



Greater
Hume
Council



Annual Report 2017 - 2018

Front page images, from left:

Picture 1: Greg Aplin, MP Member for Albury, Sussan Ley, MP Member for Farrer, Henty young community members, and at right Mayor, Cr Heather Wilton at the Official Opening of the Henty War Memorial Swimming Pool on 9 December 2017.

Picture 2: Launching Greater Hume Children Services new brand in May 2018 are staff members Deanne Burr, Debbie Moreland, Fiona Pattinson and Libby Keogh.

Picture 3: New Australian citizenship bestowed by Mayor, Cr Heather Wilton upon Sukhwinder Singh, Kamaldeep Kaur, Jasmeen Kaur and Udom Roy at the Australia Day event held in Jindera on 26 January 2018.

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About this plan

Reporting is a key element of the Integrated Planning and Reporting framework. Reporting back to the community about progress being made on implementation of the Delivery Program, progress towards achievement of Community Strategic Plan outcomes, and financial performance against the annual and longer-term budgets are all part of the way a council is accountable to its community.

This Annual Report reports on the achievements in implementing the Delivery Program and the effectiveness of the principal activities undertaken in achieving the objectives in the Community Strategic Plan '*Live A Greater Life*' at which those activities are directed.

The report is prepared in accordance with the Local Government Regulation and the Integrated Planning & Reporting Guidelines.

The report includes a copy of the audited financial reports

Message from the Mayor and Councillors

It is great pleasure to once again report on the activities of Greater Hume Council over the past twelve months, the half way point of the current four year term.

Many outstanding projects have been completed or substantially completed over the past twelve months including:

- Sladen Street Henty Streetscape Upgrade
- New public swimming pools and facilities at Henty and Holbrook
- Finalisation of works at Holbrook as a result of the Hume Highway Bypass including asphaltting the entirety of Albury Street, reconstruction and sealing of Millswood (part) and Old Tip Roads
- Blackspot project to reconstruct 1.7km of the Holbrook-Culcairn Road west from Purtell Street, Morven
- In response to development pressure, significant drainage and roads completed at Jindera.

A snapshot of other major accomplishments includes:

- Expenditure on regional and local road network in excess of \$14.3 million
- Completion of \$2.14 million of contract works on behalf of Roads and Maritime Services
- Commenced implementation of Council's Disability Inclusion Action Plan with several consultation meetings held across the Council area
- Extensive consultation with community and sporting groups to inform Council's application for funding of \$1.598 million from the NSW State Government under the Stronger Country Communities Fund
- Installation of solar panels on the Culcairn Administrative Office which will reduce power

- consumption by two thirds
- Ongoing support to landowners impacted by the presence of Loose Fill Asbestos Insulation in their homes
- Negotiation of a significant contract with Public Works Advisory to take Loose Fill Asbestos waste at Holbrook and Culcairn.

As is always the case a number of projects have been undertaken by volunteer community committees that manage facilities (such as halls, sportsgrounds, and cemeteries, etc.) on Council's behalf. Without the untiring work of volunteers Council would not be able to provide the range of facilities and services that are available.

The completion of Council's 2017/2018 Annual Financial Statements indicates that Council's short to medium term liquidity position remains extremely strong and will continue to enable the organisation to respond to unexpected occurrences.

A number of major projects have commenced or are planned for this year and a snapshot is provided below:

- Skate parks at Culcairn and Jindera

- Replacement of the stairs and viewing platform at Morgan's Lookout
- Construction of a purpose built children's services facility at Walla Walla
- Construction of an adventure playground at Jindera (subject to the sale of land)
- Asphalt overlay Henty CBD
- Continuation of the enhanced gravel resheeting program and road resealing programs.

In recent years Council has been quite successful in obtaining Federal and State Government funding for road upgrades and this will continue to be a focus over the next 12 months along the submission of funding applications for other identified priority projects.

Finally, I extend my sincere appreciation and thanks to my fellow councillors, all staff and our countless volunteers that have all worked towards a common goal - to make our communities more liveable.

Cr Heather Wilton, Mayor

Pictured:
Greater Hume Councillors photographed at the Council meeting held at Wymah Recreation Reserve on 15 November 2017





Henty



Holbrook



Henty



Holbrook

Pictured: Henty and Holbrook War Memorial Swimming Pools were officially opened by the Hon. Sussan Ley, MP Member of Farrer on Saturday, 9 December 2017. A total investment of \$3.8M attracting \$1M grant funding from the Australian Government's National Stronger Regions Fund, Council contributing \$1M from loan borrowings with the balance funded by existing reserves and local community contributions.

Snapshot

Area	5,939 square kilometres	No of Councillors	9
Total Resident Population	10,585 Source: ABS Regional Population Growth Cat 3218.0 (2017 revised data was released on 24 April 2018)	Number of Community Based Management Committees	45
Population Centres	Brocklesby, Burrumbuttock, Culcairn, Morven, Gerogery, Henty, Holbrook, Jindera, Walbundrie, Walla Walla, Woomargama.	Number of Staff	108 EFT (as at 30 June 2018)
Electors	Electors 7,524 East Ward 2,533 North Ward 2,359 South Ward 2,632 as at 2 October 2018	Total Road Length	2,077 km (1,015 km unsealed, 1,062 km sealed)
Rateable Properties	6,513 (as at 30 June 2018)	No of Bridges	212 bridges and major culverts (142 on local roads and 70 on regional roads)
Main Office Locations	Holbrook General Manager/ Department of Corporate and Community Services Culcairn Department of Engineering, Department of Environment and Planning	Swimming Pools	5 - Culcairn, Henty, Holbrook, Jindera and Walla Walla
Customer Service Centres	Henty, Jindera and Walla Walla	Waste Disposal Depots	Brocklesby, Burrumbuttock, Culcairn, Gerogery, Henty, Holbrook, Jindera, Mullengandra
Works Depots	Culcairn, Holbrook and Jindera		

Elected Representatives



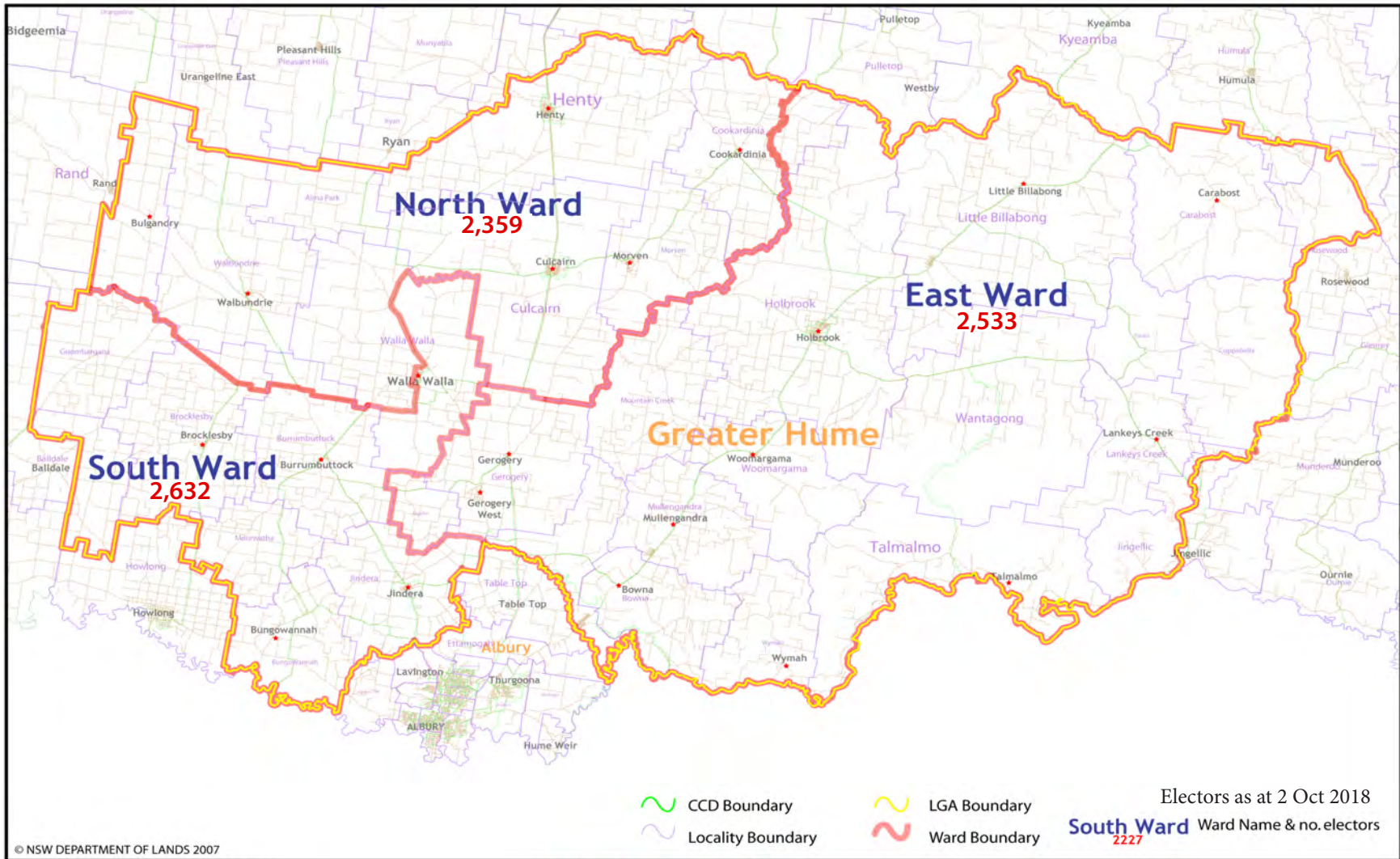
Pictured Left to Right - back row: Cr Annette Schilg, Cr Doug Meyer OAM, Cr Tony Quinn, Cr Kim Stewart, front row: Cr Matt Hicks (Deputy Mayor), Cr Jenny O'Neill, Cr Heather Wilton (Mayor), Cr Denise Osborne, Cr Terry Weston.

South Ward	North Ward	East Ward
Cr Denise Osborne Mayor (2006 - 2012) Deputy Mayor (2005 - 2006) Elected 2005	Cr Doug Meyer OAM Deputy Mayor (2012 - Sept 2017) Elected 2012	Cr Tony Quinn Elected 2005 - 2008 Re-elected 2012
Cr Jenny O'Neill Elected 2005	Cr Terry Weston Elected Sept 2016	Cr Kim Stewart Elected Sept 2016
Cr Matt Hicks Elected 2016 Deputy Mayor Sept 2017 -	Cr Annette Schilg Elected 2012	Cr Heather Wilton Mayor (2012 - Elected 2008



Pictured: Council councillors and staff at monthly meeting held at Wymah Recreation Reserve, November 2017, from left: Colin Kane (Director Environment & Planning, Cr Annette Schilg, Cr Denise Osborne, Cr Terry Weston, Cr Mick Hicks, Cr Jenny O'Neill, Cr Heather Wilton (Mayor), Cr Kim Stewart, Greg Blackie (Director Engineering), Dean Hart (Chief Financial Officer) and Cr Tony Quinn.
Absent Steven Pinnuck (on annual leave).

Ward Boundaries



GREATER HUME SHIRE

Ward Boundaries
 as at 25th July 2007

 Department of Lands

Decision Making

Discussion of reports regarding Council activities and directions occurs between councillors and senior management at Council and committee meetings.

Council meets on a monthly cycle. Meetings are held at either Culcairn or Holbrook; and, ideally, two meetings are held at other community centres during the year. In 2017 Council met at Wymah in November and Bungowannah in March 2018.

During the past 12 month period, a total of 13 ordinary meetings were held and no extraordinary meetings were held.

Annually (at the September meeting) Council reviews its delegate councillor appointments to the many external bodies - community and other stakeholder committees. This mechanism provides an effective pipeline of information to the Council. Minutes of many of these external organisations are included within the monthly agenda documents.

A summary of delegate appointments is reproduced below.

Organisation	Delegate(s) 2018/2019
Alliance of Councils and Shires of Upper Murray (ACSUM) Working Party – Albury City, Greater Hume, Indigo, Towong Shires and Wodonga City	Mayor and Deputy Mayor
Australia Day Committee	Crs O'Neill, Osborne, Schilg (Cr Wilton ex officio)
General Manager's Performance Review Committee	Mayor, Deputy Mayor & Cr Schilg
Grants Committee	Crs Osborne, Quinn and Weston
Holbrook Submarine Museum Committee	Cr Wilton (alternate Cr Quinn)
Audit Risk and Improvement Committee	Crs Osborne and Stewart (alternate Cr Quinn) David Maxwell
Joint Regional Planning Panel (Greater Hume Shire representatives)	Appointment not required on an annual basis Cr Osborne (and Brent Livermore)
Lake Hume Land On-Water Management Plan Community Reference Committee	Cr Quinn (alternate Cr Weston)
Local Emergency Management Committee	Director Engineering (alternate Cr Osborne), with Manager Traffic & Infrastructure as observer

Organisation	Delegate(s) 2018/2019
Local Traffic Committee	Director Engineering (Cr Meyer as an observer)
Murray Arts Inc	Cr Schilg
Murray Darling Association	Crs Quinn and Weston
Riverina Eastern Organisation of Councils (REROC)	Mayor and General Manager
Riverina Regional Library	Cr Osborne Director Corporate & Community Services
Riverina Water County Council	Appointed for a 4 year term. Crs Meyer and Quinn
Rural Fire Service Bushfire Management Committee	Cr Osborne (alternate Cr Meyer)
Softwoods Working Group	Cr Wilton (alternate Cr Weston)
Squirrel Glider Local Area Management Plan Project Committee	Cr Schilg
Walla Walla Floodplain Risk Management Committee	Cr Hicks

Organisation Structure

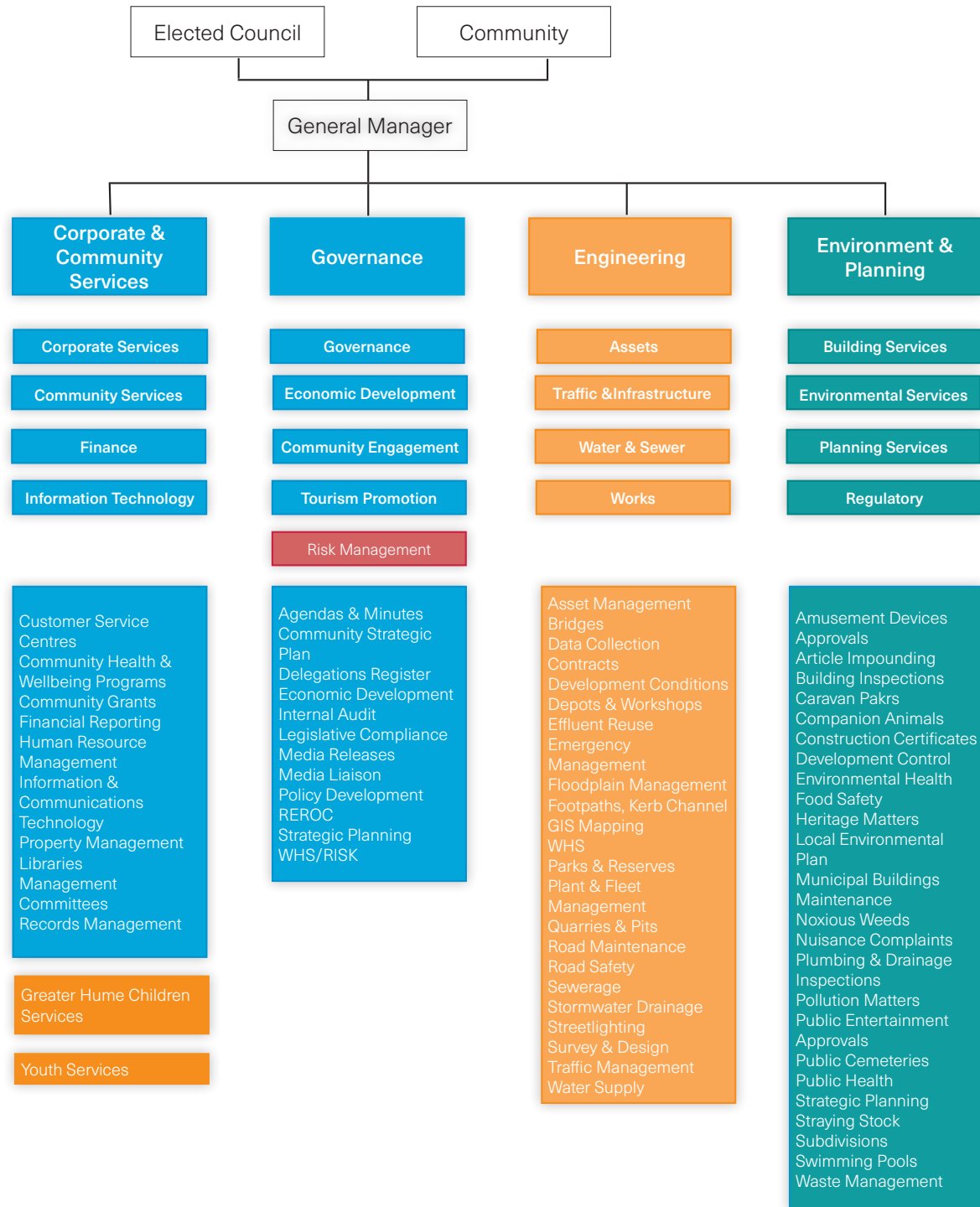
The Council, as an elected body, is responsible for determining policy and overall strategic direction.

The General Manager provides a link between the Council and staff and is responsible for implementing the decisions of the Council.

The organisation structure below General Manager/ Governance comprises three departments: Corporate and Community Services, Engineering and Environment and Planning.

The three directors which head each department together with the General Manager form the Management Executive which manage the day to day operations of the Council and provide professional advice to councillors.

Council's organisation chart is shown at right.



