fig trees in Marshall Street need to be addressed in the future.

COUNCIL STRATEGY				
1.5.4	Provide adequate infrastructure to care for older residents locally			
DP Action	Action	Responsibility	Progress	Comment
Provide appropriate services for residents at the Lilliane Brady Village	Develop annual budget to ensure adequate resources to enable appropriate services are maintained.	S Huon	100%	<ul style="list-style-type: none"> •2014/2015 budget developed. Quarter 4 running on budget with 89% of budget expended & 99.7% of budgeted income received. •Occupancy rate for Quarter 4 was 100% for Hostel and 100% for Nursing Home. Occupancy is currently 100%. •There were no new admissions for the quarter.
Provide appropriate services for residents at the Lilliane Brady Village	Develop, implement and review systems to ensure services are provided according to the needs of residents.	S Huon	100%	<ul style="list-style-type: none"> •Audits completed in Quarter 4 included Infection Control, Clinical Management, Medication Management, Food Services, Food Monitoring Verification, Resident Accident & Incidents, Resident Post Admission Surveys, Employee Accident & Incidents, and Equipment Maintenance & Scheduled & Preventative Maintenance. Infection rates remain low, accident/ incidents for staff remain low with 5 minor incidents in 6 month period. Medication and clinical care is provided as per assessed needs in line with facility and legislation. Follow up with relevant staff re omissions in signing of medication charts. The food safety program is maintained in compliance with the food standards.
Provide appropriate services for residents at the Lilliane Brady Village	Ensure adequate and appropriately skilled and qualified staffs to ensure all services are delivered in line with facility mission statement and policies.	S Huon	100%	Staffing levels have been maintained in line with the master roster. Four resignations were received –3 AIN & 1 cook. Positions were advertised and 1 cook and 4 AINs were recruited this quarter. One full time agency RN commenced in May to back fill shifts for RN on

				<p>maternity leave for 3 months. All new staff have or are in the process of completing an extensive induction program.</p> <p>2 staff attended training in use of mechanical lifters in Nyngan in June. All staff continue to participate in scheduled in-house training utilising the "Aged Care Channel" including updates on respiratory illness, use of syringe drivers, and mandatory reporting requirements. 1 staff member completed on-line Dementia specific training through the University of Tasmania. The ADoN completed a Diploma in Aged Care Management.</p>
Provide appropriate services for residents at the Lilliane Brady Village	Maintain health and personal care of all residents according to their needs and maintain resident lifestyle, rights and choices.	S Huon	100%	All resident care needs have been assessed and care provided as requested or as identified. Resident care needs were regularly reviewed (monthly for high care residents and 3 monthly for low care residents) as per policy by nursing staff. Residents have a choice of GP and these GPs have visited the facility on a weekly basis (additionally if requested by nursing staff) to review resident medical management. Allied health services such as dietician, podiatry and hearing services were provided to those residents that required them.
Provide appropriate services for residents at the Lilliane Brady Village	Promote community awareness and encourage ongoing resident involvement in community events.	S Huon	100%	Community involvement included: - visitation by clergy, weekly exercise run by community volunteers. Publication of quarterly newsletter for residents, family & friends in June 2014. Outings in the community attended by residents included a trip to Bourke by 9 residents and regular trips to town. The Lilliane Brady Village bus was used for transport. Participation in the "National Aged Care Open Day" supported by the residents and community members.

				The open day gave community members an opportunity to tour the facility and receive information about admission and associated costs. The in-house recreational activity program continues to be well attended with residents having input into the program.
Provide appropriate services for residents at the Lilliane Brady Village	Provide a transparent mechanism for concerns and complaints management from all stakeholders.	S Huon	100%	POL/GM2 Comments, Suggestions & Complaints covers the protocol & procedures for complaint resolution & escalation process for Lilliane Brady Village. The facility maintains a register for all complaints. Investigation & resolutions, including any actions required such as staff training, resources etc., have been recorded. There were nil complaints received for the quarter. Pol/RM17 Compulsory Reporting covers process for reporting & responding to physical & sexual abuse of residents. There were no reportable incidents for this quarter.

COMMUNITY OUTCOME

1.6 A safe and clean community

COUNCIL STRATEGY

1.6.1 A more visible and engaged police presence

DP Action	Action	Responsibility	Progress	Comment
Work with police and licensed premises to promote a safe community	Attendance and commitment to the Cobar Police Community Precinct Committee.	G Woodman	100%	Appropriate attendance undertaken of the Cobar Police Community Precinct Committee. Concern relayed to Darling River Local Area Commander and other Senior Police Officers of the communities concern in relation to keeping the full strength numbers of Police in Cobar.

Work with police and licensed premises to promote a safe community	Provide secretariat services for the Cobar Liquor Accord.	G Woodman	100%	Appropriate secretariat work undertaken. Three Meetings where held throughout 2013/2014.
Work with Police, Cobar Business Association And the Crime Prevention Committee to undertake a Community Safety Audit.	Provide secretariat services for the Cobar Crime Prevention Committee.	G Woodman	100%	Appropriate action taken on implementation of the Crime Prevention Strategy and Plan Action Plan.

COUNCIL STRATEGY				
1.6.2 Implementation of the Cobar Crime Prevention Plan and Strategy				
DP Action	Action	Responsibility	Progress	Comment
Removal of graffiti and recording of graffiti incidents	Supervise and liaise with Urban Supervisor the removal of graffiti and ensure all evidence is taken and recorded appropriately.	W Mills	100%	Council is very proactive in regards to the removal of graffiti and has consistently been eradicating the vandalism within a 4 hour period where possible. All evidence is taken and recorded on the relevant file by the Urban Supervisor.
Implementation of actions outlined in the Cobar Crime Prevention Plan and Strategy	Undertake a Community Safety Audit.	A Shepherd	0%	This activity has been rescheduled for 2014/2015 due to resource limitations.
Implementation of actions outlined in the Cobar Crime Prevention Plan and Strategy	Update the action list for the Crime Prevention Plan.	A Shepherd	100%	No funding sources identified in Q4.
Lobby for a full-time domestic violence case worker based in Cobar	Approach all agency and grant sources with a robust business case	A Shepherd	45%	There is great concern regarding the recent changes in state government funding for local DV services. The details are still being finalised, however Centa Care has

				been awarded the contract for Cobar Shire which at this stage seems more focussed on services other than DV as per the tender documents. There is also no guarantee that there will be a full time officer based in Cobar, as is currently the case. Council will continue to watch this space and lobby for a return to the service that is currently being supplied by Inspiration House if it is not carried over by the new service provider.
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COUNCIL STRATEGY				
1.6.3 Encourage safe and sustainable development				
DP Action	Action	Responsibility	Progress	Comment
Undertake regulatory obligations in relation to building and development	Assess and determine all relevant applications as outlined under Section 68 of the Local Government Act 1993	G Ryman	100%	Applications determined as required under Section 68 of the Local Government Act.
Undertake regulatory obligations in relation to building and development	Carry out critical stage and other progress inspections required to ensure completed projects complies.	G Ryman	100%	Mandatory critical stage inspections undertaken as requested.
Undertake regulatory obligations in relation to building and development	Complying Development applications assessed and approved in accordance with statutory standards requirements and Council Codes.	G Ryman	100%	Applications generally determined in the statutory timeframes.
Undertake regulatory obligations in relation to building and development	Develop an On-site Sewage Management Register for existing systems in priority areas.	G Ryman	50%	Database of properties within priority areas completed. Register complete for new systems and recent approvals relating to existing systems. Register for existing systems incomplete.

Undertake regulatory obligations in relation to building and development	Development Applications assessed and approved in accordance with statutory standards and requirements and Council Codes.	G Ryman	100%	Development Applications assessed and approved in accordance with standards and requirements.
Undertake regulatory obligations in relation to building and development	Inspect all development when required by approval so as to ensure compliance.	G Ryman	100%	Mandatory critical stage inspections undertaken as requested.
Undertake regulatory obligations in relation to building and development	Process applications for Section 149 Certificates.	G Ryman	100%	Certificates processed as received.
Undertake regulatory obligations in relation to building and development	Provide approval and inspection services for the installation of sewage and drainage services.	G Ryman	100%	Inspections carried out as required.
Undertake regulatory obligations in relation to building and development	Provide registration, approval and inspection for applications to install and operate On-Site Sewage Management Systems.	G Ryman	100%	Applications for installation and operation of On-Site Sewerage Management Systems processed.
Implement the Cobar LEP and development control plans	Identify required Development Control Plans to support Cobar LEP 2012.	G Ryman	0%	Preparation of Development Control Plans not progressing pending legislative changes. No action required to develop further planning controls for intensive agriculture or rural industry activities. Need for urban controls to be considered under the proposed new planning system for NSW.
Implement and maintain an appropriate register for leases, licences and land	Maintain the Lease, Licence & Land Register.	H Holder	100%	Lease, Licence and Land Register is being maintained.

COUNCIL STRATEGY				
1.6.4	Provide and maintain safe and serviceable public facilities and infrastructure			
DP Action	Action	Responsibility	Progress	Comment
To provide the community with an aesthetically pleasing and clean urban environment	Manually street sweep the CBD to supplement the mechanical operations to ensure a clean and aesthetically pleasing environment.	W Mills	100%	Council completes manual street sweeping works daily to supplement the mechanical operations. This has ensured a clean and aesthetically pleasing environment in the urban area.
To provide the community with an aesthetically pleasing and clean urban environment	Mechanically clean the streets in the urban area to provide suitable environment for the community.	W Mills	100%	The CBD area is mechanically cleaned five days a week to ensure a suitable environment is provided for the community.
To provide the community with an aesthetically pleasing and clean urban environment	Regularly clean and maintain amenities building in accordance with frequency of use.	W Mills	100%	Council has regularly cleaned and maintained amenity buildings in accordance with their frequency of use and provided a timely response to requests.
To provide the community with an aesthetically pleasing and clean urban environment	Review the Street Sweeping Program and implement an improvement action plan.	W Mills	30%	The Street Sweeping program has not been reviewed in Q4.
To have systems in place for Cobar and village communities to maintain and control their public halls and the Nymagee Old School Community Centre	Development of Cobar Town Hall Cinema Improvement and Operational Action Plan.	G Ryman	0%	No budget allocation for improvements to facility. Facility currently leased to the Western Studio of Performing Arts for one year. Will continue to seek funding to undertake works in conjunction with users.
To have systems in place for Cobar and village communities to maintain and control their public halls and the Nymagee Old School	Maintenance and repair in consultation with the local Management Committee for Euabalong Library and community hall.	G Ryman	100%	Draft licence agreement prepared for the management and occupation of village community facilities. Awaiting consultation with Committee.

