



Greater  
Hume  
Council



# Annual Report 2021

#greaterhume

Cover Image: Mark Jesser

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## Executive Summary

Reporting is a key element of the Integrated Planning and Reporting Framework. Reporting back to the community about progress 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 Council is accountable to our community.

This Annual Report details Greater Hume Council's 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.

This 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 statements.

Right: Nursery; Mark Jesser

## Message from the Mayor

The last twelve months has continued to be extremely challenging for Council in a COVID environment but also with the unprecedented funding that has flowed to Council as a result of stimulus initiative of both the Federal and State Governments.

COVID-19 has dramatically impacted on the way we live our lives and people's livelihoods. Multiple lockdowns and border closures has had a dire impact on many businesses across our Council area and clearly high levels of vaccination is the pathway to returning to a more normal life in the future.

In the 2020/2021 financial year Council's total income was in excess of \$52M significantly higher than \$37M the previous year. This has been reflected in the large number of capital projects completed right across our Council area from east to west and south to north.

Despite the challenges presented by the pandemic the last 12 months has been one of significant achievement with the completion of two major projects that in dollar cost terms have double the cost of any previous infrastructure projects undertaken by Council.

The first of these projects which was substantially complete at 30 June was the Henty Rail Crossing Relocation and Intersection Project. This project with a total estimated value of just under \$8M is by far the most complex project ever completed by Council or likely to be undertaken in the future.

Once complete the project will divert heavy vehicle harvest traffic out of the Henty CBD as well as significantly improve the safety of road and rail travellers at the rail crossing.

Council also completed a \$7M upgrade of Coppabella Road with the construction and sealing of 8km of gravel pavement road and the construction of a new bridge across Coppabella Creek.

Some other noteworthy projects completed or substantially completed are:

- Sporting grounds playing fields upgrade completed but with some issues to be resolved over the next growing season.
- Completion of the widening and reconstruction of the final 2km of Kywong-Howlong Road (of 5km).
- Planning proposal approved for zoning and minimum lot size changes at Culcairn and Jindera (Industrial precinct).
- Continued progression of the Culcairn and Walla Walla Residential Estates.
- Completion of the transition of the Culcairn Early Childhood Centre to Greater Hume Childrens Service.
- Completion of Shire and town entrance signage project.
- Completion of Coach Road and Cummings Road Projects.
- Substantial completion of the Sam McPaul Memorial on River Road.

Council has continued to source external funding to expand the quantum of capital works projects undertaken and a snapshot of successful grant applications includes:

- Gerogery Road - \$2M
- Bloomfield Road Bridge - \$180,000
- Hanel's Lookout - \$451,054
- Culcairn-Holbrook Road - \$680,000
- Cummings Road - \$1.66M
- Henty Sportsground Function Room Extension and Refurbishment - \$409,000

Council has continued to be quite successful in obtaining Australian and State Government funding for road upgrades and other infrastructure improvements. This will continue to be a focus of Council in the coming years.

Finally, despite the impact of the COVID-19 global pandemic I extend my sincere appreciation and thanks to my fellow councillors, all staff and our countless volunteers that have all worked tirelessly towards a common goal - to make our communities more liveable.



Cr Heather Wilton  
Mayor  
Greater Hume Council



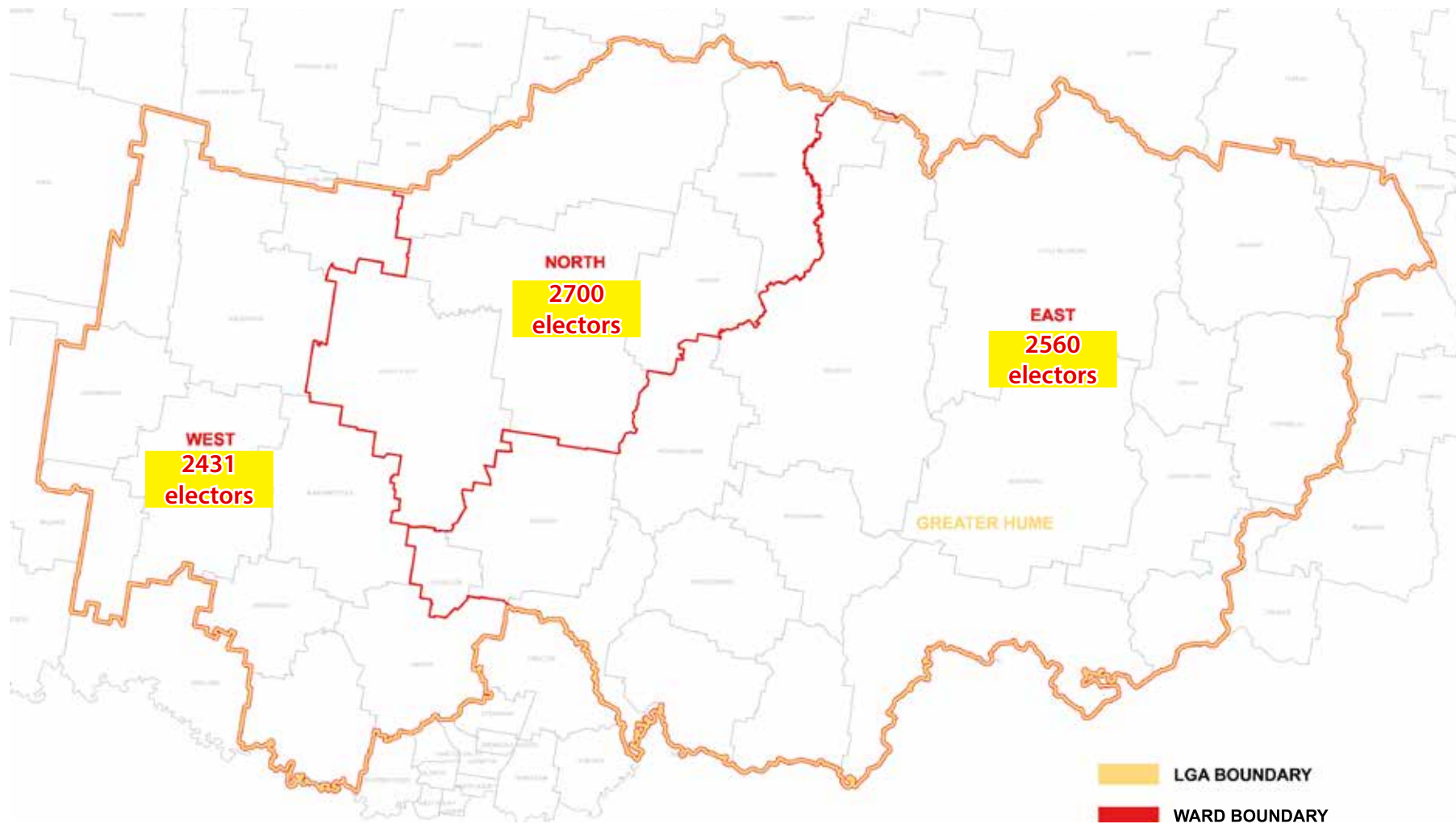
## Your Elected Representatives



**Pictured Left to Right** - back row: Cr Tony Quinn, Cr Annette Schilg, Cr Doug Meyer (OAM) (Deputy Mayor), Cr Jenny O'Neill. Front row: Cr Matt Hicks, Cr Lea Parker, Cr Heather Wilton (Mayor), Cr Denise Knight (*formley Osborne*), Cr Terry Weston.