Delivery Program 2017 - 2021

Performance Against Objectives Report 2017 - 2018












Leadership and Communication

Performance Against Objectives





Objective: We lead a vibrant, connected and inclusive community Leadership and advocacy is demonstrated and encouraged in our communities

Plan and lead good governance having a clear framework for strategic planning, policies, procedures and service standards and financial sustainability with effective financial management that is transparent and accountable

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Establish and implement a structured policy review process including subscription to legislative updates service	1.1.1.1.1	Design, document and implement a structured policy review process	Completed	100%		24 Council policies and 28 Children Services policies developed and/or updated and adopted by Council during 2017/2018
Modify the structure of Council's budget to align with the themes and strategies established in Council's IP&R planning documents	1.1.1.2.1	Review budget process and commence development of a new budget structure to align with IP&R planning documents	Not Progressing	0%		No action to date. Will be further considered during 2018/2019 year
Implement best practice financial management processes	1.1.1.3.1	Complete Council's annual financial statements in accordance with accounting standards and audit requirements	Completed	100%		Financial Statements lodged with the Office of Local Government by the due date
Implement best practice financial management processes	1.1.1.3.2	Adopt a sustainable procurement policy and commence implementation of a sustainable procurement program across all council sections	Completed	100%		Procurement Policy reviewed and adopted by Council
Implement best practice financial management processes	1.1.1.3.3	Update Council's Long Term Financial Plan on an annual basis taking into consideration other Resourcing Strategy documents and Delivery Program requirements	Progressing	95%		LTFP updated and adopted by Council June 2018
Implement best practice financial management processes	1.1.1.3.4	Review Council's loan portfolio to ensure appropriate borrowing levels are maintained and infrastructure spending maximised	Completed	100%		Forward loan borrowings determined as part of 2018/2019 Operational Plan
Actions and strategies detailed in Council's IP&R plans are implemented and status reviews presented to Council on a quarterly basis	1.1.1.4.1	IP&R status reports presented to Council on quarterly basis	Completed	100%		Achieved and ongoing







Performance Against Objectives

Plan and lead good governance having a clear framework for strategic planning, policies, procedures and service standards and financial sustainability with effective financial management that is transparent and accountable


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement effective governance strategies	1.1.1.5.1	Progressively implement strategies outlined in Council's Fit for the Future Improvement Action Plan	Not Progressing	0%		Report to be submitted to the September 2018 meeting of Council
Maintain effective and open complaints handling processes	1.1.1.6.1	Undertake effective investigation and resolution of complaints	Completed	100%		Customer action Request reports presented to Council monthly. Workshop held with key staff to map process and implement improvements to responsiveness and reporting
Implement effective risk management programs to minimise Council's exposure to risk and ensure continuity of critical business functions	1.1.1.7.1	Review Council's Integrated Risk Management Plan and develop and implement supporting processes to ensure ongoing integration of risk management principles into Council's day to day operations	Completed	100%		Implementation continuing through development/revision of policies and procedures including Working alone or in isolation, Traffic Management at Waste Facilities, Use of Council Plant for Community Projects application form, User agreements/ Casual Hirer forms, Heavy Vehicle Chain of Responsibility Procedure, PPE procedure, Hazardous Noise Procedure
Implement organisation wide service and efficiency reviews	1.1.1.8.1	Implement service and efficiency reviews in accordance with Council's Fit for the Future Improvement Action Plan	Completed	100%		All Service Reviews outlined in Fit for the Future Action Plan completed with exception of Salary System Review which would require external consultants and a budget allocation

Performance Against Objectives


Council is responsive to community needs and priorities

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Engagement by Council to demonstrate Council leadership	1.1.2.1.1	Develop and implement the GHSC Communication Plan	Progressing	80%		Branding Project - town and entrance signage - contact established with RMS regarding protocols for sign size, font size and legibility
Improve community attendance at Council meetings and provide greater contact with local councillors	1.1.2.2.1	Facilitate the advertising of information regarding Council meetings and events in accordance with legislation and time requirements and include on Council's website	Completed	100%		All legislative requirements met and Council continues to attract residents to speak in the public forum on relevant issues
Improve community attendance at Council Meetings and provide greater contact with local councillors	1.1.2.4.1	Hold a minimum of two Council Meetings per annum at venues other than Culcairn or Holbrook	Completed	100%		November 2017 meeting to be held at Wymah and March 2018 at Bungowannah. In addition the August meeting was held at Jindera
Provide Councillors with support and training to ensure their ongoing professional development	1.1.2.5.1	Continue to implement the councillor professional development program	Completed	100%		No unmet demand for training however a more formalised plan will need to be developed when the Office for Local Government has finalised and released the Councillor Induction and Professional Development Guidelines
Provide opportunities and actively encourage younger people to join community groups	1.1.2.6.1	Deliver formal training in meeting procedures to Youth Advisory Committee members and develop projects to offer similar training through partnerships with schools in the shire	Completed	100%		The Youth Advisory Committee is constantly changing due to the young people either undertaking further education or employment. Therefore it is necessary to continually provide the committee with support on how to run a meeting. Formal training is due in September with facilitator Grace Stein
Improve leadership in community groups to facilitate greater accountability from community groups that manage Council's assets	1.1.2.7.1	Review current Management Committee Manual and provide refresher training to management committees as required	Progressing	50%		A review of the manual has commenced. It is expected that workshops with the Committees will be conducted October 2018

Performance Against Objectives

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Recognise community leaders and their efforts and encourage others in the community to take up leadership roles	1.1.2.8.1	Recognise community leaders through Australia Day awards	Completed	100%		Completed - media release recognising winners issued 23 January 2018

Successfully engage Australian and State governments to advocate on issues important to the community

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Councillors and senior staff represent the interests of Greater Hume Shire to State and Federal members and government departments	1.1.3.1.2	Participate in funding opportunities to resource significant community projects and infrastructure	Completed	100%		Large number of major funding applications submitted during the financial year including: <ul style="list-style-type: none"> - Black Spot (road funding) - Fixing Country Rail - Fixing Country Roads - Stronger Country Communities Round 1 and Round 2 - Regional Sports Infrastructure Fund - Building Better Regions

Performance Against Objectives

Strong relationships and effective partnerships

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Lobby Australian and State governments for increased funding	1.1.4.1.1	Meet with local Australian and State government parliamentarians at least annually	Completed	100%	●	Part of a REROC deputation to Parliament House, Canberra and met in a group basis with 7 Ministers
Lobby Australian and State governments for increased funding	1.1.4.1.2	Actively participate in Local Government NSW Annual Conference	Completed	100%	●	Four Councillors and the General Manager attended. Two motions were submitted to Conference with one carried and the other defeated
Cooperatively work with surrounding councils to identify where resources and costs can be shared	1.1.4.2.1	Continue as an active participant in REROC initiatives	Progressing	50%	●	Membership of REROC Maintained and resolved to participate in the Riverina JO consisting of 7 councils
Cooperatively work with surrounding councils to identify where resources and costs can be shared	1.1.4.2.2	Continue to host the Road Safety Officer and Youth programs on a shared basis with Lockhart Shire Council	Completed	100%	●	Joint arrangements continued with Lockhart Shire for Road Safety and Youth Development Officers








Pictured: Reconstruction of an existing culvert on Sweetwater Road, Mullengandra, tender value \$168,514.

Performance Against Objectives

There is open and two way communication both with communities and within our communities, the community is consulted on decisions that affect them and consultation processes are inclusive





Accessible and inclusive Communications Strategy and active use of the Community Engagement Toolkit and Council's website is accessible

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the planned community engagement processes using various communication strategies	1.2.1.1.1	Maintain membership of community engagement peak bodies and networks	Progressing	90%		Communications Strategy being implemented on progressive basis. CET prepared and implemented for \$400K skate park projects for Culcairn and Jindera during this quarter, following the adopted Stakeholder Procedure
Implement the planned community engagement processes using various communication strategies	1.2.1.1.2	All councillors and relevant staff to undertake IAP2 and/or other community engagement training	Not Progressing	0%		No action yet due to other work priorities and reduced working hours during this quarter
Implement the planned community engagement processes using various communication strategies	1.2.1.1.3	Redesign the format and content of Council's quarterly newsletter to ensure effective and targeted content	Completed	100%		Autumn Council Newsletter sent out 16 April, Council Update to be included in Greater Hume Rates Notices to go out in end of July 2018
Implement the planned community engagement processes using various communication strategies	1.2.1.1.4	Develop a new Greater Hume Shire Council website including a dedicated Have Your Say portal which is compliant with accessibility standards	Progressing	65%		Go live date is by end of second quarter 2018/2019 financial year
Implement the planned community engagement processes using various communication strategies	1.2.1.1.5	Investigate contemporary community engagement techniques to establish a reference group for the testing of proposed projects and ideas	Progressing	70%		The CET compiled for the Culcairn and Jindera Skate Park projects including a Project Reference Team including youth from Culcairn, Jindera (and Henty completed skate park) and young person with a disability, to work with Council officers and design team to finalise the design. Approximately 100 and 30 surveys received for Culcairn and Jindera projects respectively










Performance Against Objectives

Residents feel a sense of belonging, are able to reach their potential, work productively, and there is a sense of mutual respect, inclusiveness, ownership and pride in their community

Council's values, actions and decisions are inclusive. Access and Inclusion Reference group established Community Health and Wellbeing Alliance continues

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Acknowledge all volunteers and those providing welfare, and genuinely engage them in council decisions, policy and meaningful dialogue to improve outcomes for those that are disadvantaged	1.3.1.1.1	Invite volunteers to present information about their work to council	Progressing	90%		Communications Strategy being implemented on progressive basis. CET prepared and implemented for \$400K skate park projects for Culcairn and Jindera following the adopted Stakeholder Procedure
Undertake work to ensure that young people, people who are disadvantaged, and people with a disability can exercise their rights as equal citizens in areas such as council elections, council meetings, council consultation processes, council policy, and membership of council's committees involving community representatives and in making complaints	1.3.1.2.1	Establish a process/system for young people, people who are disadvantaged and people with a disability to participate on the Youth Council and participate in decision making processes	Not Progressing	0%		No further action to date
Implement Greater Hume Shire Disability Inclusion Action Plan (DIAP)	1.3.1.3.02	Promote NSW Carers Charter and Carers rights to GHSC Staff	Completed	100%		Complete for 2017/2018. Customer Service staff completed online training for the National Relay Service. Council website to be updated with National Relay Service advice. "Inclusive Training" online course from LGNSW has commenced
Implement Greater Hume Shire Disability Inclusion Action Plan (DIAP)	1.3.1.3.03	Annual all staff function to include accessibility and inclusiveness service provision training	Completed	100%		Compulsory All Staff Function held 10 May 2018

Performance Against Objectives

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.05	Audit Shire functions, facilities, services and information sources against Access to Premises Standards and other relevant standards for inclusiveness	Completed	100%		Complete for 2017/2018 Shire wide DIAP reference groups established - feedback to be integrated into a DIAP implementation plan
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.06	Engineering and Environment staff apply the provisions of the Disability Inclusion Act and Continuous Accessible Path and Travel (CAPT)	Completed	100%		Engineering staff applying principles of the Disability and Inclusion Act in all projects being undertaken.
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.07	All new signage is compliant with the provisions of the Disability Inclusion Act	Completed	100%		All new signage installed is checked to ensure it is compliant with Disability Inclusion Act prior to installation
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.10	Review GHC employment HR policy and processes for inclusiveness	Completed	100%		Complete for 2017/2018. Further reviews of some Human Resources Policies to be undertaken
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.11	Employ and maintain a diverse workforce by making diversity and inclusion key to workforce planning	Completed	100%		Employee position descriptions are reviewed on an ongoing basis when vacancies occur.
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.12	Advocate and encourage local business and industry to establish a diverse workforce	Progressing	75%		Article included in the Winter business newsletter regarding disability inclusion, 'missed business' easy to read guide for small business.
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.13	Include inclusiveness in the Workplace Inspirations Day	Not Progressing	0%		Work Inspirations Day deferred until later in the year
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.16	Customer Service Staff are aware of the resources needed to respond to PwD/ Carers	Completed	100%		Staff training complete - March 2018 CS Manual to be updated, staff to introduce themselves by name, staff to be made aware of local disability facilities
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.17	GHC Policies and procedures reflect the needs of PwD/Carers	Progressing	50%		Needs of PwD/Carers are considered as part of Policy Review Framework. Policy template to be updated during 2018/2019 year

Performance Against Objectives

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.18	Criteria for Council Community grants includes diversity, accessibility and inclusiveness	Progressing	50%	●	Staff provided with accessibility and inclusiveness information for community grants
Implement Greater Hume Disability Inclusion Action Plan (DIAP)	1.3.1.3.19	Review volunteer policies and processes to include PwD	Progressing	50%	●	A review of the policies and procedures has commenced. It is expected that workshops with the Committees will be conducted October 2018



Pictured: Sladen Street Henty Upgrade - drainage and streetscape works project, tender value \$658,262.






Healthy Lifestyle

Performance Against Objectives




Objective: we create health, inclusive and resilient communities, acknowledge or volunteers and value our youth Welcoming, resilient and involved communities

Welcome people from diverse cultures to live, work and settle in Greater Hume Shire

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Encourage more residents to be involved in the Greater Hume shire and events	2.1.1.1.1	Continue to rotate the Australia Day function across towns in the shire	Completed	100%		Australia Day held in Jindera, over 500 attendees, next Australia Day at Walla Walla
Provide and promote a range of cultural and personal development opportunities for youth	2.1.1.2.1	Using youth engagement to develop an annual youth plan of events	Completed	100%		The Greater Hume Youth Advisory Committee has worked with the Library & Youth Services Development Officer to develop an annual youth plan of events. The plan covers all school holiday and Youth Week events however, is subject to changes if warranted
Provide and promote a range of cultural and personal development opportunities for youth	2.1.1.2.2	Implement actions and projects detailed in the annual youth plan	Completed	100%		All actions from the Action plan have been implement as well as some adjustments when required. The Youth Advisory Committee worked together to plan Youth Week which included Battle of the Bands at Henty, 2 RSA Courses held at Culcairn Library which included students from both Billabong and St Pauls Walla Walla College. A Take Charge Workshop was held at St Paul's Walla Walla College in May with both schools in attendance. This year the highlight was the partnership which has been established between the Greater Hume and St Pauls College Walla Walla. New members have also joined the Youth Advisory Committee that have made a positive change to the direction of the Committee and planning for 2018/2019


Performance Against Objectives

Welcome people from diverse cultures to live, work and settle in Greater Hume Shire



DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Develop partnerships with schools and other community organisations to deliver and promote targeted health and wellbeing programs to youth	2.1.1.3.1	Regular communication with local high schools to establish need and partnership opportunities	Completed	100%		From meetings with staff at Billabong High School and St Pauls College Walla Walla strong partnerships have been established which will continue in 2018/19. The partnership enabled two RSA courses to be held at Culcairn Library with students from both schools and a REROC Take Charge Forum at St Pauls College. The establishment of a program called Book Borrowing Extravaganza aimed at increasing literacy has enabled further partnerships to be developed with Primary Schools in Culcairn and Henty. Community members and organisations have demonstrated a strong interest in the Youth Committee with the committee being invited to be part of the Culcairn Community Development Committee Information Day in June and also the Henty Bendigo Bank Open day coming up in November
Recognise the contribution of volunteers in communities and assist with recruitment and retention	2.1.1.5.1	In National Volunteer Week each year, acknowledge and celebrate the shire's volunteers	Completed	100%		Article for newsletter complete, NVW featured at the CHW Alliance meeting in May 2018
Recognise the contribution of volunteers in communities and assist with recruitment and retention	2.1.1.5.2	Offer annual Work Health & Safety volunteer induction and training	Progressing	75%		Council has resolved to establish the Walla Walla Refugee Resettlement Committee as a Reference Committee of Council with staff representation at the meetings

Performance Against Objectives

Welcome people from diverse cultures to live, work and settle in Greater Hume Shire





DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Recognise the contribution of volunteers in communities and assist with recruitment and retention	2.1.1.5.3	Provide advice and support to volunteer community organisations in governance and financial management	Completed	100%		Advice provided on an ongoing basis.

Local education and local career opportunities

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
GHC to lead and exercise responsibility as an equal opportunity employers and community leaders to work with others to enhance local employment and mentoring opportunities for young people, people who are disadvantaged, and people with a disability	2.1.2.1.1	Review the application of EEO principles across all areas of council	Progressing	70%		The introduction of the DIAP and associated staff training has strengthened staff knowledge and appreciation of EEO requirements. Review of Corporate and community services in place, the EEO will be reviewed when positions are finalised The development of an EEO Management Plan has been integrated into implementation of the DIAP
GHC to lead and exercise responsibility as an equal opportunity employers and community leaders to work with others to enhance local employment and mentoring opportunities for young people, people who are disadvantaged, and people with a disability	2.1.2.1.2	Continue to support traineeships for local young people	Completed	100%		Trainee Development Services Officer has commenced with Council. All other Trainee positions continuing successfully

Performance Against Objectives






Local education and local career opportunities

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Council to lead and exercise responsibility as an equal opportunity employers and community leaders to work with others to enhance local employment and mentoring opportunities for young people, people who are disadvantaged, and people with a disability	2.1.2.1.3	Continue Work Inspirations Program in Culcairn	Progressing	25%		Planning has commenced for the hosting of a Work Inspiration event in Culcairn on 26 October 2018
Council to lead and exercise responsibility as an equal opportunity employers and community leaders to work with others to enhance local employment and mentoring opportunities for young people, people who are disadvantaged, and people with a disability	2.1.2.1.4	Participate in regional youth focused mentoring programs	Completed	100%		Take Charge Leadership Forum held at St Pauls College 17 May 2018. The forum is a joint initiative between Council and REROC and involved students from St Pauls and Billabong High. The day involved sessions on leadership, public speaking and presentations from the Greater Hume and Lockhart Youth Advisory Committees
Work with TAFE and other Registered Training Organisations to provide entry level certificates and qualifications locally	2.1.2.2.1	Continue to support VET providers in the local community Advocate for the delivery of skills shortage qualifications; Aged Care/ Agriculture/Customer service/ Engineering	Completed	100%		RTC working with other RTOs to provide training programs in response to community need Core courses are continuing Riverina TAFE now NSW TAFE, have been contacted regarding their future plans for TAFE videoconferencing facilities
Maintain contemporary information and computing technology facilities for education purposes	2.1.2.3.1	Undertake an annual review of GHC community ICT facilities to monitor use, value and upgrade as required	Completed	100%		ICT facilities upgraded at Jindera Community Hub. WiFi upgraded at a number of sites to increase functionality

Performance Against Objectives






We have services to promote and deliver health and wellbeing for all ages

Continue the Community Health and Wellbeing Alliance and implement the CH&W Plan

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Facilitate mental and physical health awareness information	2.2.1.1.1	Partner with community organisations and health services to deliver a mental health program in October each year	Completed	100%		Mental health was the focus of the Community Health and Wellbeing Alliance meeting in October 2017
Facilitate mental and physical health awareness information	2.2.1.1.2	List health and wellbeing events and links to community health services on the GHC website	Progressing	60%		Survey of providers delivering services in GHC currently in progress Information will be available for new website
Council becomes a health promoting shire	2.2.1.2.1	The GHC develops and approves a community health and wellbeing policy, adopting the Community Health and Wellbeing Delivery Plan strengthening the mandate for community health and wellbeing action	Completed	100%		Council has adopted a Health Promoting Council Policy
Greater Hume Council becomes a health promoting shire	2.2.1.2.2	GHC supports and approves the actions of the Community Health and Wellbeing Alliance	Completed	100%		Refer 2.2.1.1.1
Council values and actions advocate the importance of inclusion for all, addressing discriminatory attitudes, promoting good models of inclusive practice.	2.2.1.3.1	Review the Council values annually Identify how the values are applied in decision making, market the values across the organisation, determine how directors and managers will role model the values and options for measuring effectiveness Include Council values in annual staff training program, describing what it means to work within the values and the importance of inclusiveness	Progressing	50%		Council's values statement integrated into the implementation of the DIAP. Further work on values to be progressed later in 2018 such as notation on position descriptions etc


Performance Against Objectives

Continue the Community Health and Wellbeing Alliance and implement the CH&W Plan



DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Work towards becoming a dementia-friendly community and use the Dementia Friendly Community Toolkit as a resource	2.2.1.4.1	Integrate the Dementia Friendly Community Toolkit into planning processes relating to community structures and it is considered in grant applications and community activities and services	Progressing	50%		Dementia Friendly Toolkit forwarded to Planning and Engineering Services for implementation
Monitor the implementation of legislation controlling the sale, supply & consumption of alcohol in the community	2.2.1.5.1	Work with the police, and hoteliers to support safe drinking and community safety campaigns	Not progressing			Police have declined continuing to participate on the GHW Alliance, consequently this action is not able to be implemented
Develop partnerships with local health services to plan & implement key health promotion initiatives: injury prevention, farm/work safety promotion, cancer prevention (particularly skin cancer prevention) & active community (physical activity promotion and nutrition)	2.2.1.6.1	Engage the Community Health and Wellbeing Alliance in health promotion initiatives and support local, regional and national programs	Completed	100%		Completed for 2017/2019 MLHD health promotion programs are presented at the H&W Alliance meetings
Support neighbourhood/rural watch initiatives	2.2.1.7.1	Engage the Community Health and Wellbeing Alliance in updates about community safety initiatives	Completed	100%		Alliance informed of community safety activities through presentation from providers
Continue to advocate, support and mentor the community based gymnasiums and gardens for health and wellbeing and community connectedness	2.2.1.9.1	Monitor the accessibility of community based activities through support from the Alliance to provide feedback	Completed	100%		DIAP actions in progress Participants provided feedback about access and inclusiveness - Council facilities and events List of actions collated

Performance Against Objectives

Develop a Greater Hume Shire Youth Plan and continue Youth Advisory Committee

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Provide training and mentoring opportunities for young leaders	2.2.2.1.1	Develop a young leaders trying and mentoring action program	Completed	100%		The Greater Hume Youth Advisory Committee have informally received some training and mentoring program as have students from both high schools in the council. In 2018/19 it will be necessary to structure a formal training and mentoring action program

Continue to support the enhancement of children services across the shire


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Continue to review adequacy of existing childcare services and identify gaps in the provision of services according to the needs of local families	2.2.3.1.1	Undertake an annual review of existing childcare services provided through engagement with preschools and other children's services	Completed	100%		Survey of early childhood providers undertaken March 2018 and followed up with individual visits to each facility. Refer report to May 2018 Council Meeting
Ensure that Greater Hume Children Services remains a relevant and reliable service	2.2.3.2.1	Implement the Greater Hume Children Services Strategic Plan including the implementation of a targeted marketing strategy	Progressing	85%		Report on GH Children Services recommended options for supporting services GH Children Services updated Strategic Plan contains a growth and sustainability strategy





Pictured: Greater Hume Children Services Coordination Unit is located at Jindera Community Hub.