Community Centre				
To have systems in place for Cobar and village communities to maintain and control their public halls and the Nymagee Old School Community Centre	Maintenance and repair in consultation with the local Management Committee for Mount Hope Hall.	G Ryman	100%	Draft licence agreement prepared for the management and occupation of village community facilities. Will continue to seek funding to build accessible toilets within the hall.
To have systems in place for Cobar and village communities to maintain and control their public halls and the Nymagee Old School Community Centre	Maintenance and Repair in consultation with the local Management Committee for Nymagee Hall.	G Ryman	100%	Draft licence agreement prepared for the management and occupation of village community facilities. Will continue to seek funding to undertake additional kitchen works. Council assisted the Nymagee Progress Association to apply for a Community Building Partnership grant to complete the kitchen. This grant was successful, works to be programmed.
To have systems in place for Cobar and village communities to maintain and control their public halls and the Nymagee Old School Community Centre	Supply electricity to the Nymagee Old School Community Centre.	G Ryman	100%	Licence agreement prepared for the management and occupation of village community facilities, waiting for Nymagee Progress Association to sign agreement.
Improve disability access to Council buildings and facilities to improve their accessibility by older people and people with a disability	Install disability access to Council buildings as funding becomes available.	G Ryman	100%	Grant funding currently being used to install accessible unisex toilet facility at Ward Oval as part of the Men's Shed expansion. Will continue to seek funding for accessible toilets at other Council facilities. Grant application submitted for accessible toilet facilities at the Youth Centre.

COUNCIL STRATEGY				
1.6.5	Provide protection from fire, natural disasters, public health and other threats to the community			
DP Action	Action	Responsibility	Progress	Comment
Have systems in place to allow a rapid response to a fire emergency within the Rural Fire District	Development, reporting and implementation of Rural Fire Service (RFS) facilities asset management plan and a minimum five (5) year rolling works program.	P Graf	0%	Limited resources available.
Have systems in place to allow a rapid response to a fire emergency within the Rural Fire District	Development, reporting and implementation of Rural Fire Service plant and equipment replacement program.	P Graf	100%	Appropriate organisation and resources in place.
Have systems in place to allow a rapid response to a fire emergency within the Rural Fire District	Have a response system, which will allow a response to an emergency within a reasonable timeframe.	P Graf	100%	Response and call-out system in place.
Have systems in place to allow a rapid response to a fire emergency within the Rural Fire District	To have a rural community develop an approach to hazard management to minimise the threats of uncontrolled fire.	P Graf	100%	Appropriate organisation and resources in place.
Have systems in place to allow a rapid response to a fire emergency within the Rural Fire District	To maintain an organisation to provide the human and physical resources to assist with the control of rural fire threats.	P Graf	100%	Appropriate organisation and resources in place.
Have contingency plans in place to minimise the damage from threats from natural disasters	Develop Rural Addressing Program.	P Graf	45%	Rural addressing progressing with the property numbering system 90% complete. Pamphlet has been drafted and implementation of numbering in the field to be planned subject to funding.

Have contingency plans in place to minimise the damage from threats from natural disasters	To ensure reasonable strategic planning is made to establish local disaster management plans which consider the risks to local communities and have in place relevant disaster management plans which cover the reasonably foreseeable risks within the community.	P Graf	25%	DISPLAN in place and regularly reviewed. EMPLAN being developed.
Have contingency plans in place to minimise the damage from threats from natural disasters	To establish an effective and relevant Local Emergency Management Committee to co-ordinate Emergency services with the community.	P Graf	100%	Effective and relevant Local Emergency Management Committee in existence. Meets quarterly.
Preserve and enhance public health by regulating and inspecting all relevant premises	All food shops and licensed premises inspected.	S Poulter	100%	Inspections of food shops continuing. Obligations under the partnership with the Food Authority on target.
Preserve and enhance public health by regulating and inspecting all relevant premises	Appropriate Public Health Education Campaign conducted.	S Poulter	0%	Limited resources available.
Preserve and enhance public health by regulating and inspecting all relevant premises	Investigation of public health incidents.	S Poulter	100%	No public health incidents reported.
Preserve and enhance public health by regulating and inspecting all relevant premises	Prepare and provide appropriate reports and information for administration and budget.	S Poulter	0%	Limited resources available.
Preserve and enhance public health by regulating and inspecting all relevant premises	Public swimming pools inspected and water samples taken.	S Poulter	0%	Limited resources available.

Key Activity: Economy

COMMUNITY OUTCOME	
2.1	A vibrant shire that promotes and supports business growth and retention, development and investment

COUNCIL STRATEGY				
2.1.1	Provision of business services locally			
DP Action	Action	Responsibility	Progress	Comment
Facilitate business development in the Shire	Facilitate business opportunities within Cobar and promote the region.	G Woodman	100%	Economic Taskforce developed with three meetings held, a community representative has been elected as Chair and an additional Community Member has been elected to the Committee. Meetings held with local members in relation to economic development matters.

COUNCIL STRATEGY				
2.1.2	Skills attraction initiatives			
DP Action	Action	Responsibility	Progress	Comment
Work with relevant government organisations, including Regional Development Australia – Orana, and NSW Industry and Investment to	Work with Regional Development Australia – Orana Inc and Industry and Investment (I&I) on economic	A Shepherd	100%	Have worked through the Economic Development Officers group to participate in the Regional Workforce Planning and Development Strategy and resulting project being coordinated by RDA Orana. Have also

attract skilled people to Cobar to work.	development issues within Cobar Shire.			taken advantage of RDA Orana's involvement with the Remplan program to buy this modelling tool at a reduced price to further develop our Economic Development strategies.
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COUNCIL STRATEGY				
2.1.3	Develop and implement an Economic Development Strategy			
DP Action	Action	Responsibility	Progress	Comment
Implement the action plan outlined in the Economic Development Strategy.	Report on the implementation of the Economic Development Strategy.	A Shepherd	100%	A second community member was recruited to Council's Economic Taskforce. Further correspondence and input was provided to the Australian Government's mobile coverage program. A meeting between the Taskforce and local federal member Mark Coulton MP was held in April. A meeting of the Taskforce in April had presentations from John Dineen, Lessee of the Cobar Caravan Park (impact of free camping and general tourism issues) and Chris Higgins, Environment and Social Responsibility Superintendent at Peak Gold Mines (recent community survey and work around potential roster changes to 7-7).
Promote economic development within Cobar Shire	Work with neighbouring councils to promote economic development across the region.	A Shepherd	100%	Attended, via teleconference, the EDO meeting in Walgett on 7 April and attended the statistics presentations (by Remplan and ABS) in Dubbo, followed by the EDO meeting in June (these were the only two meetings of the EDO network this quarter). At these two meetings the group was developing a regional marketing plan for economic development and promotion, investigating opportunities of working with the NSW Chamber of Commerce for local

				chambers, participating in the Orana Workforce and Development Strategy, provided regional round-ups, looked at strategies to improve statistical information and access and provided feedback to the Small Business Commissioner.
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COUNCIL STRATEGY				
2.1.4		Encourage people to shop locally		
DP Action	Action	Responsibility	Progress	Comment
Administer the Cobar Quids program	Monitor, dispense and reconcile Cobar Quids on a daily basis.	J Brown	100%	Cobar quids are dispensed, received and reconciled daily.
Be an active member of the Cobar Business Association	Strive to bring affordable, quality training and workshop opportunities to Cobar business operators through the activities of the Association.	A Shepherd	100%	Staff presented to the Cobar Procurement Group (mines) who agreed to the idea for the Business Association to host a Connecting with the Mines information afternoon. The idea has since been postponed due to a limitation of volunteer resources to run the project.
Be an active member of the Cobar Business Association	Undertake the secretarial role for the Association.	A Shepherd	100%	Continued to provide secretarial support for the Cobar Business Association, with three meetings for the quarter attended, minutes distributed and actioned, and monthly newsletters developed.
Be an active member of the Cobar Business Association	Work with the Cobar Business Association to support local business initiatives such as the Great Cobar Business Awards, shop local promotions and other activities.	A Shepherd	100%	Started work for the 2014 Great Cobar Business Awards with promotional material distributed and nomination forms sent out. An Easter promotion was held. Significant work was undertaken to hold a Connecting With The Mines promotional event, to increase information exchange between the mines and local businesses, primarily the industrial sector. The aim was to increase the ability of local businesses to supply to the

				local mines. However, resource constraints saw this postponed at the July CBA meeting.
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COUNCIL STRATEGY				
2.1.5	Diversify the business base of the Shire and strengthen local businesses			
DP Action	Action	Responsibility	Progress	Comment
Continued support for the Cobar Enterprise Facilitation project	Work with the Cobar Enterprise Facilitation group to progress the CEF project by sitting on the Board of Management and assisting with fundraising activities, particularly by working with government agencies and attracting government funding.	A Shepherd	100%	This project has required a reasonable amount of time this quarter from Council and other committee members as ways to improve the effectiveness of the program, and fundraising opportunities were investigated. A celebration of five years of operation in the Cobar community was held in June. Four committee members take it in turns to hold weekly meetings with the Facilitator, investigation of the Canadian based group SEF and how they could assist the project have been undertaken and will continue into 2014/2015.
Investigate the availability of industrial land in Cobar and investigate options for the development of a new industrial estate in Cobar	Investigate suitable locations and zoning issues.	G Ryman	0%	Limited resources available.
Investigate the availability of industrial land in Cobar and investigate options for the development of a new industrial estate in Cobar	Undertake assessment of need for industrial land.	G Ryman	0%	Limited resources available. No identified demand for creation of additional industrial blocks during reporting period.