South Ward	North Ward	East Ward
Cr Denise Knight (formerly Cr Osborne) Mayor (2006 - 2012) Deputy Mayor (2005 - 2006) Elected 2005, Retired 20 August 2020	Cr Doug Meyer OAM Deputy Mayor (2012 - Sept 2017), (2018 - Elected 2012	Cr Tony Quinn Elected 2005 - 2008 Re-elected 2012
Cr Jenny O'Neill Elected 2005	Cr Terry Weston Elected Sept 2016	Cr Lea Parker Elected 24 November 2018
Cr Matt Hicks Elected 2016 Deputy Mayor (2017 - 2018)	Cr Annette Schilg Elected 2012	Cr Heather Wilton Mayor (2012 - Elected 2008

## Ward Boundaries



Ward Boundaries as at 30 June 2021



## Greater Hume Council Profile | as at 30 June 2021

<b>Area</b>	5,939 square kilometres	<b>No of Councillors</b>	8
<b>Total Resident Population</b>	10,841 Source: ABS Regional Population Growth, Australia, 2019-20, Cat. 3218.0	<b>Number of Community Based Management Committees</b>	44
<b>Population Centres</b>	Brocklesby, Burrumbuttock, Culcairn, Morven, Gerogery, Henty, Holbrook, Jindera, Walbundrie, Walla Walla, Woomargama.	<b>Number of Staff</b>	131 EFT
<b>Electors</b>	Electors 7,691 East Ward 2560 North Ward 2700 West Ward 2,431	<b>Total Road Length</b>	2,077 km (1084 km sealed, 993 km unsealed)
<b>Rateable Properties</b>	6,675	<b>No of Bridges and Major Culverts</b>	213 143 on local roads 70 on regional roads
<b>Main Office Locations</b>	<b>Holbrook</b> General Manager/ Department of Corporate and Community Services  <b>Culcairn</b> Department of Engineering, Department of Environment and Planning	<b>Waste Disposal Depots</b>	Brocklesby, Burrumbuttock, Culcairn, Gerogery, Henty, Holbrook, Jindera, Mullengandra
<b>Customer Service Centres</b>	Henty, Jindera and Walla Walla	<b>Swimming Pools</b>	5 - Culcairn, Henty, Holbrook, Jindera and Walla Walla
<b>Works Depots</b>	Culcairn, Holbrook and Jindera		

**Greater Hume Council is located in southern New South Wales, bordering with Victoria and the local government areas of Wagga Wagga, Albury, Federation, Lockhart and Snowy Valley Councils.**

The five towns and six villages dispersed across the shire play a key role in servicing traffic between regional and metropolitan centres while also servicing productive rural industries of mixed farming enterprises, primarily grazing of beef, lamb and wool production, and grain production of wheat, oats, barley and canola.

There are forestry resources based mainly in softwoods plantations in the eastern sector of the shire. Boutique wine and small scale olive oil also feature as emerging industries.

There are continued opportunities to grow the shire population due to its location. Albury / Wodonga and Wagga Wagga have a major influence on the shire through employment, and access to higher level goods and services. There are a growing number of residents who work in Wagga Wagga or Albury / Wodonga but enjoy the relatively more affordable rural and community lifestyle available in the shire.



## 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. Due to COVID-19 restrictions meetings have been held at the Holbrook Library Complex to comply with social distancing measures. All meetings are live-streamed and recorded so that the public may view proceedings in real time or at a time suitable to them.

During the past 12 month period, a total of 11 ordinary meetings were held and four (4) 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 at right.

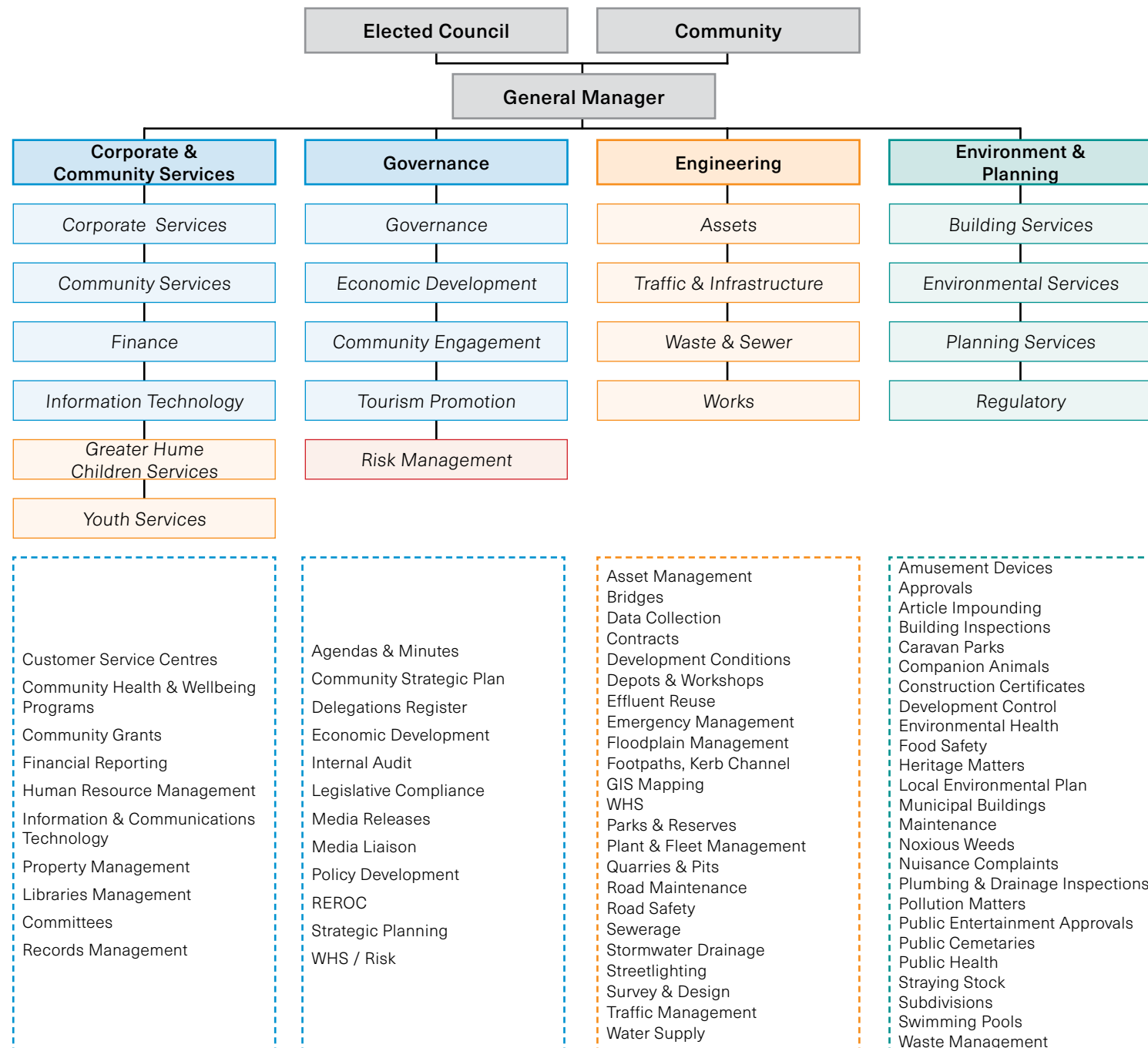
Organisation	Delegate(s) 2020/2021
Alliance of Councils and Shires of Upper Murray (ACSUM) Working Party – Albury City, Greater Hume, Indigo, Towong Shires and Wodonga City	Mayor and Deputy Mayor
Australia Day Committee	Crs O'Neill, Schilg, Quinn (Cr Wilton ex officio)
General Manager's Performance Review Committee	Mayor, Deputy Mayor & Cr O'Neill
Grants Committee	Crs Quinn, O'Neill and Weston
Holbrook Submarine Museum Committee	Cr Wilton (alternate Cr Quinn)
Audit Risk and Improvement Committee	Crs Quinn, Parker (Cr Wilton ex officio)
Southern Regional Planning Panel (Greater Hume Council representatives)	Cr O'Neill
Local Emergency Management Committee	Director Engineering (alternate Cr Quinn), with Manager Traffic & Infrastructure as observer
Local Traffic Committee	Director Engineering (Cr Weston as an observer)