Performance Against Objectives

Develop a Memorandum of Understanding with Community Transport provider to improve community transport outcomes

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Establish effective local community transport options	2.2.4.1.1	Establish a MOU Work with Kaliana Community Transport for point to point community transport in Greater Hume shire	Progressing	60%		No response from letter to Kaliana requesting meeting to discuss services Brochure on local CT services distributed throughout the shire Plan to meet with CT stakeholders end of May MOU NA - replaced by Terms of Reference


Advocate for safe work practices and employment standards

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement best practice human resource policies and strategies to attract, engage, develop and retain the best and highly skilled staff to strengthen workforce capacity	2.2.5.1.1	Implement the strategies from the Workforce Management Plan	Not Progressing	0%		No action to date.
Provide a safe work environment	2.2.5.2.1	Integrated risk management system developed and implemented	Completed	100%		Meetings held 8 August 2017, 28 November 2017, 20 March and 14 June 2018

Performance Against Objectives



Volunteering is inclusive, well acknowledged and supported

Council acknowledges, partners and supports community committees and organisations and celebrates volunteering

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Support self-help/support and interest groups such as men's shed, friendly visiting, craft groups and service clubs to be sustainable, accessible and inclusive	2.3.1.1.1	Continue to acknowledge and work with local groups assisting with funding and resources to ensure there are accessible, affordable and inclusive	Completed	100%		Complete 2017/2018 Advertising undertaken in Jan/Feb for attendance at Alliance meetings. A number attended the March meeting in Culcairn Invitations to be sent out for May meeting at the end of April


Our residents feel safe

Street lighting is effective and energy efficient



DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the street light installation priority program	2.4.1.1.1	Commence the installation of new streetlights in accordance with the agreed priority program	Progressing	75%		Quotes obtained, lights to be installed shortly
Expand the utilisation of solar powered and LED technology in streetlighting	2.4.1.2.1	Work with REROC to seek agreement with electricity authorities to implement LED technology for new and existing streetlights	Completed	100%		REROC progressing with grant submissions on behalf of REROC Councils on Southern Lights Project to install LED Smart Street Lights across the region

Performance Against Objectives

Implement Council's Road Safety Strategy

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Work with RMS, Lockhart Shire and the community to implement the Roads Safety Strategy	2.4.2.1.1	Implement the Road Safety Strategy annual priorities	Completed	100%		Road Safety initiatives completed as per approved strategy with Roads and Maritime Services (RMS)

Engage community in developing and expanding accessible pedestrian cycle ways and walking track networks

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Council to investigate opportunities and invest in liveability infrastructure such as recreation facilities, cycleways, footpaths, recreational walking tracks	2.4.3.1.1	Implement actions from existing four year cycle ways plan	Progressing	50%		Funding applications lodged for 18/19 year. No projects to be completed in current year with funds allocated carried forwarded for co - contribution on projects in 18/19 year
Council to investigate opportunities and invest in liveability infrastructure such as recreation facilities, cycleways, footpaths, recreational walking tracks	2.4.3.1.2	Implement actions from existing capital works program	Progressing	50%		Funding applications lodged for 18/19 year. Current funding to be carried forward for additional co - contribution projects to be constructed next year





Pictured: Culcairn-Holbrook Road at Morven, Black Spot Programme road reconstruction April 2018

Performance Against Objectives




Council provides learning and development opportunities for all

Community spaces allow our residents to learn and engage

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Investigate feasibility of developing additional libraries within the shire or improving access to library facilities and information services	2.5.1.1.1	Investigate alternative methods of service delivery to rural and remote communities	Completed	100%		The Greater Hume Libraries are continually investigating alternate methods of services to rural and remote communities. The Little Book Nooks program is a prime example. Further alternates will include a focus on what can be established for the township of Jindera with this years State Library Infrastructure Grants now open. In the mean time a number of programs and services delivered at the Greater Hume static libraries such as Tech Savvy Seniors, Ancestry Library Edition, storytime and Murder at the Chestnut factory will be delivered at Jindera and other towns and villages
Investigate feasibility of developing additional libraries within the shire or improving access to library facilities and information services	2.5.1.1.2	Create and promote traditional and online library services	Completed	100%		Library staff continue to create and promote traditional and online services. The Riverina Regional Library are continually updating the types of online library services available to the customer and library staff are ensuring through continued training that they are able to transfer this information to the customer

Performance Against Objectives

Community spaces allow our residents to learn and engage

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Investigate feasibility of developing additional libraries within the shire or improving access to library facilities and information services	2.5.1.1.3	Investigate and implement new and innovative programs in Council's libraries	Completed	100%		At the Greater Hume the libraries work closely with RRL to deliver a suite of programs that include all ages. RRL is constantly creating new programs which library staff or RRL staff will visit libraries to present
Investigate feasibility of developing additional libraries within the shire or improving access to library facilities and information services	2.5.1.1.4	Promote existing programs to increase library participation	Completed	100%		Library membership and participation reported to council in February. Membership and participation promoted in May to the annual all staff meeting. A number of programs introduced since March 2018 have increased membership and participation of the GH libraries. Further discussions planned with the introduction of monthly library meeting in 2018/19
Create an environment that attracts and enables caring and qualified staff	2.5.1.2.1	Library staff to attend a minimum of two training information days with RRL annually	Completed	100%		Library staff over the year have attended a number of staff training and information days. Library & Youth Services Team Leader has attended the Philadelphia Library Conference. 50% of the library staff have attended two training/information days and the other 50% one. The percentage is due to changes in staff



Growth and Sustainability

Performance Against Objectives




Objective: We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities.

We have prosperous and diverse local businesses and a growing economy

Transport Industry Development Strategy






DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Develop a Transport Industry Development Strategy with the support of specialist external consultants and key stakeholders	3.1.1.1.1	Seek grant funding to undertake research into the transport industry to better understand growth opportunities and to inform the Transport Industry Development Strategy	Not Progressing	0%		No action during current financial year

Partner with local, state and national departments and organisations to grow and expand accessible and inclusive local business

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Promote industrial development to enhance employment opportunities	3.1.2.1.1	Promote the existing industrial land development at Holbrook and Jindera	Completed	100%		Three lots sold and one under offer in the Jindera Industrial Estate with reasonable level of enquiry continuing. One allotment under offer in Holbrook Industrial Estate
Promote industrial development to enhance employment opportunities	3.1.2.1.2	Assess development opportunities for industrial land development elsewhere in the shire	Progressing	75%		Enquiries being received for Holbrook and Jindera Industrial Estates
Promote industrial development to enhance employment opportunities	3.1.2.1.3	Identify potential business growth opportunities within the transport industry	Progressing	0%		No action during current financial year

Performance Against Objectives


Partner with local, state and national departments and organisations to grow and expand accessible and inclusive local business

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Encourage and support local businesses to enhance employment opportunities	3.1.2.2.1	Implement Stage 2 Buy Local in Greater Hume" campaign	Completed	100%		Buy Local Directory refreshed with new branding. Latest issue includes Vendor Panel and Local Preference Purchasing Policy. Distributed through all council offices and libraries and at business events or training being held in the shire. Online directory updated. Article included in latest Community Newsletter and advert included in Henty Business/Resident Guide released in the quarter
Encourage and support local businesses to enhance employment opportunities	3.1.2.2.3	Review Council's procurement practices to promote local purchasing where a fit for purpose and cost effective option is available	Completed	100%		Procurement Policy reviewed and adopted along with revised Procurement Procedures. A Local Preference Purchase Policy has also been adopted and implemented.
Encourage and support local businesses to enhance employment opportunities	3.1.2.2.4	Council to offer a new business start-up grant	Progressing	75%		Draft policy prepared, requires consideration by Council
Encourage and support local businesses to enhance employment opportunities	3.1.2.2.5	Promote and support business mentoring and training services	Completed	100%		Next business forum will be held October 2018, during Business month. Grant funding of \$5K has been secured
Advocate for employment opportunities with new and existing business/industry and local training	3.1.2.4.1	Continue to promote the buy local policies and invest in attracting new business to improve employment	Progressing	50%		Article included in Winter Business News





Performance Against Objectives

Implement inclusive and accessible Small Town Revitalisation Initiatives for all villages and towns as part of the Master Planning process

Develop a new Strategic Land Use Plan for the shire


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Undertake community consultation and undertake data collection and research to inform the development of the 10 year Strategic Land Use Plan	3.2.1.1.1	Develop a budget, collect required data and engage with Department of Planning to inform the specifications for the development of the Strategic Land Use Plan	Progressing	25%		This matter did not progress due to the passing of significant amendments to the Environmental Planning and Assessment Act 1979 which will place new requirements on councils such as the preparation of Local Strategic Planning Statements

Implement inclusive and accessible Small Town Revitalisation Initiatives for all villages and towns as part of the Master Planning Process



DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Continue to support and develop sporting facilities and other community infrastructure	3.2.2.1.1	Provide assistance to community groups in the development of funding applications	Completed	100%		Support provided for SCC Program and Regional Sporting Infrastructure funding
Continue to support and develop sporting facilities and other community infrastructure	3.2.2.1.2	Promote Council's loans to community groups policy to encourage maximum uptake of available low interest loans	Not Due To Start	0%		No action during 2017/2018
Continue to support and develop sporting facilities and other community infrastructure	3.2.2.1.3	Formalise and promote Council's practice to provide Council plant and equipment out of hours at no charge	Not Due To Start	0%		No action during 2017/2018
For Council to lead the strategic direction for each town and village	3.2.2.2.1	Develop or update masterplans for all towns and villages	Progressing	0%		No action as no budget allocation including in 2017/2018 budget

Performance Against Objectives

Implement inclusive and accessible Small Town Revitalisation Initiatives for all villages and towns as part of the Master Planning Process

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
For Council to lead the strategic direction for each town and village	3.2.2.2.2	Develop a community development charter and facilitate community workshops in individual towns and villages with a view to implementing a Small Town Revitalisation Initiative (STRIVE) project	Not Progressing	0%		Unable to complete as no budget allocation included in 2018/2019 Budget. Possibly can review existing towns plans where they exist





Develop a New Resident Attraction Strategy for Greater Hume Shire and expand new residential estates

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Promote residential development	3.2.3.1.1	Investigate the cost of construction for residential land developments	Progressing	80%		Construction substantially commenced with a November completion date projected
Attract new residents to the shire	3.2.3.2.1	Investigate opportunities to benefit from the Evocities strategy	Progressing	75%		Council has recommitted funding to be involved in Country Change for 2018 - 2019

Performance Against Objectives



Increased number of visitors enjoy our shire

Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.01	Encourage development, promotion, funding and management skills of events which are family orientated, locally led and unique	Completed	100%		Event Management Workshop was held in conjunction with Destination Riverina Murray at Albury in May, with two attendees from Greater Hume. Greater Hume Events Guide refresher will be finalised July 2018
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.02	Support Greater Hume Shire's tourism operators and event organisers to participate in Awards at local, regional, state and national level	Completed	100%		Greater Hume Visitor Information Centre and Great Aussie Holiday Park, Bowna both submitted applications to Riverina Murray Regional Tourism Awards and both are now finalists in the Awards to be held in July
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.03	Identify and develop interpretational signage for towns/villages, attractions and historical areas	Completed	100%		On hold until other major projects completed
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.04	Work collaboratively with local, state and federal governments and organisations to enhance our visitor experience	Completed	100%		Greater Hume received NSW Government funding for Morgans Lookout Stairs. Held workshops and webinars for tourism operators and event organisers through Riverina Murray Destination and Murray Regional Tourism. Assisted community and sporting organisations through the Stronger Country Communities Fund, Round 2 to develop better visitor facilities




Performance Against Objectives

Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.05	Create an ambassador/famil program and develop workshops to promote the visiter experience	Completed	100%		A number of initiatives are being developed to train and inform Greater Hume's many ambassadors such as Visitor Information Points now receiving a monthly package of information and how to guides, a yearly famil drive with the Visitor Information Centre Officer to check on current product and view new and emerging product and to network with operators and ambassadors throughout the shire. The Tourism and Promotions Officer is now sending out a Tourism and Promotions Newsletter on a bimonthly basis to all operators, events and interested residents providing information on marketing and promotion opportunities, new product, funding/grant opportunities, latest statistics, industry development and networking opportunities
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.06	Establishing links with educational institutions (primary/secondary/tertiary) to encourage students to develop skills in the tourism, event management and hospitality industries (including work experience)	Completed	100%		There have been two contacts made to us by high school students looking for work experience in the events and tourism sector. As yet not confirmed work experience students but still working with high schools to encourage students to participate




Performance Against Objectives

Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.07	Ongoing development of visitgreater-hume.com.au and the Murray Regional Tourism Board digital platform including ATDW and corporate pages	Completed	100%		Web traffic to Visit Greater Hume continues to grow and we now have 173 operators, events and places from Greater Hume on the Destination NSW ATDW (Australian Tourism Data Warehouse) account, their information is further sent to over 60 websites across the world
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.08	Liaise with media by offering to arrange interviews, testimonials, new developments, special events, awards, articles, photography or regular spots on radio and TV or articles in print and social media	Completed	100%		We have sent media releases on Holbrook Races, Orange Grove Gardens Eco Lodges, Safer Driving Easter Weekend, Stronger Country Communities Fund, Australia Day, Diversity our Stories Come to Life etc. We regularly provide copy for Out and About (Border Mail), Pieces Victoria (Tourism Victoria email to visitors), Daily Advertiser (Wagga), Destination Riverina Murray and Murray Regional Tourism Public Relations Officers to include in regional and national media tourism and visitor articles
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.09	Continue to promote Greater Hume Shire's social media presence on Facebook and develop resources (eg photography and film) to expand into other sites such as twitter, Google maps, YouTube, Instagram and Pinterest	Completed	100%		Greater Hume's Facebook Pages currently has 868 on Council site, 361 likes on Visit GH site, 216 likes on Youth Advisory Committee site, 297 Buy Local site and 530 likes on Children Services site. We are now developing an instagram account around VisitGreaterHume

Performance Against Objectives

Develop a local tourism operator forum and strategy


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.10	Develop self drive and walk/bike/ride tour itineraries incorporating historical and environmental attractions in towns/villages and shire	Completed	100%		Looking to develop more self drive and walk/bike/ride touris during the refreshing of the Greater Hume Visitor Guide in 2019
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.11	Incorporate into budget attendance/ presence at specialist events such as caravan and camping shows, travel shows and other specialist events by either tourism staff or operators	Completed	100%		Attended Henty Machinery Field Days (Sept 2017), Culciarn Open Day (May 2018), Keeping It Real Conference in Albury (Aug 2017)
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.12	Establishment of a Greater Hume Shire Tourism Operators Committee to create links and provide a platform for cooperative marketing and promotion and tourism development, skills development and new operators	Completed	100%		The Tourism Pubic Forum has now being held in Woomargama, Henty and Jindera. There have been good numbers and a lot of networking, discussion, suggestions and ideas on improving Greater Hume's Visitor Experience. Planning is underway for the next Forum to be held in Holbrook with a further three forums planned for 2018/2019



Pictured: Kerrie Wise and Ellen Ryan at the 2018 Riverina Murray Regional Tourism Awards. Greater Hume Visitor Information Services – Silver Award.




Performance Against Objectives

Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.14	History and Heritage - Museums Program to provide guidance, training and expertise to our public and private museums and historical society's such as museum advisors, grants and volunteer and skill development workshops	Completed	100%		The Museum Adviser visits Greater Hume seven times a year (approx every 2 months). The Museum Advisor has also held four workshops with the Community Museums to discuss/develop grant applications, Disaster Management Plans, Evacuation Plans, volunteer development, exhibition and collection management. Three grant applications have been submitted to Destination NSW (two) and Create NSW (one). Unfortunately none were successful, mostly in part due to the high demand for grants in the Museums and Heritage field. Also assisted the Woolpack Inn Museum (successful grant with Heritage Near Me), Headlie Taylor Header Museum (successful grant with Murray Arts) and Jindera Pioneer Museum (successful grants with Heritage Near Me and Department of Industry, Innovation and Science)

Performance Against Objectives

Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.15	Natural Environment - Liaise with NSW Government agencies to further develop the natural areas of Lake Hume, Doodle Cooma Swamp, Gum Swamp, Woomargama National Park, Murray River, Benambra National Park, Billabong Creek	Completed	100%		In 2017 NSW Environment and Heritage opened Bird Hides and new signage at Doodle Cooma Swamp. Currently working Landcare to redevelop the bird trail in Greater Hume. Currently lobbying NSW National Parks for additional/ updating signage in Woomargama National Park
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.16	Agri Tourism - Encourage individuals and agricultural businesses to development farm gate and niche produce and participation in Murray Regional Tourism's Food and Agri Tourism Program	Completed	100%		The Murray Regional Tourism (MRT) Farm to Plate (F2P) initiative aims to develop the Murray region into a nationally recognised Food Producing and Foodie Destination. A series of workshops are being held by Regionality (on behalf of MRT) across the Murray region to develop a strategy for the region to start to build on its agritourism assets. To start to develop more agritourism product the F2P Program (in partnership with Destination NSW) is also offering a Farmgate Business Development Program, to date Greater Hume has one EOI from a farming business. 2018/2019 will see the F2P strategy launched and commence roll out of its initiatives throughout the region (inc Greater Hume)
Implement the Greater Hume Shire Visitor Experience Plan	3.3.2.1.17	Create a standardised Signage Policy throughout the Shire. This policy would include road, tourism, heritage and interpretational signage etc.	Completed	100%		The Engineering Dept has been working on a Signage Policy document








Good Infrastructure and Facilities

Performance Against Objectives

Objective: Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community.