COUNCIL STRATEGY				
2.1.6 Support mining and agricultural industries to keep them strong				
DP Action	Action	Responsibility	Progress	Comment
Undertake regulatory requirements in regards to the mining industry	Assess and process Part 4 Development Applications.	G Ryman	100%	Applications generally determined in the statutory time frames.
Facilitate provision of additional funding to improve the road network	Seek Regional Road funding at levels comparable to neighbouring shires.	P Graf	40%	Revised traffic counts have been provided to RMS to ensure adequate funding for Regional Roads.
Facilitate provision of additional funding to improve the road network	Submit applications for road improvements for appropriate funding providers.	P Graf	100%	Tilpa Road funding from RMS Repair Program received. Resources for Regions submission for road works not successful. R2R funding available for final year of current program.

COMMUNITY OUTCOME	
2.2	A strong and diverse tourist industry with a focus on customer service

COUNCIL STRATEGY				
2.2.1 Develop and implement a Tourism Attraction and Development Strategy				
DP Action	Action	Responsibility	Progress	Comment
Develop and implement the Tourism Attraction and Development Strategy	Development of an appropriate Tourism Strategy through consultation with the Tourism Advisory Committee, Business and the community.	J Martin	100%	The local Tourism Management Plan is still a draft document. Council's MTPR is working with Inland NSW Tourism Organisation who are working on a regional destination management plan.

COUNCIL STRATEGY

2.2.2 Develop a diverse range of interesting annual events and promote the activities that are on and the cultural experiences that are available in Cobar to locals and tourists

DP Action	Action	Responsibility	Progress	Comment
Market Cobar as an attractive tourist destination	Attend consumer shows, travel and holiday expos in the identified target market areas of Australia and disseminate information on Cobar's heritage, natural features, cultural events and tourist attractions and facilities.	J Martin	100%	In this quarter Council's MTPR working on behalf of the Kidman Way Committee attended Brisbane Caravan, Camping & Holiday Expo which was attended by 65,000 people. 2,200 Kidman Way brochures were distributed at the expo.
Market Cobar as an attractive tourist destination	Direct mailing campaigns.	J Martin	100%	Council's MTPR authorised 2,000 Cobar Shire and Kidman Way information packs to be sent out this quarter.
Market Cobar as an attractive tourist destination	Manage the Visitor Information Centre, visitor numbers and revenue to the museum and souvenir shop at the Great Cobar Heritage Centre.	J Martin	100%	This quarter there was 1,415 people who visited the GCHC museum and there were 5,955 people looking for local information. The revenue for this quarter was \$36,060.00.
Market Cobar as an attractive tourist destination	Meetings with tour and coach operators.	J Martin	100%	Ten coach groups visited the Great Cobar Heritage Centre in this quarter.
Market Cobar as an attractive tourist destination	Participate in tourism based organisations, eg Kidman Way Promotional Committee, Outback NSW Tourism and Tourism NSW.	J Martin	100%	Cobar Shire Council is the acting secretariat for the Kidman Way Promotional Committee 2013 - 2014. Councillor Peter Yench is the chairperson. On Monday 23 June 2014 the Kidman Way committee held an annual general meeting and an ordinary meeting in Hillston's shire office. The AGM was to be held in December 2013, but had to be postponed. Councillor Peter Yench was an apology and the meetings were chaired by Cobar Council's Manager Tourism & Public

				Relations. Cobar Council's MTPR informed the meeting that the Kidman Way Promotional Committee attended or was represented at Caravan, Camping & Holiday Expos in Perth, Adelaide, Melbourne, Sydney and Brisbane in the past six months where 9,000 Kidman Way brochures were distributed.
Market Cobar as an attractive tourist destination	Provide education packages to schools and universities.	J Martin	100%	The curator at the GCHC has a number of education packages which are aimed at all age groups.
Market Cobar as an attractive tourist destination	Provide the Secretariat for the Kidman Way Promotional Committee.	J Martin	100%	The Kidman Way Promotional committee held an AGM and an ordinary meeting in Hillston Shire office on Monday 23 June 2014. Cobar Shire Council will retain the secretariat until January 2015.
Market Cobar as an attractive tourist destination	Regular media releases and exposure through national, state, regional and local radio, television and print media.	J Martin	100%	In this quarter Cobar Shire received some positive media about the increase of visitors to Cobar and the region.
Develop and implement new ideas to bring people to Cobar	Advertise the advantages of the area in conjunction with private sector operators.	J Martin	100%	Council's MTPR provides opportunities for business owners and operators to advertise their businesses in a number of media formats which promote Cobar Shire.
Develop and implement new ideas to bring people to Cobar	Prepare bids to host relevant conferences.	J Martin	100%	Council's MTPR has been successful in securing a sector of the Australian Ulysses Club to hold their Annual General Meeting in Cobar in October 2015. The group is expected to be about 200 people who will be in Cobar for about five days.

COUNCIL STRATEGY

2.2.3 Diversify tourism activities and increase the utilisation of current attractions

DP Action	Action	Responsibility	Progress	Comment
Identify, encourage and assist the development of existing and new tourist attractions and facilities	Cobar Caravan Park - provide appropriate financial advice and reports.	G Ryman	100%	Quarterly review of income and expenditure undertaken.
Identify, encourage and assist the development of existing and new tourist attractions and facilities	Regular review of lease agreement and performance with Caravan Park manager.	G Ryman	100%	Reviews undertaken as required by contract.
Work with existing operators and businesses to promote the benefits of tourism and expand the tourism business	Encourage businesses to be receptive to tourist activity and promote Cobar Shire.	J Martin	100%	Business owners and operators are encouraged to attend and participate in the Tourism Advisory committee meetings.
Work with existing operators and businesses to promote the benefits of tourism and expand the tourism business	Promote attendance and participation in the Tourism Advisory Committee.	J Martin	100%	The Tourism Advisory Committee is a sub committee of council. The chairperson is Mr John Dineen, Cobar Caravan Park. The Committee's role is to help organise and promote tourism activity in Cobar Shire.
Install and maintain tourism signage	Entry to shire, entry to town and tourism signs are installed and maintained.	J Martin	100%	There are five welcome to Cobar signs being refreshed.

COUNCIL STRATEGY				
2.2.4 Increase the range and degree of accommodation in the Shire				
DP Action	Action	Responsibility	Progress	Comment
Assist to identify potential new sites and facilitate the development of accommodation providers	Provide statutory planning advice to Councillors, developers, staff and the public.	G Ryman	100%	Advice provided on request.
Investigate the need to the develop the next stage of Pioneer Estate and undertake development if required	Estimate market & land availability for future Residential Land Development.	G Ryman	100%	Land identified for future residential development. Demand for additional residential lots and funding sources for development not established. Availability of the land is being promoted on Council's website to private developers.

COMMUNITY OUTCOME	
2.3 A strong business hub operating out of the Cobar airport	

COUNCIL STRATEGY				
2.3.1 Develop a business case to attract businesses to Cobar Airport				
DP Action	Action	Responsibility	Progress	Comment
Actively seek out business opportunities to enhance the operations at Cobar Airport	Conduct feasibility study into the need for a Residential Park.	K Page	0%	Feasibility study to be undertaken in 2014/2015.

Actively seek out business opportunities to enhance the operations at Cobar Airport	Conduct feasibility study into the need for Light Industrial Land.	K Page	0%	Resource limitations restricting progress.
Actively seek out business opportunities to enhance the operations at Cobar Airport	Readvertise in Airport related journals seeking interested parties to establish business enterprises.	K Page	30%	Negotiating with interested parties in relation to additional hangar development.

Key Activity: Governance

COMMUNITY OUTCOME	
3.1	A well-funded Council that is well managed and well governed

COUNCIL STRATEGY				
3.1.1	Increase Council's income stream			
DP Action	Action	Responsibility	Progress	Comment
Reassess all rates, fees and charges	Sound revenue management plan in place including rate recovery, debt recovery, economic development/business opportunities and grant funding initiatives.	G Woodman	100%	Rate and debt recovery a high priority. Skate park grant application successful and Resources for Regions Round 2 applications successful for airport upgrade (\$2.5 Million), Sewerage System Upgrade (\$2.1 Million) and Cobar Water Board Pipeline Replacement (\$5 Million). Successful minor grants have been received for Nymagee Airport Upgrade Works (\$14,435), Drummond Park Playground Equipment Upgrade (\$17,500), Local Government Energy Efficiency Program (\$22,790), Dalton Park Racecourse Upgrade (\$11,800).
Undertake private works	Undertaken private works for property owners, contractors and RMS.	P Graf	100%	Private works undertaken (in particular for the RMS) this quarter.
Increase grant funding received	Apply for grants to assist Council to undertake activities outlined in the Annual Operational Plan.	G Woodman	100%	Appropriate grant applications completed for Resources for Regions Round 2 with success for a Airport Upgrade (\$2.5 Million), Sewerage System

				Upgrade (\$2.1 Million) and Cobar Water Board Pipeline Replace (\$5 Million). Arrangements for finalisation of funding agreement for Resources for Regions Round 2 successful project - Cobar Water Treatment Plant Replacement (Round 1). Success with business case application for Water Security for Regions Program (\$10 million) for an up to 2,000ML Storage Facility at Nyngan (Bogan Shire Council, Cobar Water Board and Cobar Shire Council). Success also achieved with numerous smaller grants.
Regular monitoring and reporting of expenditure	Appropriate process in place to report to and consult Council on significant proposed variations of the Budget/Management Plan or Delivery Plan/Operational Plan.	G Woodman	100%	Concern with RMS funding has necessitated the management of relevant staff to be on leave arrangements and secondment to other sections. Parks and Garden budget affected by Water Fund costs, extreme pressure on the Shire Roads Maintenance Budget by May/ June 2014. Was managed reasonable well with minimal over expenditure.
Regular monitoring and reporting of expenditure	Major elements of the Budget or Delivery Plan/Operational Plan are achieved.	G Woodman	100%	Concern in relation to RMS Funding, Airport Income and Operations and Parks and Garden Budget. Staff Leave arrangements and secondment have reduced pressure on budgets. It is expected that most carry over works will be Capital Projects relating to grants funded works being undertaken mostly by Contractors.
Undertake rating functions of Council	Levy and issue rates.	J Brown	100%	The rates were levied on 1 July 2013 and issued on 8 July 2013.
Undertake rating functions of Council	Process Pension Rebate Claims.	J Brown	100%	Council has received the pensioner concession subsidy for 2013-2014.
Undertake rating functions of Council	Recovery of outstanding rates.	J Brown	100%	The total rate arrears at 30 June 2013 of \$657,011.76 has been reduced to \$174,533.69 (\$150,000.00 of this

Council				belongs to unknown owners). The total rates and charges outstanding as at 30 June 2014 is \$870,038.35 which includes water of \$436,760.89 which is not payable until 18 July 2014.
Effectively manage Council investments	Optimum investment of Council's surplus funds in accordance with Council's Investment Policy.	N Mitchell	100%	Council's funds continue to be invested in accordance with Sec. 625 of the Local Government Act 1993, Clause 212 of the Local Government (General) Regulation 2005 and Council's Investment Policy. For the quarter ended 30 June 2014, Council's investments earned \$57,789 interest. A monthly investment report including investment details and month end balances is included in Council's monthly Business Paper.