Organisation	Delegate(s) 2020/2021
Murray Arts Advisory Committee	Cr O'Neill
Riverina Eastern Regional Organisation of Councils (REROC)	Mayor and General Manager
Riverina Regional Library	Cr Schilg Director Corporate & Community Services
Riverina Joint Organisation	Mayor and Deputy Mayor Observer Gen Mgr
Riverina Water County Council	Crs Meyer and Quinn <i>Appointed for a 4 year term.</i>
Rural Fire Service Bushfire Management Committee	Cr Quinn (alternate Cr Meyer)
Softwoods Working Group	Cr Wilton (alternate Cr Weston)
Squirrel Glider Local Area Management Plan Project Committee	Cr Schilg (alternate Cr Parker)

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



# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.1	Leadership and advocacy is demonstrated and encouraged in our communities

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







DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Establish and implement a structured policy review process including subscription to legislative updates service	1.1.1.1	Continue structured policy review process	100%	●	20 policies reviewed during 2020/2021.
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	Review budget process and commence development of a new budget structure to align with IP&R planning documents	100%	●	Additional reporting commenced September 2020 budget review.
Implement best practice financial management processes	1.1.1.3	Complete Council's annual financial statements in accordance with accounting standards and audit requirements	100%	●	Completed. External audit completed with clear audit report achieved. Financial statements completed, reported to Council and lodged in accordance with agreed audit plan and timeline.
	1.1.1.3	Update Council's Long Term Financial Plan on an annual basis taking into consideration other Resourcing Strategy documents and Delivery Program requirements	100%	●	Completed as part of the budget adoption process.
	1.1.1.3	Review Council's loan portfolio to ensure appropriate borrowing levels are maintained and infrastructure spending maximised	100%	●	Borrowing levels were examined when developing the 2021/2022 budget. Council's operating position has limited capacity to fund additional loan servicing costs and as such further borrowing has not been factored into future budgets with the exception of a loan to fund the development of the residential subdivision in Culcairn where loan costs will be funded from the proceeds of land sales.
	1.1.1.3	Commence review of alternate corporate software package including pricing and implementation timeline for consideration in 2021/2022 Operational Plan	100%	●	Implementation of software to enable automation and digitisation of accounts payable function has commenced. No further major software purchases are planned.



# Delivery Program 2017 - 2021| Performance Against Objectives

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Objective	We lead a vibrant, connected and inclusive community
Outcome 1.1	Leadership and advocacy is demonstrated and encouraged in our communities




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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
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	IP&R status reports presented to Council on quarterly basis	100%		Achieved with reports submitted to the August, November, February and May meetings of Council.
Implement effective governance strategies	1.1.1.5	Progressively implement strategies outlined in Council's Fit for the Future Improvement Action Plan	50%		Ongoing however an updated report has not been submitted to Council to date.
Maintain effective and open complaints handling processes	1.1.1.6	Undertake effective investigation and resolution of complaints	75%		Customer Action Request reports presented to Council monthly.
Implement effective risk management programs to minimise Council's exposure to risk and ensure continuity of critical business functions	1.1.1.7	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	100%		Development, review and evaluation is a continual cycle with the Risk Register now complete.
Implement organisation wide service and efficiency reviews	1.1.1.8	Implement service and efficiency reviews in accordance with Council's Fit for the Future Improvement Action Plan	100%		Integrated business software solution has been reviewed, however due to lack of alternative vendors it has been determined to remain with existing provider.
Provide Councillors with support and training to ensure their ongoing professional development	1.1.2.4	Develop and implement a Councillor professional development program in accordance with OLG guidelines	50%		Training courses have been offered to Councillors however with COVID-19 restrictions, opportunities have been limited.

# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.1	Leadership and advocacy is demonstrated and encouraged in our communities




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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Provide opportunities and actively encourage younger people to join community groups	1.1.2.5	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	60%		During Q1 and Q2 Youth Advisory Committees were functioning with Zoom meetings however, this was cancelled due to lack of interest from young people. No action taken in Q3 and Q4 as Youth Committees are in hiatus due to COVID-19. Youth committees should recommence in Term 4 with discussions underway with Ted Bates - School Councillor at Billabong High School and new Youth Officer at Greater Hume Council. Further discussion is still required with St Paul's College Walla Walla
Improve leadership in community groups to facilitate greater accountability from community groups that manage Council's assets	1.1.2.6	Review current Management Committee Manual and provide refresher training to management committees as required	100%		This matter was the subject of an Internal Audit review with key actions and timelines provided in the final report. Ongoing implementation of recommendations to be reported through ARIC
Recognise community leaders and their efforts and encourage others in the community to take up leadership roles	1.1.2.7	Recognise community leaders through Australia Day awards	100%		Australia Day 2021 in Greater Hume was held at the Walbundrie Recreation Ground, Walbundrie. It was a fabulous ceremony, with over 100 people attending. Some of the highlights were the inspiring addresses given by our Australia Day Ambassador, Anupam Sharma, captains of St Paul's College, Lucy McDonnell and Kelsey Lieschke and Cr Heather Wilton, Mayor, Greater Hume Council. The Australian flag was jointly raised by well-known local Max Webb, Announcement of Citizen, Young Citizen and Community Event of the Year, Mayoral Award and School Citizenship Awardees.

## Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.1	Leadership and advocacy is demonstrated and encouraged in our communities

**Council is responsive to community needs and priorities.**


DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Engagement by Council to demonstrate Council leadership	1.1.2.1	Continued implementation of the GHC Communication Plan	100%		Town and Entrance Signage project completed. A total of 66 entrance / town signs installed May / June 2021. Achieved and ongoing - continued improvement / upgrade of Greater Hume websites and social media outlets.
Improve community attendance at Council meetings and provide greater contact with local councillors	1.1.2.2	Facilitate the advertising of information regarding Council meetings and events in accordance with legislation and time requirements and include on Council's website	100%		Achieved and ongoing.
	1.1.2.3	Hold a minimum of two Council Meetings per annum at venues other than Culcairn or Holbrook	0%		Unable to hold meeting locations other than Holbrook due to COVID-19 restrictions however the requirement to 'live stream' meetings ensures access to all residents.







# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.1	Leadership and advocacy is demonstrated and encouraged in our communities

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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Councillors and senior staff represent the interests of Greater Hume Council to State and Federal members and government departments	1.1.3.1	Lobby State and Federal politicians on issues of importance to our community	100%		Council has retained open dialogue with both Australian and State Government Members of Parliament. Meeting held with Member for Albury, Justin Clancy on the impact of the Emergency Services Levy in rural councils.