Infrastructure and facilities meet the needs of our communities

Develop and implement five yearly Asset Management Strategy and Plans


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Identify opportunities for external grant funding	4.1.1.1.1	Seek grant opportunities and advertise on Council's website	Progressing	75%		All relevant grants are advertised on Council website
Identify opportunities for external grant funding	4.1.1.1.2	Council actively seeks and applies for grant funding for non-budgeted identified priority projects	Completed	100%		Council undertook an extensive consultative process as part of Round 2 of the Stronger Country Communities Fund which provides a sound foundation to work with community groups to access funding
Ensure investment in the upgrade of roads infrastructure is targeted and prioritised	4.1.1.2.1	Review and implement Council's Roads Strategy	Completed	100%		Roads Program as detailed in 2017/18 Delivery program has been completed with only some minor carry over works
Ensure investment in the upgrade of roads infrastructure is targeted and prioritised	4.1.1.2.3	Continue to collect and record asset data in order to inform current and future asset management strategies and plans	Completed	100%		Asset Management Plans reviewed as scheduled (Water, Wastewater, and Transport Plans)
Develop an Integrated Asset Management Plan for all of Council's assets	4.1.1.4.1	Review the Asset Management Plan for water and sewer assets	Completed	100%		Water and Wastewater Asset Management Plans have been reviewed

Performance Against Objectives

Engage the community to develop Recreation Plan describing accessible and age friendly public facilities in our spaces and places • Parks Playgrounds and Reserves • Public Toilets • Sporting Fields • Swimming Pools • Public Halls


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Support with long term planning and maintenance at recreation grounds	4.2.2.1.1	Develop a master plan for sporting grounds in each of the five major towns incorporating drainage, irrigation and turfing options	Progressing	20%		Development of brief of works for master plans has commenced
Develop and implement the program for the upgrade of public toilets and playgrounds	4.1.2.3.1	Implement the upgrade and replacement program in accordance with budget allocations	Progressing	80%		Playground at Sunnyside Park Walla Walla completed, Design being finalised for new Public toilets at Jindera Recreation Reserve (deferred to 18/19 Year due to location change at the rec ground due to successful grant application for skate park)

Affordable, accessible housing supports the needs of the community


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Continue to provide social housing and consider supporting housing for disadvantaged younger people and families linking them to local services for support	4.1.3.1.1	Review social housing processes providing opportunities for disadvantaged younger people and families	Progressing	75%		All annual maintenance inspections completed. Occupancy rate as at 30 June 2018 - 94%

Performance Against Objectives


Engage the community in a 10 Year Roads Strategy Plan

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Review Council's Roads Strategy on a two-yearly cycle	4.1.4.1.2	Implement the Roads Strategy and engage the community on specific local road issues	Completed	100%		Road Strategy implemented under works program. Discussions with community members occurring as required

Improve streetscapes of our towns and villages

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Develop and implement a street tree plan for each town and village	4.1.5.1.1	Map all street trees in towns and villages on Council's GIS mapping system	Not Progressing	0%		Mapping of trees not yet commenced - Deferred to 18/19

Expand waste water strategies into villages


DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Investigate and develop concept designs for waste water collection and treatment in Gerogery and Woomargama and Burrumbuttock	4.1.6.1.1	Scope and cost schemes in each of the identified villages	Progressing	50%		Quotes being obtained from consultants on proposed schemes at Gerogery, Woomargama and Burrumbuttock

Develop a Storm Water Capital Works Program

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Develop an Asset Management Plan for stormwater assets	4.1.7.1.1	Complete mapping of stormwater assets	Completed	100%		Mapping of stormwater assets completed


Performance Against Objectives

Mitigate against natural disasters (Flood and Bushfire Management)

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement strategies identified in the adopted Flood Plain Risk Management Plans and Bushfire Risk Management Plans with successful funding applications	4.1.8.1.1	Submit funding applications for flood and bushfire mitigation works and implement works if funding is successful	Completed	100%		Flood grant funding applications have been lodged

We minimise the impact on the environment

Waste management strategy incorporates recycling and carbon reduction actions

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Develop a Waste Management Strategy that includes a transition to a waste facility with a Environmental Protection Licence	4.3.1.1.1	Prepare a draft Waste Management Strategy and engage the community	Progressing	60%		Staffing constraints prevented the preparation of the Waste Strategy. Some amendments to opening hours have occurred during the reporting period



Pictured: Mobile Community Recycling Pickup Trailer

Greater Hume Council's Community Recycling Centre and Mobile Community Recycling Centre offer a free and easy solution for the disposal of household problem waste. The trailer was constructed with funding from the NSW Environmental Trust and the NSW Environmental Protection Authority and aims to reduce illegal dumping and help our community stop stockpiling problem wastes.


Designed for the safe collection and transport of problem household wastes such as: household batteries, car batteries, gas bottles, fire extinguishers, paint, smoke detectors, fluorescent globes and tubes, motor and other oils.

Performance Against Objectives



On-site sewerage management systems are environmentally sustainable

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Continue to improve and monitor the management of onsite effluent disposal within the shire	4.3.2.1.1	Implement the On Site Sewerage Management (OSSM) Policy	Completed	100%		This target was largely achieved. Considerable number of failing systems were addressed

Best practice waste water management



DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Manage waste water and effluent in a sustainable manner	4.3.3.1.1	Provide and maintain sewerage disposal and effluent reuse systems that meet the needs of residents of the shire	Completed	100%		Effluent reuse systems operating as required

Best practice weed management

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Continue to support effective weeds management (private and public lands)	4.3.4.1.1	Actively participate in the Murray Weed Action Plan	Completed	100%		Council has been an active participant in the Murray Weed Action Plan (WAP) given Council's role as Lead Agency for the WAP project across the Murray and Riverina regions. It should be noted that as from 1 July 2018 Greater Hume Council is no longer the lead agent with the WAP projects now coming under the management of the Murray and Riverina LLS. Council will continue to remain part of the Murray group however the structure of the Committee may change in the future.
Continue to support effective weeds management (private and public lands)	4.3.4.1.2	Undertake inspections on private and public land to detect and assess weed infestations	Progressing	50%		Approximately 360 inspections undertaken during the year



Performance Against Objectives

Drive energy efficiency with implementation of renewable and efficient assets and resources




DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Investigate opportunities to reduce the energy and water costs at Council's sporting facilities	4.3.5.1.1	Installation of energy saving infrastructure at recreation grounds across the shire as recommended by the energy audit	Progressing	20%		Grant application submitted as part of Stronger Communities Funding application - This was not subsequently not successful
Develop an energy efficiency plan for all Council assets and facilities including Council's small plant fleet	4.3.5.2.1	Undertake an energy efficiency upgrade at Council's Culcairn office and analyse the efficiencies gained against base line data	Completed	100%		System operational and year on year review of electricity billing (Feb- May) indicate a saving of in excess of \$25,000 per annum

Performance Against Objectives

Manage water resources and water quality responsibly

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
Implement the program of works identified in the Drinking Water Quality Management Plan	4.3.6.1.1	Implement the program of works identified in the Drinking Water Quality Management Plan for 2017/2018	Completed	100%		Works generally completed as detailed in plan
In conjunction with Riverina Water County Council investigate the future management of water supply assets in Greater Hume Shire	4.3.6.2.1	Completion of a feasibility study into the management of water assets within Greater Hume Shire by Riverina Water County Council	Completed	100%		Council has decided to not divest water assets to Riverina Water or Albury City

Manage and protect significant environmental assets across the shire

DP Action	Action Code	Action	Action Status	Action Progress	Traffic Lights	Comment
For Council to be proactive in relation to environmental management practices	4.3.7.1.1	Investigate partners and options for management of organic waste generated within the shire	Not Progressing	0%		This matter was not able to be progressed due to the inability to identify suitable partners.
For Council to be proactive in relation to environmental management practices	4.3.7.1.2	Promote household hazardous waste collection at a number of sites across the shire	Progressing	50%		A biannual clean-up is to be undertaken and this will be scheduled for 2018/2019
For Council to be proactive in relation to environmental management practices	4.3.7.1.3	Undertake bi-annual home composting campaign	Completed	100%		This matter will be discussed with REROC Waste Group for 2018/2019

Abbreviations

ABS	Australian Bureau of Statistics
ARTC	Australian Rail Track Corporation
ATDW	Australian Tourism Data Warehouse
CAPT	Continuous Accessible Path and Travel
CET	Community Engagement Toolkit
CH&W Plan	Community Health and Wellbeing Plan
CS	Customer service
CT	Community Transport
DIAP	Disability Inclusion Action Plan
DPI	Department of Primary Industries
ED&S Plan	Economic Development and Social Plan
EPA	NSW Environmental Protection Authority
FTE	Full time equivalent
GHC	Greater Hume Council
GIS	Geographic Information System
GHLEP	Greater Hume Local Environmental Plan 2012
GHS	Greater Hume shire
HR	Human resources

IAP2	International Association For Public Participation Australasia
ICT	Information and computing technology
IP&R	Integrated Planning and Reporting
JO	Joint Organisation
LED	LED lighting
LEP	Local Environmental Plan
LG	Local Government
LGA	Local Government Area
LLS	Local Land Services
LTFP	Long Term Financial Plan
Mgt	Management
MOU	Memorandum of Understanding
MRT	Murray Riverina Tourism
NVW	National Volunteer Week
PPE	Personal protection equipment
PwD	People with disability
RDA (Murray)	Regional Development Australia (Murray)
REROC	Riverina Eastern Organisation of Councils
RFS	NSW Rural Fire Service

RRL	Riverina Regional Library
RMS	Roads and Maritime Services
RSA	Responsible serving of alcohol
SEIFA	Socio-Economic Indexes for Areas
SES	State Emergency Services
VEP	Visitor Experience Plan
WHS	Work Health and Safety

State of the Environment

Local Government Act 1993 Section 428 A

For the purposes of a report covering the 2017/18 period, environmental issues contained within the Community Strategic Plan have been detailed in the Delivery Plan actions on pages 13 to 54 of this report.

Condition of Public Works

Section 428 Public Roads - Urban Roads

Pavements

Within the town areas of Greater Hume, Council maintains approximately 94km of sealed and 21km unsealed pavements. Maintenance costs for these roads amounted to \$455,686 during 2017/2018.

Pavement maintenance (bitumen resealing) was carried out on 8.2km of urban streets (\$170,093) in order to extend their useful life in 2017/2018.

Council's 2018/2019 budget provides \$500,000 for routine maintenance on sealed and unsealed urban roads, with \$180,000 provided for urban resealing works, and \$1,150,000 for improvement and rehabilitation works.

Kerb & Gutter

Within the town areas of Greater Hume, Council maintains 92.7m of kerb and gutter. Visual assessment indicates

that approximately 100% is providing a satisfactory level of service. Council has a maintenance and repair budget of \$60,000.

Footpaths

Concrete footpaths are generally satisfactory in the town areas of Holbrook, Jindera, Culcairn, Henty and Walla Walla and the villages of Walbundrie and Burrumbuttock. The majority of the pavement is assessed as having a residual life of at least 80 years (design life 100 years). Council maintains 23km of concrete footpaths and 5.0km of gravel footpaths and an allocation of \$36,000 is provided in the 2018/2019 budget for maintenance works. There was 1,083 metres of new footpath constructed in 2017/2018, in Jindera, Burrumbuttock and Culcairn. Council has an ongoing replacement program with \$120,000 allocated for 2018/2019.

Rural Local Roads

Unsealed

Council maintains 898.79km of unsealed rural roads with an all-weather gravel pavement and 100.02km of formed roads. Through regular maintenance grading and gravel resheeting programs based on Council's road strategy and the level of funds available, assist in providing a satisfactory level of service. Condition assessment is based on visual inspection and known level of service. Maintenance costs for 2017/2018 of \$1,187,739 were spent on unsealed rural roads. Gravel resheeting was carried out on 42.65km in 2017/2018 at a cost of \$1,218,463.

Council's 2018/2019 budget provides \$1,087,713 for routine maintenance of unsealed rural roads and \$1,200,000 for gravel resheeting works.

Sealed

Council maintains 676.01km of sealed rural roads with widths varying between 3.6m – 7.0m. Council's policy of regular maintenance and bitumen resealing has maintained the road network in a satisfactory condition. A total length of 52.65km of bitumen resealing works was carried out in 2017/2018 at a cost of \$1,346,990. In addition, a total of 7km of road was reconstructed in 2017/2018.

Council reviewed the local road system in terms of the network provided and level of service to be provided. The current level of road inventory data is considered to be adequate for asset value assessment reviewed at the start of the 2014/2015 financial year.

Council's 2018/2019 budget provides \$700,000 for routine maintenance of sealed rural roads and \$1,150,000 for bitumen resealing works. There is an allocation of \$650,000 for improvement and rehabilitation including works funded through the Roads to Recovery Program during 2018/2019.

Regional Roads

Council is responsible for the maintenance and improvement of 286.35km of regional roads with funds provided by NSW Roads and Maritime Services. The network is generally satisfactory; however, there is a need to widen the majority of pavement width to meet current standards. Bitumen resealing of 17.65km in length was carried out during 2017/2018 at a cost of \$525,474 as well as heavy patching valued at \$69,154. A total of 5.1km was rehabilitated under the REPAIR Blackspot Programs amounting to \$1,735,612.

Condition of Public Works

Bridges

Council is responsible for 212 concrete and steel bridges and major culverts, including 142 on local roads, 70 on regional roads and 1 timber bridge within the shire.

Council's bridges are in good condition and (precluding floods) will need minor maintenance only.

Asset valuation is based on known construction dates and a life of between 100 to 120 years based on materials and construction type.



Pictured: Asphalt being installed in Albury Street, Holbrook in March 2018. Roads and Maritime Services funding of \$852,916 for pavement upgrade was agreed to by Council to take over maintenance responsibility for the roadway.

Water Supply and Sewerage Services

Water Supply

Council operates two water supply systems servicing the urban area of Culcairn and the Village Water Supply Scheme which services Jindera, Burrumbuttock, Brocklesby, Gerogery and Gerogery West. It is considered that they currently operate in a satisfactory manner. Asset valuation and subsequent assessment of funds required to bring the infrastructure up to a standard and maintaining it have been based on known construction dates and theoretical design life of the component.

Sewerage Schemes

Council operates six separate sewerage schemes:

Burrumbuttock - This scheme is operating satisfactorily and is near maximum capacity. The majority of the components in the system are currently at less than half their design life and no upgrading works are proposed.

Culcairn – This scheme is operating satisfactorily and is near maximum capacity. The majority of the components in the system are currently at less than half their design life.

Henty – This scheme is operating satisfactorily and below design capacity. The majority of the components in the system are currently at less than half their design life.

Holbrook – This scheme is operating satisfactorily and is below design capacity. The majority of the components in the system are currently at less than half their design life and no upgrading works are proposed.

Jindera – This scheme is operating satisfactorily and is near maximum capacity. The majority of the components in the system are currently at less than half their design life and works to increase capacity are proposed in 2020.

Walla Walla – This scheme is operating satisfactorily and is below design capacity. The majority of the components in the system are currently at less than half their design life and no upgrading works are proposed.



Stormwater Management Services

Local Government (General) Regulation 2005

CI 217(1)(e)

In line with the Delivery Plan, routine maintenance has been carried out to Council's existing stormwater drainage system.

The development of a Stormwater Asset Management Plan was completed during the 2012/2013 Financial Year.

Greater Hume Council did not levy any stormwater management charges in 2017/2018.

Pictured: Water supply upgrade, Pioneer Drive, Jindera.

Fees, Expenses and Facilities provided to Mayor and Councillors

Mayoral Allowance	\$10,121
Deputy Mayoral Allowance	\$1,933
Annual Fees \$10,693 per councillor per annum	\$96,237
Expenses in accordance with the above policy (65 cents per kilometre for vehicles up to 2.5 litre engine capacity and 74 cents per kilometre for greater than 2.5 litre) Councillors Subsistence (e.g., meals, etc)	\$16,539 \$3,635
Delegates expenses (including travel, accommodation and out-of-pocket expenses to attend conferences, seminars and workshops)	\$11,166
Provision of facilities Provision of dedicated office equipment allocated to councillors including lap top computers/ipads	\$2,158
Telephone & internet expenses	\$550
Attendance of councillors at conferences and seminars – See Delegates Expenses listed above.	
Training of councillors and provision of skill development	\$Nil
Interstate visits Interstate visits by councillors, including transport, accommodation and other out of pocket travelling expenses	Nil
Overseas visits by councillors, including transport, accommodation and other out of pocket travelling expenses	Nil

Expenses of any spouse, partner or other person who accompanied a councillor	Nil
Expenses involved in the provision of care for a child or an immediate family member of a councillor. No claims submitted for period 1 July 2017 to 30 June 2018	Nil

Senior Staff employed

Clause 217 (1)(a9)(b) and (c)

During the 2017/2018 year, Council's General Manager Steven Pinnuck received a total remuneration package of \$207,728 (which included salary, superannuation benefits and non-cash benefits).

There were no other designated senior staff employed by Council.