COUNCIL STRATEGY				
3.1.2	Implement a modern Section 94 Plan and Section 64 Plan to fund future infrastructure through developer contributions			
DP Action	Action	Responsibility	Progress	Comment
Manage income received from the Section 94 Plan and the Section 64 Plan	Appropriately report on contributions received and works programming required for project contained within the contributions plan and Council's Community Enhancement Program.	G Ryman	100%	Database of contributions received and sources of contributions established.
Develop a Section 64 Plan	Prepare a Section 64 Plan.	P Graf	100%	Section 64 Plan was adopted at the March 2013 Council Meeting.

COUNCIL STRATEGY				
3.1.3	Investigate how to reduce the cost of Council's community facilities through partnerships with other organisations			
DP Action	Action	Responsibility	Progress	Comment
Investigate partnership options, and enact if advantageous for the Cobar Youth and Fitness Centre	Seek and initiate discussions with potential appropriate partners.	K Miller	100%	No partners identified with which to initiate discussions.
Investigate partnership options, and enact if advantageous for the Lilliane Brady Village	Undertake a Business & Management Review to determine most suitable way to manage & operate the facility.	K Miller	10%	It is understood that the NSW Government will now drive the consideration of an MPS site for Cobar.

COUNCIL STRATEGY				
3.1.4	Minimise risk for Council and the community			
DP Action	Action	Responsibility	Progress	Comment
Develop and implement a risk management strategy suitable for Council operations	Co-ordinate the development of Council's Business Continuity Plan and Disaster Recovery Plan.	K Walsh	30%	Regional Risk Management Meeting attended on 12 June 2014. Progress on development of risk register has stalled due to time constraints. Similarly, discussions to progress development of Business Continuity Plan and Disaster Recovery Plan have stalled due to time constraints.
Develop and implement a risk management strategy suitable for Council operations	Create an Event Management Plan that will identify any risk or hazard to Council whilst planning any activities or events.	J Martin	100%	Risk analysis undertaken for Youth Council's Omar Dean Concert in June.
Develop and implement a risk	Develop and implement a Corporate Risk	K Walsh	15%	A draft risk register has been reviewed by Manex and

management strategy suitable for Council operations	Management Strategy.			risk assessed. There has been no progress in Q4 in documentating and assessing current controls due to time and resourcing constraints. Proposed further controls are yet to be identified.
Develop and implement a risk management strategy suitable for Council operations	Manex will direct the attention and the resources of the organisation towards managing significant risks and hazards.	G Woodman	100%	Risk Register to draft stage and with Council's insurer for comment.
Develop and implement a risk management strategy suitable for Council operations	Review insurance levels annually.	K Miller	100%	Insurances placed following complete review
Develop and implement a risk management strategy suitable for Council operations	Staff report hazards and risks to their immediate supervisor as soon as possible.	G Woodman	100%	Simple risks communication systems being developed and implemented.
Develop and implement suitable internal audit processes for Council operations	Carry out Internal Audits.	K Miller	100%	Program completed for year. Future of internal audit currently under consideration as per Council resolution.
WHS obligations are met and safe work practices are promoted and undertaken	Consult with WHS Committee to take a proactive stance in promoting a healthy and safe work environment.	G Woodman	100%	Appropriate support provided to WHS Committee and Project team developing new WHS Manual.
WHS obligations are met and safe work practices are promoted and undertaken	Develop, implement and maintain a Risk Management Strategy suitable for Council's operations.	K Walsh	50%	Progress on documentating and assessing current controls for Council's risk register has been further delayed due to time and resourcing constraints. Proposed further controls are yet to be identified.
WHS obligations are met and safe work practices are promoted and undertaken	Provide support to Council's Health and Safety Committee.	K Walsh	100%	Secretarial support and expertise is provided to the Health and Safety Committee. Health and Safety Committee meeting held 22 May 2014.

WHS obligations are met and safe work practices are promoted and undertaken	Re-development of Councils' WHS Management System in conjunction with WHS Committee and employees.	G Woodman	15%	Consultant engaged to complete WHS Manual. Project Team is still to finalise document which is expected to be complete in 2014/2015.
WHS obligations are met and safe work practices are promoted and undertaken	WHS Policy Development and Maintenance.	G Woodman	15%	WHS Manual being developed. It is expected that the Manual will be complete in late 2014/2015.
WHS obligations are met and safe work practices are promoted and undertaken	WHS reviews regularly conducted and recommendations acted upon.	G Woodman	95%	Appropriate WHS auditing undertaken to a developed schedule. Some areas yet to be audited.
Administer Council's accident/injury/public liability claims management competently	Effective control of work flow interfaced with risk reporting.	K Walsh	75%	All incident/accident reports initiated by employees investigated, risk assessments completed. No progress in Q4 on finalising risk register due to time constraints.
Ensure that documentation and records management provide a framework for easy retrieval and reference	Compliance with Records Management obligations.	K Miller	100%	On balance this is being achieved but the business is now too large for a manual system. There is backlog in some areas of record keeping but not in critical areas.
Ensure that documentation and records management provide a framework for easy retrieval and reference	Effective records administration systems and protocols in place	K Miller	100%	Balance appropriate measures are in place. The consideration of EDMS is now being undertaken.
Reduce workplace accidents and incidents	Coordinate development and train staff in Safe Work Method Statements (SWMS).	G Woodman	100%	Contractor and Outdoor Staff Induction Day undertaken that includes appropriate SWMS's.
Reduce workplace accidents and incidents	Facilitate/coordinate regular WHS audits of the workplace and monitor implementation of audit recommendations.	K Walsh	75%	A programme of safety inspections continued to be monitored by Council's Health and Safety Committee during Q4. The Health and Safety Committee met 22 May 2014. There has been no progress on the management review of the audit and action plan due to time and resourcing constraints. Safety inspections

				and reports were considered by the Health and Safety Committee.
Reduce workplace accidents and incidents	Train all workers for their tasks and induct all workers into the workplace or job site.	G Woodman	100%	Armed Hold Up Training and Fire Extinguisher Use, Working with Asbestos/ Awareness, Dangerous Goods Training held in house completed in Q4.

COUNCIL STRATEGY				
3.1.5 Strong governance measures in place				
DP Action	Action	Responsibility	Progress	Comment
Councillors are well trained and informed on their roles and responsibilities	Training provided to Councillors.	G Woodman	100%	Financial training provided to available Councillors in February 2014.
Strategic policy setting undertaken by the elected representatives	Assistance in the administrative management of Council meetings.	G Woodman	100%	Appropriate advice in relation to Code of Meeting Practice undertaken. Code of Meeting Practice updated.
Strategic policy setting undertaken by the elected representatives	Feedback to Councillors on progress with resolutions and Councillor requests.	G Woodman	100%	Appropriate policy provision and renewal undertaken.
Strategic policy setting undertaken by the elected representatives	Mayor and Councillor requests are met within Council policy.	G Woodman	100%	Mayor and Councillor requests appropriately undertaken with monitoring system in place.
Strategic policy setting undertaken by the elected representatives	Necessary advice and policy recommendations provided to Council in relation.	G Woodman	100%	Appropriate advice and recommendations provided to Council.

COMMUNITY OUTCOME**3.2** An engaged community that participates in decision making**COUNCIL STRATEGY****3.2.1** Implementation of Council's Community Engagement Strategy

DP Action	Action	Responsibility	Progress	Comment
Engage with the various sectors of the community as required and to a level that adequately addresses the complexity of the issues.	Appropriate attendance of General Manager at Community groups and external committees, as appropriate.	G Woodman	100%	Appropriate action undertaken in accordance with Strategy.
Engage with the various sectors of the community as required and to a level that adequately addresses the complexity of the issues.	Appropriate information in relation to Council resolutions and deliberations provided to Directors and relevant staff.	G Woodman	100%	Appropriate Council Resolution Status Report monitored, followed up and reported to Council.
Engage with the various sectors of the community as required and to a level that adequately addresses the complexity of the issues.	Council's media presence.	G Woodman	100%	Positive liaison with the media in relation to Council and community activities.
Engage with the various sectors of the community as required and to a level that adequately addresses the complexity of the issues.	Dissemination of information to the media.	G Woodman	100%	Appropriate provision of information and media releases. Manager of Tourism and Public Relations are now coordinating positive media stories via other Managers and Directors. Weekly Mayors Report provided to papers and distributed on Website.

COUNCIL STRATEGY				
3.2.2	Encourage more direct participation and interaction between Council and the community			
DP Action	Action	Responsibility	Progress	Comment
Provide up-to-date and relevant information to the public on Council's activities	Management oversight provided in relation to all information from appropriate staff to Council and the Community.	G Woodman	100%	Communication strategies implemented to both Council Staff and the Community through liaison with the media.
Provide up-to-date and relevant information to the public on Council's activities	Prepare a quarterly Council newsletter to go out with the rates notices.	G Woodman	100%	Council Newsletter sent out with June Water Rates and placed on Council's Website.
Maintain partnerships with community organisations, such as Arts Council, Business Association, Cancer Council, sporting groups etc	Appropriate networking with the local government industry and professional organisations.	G Woodman	100%	Continued Membership of the IPWEA and the LGEA Boards. Membership of the LGMA Working Party for staff sharing attendance of GMAC, OROC and LMWUA Board Meetings. Commitment to the OROC Human Resources and Learning and Development Professional Team as a sponsoring GM.
Increase the participation of youth in community leadership	Maintain contact with similar organisations in other local government areas so as to provide interaction.	D Parisi	100%	Limited access with organisations in the other local government areas due to time/travel/budget constraints. Attend local events of interest for networking.
Increase the participation of youth in community leadership	Provide administration and support to the Cobar Youth Council.	D Parisi	100%	Attended 4 Youth council meetings this quarter. Youth Council held a concert with Omar Dean this quarter which was supported by the Centre and the Council.