**Strong relationships and effective partnerships**

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Lobby Australian and State governments for increased funding	1.1.4.1	Meet with local Australian and State government parliamentarians at least annually	25%		No formal meetings held with parliamentarians other than as outlined in 1.1.3.1.2.
	1.1.4.1	Actively participate in Local Government NSW Annual Conference	100%		Three Councillors and four staff members participated in the online Annual Conference.
Cooperatively work with surrounding councils to identify where resources and costs can be shared	1.1.4.2	Continue as an active participant in REROC / RivJO initiatives	100%		General manager remains on the REROC Executive and convenor of the RIVJO / REROC Workforce Development Group
	1.1.4.2	Continue current programs <ul style="list-style-type: none"> <li>Joint spray sealing contract procured with Lockhart Shire Council</li> <li>AlburyCity - waste - museums</li> <li>Lockhart Shire Council - Joint Road Safety, Youth Services</li> </ul>	100%		Achieved for this financial year however some of the activities are likely to be reviewed during the course of the 2021/2022 financial year

# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.2	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 Progress	Traffic Lights	Comment
Implement the planned community engagement processes using various communication strategies	1.2.1.1	Maintain membership of community engagement peak bodies and networks	100%		Membership of IAP2 confirmed. NE Engagement Network activities and meetings postponed due to COVID-19 lockdowns
	1.2.1.1	Relevant staff and councillors to undertake IAP2 and/or other community engagement training	0%		
	1.2.1.1	Develop two Council newsletters (Autumn and Spring) and a rates notice insert whilst ensuring effective and targeted content	100%		Two Council Newsletters and a Rates Insert sent to all residents
	1.2.1.1	Investigate contemporary community engagement techniques to enhance communications with the community in readiness for the review of the community strategic plan	100%		CET (Community Engagement Toolkit - Stakeholder Engagement Procedure) is being used for specific projects, i.e. Councillor Attraction Strategy Website is accessible

# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.3	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 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	Invite volunteers to present information about their work to council Seek out opportunities to support welfare work through funding, special grants & material aid	50%	●	Health and Wellbeing only had involvement with DIAP this year. Volunteers acknowledged in May.
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	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	50%	●	Recruitment of young people to the Youth Council is a continual process and all young people from the community are welcomed
Implement Greater Hume Council Disability Inclusion Action Plan (DIAP)	1.3.1.3	Progressively audit Council functions, facilities, services events and information sources against Access to Premises Standards and other relevant standards for inclusiveness and implement recommended improvements	90%	●	DIAP drafted. Reference groups have not operated under COVID-19 restrictions. Reviewing input from DIAP consultation there is a need to modify reference group structure. DIAP improvements continuing across council projects.
	1.3.1.3	Council engage with owners of commercial businesses to encourage voluntary upgrading of disabled access provisions	100%	●	Advice has been provided as part of the development assessment process to store holders in Culcairn and Jindera to facilitate better disabled access. In addition industrial development in Walla Walla and Holbrook have complied with requirement for disabled access.



## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Leadership and Communication
Objective	We lead a vibrant, connected and inclusive community
Outcome 1.3	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 Progress	Traffic Lights	Comment
Implement Greater Hume Council Disability Inclusion Action Plan (DIAP)	1.3.1.3	Engineering and Environment staff apply the provisions of the Disability Inclusion Act and Continuous Accessible Path and Travel	100%		Provisions of the act are applied to all new designs that are completed
	1.3.1.3	All new signage is compliant with the provisions of the Disability Inclusion Act	100%		All new signage is being made compliant with the Disability Inclusion Act
	1.3.1.3	Review GHC employment HR policies and processes for inclusiveness	100%		Policies progressively being updated in line with Council's policy review schedule
	1.3.1.3	Include inclusiveness in the Workplace Inspirations Day	0%		Not held due to COVID-19 restrictions. Tentatively organised for second week in November 2021
	1.3.1.3	Customer Service Staff are aware of the resources needed to respond to PwD / Carers	40%		DIAP consultations completed and COVID-19 restrictions still impacting ability to convene groups.
	1.3.1.3	GHC policies and procedures reflect the needs of PwD / Carers	40%		Policies being reviewed, not completed.
	1.3.1.3	Criteria for Council Community grants includes diversity, accessibility and inclusiveness	100%		No longer applicable
	1.3.1.3	Support and resource DIAP reference group	30%		Difficulty to convene reference groups, even via zoom during COVID-19 restrictions.

## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.1	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 Progress	Traffic Lights	Comment
Encourage more residents to be involved in Greater Hume and events	2.1.1.1	Continue to rotate the Australia Day function across towns in Greater Hume local government area	100%	●	Achieved and ongoing - Council has determined that the Greater Hume Australia Day 2022 celebrations be hosted by Holbrook community.
Provide and promote a range of cultural and personal development opportunities for youth	2.1.1.2	Implement actions and projects detailed in the annual youth plan	100%	●	Actions completed from Annual Youth Plan however, at times pivoted from face to face presentations to online presentations. Youth Week and SportsAbility Days went ahead with in total 240 students participating. Youth Advisory Committees are on hold however, will be re-established once COVID-19 restrictions are lifted. Grants have been applied for as indicated on plan - successful Youth Week, Murrumbidgee Primary Health, and Department of Regional Growth.
Develop partnerships with schools and other community organisations to deliver and promote targeted health and wellbeing programs to youth	2.1.1.3	Regular communication with local high schools to establish need and partnership opportunities	100%	●	Youth Service Officers have held planned meetings with teaching staff via Zoom and at schools throughout 2020/2021 to discuss youth health and wellbeing projects including Adulting 101, Youth Week and SportsAbility days. Annual mental health forum not held due to COVID-19 restrictions. Partnerships also formed with Intereach, Squad and Personnel Group to mentor and support young people in Greater Hume Council.
Recognise the contribution of volunteers in communities and assist with recruitment and retention	2.1.1.4	In National Volunteer Week each year, acknowledge and celebrate the shire's volunteers	100%	●	Volunteers acknowledged during volunteer week, however, no event due to COVID-19 restrictions.
	2.1.1.4	Work Health & Safety volunteer induction and training provided	0%	●	Road show of Section 355 Committees planned for last quarter of the 2021 calendar year.

# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.1	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 Progress	Traffic Lights	Comment
Recognise the contribution of volunteers in communities and assist with recruitment and retention	2.1.1.4	Provide advice and support to volunteer community organisations in governance and financial management	80%		Planning in place for Volunteer and Management Committee Roadshow - November 2021
Review opportunities to create greater diversity in our communities and workforce	2.1.1.5	Investigate the benefits of membership of Welcoming Cities and report presented to Council	100%		Welcoming Australia CEO Aleem Ali made presentation to Council workshop on 2 June 2021. The presentation involved data analysis in respect of Greater Hume LGA as a 'welcoming region' for newcomer and migrant attraction.  The presentation highlighted population growth of 4.5% by 2041, internal migration is driving population growth and that population diversity is low. The report highlighted housing affordability for the shire, gaps in the working age population, low unemployment and growth in job vacancies.



# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.1	Welcoming, resilient and involved communities







## Local education and local career opportunities

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
GHC to lead and exercise responsibility as an equal opportunity employer 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	Review the application of EEO principles across all areas of Council	20%		Specific actions to be incorporated into the Workforce Management Plan to be developed during 2021/2022
	2.1.2.1	Continue to support traineeships for local young people	100%		Engagement of trainees remains at target levels and new opportunities will continue to be explored where appropriate
	2.1.2.1	Participate in regional youth focused mentoring programs	100%		REROC Take Charge Youth event postponed to 30 April and with 170 youth attending event from Billabong High School and St Paul's College
Work with TAFE and other Registered Training Organisations to provide entry level certificates and qualifications locally	2.1.2.2	Continue to support VET providers in the local community	40%		Ongoing traineeship provision with children services trainees, however providing broader training has not been successful due to TAFE restructure and their focus on online delivery which means that students can study anywhere
	2.1.2.2	Establish school based traineeships	100%		Two students from St Paul's College commenced in February 2021. One student is undertaking training at the Henty and Culcairn libraries and one at Walla Walla Children Services. Another student commenced a traineeship in December 2020 for Cert III in Library & Information Studies.
Maintain contemporary information and computing technology facilities for education purposes	2.1.2.3	Undertake an annual review of GHC library ICT facilities to monitor use, value and upgrade as required	100%		No further action 2020/2021.

# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.2	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 Progress	Traffic Lights	Comment
Facilitate mental and physical health awareness information	2.2.1.1	Partner with community organisations and health services to deliver a mental health program in October each year	100%		Seniors programs partnered with many local community groups and businesses for seniors week which received a lot of positive feedback.
	2.2.1.1	List health and wellbeing events and links to community health services on the GHC website	40%		Where relevant including, and with changes due to COVID-19 social media used more to advise.
Greater Hume Council becomes a health promoting council	2.2.1.2	GHC supports and approves the actions of the Community Health and Wellbeing Alliance	20%		Informal activity with service providers with focus on DIAP process.
	2.2.1.2	Undertake a review of the Community Health and Wellbeing Plan	20%		No action.
Develop partnerships with local health services to plan and implement key health promotion initiatives: injury prevention, farm/work safety promotion, cancer prevention (particularly skin cancer prevention) and active community (physical activity promotion and nutrition)	2.2.1.6	Engage the Community Health and Wellbeing Alliance in health promotion initiatives and support local, regional and national programs	50%		Many service providers focusing on their own service provision due to COVID-19. Healthy Towns program well supported as it was able to be modified to enable zoom meetings, however, due to restrictions still limited with outcomes.
	2.2.1.6	Implement the Holbrook Healthy Town Project	100%		Completed as far as possible with final event held in Holbrook in June.


# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.2	We have services to promote and deliver health and wellbeing for all ages

## Continue to support the enhancement of children services across the shire

DP Action	Action Code	Action	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	Undertake a biannual review of existing childcare services provided through engagement with preschools and other children's services	100%		Finalisation of plan progressing
Ensure that Greater Hume Children Services remains a relevant and reliable service	2.2.3.2	Implement the Greater Hume Children Services Strategic Plan including the implementation of a targeted marketing strategy	70%		Review of 12 month trial with inclusion of Holbrook centre this year has been completed. Plans have been established for increased numbers of children and educators, however, to date a major focus has been on attracting and retaining qualified educators as required
	2.2.3.2	Monitor operations of centre based Henty, Holbrook and Walla Walla Children services	100%		Monthly financial reports prepared and reviewed. Additional funding is obtained where available and staff recruitment strategies are continually improved.
	2.2.3.2	Undertake financial review of centres and family day care service to determine long term impact of COVID-19 crisis	100%		Completed. Review undertaken and impact quantified. Enrolment numbers have returned to pre COVID-19 levels and CCS funding reinstated. No further impacts are anticipated at this time however the situation will continue to be monitored closely.
	2.2.3.2	Finalise Memorandum of Understanding (MOU) with Henty Preschool and commence planning for service transition	0%		No further advice received from Preschool on this matter.



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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Establish effective local community transport options	2.2.4.1	Support ongoing provision of point to point transport service and advocate for retention of program at conclusion of the current trial period	100%		Transport service continuing effectively. Council support provided when required.

## Delivery Program 2017 - 2021| Performance Against Objectives


Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.2	We have services to promote and deliver health and wellbeing for all ages

### Advocate for safe work practices and employment standards

DP Action	Action Code	Action	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	Implement the strategies from the Workforce Management Plan	50%		Ongoing Workforce Management Plan will be reviewed and updated as part of the development of the new Community Strategic Plan and supporting sub plans to commence 1 July 2022
Provide a safe work environment	2.2.5.2	Integrated risk management system developed and implemented	75%		Continually under review and updated where necessary. Random alcohol and other drug testing commenced with two testing days held in the first half of the year and the Risk Register being completed in the fourth quarter.

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.3	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 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	Continue to acknowledge and work with local groups assisting with funding and resources to ensure these are accessible, affordable and inclusive	100%		As far as possible worked with other organisations to deliver a range of programs in partnership. For example seniors program successfully worked with businesses and not for profits for very positive outcomes. Youth week was successful with additional funding and partnering with schools and funding providers. Healthy Towns projects ensure businesses and local organisations benefited from the funding and programs provided.


## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.4	Our residents feel safe



### Street lighting is effective and energy efficient

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Implement the street light installation priority program	2.4.1.1	Continue the installation of new streetlights in accordance with the agreed priority program	100%		Majority of street lighting has been changed to LED lights, remainder will be completed over 2021
Expand the utilisation of solar powered and LED technology in streetlighting	2.4.1.2	Work with electricity authorities to implement LED technology for new and existing streetlights	100%		Majority of street lighting has been changed to LED lights, remainder will be completed over 2021

### Implement Council's Road Safety Strategy

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Work with RMS, Lockhart Shire and the community to implement the Road Safety Strategy	2.4.2.1	Implement the Road Safety Strategy annual priorities	100%		All priorities are being implemented

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



DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Council to investigate opportunities and invest in liveability infrastructure such as recreation facilities, cycleways, footpaths and recreational walking tracks	2.4.3.1	Lodge grant applications for identified shared path projects under Action Transport funding program	100%		Applications lodged, but were not successful. Will lodge new applications for 2021/22.
	2.4.3.1	Implement actions from existing capital works program	100%		Council has committed to funding Urana Road shared path from Pioneer Drive to Dight St following an unsuccessful active transport application. Council has also committed \$25k funding towards a feasibility study for the Lavington to Jindera Shared Path Project. Council has completed the construction of the shared path at Walla from Walla Walla township to the Walla Swamp



# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.5	Council provides learning and development opportunities for all




## Community spaces allow our residents to learn and engage

DP Action	Action Code	Action	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	Investigate alternative methods of service delivery to rural and remote communities	100%		Mobile usage is reported to Council on a Monthly or Quarterly basis. Alternative delivery to rural and remote communities has occurred in 20/21 with Festival of Seniors Week delivered to Walla Walla, Book Week 2020 delivered to all schools in Greater Hume Council, and increased information regarding the collection, programs and services available in the libraries sent to community newsletters, posted on social media and also with COVID-19 Click & Collect plus home delivery made available.
	2.5.1.1	Create and promote traditional and online library service	100%		During Q2 the following outreach services were provided to the community Book Week 2020 Outreach Services provide to: <ul style="list-style-type: none"> <li>• Jindera Public School</li> <li>• Jindera St John's School</li> <li>• Culcairn Public</li> <li>• St Joseph's Culcairn</li> <li>• Gerogery Public School</li> <li>• Burrumbuttock Public School</li> <li>• Brocklesby Public School</li> <li>• Walla Walla Children Services</li> <li>• Jindera Preschool</li> </ul> All Henty Schools program delivered in the Henty Park Christmas presentations were also delivered to the Henty Children Services

# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Healthy Lifestyle
Objective	We create healthy, inclusive and resilient communities, acknowledge our volunteers and value our youth
Outcome 2.5	Council provides learning and development opportunities for all







## Community spaces allow our residents to learn and engage

DP Action	Action Code	Action	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	Investigate and implement new and innovative programs in Council's libraries	100%		Children and youth programs in conjunction with Riverina Regional Library (RRL) have been delivered throughout 2020-21. Library staff have held programs such as Vege Plot, Lego, Bee Wax workshops, Christmas programs, author talks, movies and at the same time pivoted when needed to deliver online storytime and holiday programs on line on social media platforms. All programs have been held in conjunctions with RRL.
	2.5.1.1	Promote existing programs to increase library participation	100%		Library membership and participation in library programs is presented to Council on a monthly or quarterly basis. Membership and issues of collections across libraries in GHC are slowly increasing back to pre COVID-19 statistics. Participation at all programs facilitated by libraries have been high throughout 2020/2021 especially during Women's Week, Seniors Week, Book Week, and Get Online Week. Grant funding and additional funding from Council has help support and improve these events.
Create an environment that attracts and enables caring and qualified staff	2.5.1.2	Library staff to attend a minimum of two training information days with RRL	100%		Library staff have completed training throughout 2020-21 which has included: <ul style="list-style-type: none"> <li>Digital Health Training funded by ALIA - 15 Full time and casual</li> <li>RRL Branch Meeting and Training Day - 1</li> <li>3D Printer Training - 2</li> <li>Members: engaging, retaining and growing -1</li> </ul>

# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Growth and Sustainability
Objective	We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities
Outcome 3.1.	We have prosperous and diverse local businesses and a growing economy





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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Promote industrial development to enhance employment opportunities	3.1.2.1	Promote the existing industrial land development at Holbrook and Jindera	75%		Construction well advanced for the release of a further 7 lots at Jindera and at Holbrook. Quotations have been received for the development of a longer term plan for the Jindera Industrial Estate which will be determined early in the 2021/2022 financial year.
	3.1.2.1	Assess development opportunities for industrial land development elsewhere in the shire	100%		Council has industrial land developments at Holbrook and Jindera Industrial Estates. All current titled allotments have been sold by 30 June 2021. Developer interest in the two estates remains strong, regular enquiries are received for industrial land in Greater Hume, which has triggered two new subdivisions - 4 lots at Holbrook and a 7 lot expansion at Jindera. Due to demand, Council has progressed an amendment to the Local Environmental Plan 2012 to alter zoning and lot size for future expansion of Jindera Industrial Estate to a 20 ha parcel of land adjoining the existing estate.
Encourage and support local businesses to enhance employment opportunities	3.1.2.2	Continuance of Buy Local in Greater Hume campaign	100%		Update and audit of the business database is progressing.
	3.1.2.2	Council's procurement practices to promote local purchasing where fit for purpose and cost effective option is available	90%		Introduction of Vendor Panel (preferred supplier lists) has significantly increased compliance with Council Procurement Policy with over 90% compliance now being achieved from a random sample of procurements.
	3.1.2.2	Business newsletter compiled and released quarterly	100%		A total of 10 business news alerts issued to the business database.
	3.1.2.2	Participation on RivJO Drought Sub Committee	100%		Officer participates in Critical Events Coordination Committee (formerly known as RivJO Drought Sub Committee), meetings held quarterly.

## Delivery Program 2017 - 2021 | Performance Against Objectives

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Outcome 3.1.	We have prosperous and diverse local businesses and a growing economy




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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Encourage and support local businesses to enhance employment opportunities	3.1.2.2	Promote and support business mentoring and training services	100%		Council collaborates with NSW Business Connect Program and promotes relevant courses / webinars. Women in Business event held in March 2021 partnered with BEC.
Advocate for employment opportunities with new and existing business / industry and local training	3.1.2.3	Continue to promote the buy local policies and invest in attracting new business to improve employment	100%		Buy Local message promoted in Council Newsletter and community newsletters, as well as Business Newsletters
Review the provision of Council's services and take action to address services that impeded the smooth operation of local businesses	3.1.2.4	Investigate and adopt an option that allows remote access to Council's Culcairn Waste Management facility	90%		The tender has been awarded. Site works have been undertaken to commence the project. There has been a delay due to the need to connect power to the site. The project will be complete in 2021.
Council look for opportunities to address organic material in the waste service	3.1.2.5	Investigate funding opportunities to process organic material	100%		No suitable grant opportunities were identified to support Council in removing organic waste from landfill.



# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Growth and Sustainability
Objective	We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities
Outcome 3.2.	Our towns and villages are revitalised

## 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 Progress	Traffic Lights	Comment
Undertake community consultation and undertake data collection and research to inform amendments to Greater Hume Local Environmental Plan (GHLEP) 2012.	3.2.1.1	Investigate options for amendments to GHLEP 2012 to support more opportunities for residential development	100%		Newly zoned residential land was created in Culcairn. The Jindera Residential Land Use Strategy identified land suitable for residential land in Jindera. Some of the land identified in that strategy is now subject to an application for rezoning to residential land.
Continue to support and develop sporting facilities and other community infrastructure	3.2.1.2	Provide assistance to community groups in the development of funding applications	100%		Grant writing workshop provided via zoom to clubs and groups, particularly for Riverina Water Grants. One on one assistance provided to Walla Walla primary school and development committee, Holbrook schools through support for youth projects and Henty community groups
	3.2.1.2	Promote Council's loans to community groups policy to encourage maximum uptake of available low interest loans	0%		No action taken.

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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Promote residential development	3.2.2.1	Investigate the cost of construction for residential land developments and initiate where approved by Council	75%		Detailed planning for the Culcairn Residential Estate continuing. Council has been successful in obtaining an interest subsidy on a loan borrowing of \$1.5M
	3.2.2.1	Investigate the cost of construction for residential land developments	50%		Contracts of Sale have been prepared for the sale of Rosler Parade land to a private developer with negotiations continuing with Yankee Crossing Road.



## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Growth and Sustainability
Objective	We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities
Outcome 3.2.	Our towns and villages are revitalised

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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Attract new residents to the shire	3.2.2.2	Continue partnership with Country Change program auspiced by RDA Riverina	100%	●	Council has renewed membership to Country Change initiative, auspiced by Regional Development Australia (Riverina). Featured month was April 2021
	3.2.2.2	Develop a promotional plan to generate enquiry for allotments in the Jacob Wenke Residential Subdivision at Walla Walla	100%	●	Promotion plan created and partially implemented as all allotments in Stage 1 have sold. Enquiry has been consistent for next staged development of the residential estate.
	3.2.2.2	Develop a new resident attraction strategy and collaterals	100%	●	National Regional Australia Institute campaign launched May 2021. Council's regional campaign ran April 2021 (Country Change). Jacob Wenke Drive Residential Estate Stage 1 allotments sold. Council is investigating a planned residential development for Culcairn, and planning work undertaken for future staged development in Walla Walla. Collaterals include new hashtag which is being developed as part of the strategy #movetogreaterhume

# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Growth and Sustainability
Objective	We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities
Outcome 3.3.	Increased number of visitors enjoy our shire

## Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Visitor Experience Plan	3.3.1.1	Encourage development, promotion, funding and management skills of events which are family orientated, locally led and unique	100%	●	2020 and 2021 have been difficult years for event planning. Council staff have continued to support and encourage events to take place with detailed COVID Plans to assist with the success of the event.
	3.3.1.1	Support Greater Hume shire's tourism operators and event organisers to participate in Awards at local, regional, state and national level	100%	●	Due to COVID there have not been Regional Tourism Awards held, hopefully in 2022.
	3.3.1.1	Identify and develop interpretational signage for towns / villages, attractions and historical areas	100%	●	Achieved and Ongoing, where required.
	3.3.1.1	Work collaboratively with local, state and federal governments and organisations to enhance our visitor experience	100%	●	During 2020/2021 Council staff have been working with MRT and DRM to encourage visitors back to our region. Unfortunately the border closures have had a detrimental impact on our region. We are now trying to build confidence and awareness through various campaigns such as Love the Murray, Stay Close Go Further and We've Got The Goods.
	3.3.1.1	Create an ambassador / famil program and develop workshops to promote the visitor experience	100%	●	Achieved and Ongoing - working with MRT to develop regional workshops.
	3.3.1.1	Ongoing developments of Visitor Information Point network, with a greater emphasis on communication, training and famils.	100%	●	Achieved and Ongoing - Famil planned for July/Aug 2021
	3.3.1.1	Redevelopment of visitgreaterhume.com.au through OpenCities including Australian Tourism Data Warehouse (ATDW)	100%	●	Achieved and ongoing.

## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Growth and Sustainability
Objective	We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities
Outcome 3.3.	Increased number of visitors enjoy our shire

### Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Visitor Experience Plan	3.3.1.1	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	100%	●	Achieved and Ongoing - What's On April, May and June. Out and About for Winter Edition of Out and About in Border Mail.
	3.3.1.1	Continue to promote Greater Hume social media presence on Facebook and Instagram develop resources (eg photography and film) to expand into other sites such as Google maps and YouTube	100%	●	Achieved and Ongoing - gradual increase in social media followers and approx 422 posts sent out.
	3.3.1.1	Develop self drive and walk / bike / ride tour itineraries incorporating historical and environmental attractions in towns / villages and shire	100%	●	Achieved and Ongoing - continuing to push tours and plans through visit greater hume and social media.
	3.3.1.1	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	100%	●	Achieved and Ongoing - again has been difficult with COVID restrictions however currently planning to attend Henty Machinery Field Days.
	3.3.1.1	Greater Hume Tourism Public Forums held quarterly in different community locations where tourism operators, event organisers and interested members of the public are invited to discuss current tourism trends, initiatives and opportunities	100%	●	2 Tourism and Promotions eNews sent out to all tourism operators in Greater Hume

## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Growth and Sustainability
Objective	We are revitalising our communities, welcoming visitors, growing our economy and promoting the lifestyle, culture and heritage offered in our communities
Outcome 3.3.	Increased number of visitors enjoy our shire

### Develop a local tourism operator forum and strategy

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Implement the Greater Hume Visitor Experience Plan	3.3.1.1	History and Heritage - Museums Program to provide guidance, training and expertise to our public and private museums and historical societies - such as museum advisors, grants and volunteer and skill development workshops	100%	●	Currently working on the two successful grants from Create NSW and Museums and Galleries NSW both to develop the digitisation of the community museums and create promotional videos of significant items.
	3.3.1.1	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	100%	●	Still awaiting outcome of Bushfire Local Economic Recovery Fund for development of Hanel's Lookout.
	3.3.1.1	Agri Tourism - Encourage individuals and agricultural businesses to develop farm gate and niche produce	100%	●	Achieved and Ongoing

# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Good Infrastructure and Facilities
Objective	Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community
Outcome 4.1	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 Progress	Traffic Lights	Comment
Identify opportunities for external grant funding	4.1.1.1	Seek grant opportunities and advertise on Council's website	100%	●	All grant opportunities promoted via Council's website. Business alerts issued for new grants/business support packages.
	4.1.1.1	Council actively seeks and applies for grant funding for non-budgeted identified priority projects	75%	●	Very successful in attracting significant external funding: Including but not limited to: <ul style="list-style-type: none"> <li>7 road projects - \$6,873,320</li> <li>9 Library and Youth Projects - \$240,617</li> <li>6 Tourism / Culture projects - \$847,799</li> </ul>
Ensure investment in the upgrade of roads infrastructure is targeted and prioritised	4.1.1.2	Review and implement Council's Roads Strategy	100%	●	Current road strategy is being revised. Revised strategy to be put up for consideration by new Council in early 2022.
	4.1.1.2	Continue to collect and record asset data in order to inform current and future asset management strategies and plans	100%	●	Ongoing data collection is continuing as required Updated Asset Management Strategy and Plans will be undertaken in 2022
Develop an Integrated Asset Management Plan for all of Council's assets	4.1.1.4	Review Asset Management Policies as required (by review date)	100%	●	Asset Management Policy Updated at October 2020 Meeting - Due for Review in 2024 Asset Management Strategy and Plans are planned for renewal in 2022




# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Good Infrastructure and Facilities
Objective	Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community
Outcome 4.1	Infrastructure and facilities meet the needs of our communities

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 Progress	Traffic Lights	Comment
Support with long term planning and maintenance at recreation grounds	4.1.2.1	Develop oval upgrade plans for Culcairn, Henty, Holbrook and Jindera incorporating drainage, irrigation and turfing options	100%		Oval refurbishments have been completed, with wet weather causing issues to refurbished grounds. Renovations in spring summer are planned which will alleviate the issues that have occurred.
Implement the program for the upgrade of public toilets and playgrounds	4.1.2.2.	Upgrade 'Henty Man' Public Toilets	0%		The Henty Man toilet upgrade was not adopted as part of the delivery program for 2020/2021 year. No works are now planned for the facility
Review current Public Toilet Upgrade Program and develop an upgrade program for playgrounds	4.1.2.3	Implement a process to review public toilet upgrade program and develop an upgrade program for playgrounds	0%		Due to increasing grant work, this project will be held over to the 2021/2022 year
Investigate options to replace the ageing Jindera Hall with a new facility	4.1.2.4	Determine whether grant funding is available to partially fund the Jindera Hall	100%		Unfortunately no suitable grants were found to partially fund the Jindera Hall.


Affordable, accessible housing supports the needs of the community

DP Action	Action Code	Action	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	Review social housing facilities and develop a 5 year Improvement Works Program	100%		Regular inspections ongoing. Maintenance reporting processes being streamlined and long term maintenance plan being developed.


# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Good Infrastructure and Facilities
Objective	Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community
Outcome 4.1	Infrastructure and facilities meet the needs of our communities


## Improve streetscapes of our towns and villages

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Develop and implement a street tree plan for each town and village	4.1.5.1	Map all street trees in towns and villages on Council's GIS mapping system	0%		A new GIS Mapping Program and Asset Management System are being installed early 2021/2022, this project will be actioned for later in 2021/2022 after installation of the new systems.

## Expand waste water strategies into villages

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Investigate and develop concept designs for waste water collection and treatment in Gerogery, Woomargama and Burrumbuttock	4.1.6.1	Scope and cost schemes in each of the identified villages and document	40%		Being progressed as Part of IWCM Strategy. Risk issues have been identified in first draft of IWCM for Gerogery, Woomargama and Burrumbuttock. IWCM Strategy review is now proposed for completion in Early to Mid 2022.




## Mitigate against natural disasters (flood and bushfire management)

DP Action	Action Code	Action	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	Submit funding applications for flood and bushfire mitigation works and implement works if funding is successful	100%		Grants have been lodged for Culcairn and Henty Flood Mitigation Projects with a determination due later in 2021. Council has been advised that the Holbrook Flood Mitigation project has been successful in obtaining a \$4.5Million grant from the Federal Government to undertake the project. The Project is expected to take 2-3 years to complete. Final designs for Jindera and Walla Walla projects have been completed with funding to be applied for in 2021/22 to undertake the works.

## Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Good Infrastructure and Facilities
Objective	Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community
Outcome 4.3	We minimise the impact on the environment

### Waste Management strategy incorporates recycling and carbon reduction actions

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Develop a Waste Management Strategy that includes a transition to a waste facility with an environmental protection license	4.3.1.1	Undertake the adopted recommendations arising from the second year of Greater Hume Waste Strategy 2019-2023	100%		Most of the actions identified in the Greater Hume Waste Strategy 2019-2023 have been undertaken. Additional Free Access days were cancelled in 2020 due to COVID-19
Investigate feasibility of introduction of kerbside collection of organics	4.3.1.2	Indicatively cost the provision of a third organics bin for kerbside collection	100%		Council received a workshop report costing the third organic bin option. Additional work will be needed to be done to investigate the processing of organic material now that the NSW Waste and Sustainable Material Strategy 2041 is indicating that there will be separate food and garden organics from all NSW households by 2030.
Encourage purchase of material containing recycled content	4.3.1.3	Develop a sustainable purchasing policy to ensure procurement of material containing recycled content	0%		Unfortunately this action was not able to be progressed.