Special Schedule No. 7 - Report on Infrastructure Assets

as at 30 June 2018

\$'000

Asset Class	Asset Category	Estimated cost to bring up to a satisfactory standard	Estimated Cost to bring to the agreed level of service set by Council	2017/2018 Required Maintenance ^a	2017/2018 Actual Maintenance	Net Carrying Value	Gross Replacement replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
								1	2	3	4	5
Buildings	Council Offices/ Administration Centre	10	10	36	50	4,203	6,514	0%	44%	83%	17%	0%
	Works Depot	-	-	46	43	2,154	3,365	28%	6%	54%	12%	0%
	Public Halls	40	40	35	36	5,053	13,550	0%	14%	52%	34%	0%
	Houses	-	-	21	28	1,178	1,178	56%	6%	38%	0%	0%
	Libraries	-	-	11	4	1,629	2,836	0%	33%	67%	0%	0%
	Museums	-	-	6	4	487	929	0%	25%	50%	25%	0%
	Amenities/ Public Toilets	35	35	27	18	1,949	3,877	12%	18%	48%	16%	6%
	Sporting Facilities	45	45	12	8	7,590	16,595	7%	11%	71%	10%	1%
	Aged Care Facilities	-	-	41	48	3,181	4,477	15%	32%	53%	0%	0%
	Other	-	-	29	31	4,003	6,600	15%	36%	40%	6%	3%
	Sub total	130	130	264	270	31,427	59,921	8.2%	16.1%	59.6%	15.1%	1.0%
Other Structures	Other Structures	10	10	2	7	11,758	17,567	5%	13%	76%	6%	0%
	Sub total	10	10	2	7	11,758	17,567	5.0%	13.0%	76.0%	6.0%	0%

Special Schedule No. 7 - Report on Infrastructure Assets

as at 30 June 2018

\$'000

Asset Class	Asset Category	Estimated cost to bring up to a satisfactory standard	Estimated Cost to bring to the agreed level of service set by Council	2017/2018 Required Maintenance ^a	2017/2018 Actual Maintenance	Net Carrying Value	Gross Replacement replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
								1	2	3	4	5
Roads	Sealed Roads Surface	50	50	2,107	2,187	23,780	41,723	2%	55%	42%	1%	0%
	Sealed Roads Structure					145,022	187,747	1%	58%	40%	1%	0%
	Unsealed roads	-	-	1,201	1,250	13,171	25,657	1%	55%	43%	1%	0%
	Bridges	100	100	50	32	24,630	55,258	2%	25%	48%	24%	1%
	Footpaths	-	-	36	29	2,797	3,606	2%	25%	52%	21%	0%
	Kerb and Gutter	-	-	60	52	6,761	9,223	36%	62%	2%	0%	0%
	Bulk earthworks	-	-	-	-	137,918	137,918	100%	0%	0%	0%	0%
	Sub total	150	150	3,454	3,550	354,079	461,132	31.5%	36.1%	28.7%	3.6%	0.1%
Water Supply	Mains	-	-	137	97	18,203	26,877	22%	47%	19%	12%	0%
Network	Pumping Stations	-	-	21	4	470	651	6%	89%	5%	0%	0%
	Treatment Works	-	-	9	3	203	288	0%	100%	0%	0%	0%
	Reservoirs		-	10	1	1,924	3,144	7%	40%	15%	38%	0%
	Bores	-	-	-	-	253	328	0%	100%	0%	0%	0%
	Other	-	-	4	1	-	-	22%	78%	0%	0%	0%
	Sub total	-	-	181	106	21,053	31,288	19.7%	48.2%	17.9%	14.1%	0.0%

Special Schedule No. 7 - Report on Infrastructure Assets

as at 30 June 2018

\$'000

Asset Class	Asset Category	Estimated cost to bring up to a satisfactory standard	Estimated Cost to bring to the agreed level of service set by Council	2017/2018 Required Maintenance ^a	2017/2018 Actual Maintenance	Net Carrying Value	Gross Replacement replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
								1	2	3	4	5
Sewerage Network	Mains	-	-	45	23	22,578	32,512	19%	33%	48%	0%	0%
	Pumping Stations	20	20	38	21	3,364	4,586	11%	77%	10%	2%	0%
	Treatment Works	-	-	41	25	3,940	6,055	5%	82%	11%	2%	0%
	Reuse Scheme	10	10	9	10	2,609	3,329	0%	94%	3%	3%	0%
	Sub total	30	30	133	79	32,491	46,482	15.0%	48.1%	36.2%	0.7%	0.0%
Stormwater Drainage	Stormwater Drainage	-	-	52	51	7,378	10,417	25%	64%	11%	0%	0%
	Sub total	-	-	52	51	7,378	10,417	25%	64%	11.0%	0%	0%
Open Space/ Recreational Assets	Swimming Pools	-	-	160	165	7,240	-	38%	16%	43%	3%	0%
	Sub total	-	-	160	165	7,240	-	0%	0%	0%	0%	0%
TOTAL - ALL ASSETS		320	320	4,246	4,228	465,426	626,807	26.6%	35.5%	32.7%	5.0%	0.2%

Note:

a Required maintenance is the amount identified in Council's asset management plans.

Infrastructure Asset Condition Assessment "Key"

1.	Excellent	No work required (normal maintenance)
2.	Good	Only minor maintenance work required
3.	Average	Maintenance work required
4.	Poor	Renewal required
5.	Very Poor	Urgent renewal/upgrading required

Contracts awarded in excess of \$150,000

Clause 217(1)(a2)

Name of Contractor	Description of goods and services	Contract Amount (excluding GST)
Rosmech Sales & Service Pty Ltd	Supply of new Scarab Merlin Hino street sweeper	\$309,509.00
GCM Enviro Pty Ltd	Supply of TANA landfill compactor	\$185,000.00
Hutchinson Civil	Construction of Drainage Works, Urana Street Jindera	\$418,296.00
Longford Civil Pty Ltd	Reconstruction of Hueske Road	\$324,890.40
Australian Ramp and Access Solutions	Design and construct access stairway at Morgans Lookout	\$160,889.00
Downer EDI	Asphalt works Albury Street Holbrook	\$1,178,175.52
Downer EDI	Bulk Emulsion Contract – Joint arrangement through REROC	\$178,106
Downer EDI	Spray sealing works contract	\$2,190,000
Hurst Earthmoving Pty Ltd	Construction of 7-Lot Subdivision Walla Walla	\$154,204.50
Riverina Sporting Services	Installation of two netball courts Culcairn Recreation Ground	\$157,605.00
Hurst Earthmoving Pty Ltd	Gravel resheeting of flood damaged roads	\$954,014.30

Bushfire Hazard Reduction Activities

Section 428 A

The fire season 17/18 was significant with 114 attendances by Greater Hume Rural Fire District volunteer members totalling 1370.05hrs which represented 30% of all Southern Border Team incidents.

Major incidents included the West Gerogery fire that saw the loss of “Huondale” homestead as a result of a roadside ignition that quickly impacted the historic property. Cromer Hill also was subject to a lightning strike that resulted in a significant aviation effort to contain the fire to a small section of the hill. A special mention needs to go to Little Billabong RFB who has attended many motor vehicle accidents on the Hume Highway, these volunteers are attending more and more every year, this year attending 31 incidents which is one of the highest in the whole Southern Border Team.

We are seeing increase in membership, especially in the 12-16yr old cadet members, which have competed at the Southern Border Team Cadet Field Days hosted at Holbrook Racecourse. The new youth members are the future of our service in a rural demographic that is seeing less and less people on farm due to mechanisation. I would like to thank the communities and volunteers support to mentoring these young members moving forward.

Hazard reduction works are being undertaken by Greater Hume Council on several significant areas of threat around the zone, including the roadside treatment programs that are reducing fuel loads and creating useful fire breaks. Our landholders have been undertaking a lot of agricultural burning which has been done safely on most occasions, however we still have concerns with regards to timber

Bushfire Hazard Reduction Activities

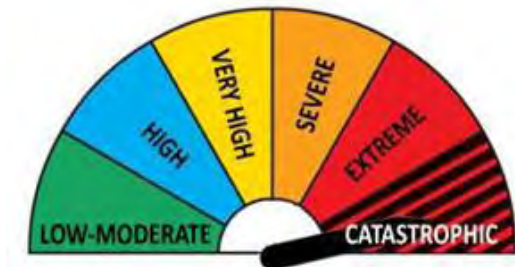
being burnt and not patrolled adequately. On 12 April 2018 there was 21 confirmed fires, all of which resulted from escaped burns that were not adequately patrolled and or extinguished. A timely reminder to all residents to ensure that fires are extinguished properly and notified through our burn notification portal at www.preventbushfires.com.au.

Once again partnership with public agencies such as Forestry Corp NSW and National Parks and Wildlife Service has seen strategic hazard reductions occur on tenure, including a large burn at Woomargama National Park in the Cockatoo Hazard Reduction.

Thanks again to our dedicated volunteer base that gives their time to protect our community, anyone interested in joining up and contributing should visit www.rfs.nsw.gov.au or speak to local brigades for information.

Patrick Westwood
Manager
Southern Border Team
NSW Rural Fire Service

28 September 2018



Access and Equity

Section 428(2)(j)

Greater Hume Council has continued to implement the 'Greater Hume 2030' plan which incorporate Council's objectives in relation to the availability and access to key social services.

Council's Community Plan examines the needs of the local community, including groups that may be disadvantaged in some way, and formulates access and equity activities that Council and/or other agencies could implement to address needs.

These activities have been presented as a number of recommendations within the Community Plan.

Activities Council has acted upon since its inception include:

- Community newsletter published in Spring and Autumn
- The expansion of the network of footpaths and bike paths across the shire
- The expansion of kerbside recycling services throughout the shire
- The continuation of lobbying with Telstra to ensure the maintenance of communication services across the shire
- Continued employment of a Youth Development Officer to support the provision of services and activities for young people throughout the shire.
- The auspice of a number of projects designed to improve the availability of support services for older people and people with disabilities. This includes community services and road safety programs specifically targeting older residents

- Expansion of children's services throughout the shire and recently to the Benalla Local Government area.



Greater Hume Council

Newsletter

Autumn 2018

Issue 47

A guide to what's happening in our community



Pic Crowd at Greater Hume's Australia Day Celebrations

Mayor's Message

What a wonderful day we had at the Greater Hume Australia Day Celebrations. Patricia Garcia AO, our Australia Day Ambassador was a delight and the Jindera Community put on wonderful weather, great food and entertainment. Congratulations to the awardees and Jindera Community.

As you can see there has been a change to how we communicate to you with a new look newsletter, modern branding and a new website to come.

I am extremely pleased that Council has commenced implementation of Council's Disability Inclusion Plan and establishment of Access Reference Groups. Whilst there is a lot of work to do to, the feedback from you has been tremendous and we are currently implementing or considering many of the ideas received.

Thank you also to our many volunteers across Greater Hume whose dedication and hard work assist a wide variety of community organisations.

Best wishes, Cr Heather Wilton, Mayor

New Look Newsletter - We Hope You Enjoy The Read

The Greater Hume Council Newsletter has received a revamp and reorganisation as part of the Communications Strategy and Implementation Plan which Council adopted in June 2017. The Newsletter will now be produced twice a year, for distribution in Autumn and Spring. Suggestions from residents, community organisations and Disability Inclusion and Access Reference Groups have been considered and where possible implemented.

Suggestions/Comments to: mail@greaterhume.nsw.gov.au

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Highlights



3 Two New Pools Opened
Veterans of World War II attended the opening ceremony.



4 DIAP for Greater Hume
Disability Inclusion Plan and Reference Groups



5 Australia Day
Diana Wegener and Michael Broughen are joint Citizens of the Year



14 Take a Diversity Tour
Its School Holidays or Family/Friends are Visiting - What's On!

Access and Equity

Additionally, Greater Hume Council implemented the following actions that support the Disability Inclusion Action Plan.

Building Positive Attitudes

- Establishment of four community Disability Inclusion and Access reference groups across Greater Hume Council including Holbrook, Culcairn, Henty and Jindera
- Established Terms of Reference
- Input into Council projects
- Updates and inclusion of DIAP in Greater Hume Health and Wellbeing Alliance meetings across service providers with a major focus of DIA at the May 2017 meeting.

Employment

- All staff Training day to address DIAP inclusion across all divisions within the organisation
- Improvements to customer service through customer service training to meet needs of people with vision impairment and improved system of access at Jindera Hub.

Creating Liveable Communities

- Parking improvements with the inclusion of disability parking at Jindera, additional larger disability parking bays in Culcairn with improved markings at Culcairn and Holbrook
- Assistance with access to transport to enable a young person to attend TAFE 1 day per week
- Review of community transport issues and needs with recommendations including advocacy and mapping needs.

Systems and Processes

- Access template developed for inclusion in event planning process
- Universal Guidelines and Toolkits provided to Planning and Engineering departments
- Planning for the development of a new and compliant website to meet the web content accessibility guidelines.

Library and Mobile Library Services

The Riverina Regional Library played a pivotal consultancy role in 2017/18 ensuring that the Greater Hume Council Libraries and Mobile Library Service continue to provide our community with a wide range of collections, programs and services.

Greater Hume Council has continued to promote traditional as well as online services at the same time focusing on the need to increase membership and participation in the libraries.

Outreach services have increased with programs and services delivered to Jindera Community Hub as well as schools, and age care organisations. Partnerships have been formed between the libraries and businesses with the introduction of the program Little Book Nooks: Libraries & Businesses Increasing Literacy In The Community.

The smaller towns and villages within Greater Hume are provided with a mobile library service. The Mobile Library has a number of collections items similar to the static libraries in the Greater Hume Council. The service also provides members with reservations, and access to online information.



Pictured: students reading in a boat at Holbrook Library

	Culcairn	Henty	Holbrook	Mobile Library stops in Greater Hume Council area
Members as at 30 June 2018	587	643	672	384
New memberships*	114	147	41	53
Loans	7,944	9,310	9,759	6,827
Stock held at branch/mobile	3,742	4,211	5,370	6,818

* New library members 1 July 2017 to 30 June 2018

Greater Hume Children Services

“Your Family, Our, Home.....Naturally”

Greater Hume Children Services provide flexible, professional and nurturing home based child care education services, where children receive quality education in a nurturing and caring environment.

Educators are qualified, early childhood professionals who embed the principles and practices of the Early Years Learning Framework in conjunction with the National Quality Standards.

The growth of the service is reflected in our increase in the results shown overleaf.

Greater Hume Children Services launched its new brand in May 2018.



Pictured: from left Deanne Burr, Debbie Moreland, Fiona Pattinson and Libby Keogh at the launch of the new brand

Greater Hume Children Services



Pictured: Celebrating the launch of Greater Hume Children Services and cutting the celebratory cake, from left Debbie Moreland, Cr Annette Schilg, Kim Seaton (educator), David Smith, Marg Killalea and Mayor, Cr Heather Wilton.

Number of children in care	783	8.99%	↑
Number of families using the service	541	11.84%	↑
Number of educators enrolled in the service	57	9.23%	↓
Equivalent Full Time Places filled	180	1.1%	↑
Report for period ending 30 June 2018			





Greater Hume
**Children
Services**

ghchildren.com.au

Would you like your child to receive care and early childhood education in a homely, safe environment in a small group, where you can develop a relationship with the educator?

To enquire about our service, contact a member of our Coordination Unit
T: (02) 6026 3877 E: mail@ghchildren.com.au

Childcare government subsidies available.

Greater Hume Children Services is a member organisation of Family Day Care Australia and is proudly managed by Greater Hume Council.



Greater Hume Youth Advisory Committee

The Greater Hume Council Youth Advisory Committee (YAC) consists of a group of enthusiastic young people age 12 – 24 years. The young people are passionate about making a difference in the community by organising educational, cultural and recreational programs for other young people.

During 2017/18 the committee organised a Youth Week Battle of the Bands Competition, Climbed the Rock Hill, travelled to Albury to enjoy Laser Tag and tried out their team skills with the Escape Room.

The committee also worked closely with the Youth Development Officer to address issues such as mental health, drugs and alcohol and road safety that may be impacting on their peers in the community. A successful grant application from FRRR Heywire Step – Up was received and planning by the committee began in 2018/19 for a Festival of Possibilities which will be held in April 2019 during Youth Week.

The committee also played a role in promoting the Greater Hume Libraries by producing 4 short films on membership, collections, borrowing conditions and resources. The success of the films was identified by the Riverina Regional Library as contributing to enriching the lives of people in the community through literacy.



Work carried out on private land

Clause 217(1)(a4)

Where Council carries out work on private land, it is Council's policy to charge a rate for such work to ensure full cost recovery. The list of fees and charges in Council's Delivery Plan addresses the charges Council applies towards work on private land.

No resolutions were passed during the reporting period relating to work carried out on private land and no subsidies were offered in relation to work on private land.

Amounts granted under Section 356

Clause 217(1)(a5)

Section 356 of the Local Government Act 1993 states:

"A council may, in accordance with a resolution of the council, contribute money or otherwise grant financial assistance to persons for the purpose of exercising its functions".

Council in 2017/2018 made contributions or otherwise granted financial assistance as follows:

Beneficiary	Amount
Contributions and Subscriptions	
International Association of Public Participation	\$0
Murray Arts	\$6,000
Murray Darling Association	\$2,967
Local Government NSW	\$26,687
RAMROC	\$4,328
REROC	\$21,576
Softwoods Working Group	\$9,000
Southern Sports Academy	\$450
Donations	
School Presentation Nights	\$570
Senior Citizen Groups	\$600

Riverina Eastern Regional Organisation of Councils

REROC Newsletter

Bland, Coolamon, Cootamundra-Gundagai, Greater Hume, Junee, Lockhart, Snowy Valleys, Temora, Wagga W

REROC Board Meets with Federal Ministers in Canberra

The Board of the Riverina Eastern Regional Organisation of Councils travelled to Parliament House in Canberra on 28 June to meet with Federal Ministers to discuss issues that were relevant to the REROC Region.



The Board met with seven Federal Ministers; the Deputy Prime Minister and Minister for Infrastructure and Transport, the Hon Michael McCormack MP, the Minister for Environment and Energy, the Hon Josh Frydenberg MP, the Minister for Aging, the Hon Ken Wyatt MP, the Minister for Agriculture, the Hon David Littleproud MP (pic top right), the Minister for Rural Health, Senator the Hon Bridget McKenzie (pic right), the Minister for Small Business, the Hon Craig Laundy MP and the Minister for Regional Development and Local Government, the Hon Dr John McVeigh MP.