COMMUNITY OUTCOME	
3.3	A well-functioning Council that focuses on strategic planning, provides good customer service and secures value-for-money goods and services

COUNCIL STRATEGY				
3.3.1	Good customer service provided by all Council Officers			
DP Action	Action	Responsibility	Progress	Comment
Focus on the provision of good customer service by all Council staff	Development, reporting and implementation of a Customer Services Policy & Standard.	K Miller	75%	Reporting format still to be completed.
Focus on the provision of good customer service by all Council staff	Qualitative measures on response and processing times in relation to queries face to face, by phone, letter or email.	K Miller	0%	Nothing formal done yet.

COUNCIL STRATEGY				
3.3.2	Staff are valued, well trained and able to undertake their roles and functions			
DP Action	Action	Responsibility	Progress	Comment
Human Resources	Coordinate a biennial staff attitude or culture survey.	K Walsh	100%	Completed in Q3.
Human Resources	Employees paid appropriately.	K Walsh	100%	All employees are paid in accordance with state industrial awards. Skill evaluations for most staff other than LBV were completed in Q4 and salary adjustments, if required, have been calculated and approved for implementation during the first full pay period commencing on or after 1 July 2014. LBV employees' schedule of reviews continues with appropriate pay increases implement as required. 2014 Award negotiations completed and briefings undertaken. New Award provisions commence 1 July

				2014.
Human Resources	General Manager demonstrated strong and effective leadership and management behaviours which transcend the organisation and are consistent with the "positive" culture being promoted and actively sought by the Council.	G Woodman	100%	Appropriate leadership and management behaviours demonstrated with a positive "Can Do" culture being developed. Appropriate attendance of Council Officers for a "Building Relationships" Course. Investigations was completed in Q4 in relation to an action plan on how to improve employee relations and services output in accordance with the 2013 Staff Attitude Survey Results. A minor restructure in the Engineering Services Department has been undertaken to refocus Managers in their areas of strength and experience.
Human Resources	Human Resources Management Strategies, objectives, protocols and outcomes aligned with Council strategic initiatives, objectives and applicable legislation.	K Walsh	100%	Council's Workforce Plan is contained within Council's Resource Strategy that underpins the Operational Plan and Delivery Programme. HR Management Plan adopted by Manex.
Human Resources	Implementation of the Employee Expectation Statement Action Plan.	K Walsh	100%	Employee Expectation Action Plan actioned by Manex.
Human Resources	Increase the level of personal interaction and information dissemination within Council.	G Woodman	100%	Council meeting information provided to Administration Centre staff monthly.
Human Resources	Issues and concerns are able to be brought to the General Manager individually or in small groups in accordance with Council's grievance procedure.	G Woodman	100%	Reasonable open door policy implemented.
Human Resources	Staff consultation by a continuing process through Consultative Committee.	K Walsh	100%	Consultative Committee established. The committee's constitution is currently under review. Meeting held 14 April 2014.
Maintain and actively use the Public Libraries NSW	Identify opportunities for information share and	J Siemens	100%	Participated in information sharing activities via e-mail

Membership	services development.			in Q4.
Good recruitment and selection processes that promote the philosophy of 'recruit for attitude, train for skills'	Ensure the organisational structure is appropriate to achieving the Budget or Delivery Program/Annual Operational Plan.	K Walsh	100%	Council's organisational structure has been adopted by Council with the organisational chart updated monthly and approved by Manex. Quarterly budget and operational plan reviews were undertaken.
Good recruitment and selection processes that promote the philosophy of 'recruit for attitude, train for skills'	Provide appropriate accommodation for key positions.	G Ryman	100%	All Council positions that require housing have appropriate housing provided.
Implement and manage an Employee Assistance Program for Council staff	Manage Council's Employee Assistance Programme.	K Walsh	100%	Employees are aware of the EAP and are accessing the services.
Learning and development	Coordinate annual staff appraisals. Performance Review Processes are in place.	K Walsh	100%	Administration tasks following annual appraisals completed.
Learning and development	Develop a Performance Management System.	K Walsh	5%	An investigation into Local Government Software Solutions' performance management system has commenced.
Learning and development	Develop and implement Corporate Training Plan.	K Walsh	100%	Completed in Q3.
Learning and development	Educate staff with clear messages about Council's operations, culture and values, vision and strategic direction.	K Walsh	100%	Council's inductions and training include messages about Council's operations, culture and values, vision and strategic direction. These are communicated at every available opportunity. Flyers are on display in all Council workplaces communicating these messages.
Workers Compensation/injury	Provide a workers compensation and injury management service to all departments and	K Walsh	100%	WorkCover approved Return to Work Coordinators oversee workers compensation, injury management

management	sections of Council.			and the return to work of injured workers.
Industrial Relations	Organisation chart updated and reported to management monthly.	K Walsh	100%	Council's organisational chart is updated monthly and reported to Manex regularly.
Industrial Relations	Provide advice to management on industrial matters, and negotiate matters with staff and industrial bodies.	K Walsh	100%	Industrial matters managed satisfactorily. Union involved in resolving issues.
Industrial Relations	Review and implement Equal Opportunity Management Plan.	K Walsh	55%	EEO management plan under review - no progress in Q4 due to time and resourcing constraints.
Workplace Health and Safety	Coordinate an audit program to assist the organisation to meet its obligations to the Work Health and Safety Act.	K Walsh	75%	WHS self-audit completed in Q1. Manex to consider 2013 State Cover Audit Action Plan. Safety inspections program established and monitored by Health and Safety Committee.
Workplace Health and Safety	Implement and monitor safety programs to ensure the organisation meets its legislative requirements.	K Walsh	25%	Sections of Council are meeting these obligations very well, such as RMS, Children's Services and Aged Care Services. A corporate WHS Management System is being developed.
Workplace Health and Safety	Provide work health and safety services to staff.	K Walsh	100%	Training, information and advice provided on work health and safety matters to all staff as required. Training records updated.
Maintain and actively use the City of Canterbury relationship	Identify opportunities for Council and community partnerships.	A Shepherd	100%	Manex adopted a strategic direction for the partnership in June and Council will progress this with the City of Canterbury in Q1 of 2014/2015. This is looking at a September visit to Cobar, looking at improving the estimating and works planning skills of Cobar staff, review of some of Council's operations to identify efficiencies and where improvements can be made and participating in the 2014 Corporate

				Leadership Cup.
Maintain and actively use the City of Canterbury relationship	Prepare a Council team to attend the annual Corporate Leadership Cup.	A Shepherd	100%	This activity was completed in Q2.
Maintain and actively use the City of Canterbury relationship	Prepare for, and undertake staff exchanges.	A Shepherd	100%	Council is working with the City of Canterbury to organise a staff exchange to Cobar in Q1 2014/2015.
Staff are provided with up-to-date and relevant tools to undertake their roles	Computer system support – Training of Users in New Software Products.	K Miller	100%	A training program for the re- rollout of Power Budget was conducted. No other new products have been acquired in the quarter.
Staff are provided with up-to-date and relevant tools to undertake their roles	Develop and review policies relating to HR matters.	K Walsh	100%	Human Resources policies are reviewed and amended on an ad hoc basis.
Staff are provided with up-to-date and relevant tools to undertake their roles	Effective Information Technology administration systems and protocols in place.	K Miller	25%	There have been gains in this action but there is still alot of work to be done.
Staff are provided with up-to-date and relevant tools to undertake their roles	Efficient and effective day to day operations and work scheduling for the Engineering Department.	P Graf	100%	Scheduling for Engineering Department undertaken.
Staff are provided with up-to-date and relevant tools to undertake their roles	Establish a fleet management system for the Depot.	K Page	100%	Fleet managed in accordance with management system.
Staff are provided with up-to-date and relevant tools to undertake their roles	Implement action plan for Plant and Equipment Utilisation Review Report.	P Graf	100%	Ongoing.
Staff are provided with up-to-date and relevant tools to	IT system kept in working and easy to manage condition.	K Miller	100%	A major investment has been made in the robustness of the IT network. A further five year plan will be considered in conjunction with the future of the

undertake their roles				current IT assistance contract which is due to expire 31.12.2014.
Staff are provided with up-to-date and relevant tools to undertake their roles	Preparation of Computer Support Strategic Plan.	K Miller	25%	This has been commenced with an eta to coincide with consideration of the future of the IT assistance contract which is due on 31.12.2014.
Staff are provided with up-to-date and relevant tools to undertake their roles	Provide coaching and encouragement through the probation period and ongoing support.	G Woodman	100%	Appropriate coaching and liaison undertaken from Manager level upwards. It is expected that in 2014/2015 there will be a further focus in this area in relation to Managers and Supervisors.
Staff are provided with up-to-date and relevant tools to undertake their roles	Review and update 15 Year Plant Rolling Replacement Program.	K Page	100%	
Staff are provided with up-to-date and relevant tools to undertake their roles	Review plant requirements; undertake asset management and maintenance of plant fleet.	K Page	100%	Asset management and maintenance of fleet undertaken. Plant and equipment report submitted to Council for 15 year rolling replacement plan.

COUNCIL STRATEGY				
3.3.3 Council undertakes adequate strategic planning activities and meets all legislative reporting requirements				
DP Action	Action	Responsibility	Progress	Comment
Council updates the Integrated Planning and Reporting framework documents as required	Completion of Annual Financial Statements.	K Miller	20%	Not due until Q2
Council updates the Integrated Planning and Reporting framework documents as required	Compliance with Integrated Planning and Reporting Requirements (IPRR) as outlined by the DLG.	G Woodman	100%	Appropriate Quarterly Reviews undertaken. Relevant Asset Management Plan renewal to be completed in 2014/2015. Six monthly review undertaken of the

				Delivery Plan.
Council updates the Integrated Planning and Reporting framework documents as required	Develop and implement annual Works Programs, for capital and maintenance projects.	P Graf	30%	Capital programs developed, maintenance project plan to be developed.
Council updates the Integrated Planning and Reporting framework documents as required	Develop Asset Management programs for Shire and Regional roads, drainage, signs and traffic facilities.	K Page	5%	Initial planning undertaken.
Council updates the Integrated Planning and Reporting framework documents as required	Development and implementation of a minimum 10 Year Financial Plan for inclusion in the Resourcing Strategy to support the Cobar Shire 2025 Community Strategic Plan.	K Miller	100%	Revised ten year projection adopted at June Ordinary Meeting of Council.
Council updates the Integrated Planning and Reporting framework documents as required	Implement and monitor the Action Plan for Council in the Cobar Shire Social Plan 2011-2016.	A Shepherd	100%	Appropriate actions included in the AOP and other projects viewed for inclusion in the CEP and when grant funding becomes available.
Council updates the Integrated Planning and Reporting framework documents as required	Implementation of Council's Community Engagement Strategy.	A Shepherd	100%	Community engagement undertaken as required.
Council updates the Integrated Planning and Reporting framework documents as required	Produce Annual Estimates.	K Miller	100%	Budgets and entire package adopted at Ordinary Meeting of Council in June. Remaining item is to balance budget against works program.
Council updates the Integrated Planning and Reporting framework documents as required	Produce Internal Management Reports (fortnightly budget comparison reports).	K Miller	100%	Management Reports are being distributed fortnightly and on demand. Power Budget is now doing this automatically as part of the IT refinement.
Council updates the Integrated Planning and Reporting framework documents as required	Produce Quarterly Budget Review for Council.	K Miller	100%	

Council updates the Integrated Planning and Reporting framework documents as required	Provision of information to Council on progress of the IP&R.	G Woodman	100%	Appropriate quarterly reporting arrangements in train and 6 monthly Delivery Program reporting undertaken.
Council updates the Integrated Planning and Reporting framework documents as required	Workforce Management Strategy, as part of Resourcing Strategy, developed and maintained.	K Walsh	100%	Workforce Plan has been reviewed, amended and adopted by Council as part of Resourcing Strategy.
Service level provision planning undertaken as required	Review and amendment of the Corporate Asset Register including CivicView integration.	K Miller	100%	The asset register in Civic View has been uploaded but there is still testing to do and other valuation work to be done and incorporated.
Undertake legislative reporting requirements	Implementation of Best Practice Improvement Action Plan.	G Woodman	100%	Council Manex Officers now implementing the OLG Best Practice Review Action Plan, which is expected to take until at least Q4 2016/2017 to be complete.

COUNCIL STRATEGY				
3.3.4	Good procurement processes in place to ensure the most advantageous provision of goods and services to Council			
DP Action	Action	Responsibility	Progress	Comment
Good contract management and procurement practices are employed	Contracts Register updated.	G Woodman	100%	Contracts Register continually updated. Plant and Equipment Hire and Trade and Miscellaneous Services Plant Register continually updated. Contracts Register managed to ensure either extension as required or renewal of Contracts. Staff reminded of the Local Preference Buying Policy Requirements within Council's Procurement Policy. Appropriate purchasing system and authority levels document continually updated with staff changes and communicated to all staff.

Good contract management and procurement practices are employed	Manage Engineering tenders and contracts in accordance with Councils policy.	P Graf	100%	All tenders managed in accordance with Council Policy.
Leases and management agreements monitored, implemented and adhered to	Swimming pool, dentist and doctors surgeries, caravan park, and airport agreements monitored and implemented.	H Holder	100%	All agreements are monitored and implemented.

Key Activity: Infrastructure

COMMUNITY OUTCOME

4.1 A clean and reliable water supply

COUNCIL STRATEGY

4.1.1 Pipe the Albert Priest Channel

DP Action	Action	Responsibility	Progress	Comment
Facilitate the construction of the Albert Priest Channel Pipeline Augmentation Project	Facilitate the construction of the Albert Priest Channel Pipeline Augmentation Project.	G Woodman	100%	A Business Case Study lead to provision of a \$10 million Water Security for Regions Program Grant to Bogan Shire Council, Cobar Shire Council and Cobar Water Board for the provision of a Storage Facility for Cobar Shire Council, Cobar Water Board and Bogan Shire Council at Nyngan of up to 2,000ML in size with appropriate pumping and pipeline systems. A Steering Committee has been formed of Representatives of these three Stakeholders and investigation, design and construction is expected to be complete by Q4 2015/2016. This water storage facility will reduce the risk of the towns of Cobar and Nyngan running out of water in the most severe drought.

COUNCIL STRATEGY				
4.1.2 Increase Cobar's water allocation				
DP Action	Action	Responsibility	Progress	Comment
Lobby the NSW Government to have Cobar's town water supply increased	Attend meetings with relevant Government personnel demonstrating the need for the town water licence to be increased.	W Mills	100%	No meetings were attended with relevant Government personnel demonstrating the need for the town water licence to be increased within this quarter.

COUNCIL STRATEGY				
4.1.3 Improved water treatment systems for the provision of potable water to the villages				
DP Action	Action	Responsibility	Progress	Comment
Investigate options to improve the water quality and consistency of water supply in the villages of the Shire	Investigate and prepare a report on upgrading non-potable water in the villages.	W Mills	50%	Investigations into the possible upgrading of non potable water to potable water in the villages is ongoing with various options being explored and costed.

COUNCIL STRATEGY				
4.1.4 Improved water infrastructure across the Shire				
DP Action	Action	Responsibility	Progress	Comment
Maintenance and repairs of water mains	Annual Maintenance schedule prepared.	W Mills	100%	An annual maintenance schedule has been prepared for the maintenance and repairs of water mains.

Maintenance and repairs of water mains	Implement the Water Supplies Asset Management Plan with 5 year rolling works program.	W Mills	100%	Council has implemented the Water Supplies Asset Management Plan that encompasses an updated 5 year rolling works program.
Maintenance and repairs of water mains	Repairs carried out promptly on water reticulation system.	W Mills	100%	All water reticulation repairs are carried out promptly.
Water filtration system adequate and well maintained	Staff record meter readings daily.	W Mills	100%	Staff record meter readings daily for data entry purposes.
Water filtration system adequate and well maintained	Water tested and treated daily.	W Mills	100%	Potable water from the Filtration Plant is tested and correctly treated each day. Performance reports are forwarded to the Department of Health.
Water bores drilled in the villages where appropriate	Drill water bores at Euabalong.	W Mills	100%	

COMMUNITY OUTCOME	
4.2	Good communications networks with services equal to the metropolitan areas

COUNCIL STRATEGY				
4.2.1	Improved access to telecommunications, radio, TV and broadband services			
DP Action	Action	Responsibility	Progress	Comment
Lobby the government for improved communications networks	Maintenance of radio base stations and licences.	P Graf	100%	Radio base stations and licences maintained.

Lobby the government and business to increase the reliability of energy provision within the Shire	Monitor opportunities for increased reliability and other energies within the shire.	G Woodman	100%	Appropriate submissions and letters provided to Telstra, Minister for Communication, Local Commonwealth Member and Commonwealth Inquiry for the Mobile Coverage Program. Further information and advice provided to ensure areas of no coverage are understood by the relevant Commonwealth Government Department.
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COMMUNITY OUTCOME	
4.3	Good transport networks that increase the accessibility of Cobar and markets

COUNCIL STRATEGY				
4.3.1	Seek ways to expand the sealed road network and improve and maintain the unsealed road network			
DP Action	Action	Responsibility	Progress	Comment
Road works undertaken according to priority, weather conditions and availability of resources	Construction and maintenance works carried out on Regional and Shire Road Network in accordance with approved programs and standards.	K Page	100%	Construction and maintenance work carried out in accordance with approved program. Formalised Works program to be developed.
Road works undertaken according to priority, weather conditions and availability of resources	Inspections by Council staff on a monthly basis to identify maintenance works and report any urgent works to minimise public liability risk to Council.	K Page	100%	Supervisors undertaking monthly and urgent inspections.
Road works undertaken according to priority, weather conditions and availability of resources	Street maintenance and sign maintenance.	K Page	100%	Street maintenance and sign maintenance progressing.

Road works undertaken according to priority, weather conditions and availability of resources	Undertake a street sign audit.	K Page	0%	Resource limitations restricting progress.
Road works undertaken according to priority, weather conditions and availability of resources	Undertake ordered works on behalf of RMS within the agreed budget.	M Bell	100%	Heavy patching works and resealing completed. Councils portion of the Lilyvale rest area has now been completed with exception of the signage to be done in Q1 2014/15. In Q4, the Kidman Way South project was been postponed by RMS.
Road works undertaken according to priority, weather conditions and availability of resources	Undertake routine and supplementary works on State Roads in accordance with the RMS Contract.	M Bell	100%	Routine and supplementary budget has been fully expended and only critical works are being authorised by RMS.
Oversee quarrying activities and ensure an adequate supply of good quality gravel for use on the road network.	Establishment of reserve for the rehabilitation and restoration of disused gravel pits and quarries.	M Bell	5%	Reserve established and rehabilitation and restoration plan to be developed in 2014/2015.
Oversee quarrying activities and ensure an adequate supply of good quality gravel for use on the road network.	Review and update the Quarry Safety Management Plan.	M Bell	10%	We are awaiting training and certification from NSW Infrastructure so that the Quarry Safety Management Plan can be completed.
Oversee quarrying activities and ensure an adequate supply of good quality gravel for use on the road network.	Use consent for all existing and new quarries progressively obtained.	M Bell	15%	Use consent for all quarry sites to be obtained.