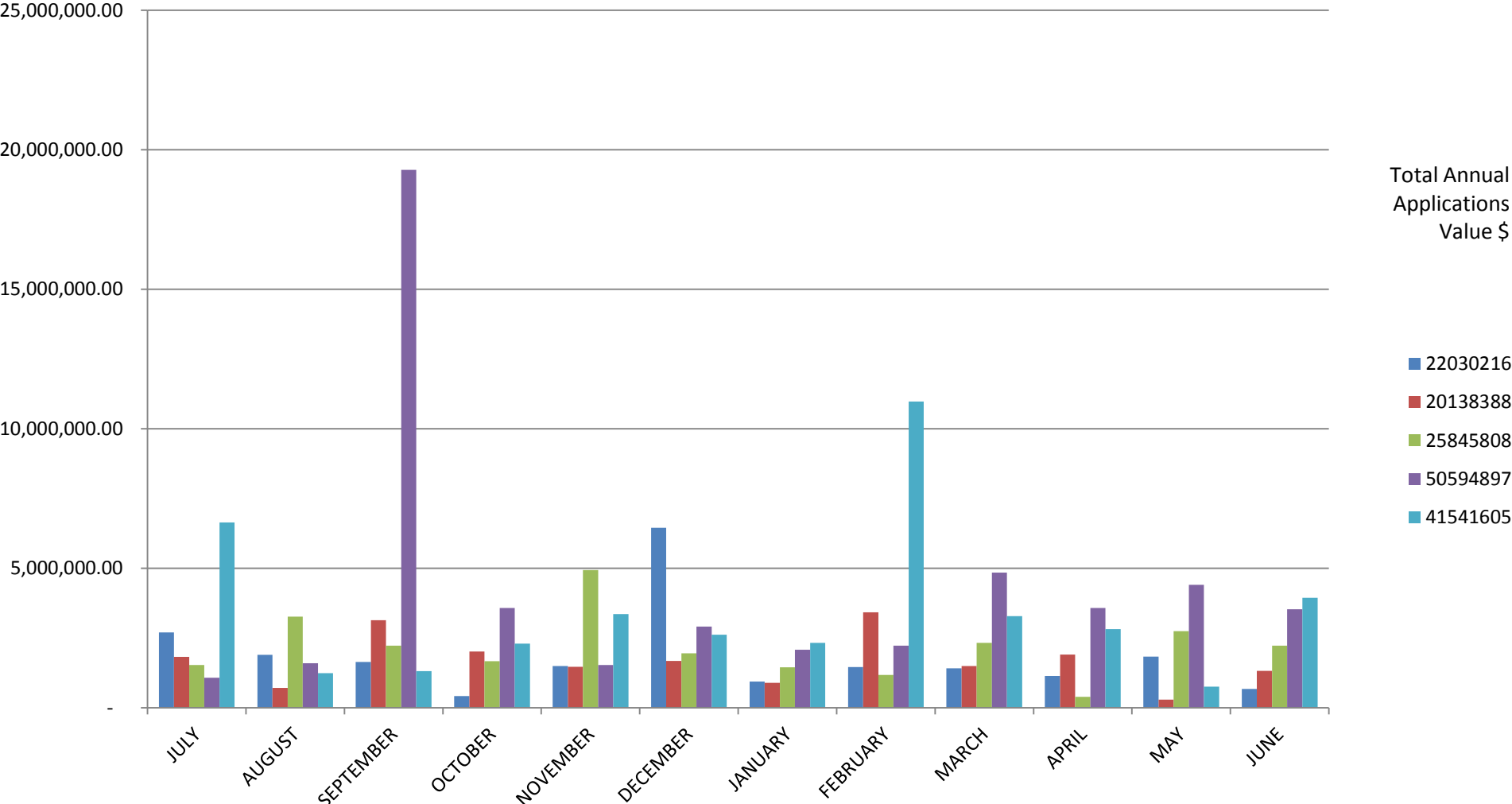


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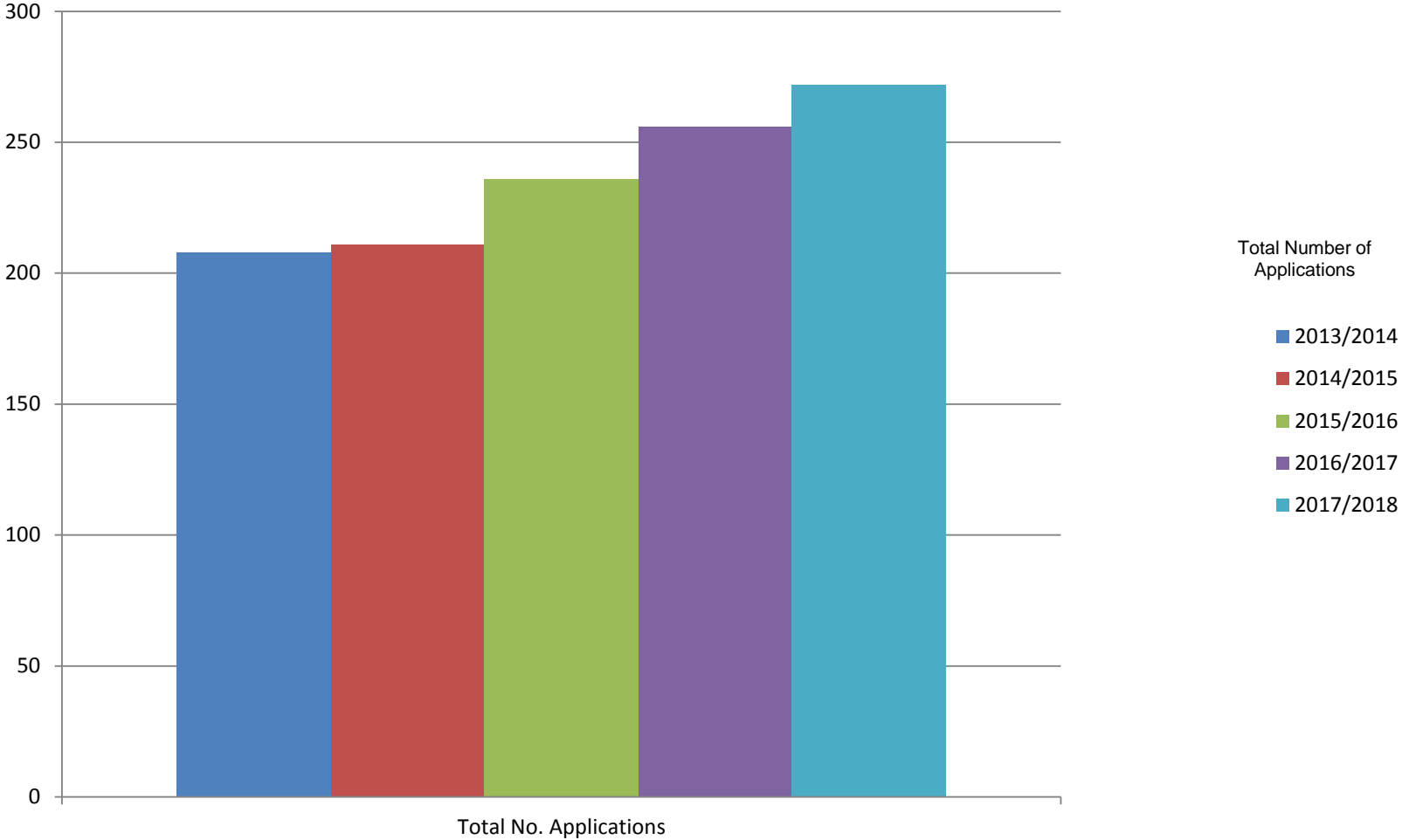


Councils Working Together

Development Applications Total Annual Applications Value



Development Applications Total Number



Inspection of private swimming pools

Swimming Pools Act 1992, s 22F(2)

Swimming Pools Regulation 2008 (SP Reg) cl 18BC

Number of inspections of tourist and visitor accommodation	0
Number of inspections of premises with more than two dwellings	0
Number of inspections that resulted in issuance of a certificate of compliance under section 22D of this Act	18
Number of inspections that resulted in issuance a certificate of non-compliance under clause 18BA of the Regulation	2



Pictured: Business and Solar PV workshop held September 2017 at Jindera Community Hub.

Human Resource Activities

Clause 217(1)(a9)

Staff Profile / Workforce Planning

Council has developed a Human Resources Strategy and a Workforce Management Plan to increase the effectiveness of managing the human resource functions within Council, and to align human resource management with Council's vision and mission. Its objective is to develop a culture of performance management, improve the service levels provided to customers and develop staff so that they are better able to meet Council's corporate objectives as well as their own career path and professional development goals.

To achieve these objectives, 5 key themes have been developed. They are:

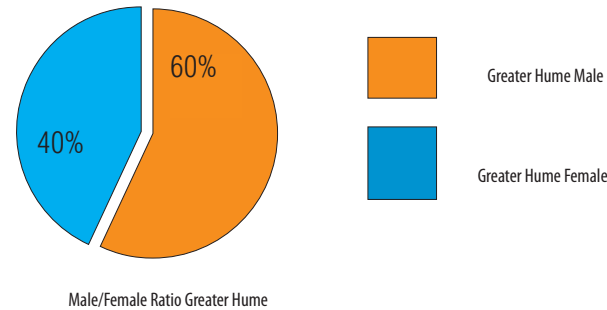
Cultural Change
Building Staff Skills and Capabilities
Equity and Consistency
Building a Sustainable Organisation
Recognition

Council has identified a number of key positions within the organisation where an effective succession plan is critical if continuity of service levels is to be maintained in the event of a vacancy occurring. A number of staff have undertaken structured learning programmes at TAFE or University level in areas such as Accounting and Social Work.

As at 30 June 2018, Council employed 108 Full Time Equivalent staff.

The following chart highlights the profile of Council's workforce.

Staff - Male/Female Ratio as at 30 June 2018



To date, Council has not collected data on the numbers of staff that identify themselves as being Aboriginal or Torres Strait Islander, from non-english speaking background or having a physical disability. The undertaking of a staff survey has, however, been identified as required action under Council's Equal Employment Opportunity Management Plan.

During 2017/2018 Council had one manager employed under a performance based contract, as follows:

Position:	General Manager
Value of Package:	\$207,728
Date Appointed:	1 July 2014
Contract Duration:	5 years

Consultative Committee

The Local Government State Award 2017 requires Council to maintain an effectively operating Consultative Committee to provide a forum for consultation between Council and its employees.

The Greater Hume Shire Council Staff Consultative Committee comprises the following representatives:

- Management Representatives (2 members)
- Local Government Engineers Association (1 member)
- United Services Union Indoor Staff (1 member)
- United Services Union Outdoor Staff (3 members)
- Development & Environmental Professionals Association (1 member)

Formal records of all committee meetings are recorded and referred to management as required.

Recruitment and Selection

Council's recruitment and selection procedures are governed by Part 5 of the Local Government Act 1993, Clause 29 of the Local Government State Award 2017 and Council's Recruitment and Selection Policy.

Council has established an appropriate Recruitment and Selection Policy so as to ensure the most suitable person is recruited or promoted on merit to any new or vacant position within Council in accordance with legislative and EEO provisions. A copy of Council's Recruitment and Selection Policy is included in Council's policy register.

Human Resource Activities

Council's recruitment and selection procedures are aimed at ensuring that selections are made on the basis of merit. Council achieves this by:

- Maintaining confidentiality at all times. Applications for employment contain personal and confidential information and will therefore be made available only to the Interview Selection Panel or authorised officers. The Human Resources Officer is responsible for coordinating security and confidentiality of applications.
- Selection for the interview will be based on the established selection criteria for the position as detailed in the advertisement. Only those applicants who demonstrate in their application that they meet the essential selection criteria for the position will be eligible for an interview.
- Applicants selected for interview must provide proof that all licences/permits listed as essential selection criteria are current and valid. A matrix/assessment sheet is used for short listing applicants.
- All interviewees are subject to the same line of questioning. Questions are structured in accordance with the job selection criteria as advertised and are designed to gather information on the applicant's skills, abilities, qualifications and experience in relation to the position. All interview questions and references must be structured in a non-discriminatory manner and must be in accordance with adopted EEO principles.

- Upon completion of the interview, the panel evaluates each interviewee on their individual merits in relation to the position selection criteria. The applicant who displays the greatest merit is to be selected.
- Information packages are made available to all applicants for employment and include a detailed position description and selection criteria relevant to the vacant position.

Council's Recruitment and Selection Policy deals with the use and composition of selection committees as follows:

- Selection for the short list will be based on the established selection criteria for the position as detailed in the advertisement. Only those applicants who demonstrate in their application that they meet the essential selection criteria for the position will be eligible for an interview. Applicants selected for interview must provide proof that all licences/permits listed as essential selection criteria are current and valid. A matrix/assessment sheet is to be used for short listing applicants.
- Interview Selection Panels for operational positions, i.e. positions with no management or supervisory function should consist of a maximum of three persons. In accordance with Council's EEO policy, all election panels will consist of both male and female panel members. The suggested composition is a maximum of two persons from the department or division where the vacant position is located and where possible an independent member from another department or division within Council with expertise in

interview techniques.

- Interview Selection Panels for positions of Manager/ Supervisor level or specialist technical / professional positions will consist of up to four persons. The suggested composition is a maximum of two persons from the department or division where the vacant position is located, an independent member from another department or division within Council with expertise in interview techniques and a panel member independent of Council with expertise/interest in the position.
- Interview Selection Panels for positions of Director will consist of four persons. The suggested composition is the Mayor (or his/her delegate), the General Manager, one other Director from Council and a panel member independent of Council with expertise/interest in Local Government.
- Interview Selection Panels for position of General Manager shall be determined by Council on a case by case basis and would depend in part on whether Council has engaged a recruitment consultant to undertake the recruitment process, but could consist of the full Council or a sub-committee formally appointed by Council.
- All selection panel members must be aware of their responsibilities under Anti-Discrimination Legislation.
- Any staff member who has a close personal relationship with any of the applicants for a position will be disqualified from participating in the interview and appointment process. In this regard, members of

Human Resource Activities

the selection panel are to advise the panel convenor (or General Manager in the case of the panel convenor) if they have a conflict of interest or potential conflict of interest.

- All interviewees must be subject to the same line of questioning. Questions are to be structured in accordance with the job selection criteria as advertised and are designed to gather information on the applicant's skills, abilities, qualifications and experience in relation to the position. Other matters such as conditions/**benefits** of employment, commencing salary, pre-employment medical requirements and any other relevant issues relating to the position should be discussed. All questions and references must be structured in a non-discriminatory manner and must be in accordance with adopted EEO principles.
- Upon completion of the interview, the panel should discuss and evaluate each interviewee on their individual merits in relation to the position selection criteria. The applicant who displays the greatest merit is to be selected.
- The panel convenor will prepare a report on the interview process to be filed in accordance with Council's records management procedures.

Internal appeals against decisions in relation to recruitment or promotion are dealt with in accordance with Council's Grievance Procedures.

Job Description and Evaluation

Council currently has 124 position descriptions developed that cover all positions within Council's organisational structure.

All employees are provided with a copy of the position description relevant to their position.

Council's Performance Appraisal Policy provides a formal mechanism whereby all position descriptions are reviewed at least annually. Council's Performance Appraisal Policy states:

- Development of a position/job description is critical in providing a solid foundation and direction for performance development which includes: objectives; connection with organisational strategy; position responsibilities; and competency statements.

The position description is reviewed by the supervisor and incumbent on an annual basis and/or job vacancy and/or following job redesign. The position description will consequently be revised if deemed necessary by the supervisor and approved by the manager. Major revisions may result in a re-evaluation of the position.

Council has a documented salary system which governs remuneration levels for all staff employed under the Local Government State Award. Implementation of the salary system is governed by Council's Salary System Policy.

Council's salary system is aimed at providing employees with appropriate reward for their skills and performance

and is the sole basis for determining the salary of staff employed under the Local Government State Award.

Council uses a formal job evaluation system to assess and measure the value of positions within Council's salary system structure.

Job evaluation is a systematic approach to determine the value of positions within Council and provides:

- A method of comparing jobs
- A means of classifying new or changed jobs
- Data on jobs for use in recruiting, career planning, training, employment equity, etc.

The evaluation process will be based on the "E-comp" Job Evaluation System. Whilst the E-comp system will play a major role in classifying positions within the Salary System, Council recognises that the system does not cater for a number of skills nor the complexity of tasks performed. Accordingly, the criteria to be used in determining the grading of a position will additionally take into consideration the importance of the skill to the organisation and how frequently it is used.

Council has made budgetary provision for staff to progress within Council's salary system.

Enterprise Bargaining

Council does not have any registered enterprise agreements.

Human Resource Activities

Council currently has council agreements covering variable working hours arrangements for indoor and outdoor staff.

Equal Employment Opportunity Section 428(2)(n)

Council prepares an Equal Employment Opportunity Management Plan which defines Greater Hume Council's commitment to providing a workplace that is free from discrimination and harassment and providing equal employment opportunities for current and prospective employees.

The key objectives of the Plan are as follows:

- Policies and Procedures: All Council policies and procedures conform with EEO principles.
- Communication and Awareness Raising: All managers and employees understand EEO principles and their responsibilities and rights in relation to EEO.
- Data Collection: Comprehensive and accurate EEO statistical data is collected and reported upon.
- Personnel Practices: Recruitment and Selection. All recruitment and selection policies, procedures and practices conform with EEO principles and Council employs the best person for the job, based on merit, on every occasion.
- Personnel Practices: Training and Development. All staff have equal access to, and are encouraged to take

advantage of, training and development opportunities relevant to their needs.

- Personnel Practices: Promotion, Transfer and Higher Duties. Opportunities for career development through promotion, transfer, and acting in a higher position are available to all staff and based on merit.
- Personnel Practices: Conditions of Service. All employees are aware of their conditions of service and are treated in a fair and consistent manner in relation to employment matters
- Harassment: Greater Hume Shire Council is a workplace free from harassment and discrimination.
- EEO Target Groups: Council's staff profile reflects the representation of EEO target groups in the community. Members of EEO target groups have equitable access to opportunities for employment, training and development, promotion, transfer and higher duties.
- Implementation and Evaluation: EEO Management Plan is successfully implemented, effectively evaluated, and periodically reviewed.

Staff Development

Council has adopted a structured induction program which is aimed at providing all new employees with information about the practices, procedures and expectations associated with their employment with Greater Hume Shire Council.

Council's induction process provides information on areas such as:

- Council's role in the community
- Employee services and benefits and general conditions of employment
- Leave entitlements
- Provisions of Section 353 of the Local Government Act 1993 relating to secondary employment for Council staff
- Occupational Health & Safety procedures and expectations
- Council's Code of Conduct.

Council's Performance Appraisal policy sets out the responsibilities of supervisors and employees and specifies the processes for the implementation of staff Performance Development and Review.

Council is committed to providing a working environment with structures and systems that:

- support the achievement of corporate objectives;
- encourages improvement and innovation; and
- recognises pro-active individual performance and addresses unsatisfactory performance through a performance development process.

Under Council's policy, supervisors and employees discuss the relevant job to ensure thorough understanding of the job content, skill levels and work behaviour requirements of the position. Discussions centre on desirable performance as outlined by the work performance indicators.

Human Resource Activities

If appropriate, objectives, work plans, performance criteria and measures are reviewed and established jointly.

A key component of Council's staff appraisal system is the development of an individual training plan for all staff.

Training and development requirements for the next twelve months are discussed for each employee and priority levels assigned for each item of training. Understandably, highest priority is assigned to training that relates to compliance with statutory requirements such as WorkCover licences, Roads and Maritime Services licences, etc. Council does, however, recognise the importance of providing professional development training to staff so as to enable them to better fulfil their current role and to provide them with the skills and knowledge that will allow them to take advantage of succession planning opportunities that arise within Council's workforce (see Item 3 above).

Grievance Management

Council has developed a Grievance Policy and Procedure which explains what to do if staff have a grievance about anything to do with their work. Council's policy defines a grievance as any type of problem, concern or complaint about work or the work environment. For example, a grievance could be about:

- transfer or promotion;
- staff development or training availability;
- rosters or hours of work;
- wage or salary levels;
- leave allocation;

- the work environment;
- safety in the workplace;
- the nature of supervision;
- performance appraisal; and/or
- discrimination or harassment.

Since its inception in May 2004, Greater Hume Council has not been involved in any formal staffing dispute or litigation before any court or tribunal.

The number of grievances received from Council staff is minimal and as such Council has not adopted any formal mechanisms for recording or reporting the number of grievances received or details relating to the resolution of such grievances.

However, should the number of grievances received increase during any period, Council undertake all recording and reporting procedures required as part of the overall investigation and resolution process.



As a follow on from the Happy Body @ Work Program, Council Staff were invited to participate in Steptember – Making Every Step Count.

Steptember is a fundraiser for research and developments of treatments and an eventual cure for Cerebral Palsy through the National Cerebral Palsy Alliance.

6 teams of 4 participated in Steptember in September 2017 registering 6,828,993 steps and fund raising an impressive total of \$5,105.

Human Resource Activities

Workplace Health and Safety

Council has an adopted Work, Health and Safety Policy.

Council has an adopted Injury Management and Rehabilitation Policy.

Council has a formally constituted Work Place Health and Safety Committee. The Committee meets regularly to discuss WHS issues relevant to Council's operations and is proactive in undertaking risk assessments at a number of Council worksites and facilities throughout the year.

The Committee comprises the following:

- representatives from each Depot (Jindera, Culcairn & Holbrook)
- representatives from each of the main offices (Culcairn & Holbrook)
- management representatives.

Greater Hume Council is committed to providing and maintaining a safe working place for all persons, including the general public. In order to meet this obligation, Council undertakes regular risk assessments of Council facilities and workplaces.

Council staff also actively participate in the Riverina Regional Risk Management Group and a number of initiatives have been implemented within Council and across the region in general as a result of the continued interaction between member councils.