COUNCIL STRATEGY	
4.3.2	Provide and maintain safe and serviceable transport infrastructure including roads, footpaths, bike paths and airport

DP Action	Action	Responsibility	Progress	Comment
Provide and maintain a safe and adequate footpath and bike path network	Conduct footpath condition audit.	W Mills	55%	Council has commenced a complete footpath condition audit. The recently developed PAMP will be used as a reference document. A complete 5 year works program will be developed at the conclusion of this audit.
Provide and maintain a safe and adequate footpath and bike path network	Footpath Maintenance.	K Page	100%	Footpaths are being maintained.
Provide and maintain a safe and adequate footpath and bike path network	Implement the Pedestrian Access Mobility Plan (PAMP) and Bike Plan for Cobar.	M Bell	20%	Implementation of the PAMP progressing slowly. Bike plan to be commenced.
Provide and maintain a safe and adequate footpath and bike path network	Kerb & Gutter maintenance.	K Page	100%	Required Kerb and Gutter maintenance undertaken.
Provide and maintain a safe and adequate footpath and bike path network	Obtain grant funding to install lighting in the Linsley St taxi rank.	K Page	0%	No action to date.
Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Airport infrastructure meets the requirements of CASA and Air Services Australia.	K Page	90%	Currently meeting licence requirements. Resources for the Region application to upgrade lighting system and runway pavement has been successful. Initial pavement and lighting investigations underway.
Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Conduct regular and statutory maintenance program in accordance with adopted plan.	K Page	90%	Regular and statutory maintenance in accordance with the plan. Independent audit of Airport operations was completed in Q2. CASA safety inspection was undertaken in Q3 and actions commenced in Q4.

Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Consult with key stakeholders such as Brindabella Airlines.	K Page	10%	Consultation with airlines ongoing.
Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Implement the action Plan for the Cobar Aerodrome Strategic Plan.	K Page	0%	No action to date.
Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Review of the Airport Management and Strategic Plans.	K Page	0%	Review to be undertaken in 2014/20105.
Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	To have an operational plan to ensure that the airport is maintained to the standards set by the CASA and the associated regulations.	K Page	100%	Airport maintained to meet licencing requirements within budget restraints.
Cobar airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Undertake regular maintenance program, according to the adopted budget.	K Page	100%	Maintenance program undertaken.
Landing strips at Nymagee, Euabalong and Mt hope adequately maintained	To maintain runways as a grass surface in a state that is acceptable for dry weather operation. To ensure that the airstrips comply with the minimum standards for operation.	K Page	90%	Maintenance mowing and weed control undertaken to maintain serviceability of airstrips. Council has received funding for a Remote Airstrip grant to replace the gable markers and windsock at Nymagee airstrip.

COUNCIL STRATEGY				
4.3.3	Maintain the rail network in the Shire to maximise the benefits to the community and to provide an alternative to road freight.			
DP Action	Action	Responsibility	Progress	Comment
Lobby the NSW Government to ensure that the rail network is well maintained, safe, affordable and well used, particularly for freight movements to reduce the impact of road movements on the community.	Continually lobby NSW Government to maintain rail network.	P Graf	25%	Ongoing.

COMMUNITY OUTCOME	
4.4	Good quality and affordable community facilities and infrastructure

COUNCIL STRATEGY				
4.4.1	Develop well designed and expanded playgrounds catering for all age groups			
DP Action	Action	Responsibility	Progress	Comment
Provide and maintain safe and adequate playground facilities	Financial Management to ensure gradual upgrade of equipment to meet Australian Standards.	W Mills	100%	There has been an ongoing program to upgrade equipment to meet Australian Standards. This has seen Council receive minimal complaints in regards to the condition of the playground facilities.
Provide and maintain safe and adequate playground facilities	Inspection of playground facilities ensuring safety and convenience for all users.	W Mills	80%	Not all of Councils parks have appropriate soft fall material in place.

COUNCIL STRATEGY				
4.4.2 Increase the range of community facilities and maintain those that we have to an appropriate standard				
DP Action	Action	Responsibility	Progress	Comment
Implement the Ward Oval Masterplan	Suitable investigation, design, tender letting and project supervision.	P Graf	0%	Funding not available.
Implement the Ward Oval Masterplan	Work with government agencies to attract funding for the project.	A Shepherd	100%	There were no funding opportunities found in Q4. The Mens Shed universal access facilities are still being completed. The Resources for Regions program eligibility criteria means this project does not comply. There are no other capital works grant programs that could be accessed.
Undertake Council's cemetery operations in an appropriate and dignified manner	Develop appropriate Improvement Action Plan and Financial Plan that will increase the Improvements to the Cemetery and to increase Fees as required on a regular basis.	W Mills	70%	Council has undertaken cemetery operations in an appropriate and dignified manner. Council has commenced the creation of an improved Action Plan for the site. In conjunction with this Plan a Financial Plan will be developed.
Undertake Council's cemetery operations in an appropriate and dignified manner	Enquiries dealt with in a sympathetic manner.	W Mills	100%	All inquiries were dealt with in a sympathetic manner and requests were actioned within 10 working days.
Undertake Council's cemetery operations in an appropriate and dignified manner	Internment of deceased persons	W Mills	100%	All interments of deceased persons have been completed in accordance with the relevant regulations.
Undertake Council's cemetery operations in an appropriate and dignified manner	Keep stock of pre-dug graves in reserve.	W Mills	100%	Council is currently maintaining an appropriate number of pre - dug graves.
Undertake Council's cemetery operations in an appropriate and dignified manner	Provide assistance and supervision and materials etc to the Cemetery committee	W Mills	100%	Assistance, supervision and materials have been provided to the Cemetery Committee contractor.

dignified manner	contractor.			
Undertake Council's cemetery operations in an appropriate and dignified manner	Provide strategic direction and management, through the Cobar Cemetery Management Plan in consultation with the Cobar Cemetery Committee and interested persons.	W Mills	100%	Council has provided strategic direction and management, through the Cobar Cemetery Management Plan in consultation with the Cobar Cemetery Committee and interested persons. This has seen the cemetery continually presented in a good condition.
To provide quality and readily accessible library services to Cobar and villages	Offer high quality and relevant library services for five hours per week at both Nymagee and Euabalong.	J Siermens	100%	Nymagee and Euabalong library services operated for five hours per week in Q3.
To provide quality and readily accessible library services to Cobar and villages	Participate in State and National events that promote literacy.	J Siermens	100%	Facilitated local participation in national literacy event National Simultaneous Storytime. Country-wide simultaneous reading of children's picture book 'Too many elephants in this house'.
To provide quality and readily accessible library services to Cobar and villages	The Library acquires, processes, maintains, and lends library materials that are up to date and appropriate.	J Siermens	100%	721 items added to the collection in Q4. 183 items = value \$4.983 (at cost) removed in Q4. 7,089 items loaned in Q4. Library's online resources developed to include eBooks and Language Learning Online.
To provide quality and readily accessible library services to Cobar and villages	The Library provides public access to the internet service where possible.	J Siermens	100%	10 computers provided for public access. 1,986 hours of computer use for Q4. 318 hours of wireless bookings for Q4.
To provide quality and readily accessible library services to Cobar and villages	To ensure that the Library service is utilised by Cobar residents of all ages and community groups.	J Siermens	100%	Monthly new book list and events calendar e-mailed to press and community groups. 58 new members joined in Q4. Total membership = 2,836 members. 9,162 visits counted in Q4.
To provide quality and readily accessible library services to Cobar	To ensure that well trained, professional and highly motivated staff are responsive to	J Siermens	100%	No new training provided in Q4 due to lack of time and financial resources. Library staff trialled user experience of Library

and villages	servicing the needs of the community.			eBooks.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Arrange contracts and construction work for capital works.	G Ryman	100%	Only capital funds available in budget are for housing upgrades. Essential works only being undertaken.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Commercial building and surgery maintenance.	G Harbison	100%	Structures maintained. Airconditioners serviced.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Development of Buildings Asbestos Register.	G Ryman	25%	Register template completed. Inspections of individual buildings commenced.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Development of Cobar Shire Council Staff Housing Strategic Plan.	G Ryman	0%	Due to limited resources this project has not yet commenced.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Prepare Plans of Management for Council's controlled Land.	H Holder	50%	One management plan has been completed and is currently available for public consultation.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Provide staff and tradesmen to carry out approved maintenance in accordance with Council's policy and current lease arrangements	G Harbison	100%	Maintenance carried out as required.
Maintain all Council land and buildings to an appropriate standard and use them	Provide staff and tradesmen to carry out house maintenance.	G Harbison	100%	Maintenance carried out as required on Council's buildings.

appropriately.				
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Review BuildingsAsset Management Plan.	G Ryman	0%	Limited resources available to undertake condition reports required to update Plan.

COUNCIL STRATEGY				
4.4.3 Improve recreational facilities at the water reserves				
DP Action	Action	Responsibility	Progress	Comment
Maintain and improve recreational facilities that are available at the Newey and Old Res reserves	Ensure a high standard is maintained at the Newey and Old Res reserves.	W Mills	100%	Council has ensured a high standard is maintained at the Newey and the Old Reservoir reserves. This has seen the numbers of people using these reserves continue in this quarter.

COUNCIL STRATEGY				
4.4.4 Maintain and expand where necessary, the stormwater and sewer networks				
DP Action	Action	Responsibility	Progress	Comment
Maintain suitable stormwater network including kerb and guttering	Maintenance of CBD and older areas of town, where overland flow is the only means of runoff, annually.	W Mills	100%	Council has completed all maintenance works on the CBD and older areas of town. This ensured that when there were overflow events, damage and clean up works required were minimal.
Maintain suitable stormwater network including kerb and guttering	Maintenance of overland flow areas to prevent build up of obstructions, which could lead to 'backwater' effect.	W Mills	100%	Council has maintained the stormwater and sewer networks including the kerb and guttering. Expansion works where required and within allocated budget

				have also been completed.
Provide, maintain and operate a sewer network and disposal system and treatment works	Annual Maintenance schedule prepared.	W Mills	100%	An annual maintenance schedule has been prepared. This should ensure Council continues to provide, maintain and operate the sewer network, disposal system and treatment works effectively and efficiently.
Provide, maintain and operate a sewer network and disposal system and treatment works	Ensure EPA licence completed annually and at minimal cost.	W Mills	100%	
Provide, maintain and operate a sewer network and disposal system and treatment works	Implement a detection program for illegal Stormwater connections into Sewerage Scheme.	W Mills	100%	Council has an ongoing detection program for illegal stormwater connections into the Sewerage Scheme which has dramatically reduced the stormwater infiltration rate.
Provide, maintain and operate a sewer network and disposal system and treatment works	Implement Liquid Trade Waste policy and program.	W Mills	70%	Council has formally adopted a Liquid Trade Waste Policy with the implementation and licensing of premises ongoing.
Provide, maintain and operate a sewer network and disposal system and treatment works	Implement the Sewerage Services Asset Management Plan with 5 year rolling works program.	W Mills	100%	Implementation of the Sewerage Services Asset Management Plan has commenced encompassing the 5 year rolling works program.
Provide, maintain and operate a sewer network and disposal system and treatment works	Investigate possible extension of Sewerage Reticulation into the East Cobar Area.	W Mills	100%	Options for the sewerage reticulation into East Cobar area have been finalised and Resources for Regions funding confirmed.
Provide, maintain and operate a sewer network and disposal system and treatment works	Repairs carried out on the sewerage reticulation network within (6) hours.	W Mills	100%	Council has provided, maintained and operated the sewer network, disposal system and treatment works. All required repairs were completed within a 6hr time period.
Provide, maintain and operate a sewer network and disposal system and	Undertake monthly EPA effluent	W Mills	100%	Council has undertaken all monthly EPA effluent sampling to satisfy all requirements within relevant

treatment works	sampling.			EPA licences.
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COUNCIL STRATEGY				
4.4.5	Maintain and service villages			
DP Action	Action	Responsibility	Progress	Comment
Maintain and improve village facilities and services	Regularly maintain parks, streets and footpaths in all villages.	W Mills	100%	Council has maintained all parks, streets and footpaths within the shire to an appropriate hierarchy standard.