- **StateWide Mutual (Risk) – 17/18 Continuous Improvement Program completed, with full incentive rebate achieved (\$26,575).**
- **StateWide Mutual (Risk) – two Risk Management Excellence Awards submitted for Event Management and Signs as Remote Supervision, with recognition awards received for both submissions.**
- **StateCover Mutual (WHS & IM) – Workers Compensation improvements ongoing, with substantial incentive rebate achieved for 17/18 (\$29,232).**
- **StateCover WHS Grant submission successful for 17/18 for High-Risk Plant & Equipment Review (\$13,323).**
- **StateCover WHS Scholarship – two submissions successful for Incident Lead Investigator training (\$3,600).**
- **All Staff Day – May 2018 – 95 staff participated with a half-day meeting, motivational guest presenter and mini-workshops on driver safety, snake bite treatment, relaxation techniques and an update on the Disability Improvement Action Plan (DIAP).**

Section 355 Committees

Clause 217(1)(a6)

Council has a total of 45 committees of management appointed pursuant to Section 355 of the Local Government Act 1993 exercising functions delegated by Council. A list of the committees and the functions delegated to them is reproduced below:

Bowna/Mullengandra Public Recreation & Public Hall Management Committee

Bowna Wymah Community Committee

Brocklesby Public Hall Management Committee

Brocklesby Recreation Reserve Management Committee

Bungowannah Cemetery Management Committee

Bungowannah Recreation Reserve Management Committee

Burrumbuttock Cemetery Management Committee

Burrumbuttock Hall Management Committee

Burrumbuttock Recreation Reserve Management Committee

Carabost Hall Committee

Cookardinia Cemetery Committee

Cookardinia Hall Committee

Cookardinia Recreation Reserve Committee and Tennis Club

Culcairn Memorial Hall Committee

Culcairn Museum Committee

Culcairn Sportsground Committee

Culcairn Swimming Pool Committee

Culcairn Tennis Court Committee

Gerogery West Recreation Reserve Management Committee and Tennis Club

Goombargana Cemetery Management Committee

Gum Swamp (Walla Walla) Management Committee

Henty Tennis Court Committee

Henty Sportsground Committee

Henty Memorial Swimming Pool Committee

Holbrook Sporting Complex Board

Holbrook Submarine Museum Committee

Holbrook Swimming Pool Committee

Jindera & District Swimming Pool Management Committee

Jindera Recreation Reserve Management Committee

Jindera Sports Stadium Committee

Jindera School of Arts Management Committee

Lankeys Creek Hall Committee

Little Billabong Hall Committee

Moorwatha Cemetery Management Committee

Morven Tennis Court Committee

Mullengandra Cemetery Committee

Walbundrie Hall Committee

Walbundrie Recreation Ground Committee

Walla Walla Community Hall Committee

Walla Walla Heritage Conservation (German Wagon) Committee

Walla Walla Sportsground Committee

Walla Walla Swimming Pool Committee

Wirraminna Environmental Education Centre

Woomargama Hall Committee

Wymah Public School Management Committee

Companies In Which Council Held a Controlling Interest

Clause 217(1)(a7)

Council did not hold a controlling interest in any company during 2017/2018.

Partnerships, Cooperatives or Other Joint Ventures

Clause 217(1)(a8)

Council is involved in the following organisations, co-operatives and alliances - New South Wales Local Government Statewide Mutual Liability Scheme.

The mutual liability scheme known as 'Statewide' was established with a view to containing rising public liability/professional indemnity insurance premiums. The scheme's mission statement is quoted below:

"...applying innovative practices in the management of Local Government insurance, which ensure the protection of members through stable premiums, cost containment and spread of risk."

Statewide Mutual is a discretionary mutual providing cover for its member councils major insurable risks (except workers compensation). Statewide Mutual is a 'self-insurance' mutual which is backed by reinsurance placed through local and international underwriters.

Members own each scheme and benefit from building equity resulting from surplus contributions. As at 30 June 2018, 91.4% of NSW councils were members of Statewide Mutual.

StateCover Mutual Limited

StateCover Mutual Limited is a specialist workers compensation insurer for NSW Local Government.

Each member council is also a part owner of StateCover and as of 30 June 2017 StateCover insured 94% of eligible councils with a combined workforce of 31,000.

In addition to the full range of claims and injury management services, StateCover also provides Council with a range of services specific to local government to support injury prevention /WHS activities.

Riverina Regional Library Service

Library services to Greater Hume Council during the 2017/2018 year were provided by Riverina Regional Library (RRL) based at Wagga Wagga.

Library locations within the Shire are:

Static Branches – Culcairn, Henty, Holbrook
Mobile Services – Brocklesby, Burrumbuttock, Gerogery, Jindera, Walbundrie, Walla Walla and Woomargama.

NSW Rural Fire Service - Hume Zone

Rural Fire Service volunteers and Greater Hume and Albury Councils form the Hume Zone Fire District. Zoning enables the RFS to be more effective and efficient in delivering its vital emergency services to councils, communities and volunteer members by reducing duplication of tasks being conducted over two districts and sharing resources. A service level agreement between Council and the Rural Fire Service is in place for an indefinite period.

Regional Organisation of Councils

Greater Hume Council is a member of Riverina Eastern Regional Organisation of Councils (REROC).

REROC comprises 9 other councils and two county councils including Bland, Coolamon, Cootamundra-Gundagai, Goldenfields Water County Council, Junee, Lockhart, Snowy Valleys, Temora, Wagga Wagga and Riverina Water County Council. The annual membership fee in 2017/2018 was \$21,576.

Council was previously a member of Riverina and Murray Regional Organisation of Councils (RAMROC) but discontinued membership of that organisation as at 31 December 2017.

Riverina Joint Organisation

Council made application to the Office of Local Government to form part of the joint organisation based on the regional centre of Wagga Wagga. The Riverina Joint Organisation was proclaimed by the NSW State Government on 9 May 2018. Member councils are Bland, Coolamon, Cootamundra-Gundagai Regional, Greater Hume, Junee, Lockart and Temora.

Activities to develop and promote services and programs that provide for the needs of children

Clause 217(1)(c)

Council is the auspice body for Greater Hume Children Services. The service provides quality home-based care for children of parents and carers residing in the Howlong district of Federation Shire, Greater Hume, Albury and Snowy Valleys local government areas in NSW. The service also provides care in areas of northern Victoria.

Council is significantly enhancing the promotion of children's services with the development of a number of promotional tools including the website **ghchildren.com.au**.

Council is the owner of the land upon which the Jindera Pre School is situated and this is provided at a peppercorn rental.

Other support is provided through Greater Hume/Lockhart Shire Council's Youth Services Program.

When requested by their management committees, Council also provides advice and support to community based child care and preschool facilities at Burrumbuttock, Culcairn, Henty, Holbrook and Jindera.



Pictured: Emily Jones, Youth Trainee and Blade Slatter Greater Hume Council Youth Advisory Committee representative and participant Neive Scholz at Bubble Soccer school holiday youth activity held on 25 September 2017

Activities to promote services and access to services for residents

Council maintains two main office locations at Culcairn and Holbrook and customer service centres at Henty, Jindera and Walla Walla.

During the reporting period, community newsletters were distributed twice to all residents within the shire.

Greater Hume Shire Council has developed and maintained a Residents Guide, copies of which are

available at any customer service centre or electronically via the website.

A half page advertisement was taken out in the Border Mail to outline the highlights of the 2018/2019 Delivery Plan and Budget.

Council maintains a website showcasing Council's services and contacts. A new website platform was commissioned mid 2018.

A 1300 phone number (1300 653 538) is provided for the convenience of residents and ratepayers.



Have Your Say

Draft 2017-2021 Delivery Program and 2018-2019 Operational Plan



Snapshot

Operating Expenditure Budget	\$27.1 million
Capital Works	\$9.2 million
Income from rates, water and sewer	\$ 11.8 million
Income from Government grants	\$8.4 million Operating \$2.0 million Capital

Highlights

- Gravel resheeting 28.66 km
- Rural roads reseals 44.4 km
- Urban roads maintenance and construction works \$1.1 million
- Rural roads maintenance and construction works \$4.8 million
- Regional roads maintenance and

construction works \$2.6 million.

- Parks and gardens expenditure \$694,000
- Waste management expenditure \$1.3 million
- Water and sewer capital works \$205,000
- Plant fleet purchases \$868,000
- Community Development Grants Program

Community services

Council provides a range of community services:

- Library services at Culcairn, Holbrook and Henty and mobile library services to eight villages
- Greater Hume Children Services
- Public halls and museums
- Youth services
- Independent living units at Culcairn, Holbrook and Jindera
- Five public swimming pools

View the Delivery Program and Operational Plan at greaterhume.nsw.gov.au or read the document in person at any Greater Hume Customer Service Office



To Have Your Say

Comments in writing will be received until 5.00pm Friday, 1 June 2018. Email Council at mail@greaterhume.nsw.gov.au or write to General Manager, P O Box 99, Holbrook 2644 T: 02 6036 0100

Greater Hume Council

The Companion Animals Act and Regulation

Clause 217(1)(f)

Guidelines on the Exercise of Functions under the Companion Animals Act

The NSW Companion Animal Act protects the welfare of animals, their owners and the broader community. Greater Hume Shire Council enforces the act, promotes responsible pet ownership and does its part to maintain a state wide identification register of pets.

Council employs two full time rangers, and a part time impounding officer to undertake these duties across the local government area.

Council is contracted to Albury Animal Management Facility. Dogs and cats impounded or surrendered for rehoming are relocated to this facility on the outskirts of Albury. Council also operates the Holbrook Animal Shelter.

Council meets its obligation under section 64 of the Companion Animal Act to seek alternatives to euthanasia for unclaimed animals, as revealed in the statistics below, summarised from the lodgement of pound data collection returns for the period.

Animal Shelter Facilities

Activity Report for Greater Hume Shire area

Action	Dogs	Cats
Opening number on hand as at 1 July 2017	0	0
Seized	142	63
Returned to Owner	57	7
Total No Seized and surrendered	151	63
Surrendered	9	0
No of Seized transferred to Animal Facility	94	56
	63 – released to owners 16 – euthanased 13 - re homed	6 – released to owners 38 – euthanased 12 – re homed 0 – escaped
Number as at 30 June 2018	2	0

The Companion Animals Act and Regulation

Financial Data

Receipts/Subsidy received 1 July 2017 to 30 June 2018	Amount (\$)
Companion Animal Receipts forwarded to Office of Local Government	12,533
Companion Animals Subsidy received from Office of Local Government	22,789
Expenditure 1 July 2017 to 30 June 2018	Amount (\$)
Salary and Wages	126,190
Travelling	36,367
Pound Expenses	19,106
Other Expenses	5,960
Total Expenditure	\$187,623

Dog Off Leash Areas within Greater Hume Council area

The local government area of Greater Hume has five designated dog off-leash areas in Holbrook, Culcairn, Walla Walla, Jindera and Henty townships.

All locations are signposted and provided with plastic bag dispenser and waste bin.

Promotion Strategies

Greater Hume Council runs a microchip month in October in conjunction with the local vets at a reduced fee of \$20 for the whole month. During the year Council also offers microchipping at the owner's home to assist those residents that don't have the ability to transport their pets to the vet clinics. Additionally, Council conducts four free microchip days during October.

Rangers conducted two presentations with school children to talk about 'responsible pet ownership' and demonstrate microchipping.

Articles relating to microchipping and lifetime registration are included in Council's Community Newsletter which is produced four times a year and distributed to all residents in the shire and inclusion in public notices. Local community news letter publish articles in relation to companion animal owners responsibilities to the community.

Signs erected at some of Council's parks and streets directing companion animal owner's attention to the requirement to keep their pets on the lead.

Dog Attacks

Status	Incidents	Attacking Dogs	Human Victims	Animal Victims
Commenced	4	5	2	6
Finalised	8	12	6	12
Under Investigation	7	10	2	15
Total	19	27	10	33

- 1 Dangerous Dog Intention issued only
- 1 Dangerous Dog Order issued as result of attack
- 18 Nuisance Dog Intentions issued as a result of attacks, barking or escaping.
- 13 infringements for attacking and menacing dogs
- 1 seized and taken dog, returned 2
- 3 Menacing Dog Orders issued
- 3 dogs destroyed
- 9 investigations continuing/dog not identified

Rates and Charges Written Off

Clause 132

The amount of rates and charges written off during 2017/2018 was \$505.60.

Competitive Neutrality

Council does not have any Category 1 businesses for the purposes of National Competition Policy.

The following activities are categorised as Category 2 businesses:

- Sewerage Services
- Water Supply

Council did not receive any competitive neutrality complaints during 2017/2018.

A revised National Competition Policy was adopted by Council on 20 November 2013.

Privacy and Personal Information Protection Act

Section 33

The Privacy and Personal Information Protection Act 1998 (PPIPA) commenced on 1 July 2000. This legislation offers enforceable privacy rights to the people of NSW and gives them the opportunity to make a complaint to Council about misuse of their personal information, and if not satisfied with the response, allows them to make a complaint to the Administrative Decisions Tribunal.

Council received no complaints in 2017/2018.

The PPIPA also introduces a set of privacy standards in the form of 12 Information Protection Principles which provide practical guidance as to how Council:

- determines what personal information is to be collected
- from who it is to be collected
- who is to collect it
- how it is to be collected
- how it is to be stored
- who can access it.

Environmental Planning & Assessment Act 1979

Section 93G(5)

Nil.

Legal Proceedings

Clause 17(1)(a3)

Set out below is a summary of amounts incurred by Council in relation to legal proceedings taken by Council in the period 1 July 2017 to 30 June 2018.

Name	Particulars	Result	Cost
Debt recovery proceedings	Recovery of unpaid rates and charges and sundry debtors	Paid in full or an arrangement to pay entered into	\$47,297
Property contracts, agreements and disputes	Preparation of contracts, legal advice	Finalised	\$18,340
Legal Expenses - Environment and Planning	Legal action in relation to development applications and planning matters	Pending	\$15,337

Public Interest Disclosures

Public Disclosures Act 1994 (PID Act)

Greater Hume Council received zero public interest disclosures in 2017/2018.

This annual report is provided in accordance with the requirements of the Public Interest Disclosures Act 1994 (PID Act).

Service Reviews

Greater Hume Council has been conducting a series of service and efficiency reviews. This was one of the actions in Council's Fit for the Future Action Plan.

The reviews provide an opportunity to assess whether there are more efficient options for internal systems, improved governance and better value for service delivery.

The following reviews were completed in 2016/2017 financial year:

- Energy Efficiency / Solar Panels
- Insurances for property, assets and plant
- Office and Depot Locations
- Wards and Councillor Numbers
- Participation in Joint Organisations

In 2017/2018 Council completed the service review on Passenger Vehicles and Utilities - which examined the purchasing, servicing and disposal of Council's light vehicle fleet.

The outcome of this review was that Council -

1. maintain its current purchasing practice of buying vehicles from dealers within Greater Hume
2. undertake servicing of vehicles at dealers where the vehicle is purchased, but continue to investigate options to reduce servicing costs
3. trial replacing vehicles only when the vehicle has travelled 150,000km regardless of age.

Council has determined that over the past six years savings of \$727,241 have been achieved through the service review program, however, to some extent these savings have been offset by cost rises in areas that, in some instances, are outside the control of the organisation.

Representation on regional forums

To enhance regional cooperation, recognise growth opportunities and foster consistency and better use of resources, Greater Hume Council continues to have active representation on the following regional forums:

- Alliance of the Councils and Shires of the Upper Murray (ACSUM)
- Hume Zone Bush Fire Management Committee
- Hume Zone Liaison Committee
- Lake Hume Land and On-Water Management Plan Community Reference Group
- Local Emergency Management Committee
- Murray Arts Advisory Committee
- Murray Darling Association
- Murray Regional Tourism
- Riverina Eastern Regional Organisation of Councils (REROC)
- Riverina Murray Regional Organisation of Councils (RAMROC) *discontinued membership 31/12/17*
- Riverina Regional Library
- Riverina Water County Council
- Softwoods Working Group

Financial Reports

Section 428(2)(a)

The financial reports and statistics included in this year’s annual report reflect the financial position as at 30 June 2018.

Attached to this report is the General Purpose Financial Reports and Special Purpose Financial Reports & Special Schedules for the year ended 30 June 2018.

These were prepared in accordance with the Local Government Act 1993 and the Regulations, as well as Australian Accounting Standards and Statements of Accounting Concepts.

Special Rate Variation to Rates Report

Section 508A

In 2015 the Independent Pricing and Regulatory Tribunal (IPART) determined that Greater Hume Council may increase its general income for the period 2015/2016 to 2017/2018 by 23.45% through a Special Variation to Rates (SVR) as presented in the table below.

Special Rate Variation			
Year		Annual Increase in General Income (%)	Cumulative Increase in General Income (%)
Year 1	2015-2016	7.21	7.21
Year 2	2016-2017	7.46	15.21
Year 3	2017-2018	7.15	23.45

The manner in which the SVR was structured some rating categories will rise much higher (Residential 43.29%) and others lower (Farmland 15.35%) than the overall cumulative increase of 23.45%.

The SVR was structured in this manner to ensure that higher valued Farmland properties were provided with some respite in dollar terms compared Residential properties.

The approval was subject to the following conditions:

- The council uses the additional income from the special variation to fund renewal of the local road network as outlined in Appendix A of the IPART Determination.
- The council reports in its annual report for each year from 2015-2016 to 2024-25 on expenditures consistent with Council’s application and listed in Appendix A of the IPART Determination, and the outcomes achieved as a result of the actual program of expenditure.

Special Rate Variation to Rates Report 2015/2106

Bitumen Resealing Program - Rural

Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2016	Comments & C/Forward
Howlong Burrumbuttock Road	\$150,000.00	\$150,000.00	\$115,671.43	
Corrigan Drive	\$38,625.00	\$38,625.00	\$15,855.43	
Alma Park Road	\$349,000.00	\$349,000.00	\$0.00	\$349,000.00
Cemetery Road				R2R Project
Mountain Creek Road	\$151,000.00	\$151,000.00	\$103,668.45	\$50,000.00
River Roads - Dust Seal			\$4,912.71	
Henty Cookardinia Road			\$44,653.38	
Final Seals - To be determined	\$100,210.00	\$435,210.00		\$340,550.00
Total	\$788,835.00	\$1,123,835.00	\$284,761.40	\$739,550.00

Bitumen Resealing Program - Urban

Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2016	Comments & C/Forward
Buckland Court - Burrumbuttock	\$2,500.00	\$2,500.00	\$2,699.75	
Campbell Court - Burrumbuttock	\$3,000.00	\$3,000.00	\$3,681.88	
Thomas Place - Culcairn	\$3,500.00	\$3,500.00	\$3,654.87	
Mitchell Street - Jindera	\$6,000.00	\$6,000.00	\$4,084.28	
South Street - Culcairn	\$4,000.00	\$4,000.00	\$0.00	
Gibson Drive - Burrumbuttock	\$4,000.00	\$4,000.00	\$2,802.31	
South Street - Henty	\$3,500.00	\$3,500.00	\$4,712.42	
Mitchell Street - Jindera	\$6,000.00	\$6,000.00	\$4,466.17	
Thorpe Street - Holbrook	\$6,000.00	\$6,000.00	\$0.00	
Huon Street - Gerogery West	\$30,500.00	\$30,500.00	\$16,597.18	
Burrumbuttock Recreation Road - Burrumbuttock	\$4,500.00	\$4,500.00	\$0.00	
Jacob Street - Burrumbuttock	\$14,000.00	\$14,000.00	\$6,758.45	
Gordon Street - Culcairn	\$19,000.00	\$19,000.00	\$18,554.69	
Second Street - Henty	\$5,000.00	\$5,000.00	\$2,809.04	
King Street - Culcairn	\$5,000.00	\$5,000.00	\$2,449.88	
Fourth Street - Henty	\$8,500.00	\$8,500.00	\$12,020.27	
Four Mile Lane - Holbrook	\$0.00	\$0.00	\$29,576.89	
Fahey Crecent - Culcairn	\$0.00	\$0.00	\$548.90	
Cummings Road - Culcairn	\$0.00	\$0.00	\$14,547.08	
To be determined		\$147,000.00	\$0.00	\$142,036.00
	\$125,000.00	\$272,000.00	\$129,964.06	\$142,036.00
Total - Bitumen Sealing Program	\$913,835.00	\$1,395,835.00	\$414,725.46	\$881,586.00

Special Rate Variation to Rates Report 2105/2016

Gravel Resheeting Program				
Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2016	Comments & C/Forward
Coach Road	\$50,000.00	\$50,000.00	\$81,136.31	
River Road	\$100,000.00	\$100,000.00	\$137,569.05	
Yarra Yarra Road	\$69,000.00	\$69,000.00	\$52,933.72	
Bloomfield Road	\$47,250.00	\$47,250.00	\$28,931.46	
Mirrabooka Road	\$62,500.00	\$62,500.00	\$66,406.99	
Bahrs Road	\$81,000.00	\$81,000.00	\$130,064.07	
Trigg Road	\$100,000.00	\$100,000.00	\$51,998.19	
Balldale Walbundrie Road	\$0.00	\$0.00	\$0.00	
Elmsley Lane	\$22,000.00	\$22,000.00	\$20,921.56	
Hoggs Road	\$22,500.00	\$22,500.00	\$22,959.61	
Parkers Lane	\$32,000.00	\$32,000.00	\$16,481.42	
Lemke Road	\$44,000.00	\$44,000.00	\$24,707.50	
Caringa Road	\$48,375.00	\$48,375.00	\$32,444.50	
Kellys Road	\$130,000.00	\$130,000.00	\$80,719.56	
Ferndale Boundary Road	\$0.00	\$0.00	\$23,948.64	
Finlay Road	\$0.00	\$0.00	\$34,521.18	
Back Ferndale Road	\$0.00	\$0.00	\$29,289.90	
To be determined				\$0.00
Total	\$808,625.00	\$808,625.00	\$835,033.66	\$0.00

Special Rate Variation to Rates Report 2106/2017

Bitumen Resealing Program - Rural				
Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2017	Comments & C/Forward
Howlong Balldale Road	\$65,500.00	\$65,500.00	\$42,510.97	\$23,000.00
Coppabella Road	\$100,000.00	\$100,000.00	\$76,619.20	\$25,000.00
Yankee Crossing Road	\$100,000.00	\$100,000.00	\$82,296.50	\$18,000.00
Coach Road	\$100,000.00	\$100,000.00	\$20,019.22	\$80,000.00
Mountain Creek Road	\$0.00	\$0.00	\$0.00	\$100,000.00
Corowa Rand Road	\$106,250.00	\$106,250.00	\$91,984.83	\$15,000.00
Gerogery West Road	\$110,000.00	\$110,000.00	\$58,377.57	\$50,000.00
Brocklesby Balldale Road	\$120,000.00	\$120,000.00	\$46,978.20	\$70,000.00
Kellys Road	\$130,000.00	\$130,000.00	\$57,163.77	\$70,000.00
Final Seals	\$0.00	\$0.00	\$0.00	
Cemetery Road	\$15,500.00	\$15,500.00	\$0.00	\$15,500.00
Alma Park Road	\$0.00	\$349,000.00	\$198,069.19	
Cummings Road	\$0.00	\$0.00	\$61,465.70	
Henty Cookardinia Road	\$0.00	\$0.00	\$12,801.50	
Balldale Walbundrie Road	\$0.00	\$0.00	\$21,372.00	
Final Seals - To be determined and Carry Forward	\$108,068.00	\$498,618.00	\$12,729.40	\$445,900.00
Total	\$955,318.00	\$1,694,868.00	\$782,388.05	\$912,400.00

Special Rate Variation to Rates Report 2016/2017

Bitumen Resealing Program - Urban

Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2017	Comments & C/Forward
Spence Street - Henty	\$3,000.00	\$3,000.00	\$0.00	
Balfour Street (Service Road) - Culcairn	\$5,000.00	\$5,000.00	\$2,844.77	
Fox Street - Henty	\$5,000.00	\$5,000.00	\$2,432.70	
Black Street - Culcairn	\$5,500.00	\$5,500.00	\$2,819.98	
Victoria Street - Culcairn	\$5,500.00	\$5,500.00	\$9,275.00	
First Avenue - Henty	\$7,000.00	\$7,000.00	\$173.66	
Graham Street - Henty	\$7,000.00	\$7,000.00	\$6,868.61	
Creek Street - Jindera	\$9,000.00	\$9,000.00	\$11,956.43	
Rosler Parade - Henty	\$15,500.00	\$15,500.00	\$13,607.95	
Allan Street - Henty	\$29,000.00	\$29,000.00	\$16,010.69	
Second Street - Henty	\$0.00	\$0.00	\$0.00	
Fourth Street - Henty	\$0.00	\$0.00	\$0.00	
King Street - Culcairn	\$0.00	\$0.00	\$0.00	
Frampton Street - Holbrook	\$4,000.00	\$4,000.00	\$2,130.02	
Short Street - Walla Walla	\$4,500.00	\$4,500.00	\$75.76	
Bath Street - Holbrook	\$11,000.00	\$11,000.00	\$8,732.02	
Bruce Street Holbrook	\$14,500.00	\$14,500.00	\$9,484.79	
Wallace Street - Holbrook	\$24,500.00	\$24,500.00	\$11,038.12	
Wymah Road - Entrance Road	\$0.00	\$0.00	\$40,603.35	
Hoy Street - Culcairn	\$0.00	\$0.00	\$13,548.25	
To be determined and Carry Forward	\$0.00	\$142,036.00	\$0.00	\$140,430.00
	\$150,000.00	\$292,036.00	\$151,602.10	\$140,430.00
Total - Bitumen Sealing Program	\$1,105,318.00	\$1,986,904.00	\$933,990.15	\$1,052,830.00

Note : - Substantial line marking of urban and rural roads yet to be undertaken as part of the resealing works

Special Rate Variation to Rates Report 2016/2017

Gravel Resheeting Program

Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2017	Comments & C/Forward
Coach Road	\$50,000.00	\$50,000.00	\$28,919.23	
River Road	\$100,000.00	\$100,000.00	\$151,486.29	
Mirrabooka Road	\$95,000.00	\$95,000.00	\$70,583.02	
Bahrs Road	\$80,000.00	\$80,000.00	\$63,512.97	
Trigg Road	\$51,000.00	\$51,000.00	\$40,173.19	
Kellys Road	\$130,000.00	\$130,000.00	\$121,262.34	
Balldale Wallbundrie Road	\$127,750.00	\$127,750.00	\$89,501.08	\$36,350.00
Parkers Lane	\$0.00	\$0.00	\$0.00	
Cribb Road	\$46,000.00	\$46,000.00	\$51,912.79	
Burdack Road	\$63,000.00	\$63,000.00	\$51,750.16	
Yambla Road	\$74,500.00	\$74,500.00	\$53,205.17	
Kreutzbergers Road	\$87,000.00	\$87,000.00	\$78,992.73	
Vokins Creek Road	\$88,000.00	\$88,000.00	\$66,835.05	
Howlong Goombargana Road	\$0.00	\$0.00	\$42,861.50	
Humphries Road	\$0.00	\$0.00	\$8,455.88	
Coppabella Road Emergency Repairs	\$0.00	\$0.00	\$36,440.96	
To be determined and Carry Forward				\$0.00
Total	\$992,250.00	\$992,250.00	\$955,892.36	\$36,350.00

Special Rate Variation to Rates Report 2017/2018

Title: Bitumen Resealing Program - Urban

Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2018	Comments & C/ Forward
Bowler Street, Holbrook	\$13,000.00	\$13,000.00	\$545.45	\$0.00
Dight Street, Jindera	\$8,700.00	\$8,700.00	\$17,696.08	\$0.00
Elgin Street, Brocklesby	\$3,000.00	\$3,000.00	\$58.27	\$0.00
Herman Street, Walla Walla	\$3,500.00	\$3,500.00	\$3,238.05	\$0.00
Hopetoun Street, Culcairn	\$6,500.00	\$6,500.00	\$10,262.55	\$0.00
Hume Street, Holbrook	\$3,100.00	\$3,100.00	\$4,620.36	\$0.00
King Street, Brocklesby	\$4,600.00	\$4,600.00	\$3,458.18	\$0.00
Klemke Avenue, Walla Walla	\$14,100.00	\$14,100.00	\$13,796.02	\$0.00
Kotzur Circuit, Walla Walla	\$2,700.00	\$2,700.00	\$2,412.48	\$0.00
Market Street, Walla Walla	\$9,100.00	\$9,100.00	\$6,907.22	\$0.00
Nyhan Street, Holbrook	\$3,900.00	\$3,900.00	\$7,341.69	\$0.00
Queen Street, Walla Walla	\$2,800.00	\$2,800.00	\$3,496.61	\$0.00
Recreation Street, Brocklesby	\$11,300.00	\$11,300.00	\$11,019.79	\$0.00
Brocklesby Sports Drive	\$2,100.00	\$2,100.00	\$1,679.92	\$0.00
Service Road East, Brocklesby	\$5,200.00	\$5,200.00	\$6,011.69	\$0.00
Service Road West, Brocklesby	\$4,300.00	\$4,300.00	\$4,439.53	\$0.00
Short Street, Walla Walla	\$0.00	\$0.00	\$21,312.30	\$0.00
Tower Street, Brocklesby	\$3,800.00	\$3,800.00	\$3,085.07	\$0.00
Wenke Street, Walla Walla	\$4,600.00	\$4,600.00	\$3,096.91	\$0.00
William Street, Walla Walla	\$5,800.00	\$5,800.00	\$5,804.63	\$0.00
Raymond Street, Holbrook (8000m2)	\$41,900.00	\$41,900.00	\$16,060.65	\$0.00
Commercial Street, Walla Walla (1500m2)	\$7,000.00	\$7,000.00	\$5,947.74	\$0.00
Jindera Street, Jindera (1500m2)	\$7,000.00	\$7,000.00	\$3,341.43	\$4,907.00
Bowler Street, Holbrook (1500m2)	\$7,000.00	\$7,000.00	\$14,460.63	\$0.00
Total	\$175,000.00	\$175,000.00	\$170,093.25	\$4,907.00

Special Rate Variation to Rates Report 2017/2018

Bitumen Resealing Program - Rural

Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2018	Comments & C/ Forward
SRRL - Reseals	\$0.00	\$38,896.00	\$0.00	\$595,400.00
Back Walbundrie - Rand Road	\$0.00	\$0.00	\$0.00	\$0.00
Holbrook-Culcairn Road	\$0.00	\$0.00	\$126,925.75	\$0.00
Alma Park Road	\$80,000.00	\$87,500.00	\$0.00	\$0.00
Brocklesby Goombargana Road	\$35,000.00	\$35,000.00	\$72,188.58	\$0.00
Coach Road	\$50,000.00	\$137,000.00	\$70,998.69	\$0.00
Corowa Rand Road	\$100,000.00	\$215,000.00	\$251,949.17	\$0.00
Fairbairn Road	\$155,000.00	\$155,000.00	\$154,753.17	\$0.00
Henty Cookardinia Road	\$30,000.00	\$30,000.00	\$22,806.99	\$0.00
Henty Pleasant Hills Road	\$40,000.00	\$42,000.00	\$70,593.09	\$0.00
Henty Ryan Road	\$40,000.00	\$40,000.00	\$50,449.92	\$0.00
Howlong Balldale Road	\$70,000.00	\$93,000.00	\$18,608.20	\$0.00
Molkentin Road	\$30,000.00	\$30,000.00	\$30,872.96	\$0.00
Schnaars Road	\$30,000.00	\$30,000.00	\$30,092.93	\$0.00
Walbundrie Alma Park Road	\$40,000.00	\$46,000.00	\$46,229.56	\$0.00
Western Road	\$60,000.00	\$60,000.00	\$56,680.26	\$0.00
Yankee Crossing Road	\$50,000.00	\$68,000.00	\$0.00	\$0.00
Yarra Yarra Road	\$30,000.00	\$48,000.00	\$33,558.14	\$0.00
Culcairn Cemetery Road - 1km (7m width)	\$25,000.00	\$40,500.00	\$30,811.82	\$0.00
Cummings Road - 2km (7m width)	\$50,000.00	\$53,500.00	\$38,072.30	\$0.00
Coach Road - 3km (7m Width)	\$73,000.00	\$73,000.00	\$270.00	\$0.00
Henty Pleasant Hills - 1.9km (7m width)	\$45,000.00	\$45,000.00	\$53,330.68	\$0.00
Wymah Road - 1.5km (7m width)	\$36,000.00	\$44,500.00	\$42,976.79	\$0.00
Hueske Rd - 0.85km (8m Width)	\$25,000.00	\$25,000.00	\$0.00	\$0.00
Back Walbundrie Rd -1.5km (7m width)	\$37,524.00	\$37,524.00	\$31,474.99	\$0.00
Coppabella Road	\$0.00	\$90,000.00	\$23,639.08	\$0.00

Special Rate Variation to Rates Report 2017/2018

Bitumen Resealing Program - Rural				
Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2018	Comments & C/Forward
Kreutzberger Road	\$0.00	\$60,000.00	\$61,031.86	\$0.00
Bungowannah Road	\$0.00	\$7,500.00	\$6,605.00	\$0.00
Gerogery Road	\$0.00	\$16,000.00	\$10,904.00	\$0.00
Movern-Cookardinia Road	\$0.00	\$6,500.00	\$0.00	\$0.00
Howlong-Burrumbuttock Road	\$0.00	\$7,500.00	\$6,440.00	\$0.00
Burrumbuttock-Brocklesby Road	\$0.00	\$5,500.00	\$4,726.00	\$0.00
Mountain Creek Road	\$0.00	\$84,970.00	\$0.00	\$0.00
Gerogery West Road	\$0.00	\$50,000.00	\$0.00	\$0.00
Brocklesby- Balldale Road	\$0.00	\$70,000.00	\$0.00	\$0.00
Kellys Road	\$0.00	\$70,000.00	\$0.00	\$0.00
Total	\$1,131,524.00	\$1,872,390.00	\$1,346,989.93	\$595,400.00

Special Rate Variation to Rates Report 2017/2018

Rural Local Roads - Gravel Resheeting				
Job Description	SVR Budget Original	SVR March Budget Review inc. C/Fwds	Actual as at 30.6.2018	Comments & C/ Forward
Coach Road	\$50,000.00	\$86,350.00	\$57,894.53	\$0.00
River Road	\$150,000.00	\$150,000.00	\$91,706.51	\$0.00
Balldale Walbundrie Road	\$130,000.00	\$94,119.00	\$137,899.81	\$0.00
Bartsch Road	\$36,000.00	\$71,000.00	\$34,468.63	\$0.00
Blights Road West	\$8,500.00	\$23,900.00	\$3,428.29	\$0.00
Cederdale Road	\$24,000.00	\$40,950.00	\$40,314.91	\$0.00
Cook Road	\$28,500.00	\$35,119.00	\$35,292.62	\$0.00
Cunningham Road	\$52,500.00	\$116,500.00	\$103,945.98	\$0.00
Daly Road	\$24,000.00	\$44,000.00	\$43,712.11	\$0.00
Drumwood Road	\$48,000.00	\$0.00	\$0.00	\$0.00
Elsinore Road	\$19,500.00	\$33,244.00	\$36,213.48	\$0.00
Ferguson Road	\$32,500.00	\$63,000.00	\$60,324.92	\$0.00
Five Chain Road	\$5,000.00	\$8,208.00	\$7,757.83	\$0.00
Flaxvale Road	\$47,500.00	\$92,000.00	\$78,392.03	\$0.00
Funk Road	\$52,375.00	\$32,495.00	\$32,520.23	\$0.00
Greene Lane	\$18,000.00	\$15,508.00	\$15,507.89	\$0.00
Groch Road	\$36,500.00	\$0.00	\$0.00	\$0.00
Hamdorf Road	\$40,500.00	\$86,200.00	\$54,431.19	\$0.00
Hudsons Road	\$30,000.00	\$31,653.00	\$31,652.93	\$0.00
Jelbart Road	\$60,000.00	\$29,128.00	\$39,883.09	\$0.00
Lindner Road	\$35,000.00	\$65,800.00	\$38,536.83	\$0.00
Mandaring Road	\$42,500.00	\$49,232.00	\$49,231.98	\$0.00
McGees Road	\$26,000.00	\$0.00	\$0.00	\$0.00
Nation Road	\$23,000.00	\$44,000.00	\$28,561.85	\$0.00
Nioka Road	\$25,000.00	\$28,278.00	\$29,034.62	\$0.00
Rogers Road East	\$20,000.00	\$14,199.00	\$13,630.45	\$0.00
Sawyer Road	\$40,000.00	\$91,350.00	\$65,959.67	\$0.00
Shannons Road	\$37,000.00	\$37,594.00	\$37,594.47	\$0.00
Singe Road	\$9,000.00	\$28,000.00	\$9,290.28	\$0.00
Tin Mines Road	\$25,000.00	\$42,362.00	\$41,275.67	\$0.00
Total	\$1,175,875.00	\$1,454,189.00	\$1,218,462.80	\$235,726.00

Special Rate Variation

Outcomes achieved as a result of the special variation and significant variations

Rural and urban resealing

All revenue raised as part of the Special Rate Variation allocated to bitumen resealing projects has been expended or carried forward for expenditure in 2018/2019.

Gravel resheeting

All revenue raised as part of the Special Rate Variation allocated to gravel resheeting projects has been expended or carried forward for expenditure in 2018/2019.

Annual reporting in financial statements

Annual reporting in the financial statements has been achieved for financial years 2015-2016, 2016-2017 and 2017/2018 or carried forward for expenditure in 2018/2019.

Government Information (Public Access) Act 2009 Annual Report 2017/2018

The Government Information (Public Access) Act 2009 (GIPA Act) became operational on 1 July 2010 and introduced a new “right to information” approach for access to government information. It encourages the routine and proactive release of government information, including information held by providers of goods and services contracted by government agencies.

Under section 7 of the GIPA Act, Council is required to review its program for the release of government information to identify the kinds of government information held by Council that should, in the public interest, be made publicly available and that can be made publicly available without imposing unreasonable additional costs on Council.

Council continued to review this program by undertaking regular checking of Council’s website for content and currency of information, paying particular attention to ensuring the timely release of information relating to new proposals, developments, programs, services and initiatives of Council.

Greater Hume continues to proactively release information, in addition to the statutory release of open access information by reporting to the community through prominent display on its website, Facebook and local print media, and consultation with the public of proposed activities, policies and strategies which invites community feedback during the decision making process.

During the 2017/2018 financial year Greater Hume received two formal applications under the Government Information (Public Access) Act 2009 (GIPA Act), one of which was refused.



Greater
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