Key Activity: Environment

COMMUNITY OUTCOME	
5.1	Ability to adapt to climate change and benefit from climate change initiatives

COUNCIL STRATEGY				
5.1.1	Develop an alternative energy industry in Cobar			
DP Action	Action	Responsibility	Progress	Comment
Lobby business and government to encourage the development of an alternative energy industry in Cobar	Monitor opportunities for development of an alternative energy industry in Cobar.	G Woodman	100%	Support provided for the SEXI Proposal. Council now has agreed to take on the Funding Trustee Role if required. Monitoring undertaken for alternate energy proposals. Presentation provided to Council on the use of Woody Weeds as a small scale power generation proposal.
Encourage solar energy use and the efficient use of energy by residents and businesses	Apply for funding to undertake energy efficiency programs within Council buildings.	H Holder	100%	Works have been completed to install 4 x solar hot water systems in 3 Council Facilities. The grant has been successfully acquitted and all reporting requirements have been completed.
Encourage solar energy use and the efficient use of energy by residents and businesses	Continue information sessions about the OEH Save Power Program.	H Holder	0%	This program ended last quarter.
Encourage solar energy use and the efficient use of energy by residents and businesses	Implement projects that have received funding.	H Holder	0%	No funding received this quarter.

COUNCIL STRATEGY

5.1.2 Develop community leadership on becoming leaders in resource use, reuse and recycling

DP Action	Action	Responsibility	Progress	Comment
Undertake kerbside garbage collection and recycling in Cobar and kerbside garbage collection in the relevant villages	Prepare Waste Services Strategy that includes Cobar Recycling, Euabalong, Euabalong West & Murrin Bridge for Consultation.	S Poulter	0%	Limited resources available.
Undertake kerbside garbage collection and recycling in Cobar and kerbside garbage collection in the relevant villages	Provide a once weekly domestic waste collection and transportation service for residents located within the waste collection area of Cobar.	S Poulter	100%	Domestic waste collected weekly and transported to Depot for Cobar.
Undertake kerbside garbage collection and recycling in Cobar and kerbside garbage collection in the relevant villages	Provide a trade waste collection service to all customers on a fee for service.	S Poulter	100%	Trade waste collection service provided and utilised.
Undertake kerbside garbage collection and recycling in Cobar and kerbside garbage collection in the relevant villages	Provide service to empty street bins in central business district twice weekly and other street bins and parks once weekly.	S Poulter	100%	All street and park bins emptied regularly.
Maintain the town and village tips to a high standard	Carry out surveillance of waste depot and access roads to minimise the spread of waste from vehicles and surrounding areas so as to detect unauthorised waste disposal and undertake appropriate enforcement action.	S Poulter	100%	Regular patrols being maintained.

Maintain the town and village tips to a high standard	Prepare Landfill Management Plan.	S Poulter	0%	No staff resources available.
Maintain the town and village tips to a high standard	Provide for the management of the Cobar Waste Disposal Depot so as to comply with statutory obligations.	S Poulter	100%	Depot being maintained in accordance with legislation.
Maintain the town and village tips to a high standard	Provide waste disposal facilities for Nymagee & Canbelego and depots at Euabalong & Euabalong West.	S Poulter	100%	Waste services being provided.
Encourage efficient water use by Shire residents	Prepare an advertising campaign promoting efficient water use by Shire residents with the assistance of savewater.	W Mills	100%	Water saving ideas leaflet distributed with March water notices. Council has resolved to investigate a 2 Tier water system in preparation for the 2015/2016 Budget.

COMMUNITY OUTCOME

5.2 Well managed public and private land

COUNCIL STRATEGY

5.2.1 Develop a grazing industry that is based on managed, not feral, stock to improve pasture management

DP Action	Action	Responsibility	Progress	Comment
Provide support to industry bodies for improved grazing management practices	Maintain an awareness of government land management incentives and programs.	H Holder	0%	No known knowledge of incentives and programs to assist industry bodies and individual graziers.

COUNCIL STRATEGY				
5.2.2 Have a planting program for Cobar and villages and encourage the schools and businesses to participate				
DP Action	Action	Responsibility	Progress	Comment
Develop and instigate a planting program	Apply for funding to undertake planting activities.	W Mills	100%	No funding opportunities were available within this quarter.
Develop and instigate a planting program	Develop and implement a Street Tree Policy.	W Mills	70%	A Street Tree Policy is currently being developed with the assistance of Councils Land Management Officer.
Develop and instigate a planting program	Prepare a program for planting in the whole Shire utilising correct plant material for the correct application/location.	W Mills	100%	Council has developed and instigated a planting program resulting in the establishment of a greenhouse operated by Council staff. This greenhouse is stocked with appropriate plant material ready for use in the correct location as required.

COUNCIL STRATEGY				
5.2.3 Manage the crown land and commons				
DP Action	Action	Responsibility	Progress	Comment
Provide ranger services to control animals in public places and to manage the common areas and crown land	Carry out monthly patrols of the Common.	G Harbison	100%	Regular patrols of the Common undertaken.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Implement provisions of the Companion Animals Act and promote community awareness and responsibilities of dog and cat ownership.	G Harbison	100%	Dog and cat database kept up-to-date. Promotion of responsible dog and cat ownership undertaken. Signs on noticeboards promoting the need to have all puppies microchipped prior to sale.

Provide ranger services to control animals in public places and to manage the common areas and crown land	Impound dogs and cats found on a public place & surrendered animals and undertake appropriate enforcement action.	G Harbison	100%	Dogs and cats impounded. Appropriate enforcement action undertaken. 39 dogs seized, 16 of which were euthanased, 21 released, 2 re-homed. 12 feral cats seized and euthanased.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Impound straying stock.	G Harbison	100%	No stock impounded.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Maintain pound yards.	G Harbison	100%	Pound yards maintained and utilised.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Operate and maintain a pound for the keeping of seized dogs and cats.	G Harbison	100%	Council maintains the pound and dogs and other animals regularly seized and impounded.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Provide services for the euthanasia of dogs and cats that have been seized or surrendered.	G Harbison	100%	16 dogs euthanased and 12 cats.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Provide services for the registration and micro-chipping of dogs and cats.	G Harbison	100%	Services provided and regular micro-chipping of cats and dogs undertaken.
Provide ranger services to control animals in public places and to manage the common areas and crown land	Register all stock on Common.	G Harbison	100%	All stock over six months of age on the Common registered

COUNCIL STRATEGY	
5.2.4	Long term management of noxious weeds

DP Action	Action	Responsibility	Progress	Comment
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	An increase in the number of weed awareness program run (eg weed warriors).	H Holder	100%	Discussions have taken place with Cobar High School regarding weeds education opportunities. Further discussions will occur.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Continue Implementation of Regional Inspection Plan.	H Holder	100%	During Quarter 4 the following areas were monitored: - 1785km of roads - 32 TSR's - 190km of watercourse - 150km of railway corridor - 1 nursery - 5 saleyards - 1 pet shop - 1 other high risk site
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Develop a centralised data set of weed distribution and abundance information.	H Holder	100%	Relevant information being sent to the Regional Project Officer as required.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Develop an introductory weeds information pack for new property owners.	H Holder	100%	The introductory weeds information pack for new property owners is continuing to be sent to new property owners identified quarterly.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Implement a regional communications strategy.	H Holder	100%	One article placed in Council newsletter.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Improve/Update knowledge of Weeds Inspector.	H Holder	100%	Appropriate training attended as required and available.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas	Increased participation of community groups.	H Holder	100%	Database of volunteer groups and contact with these groups being maintained.

and complete appropriate reports				
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Invasive Species on public lands are managed effectively.	H Holder	100%	Nothing required during quarter 4.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Invasive weeds effectively managed on private lands.	H Holder	100%	A total of 134 private property inspections have been completed to date.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Management Programs prioritised to give the greatest benefit.	H Holder	100%	Spraying along some roadsides has been undertaken, ensuring appropriate chemical usage and timing.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Monitoring Program implemented	H Holder	100%	Monitoring being undertaken as required.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Promote use of hygienic practices within Council and increase their weed identification skills.	H Holder	100%	This action was achieved through some Council staff assisting with weed spraying.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Prompt containment or eradication and ongoing monitoring of new incursions.	H Holder	100%	As required prompt containment or eradication will occur if new weed incursions are found. Monitoring of sites is continuing.
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Provide effective and targeted on-ground weed control.	H Holder	100%	Continued spread of biological agents as required.

COUNCIL STRATEGY				
5.2.5	Vibrant and well run national parks that are accessible and well used			
DP Action	Action	Responsibility	Progress	Comment
Lobby the NSW government to ensure the local national parks are vibrant and	Monitoring of services provided for local national parks.	G Woodman	0%	No action taken this quarter.

COMMUNITY OUTCOME	
5.3	Clean air in the community

COUNCIL STRATEGY				
5.3.1	Manage the externalities of mining and other industries operating close to towns and villages to minimise air pollution			
DP Action	Action	Responsibility	Progress	Comment
Monitoring and regulation of activities to minimise air pollution	Respond to mining related air pollution complaints.	G Ryman	100%	None received to date.