### Onsite Sewerage Management systems are environmentally sustainable

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Continue to improve and monitor the management of onsite effluent disposal within the shire	4.3.2.1	Implement the On Site Sewerage Management (OSSM) Policy	100%		40 on site sewerage inspections have been undertaken in the fourth quarter.

# Delivery Program 2017 - 2021 | Performance Against Objectives

Theme	Good Infrastructure and Facilities
Objective	Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community
Outcome 4.3	We minimise the impact on the environment

## Best practice waste water management

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Manage waste water and effluent in a sustainable manner	4.3.3.1	Provide and maintain sewerage disposal and effluent re-use systems that meet the needs of residents of the shire	100%	●	All systems are operating to required standards. Upgrades to Culcairn Water Supply and Jindera Wastewater Treatment Plants are being developed as part of funding received through the NSW Safe and Secure Program. Business Cases are being developed for future grant submissions for completion of the upgrades



## Best practice weed management

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Continue to support effective weeds management (private and public lands)	4.3.4.1	Actively participate in the Murray Weed Action Plan	100%	●	All meetings were attended and reports submitted on time.
	4.3.4.1	Undertake inspections on private and public land to detect and assess weed infestations	100%	●	40 property inspections have been undertaken in the fourth quarter.


# Delivery Program 2017 - 2021| Performance Against Objectives

Theme	Good Infrastructure and Facilities
Objective	Our development and maintenance is sustainable, environmentally responsible, accessible and enjoyed by our community
Outcome 4.3	We minimise the impact on the environment

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

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Investigate opportunities to reduce the energy and water costs at Council's sporting facilities	4.3.5.1	Installation of energy saving infrastructure at recreation grounds across the shire as recommended by the energy audit	50%		Energy Savings Action Plan has been completed, with recommended actions to be considered as part of future budgets.
Expansion of energy efficiency plan for Council public swimming pools	4.3.5.2	Investigate additional cost savings for swimming pools	100%		Shade/solar installations completed at Holbrook and Culcairn, Solar installed on roofs at Henty, Jindera and Walla Walla.

## Manage water resources and water quality responsibly

DP Action	Action Code	Action	Action Progress	Traffic Lights	Comment
Implement the program of works identified in the Drinking Water Quality Management Plan	4.3.6.1	Implement the program of works identified in the Drinking Water Quality Management Plan for 2018/2019	100%		Works identified in Drinking Water Management Plan are being implemented as detailed in the plan timelines



# Condition of Public Works

## Section 428

### Public Roads - Urban Roads

#### Urban Roads

Within the town areas of Greater Hume, Council maintains approximately 112km of sealed and 15km unsealed roads. Maintenance costs for these roads amounted to \$521,004 during 2020/2021.

Bitumen resealing was carried out on 2.2km of urban streets (\$80,315) in order to extend their useful life in 2020/2021.

Council's 2021/2022 budget provides \$520,200 for routine maintenance on sealed and unsealed urban roads, with \$180,000 provided for urban resealing works, and \$100,000 for improvement and rehabilitation works plus an additional \$415,648 from Regional Roads Block Grant and \$550,000 from Roads to Recovery.

#### Kerb & Gutter

Within the town areas of Greater Hume, Council maintains 130.7km of kerb and gutter. Visual assessment indicates that the existing infrastructure is providing a satisfactory level of service. Council has a maintenance and repair budget for kerb and gutter of \$51,000. A further \$57,071 was spent on construction of kerb and gutter in 2020/2021. There are no scheduled construction works for 2021/2022.

#### Footpaths

Council maintains 27km of concrete footpaths and 5km of gravel footpaths and an allocation of \$51,000 is provided in the 2021/2022 budget for maintenance works. There was 529m of new footpaths constructed in 2020/2021 at a cost of \$68,783. Council has an ongoing replacement/construction program with \$40,000 allocated for 2021/2022. Some new footpath will be constructed as a part of urban road construction under the Roads to Recovery funding.

#### Stormwater Drainage

In the 2021/22 budget, \$300,000 has been allocated for construction/replacement of stormwater drainage, with \$56,619 for maintenance and repair and an additional \$203,000 for flood mitigation works.

#### Rural Local Roads

##### Unsealed

Council maintains 888km of unsealed rural roads with an all-weather gravel pavement and 90km of formed roads. Through regular maintenance grading and gravel resheeting programs based on Council's road strategy, a satisfactory level of service exists. Condition assessment is based on visual inspection and known levels of service

Maintenance costs for 2020/2021 of \$1,410,213 were spent on unsealed rural roads. Gravel resheeting was carried out on 28.4km in 2020/2021 at a cost of \$553,066 (from Council's budget plus Roads To Recovery and LRCIP).

Council's 2021/2022 budget provides \$1,154,289 for routine maintenance of unsealed rural roads and \$1,383,000 for gravel resheeting works.

##### Sealed

Council maintains 686km 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. In 2020/2021, \$713,557 was spent on maintenance works and a total length of 33km of bitumen resealing works was carried out at a cost of \$959,230.

Council's 2021/2022 budget provides \$800,000 for routine maintenance of sealed rural roads and \$900,000 for bitumen resealing works.

\$3,128,184 was spent on construction, including the major works to complete Cummings Road, with a further \$5,769,167 spent on the North Henty Rail Crossing works (ongoing) and \$6,045,258 for the 8km upgrade of Coppabella Road.

\$3,590,000 has been allocated for construction during 2021/2022, with an additional \$1,000,000 of which is funded through the Roads To Recovery program.

#### Regional Roads

Council is responsible for the maintenance and improvement of 286.1km of regional roads with funds provided by Transport for NSW. The network is generally satisfactory; however, there is a need to widen the majority of pavement width to meet current standards. Bitumen resealing of 9.9km in length was carried out during 2020/2021 at a cost of \$212,599 as well as heavy patching valued at \$581,758. A total of 2.77km was rehabilitated under the REPAIR, Roads to Recovery and Safer Roads Programs amounting to \$1,254,082 with an additional \$401,995 under the LRCIP.

The 2021/2022 budget includes \$826,239 for maintenance and repair, \$926,000 under the Regional Roads Repair Program and \$2,952,239 under the Regional Roads Block Grant as well as \$680,000 under the HVSP grant and \$926,000 under the Bridges Renewal Grant Program.



## Condition of Public Works

### Section 428

#### Public Roads - Urban Roads

##### Bridges

Council is responsible for 213 bridges and major culverts, including 143 on local roads, 70 on regional roads.

\$727,415 was spent on a new bridge over Back Creek on Coppabella Road.

The 2021/2022 budget allows \$150,000 for maintenance and the bridge/major culvert program allows for \$130,000 for construction. The Bridges Renewal Program Grant will cover another \$926,000 (as mentioned above) for the widening and strengthening of 5 bridges on Jingellic Road.

The rural roads construction budget allows for the replacement of a wooden bridge with a floodway on Bloomfield Road and for works to bypass a damaged bridge at Coppabella Creek.

The majority of Council's bridges are in good condition and will need minor maintenance only, with the exception of those earmarked for replacement or strengthening works.

Council will be implementing a bridge maintenance crew to regularly inspect and maintain its bridge network commencing in 2021/2022. Council has allocated \$100,000 in 2021/2022 for these tasks.

Councils current roads strategy will also be updated in 2021/2022.

## State of the Environment

### Local Government Act 1993

#### Section 428 A

For the purposes of a report covering 2020/2021 period, environmental issues contained within the Community Strategic Plan have been detailed in the Delivery plan actions on pages 36 - 38.

## 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 components

The Black Street Water Tower is nearing the end of its design life and is proposed for replacement in 2022/2023 subject to grant funding.

### 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 due to high growth are proposed in 2023/2024 subject to grant funding.

**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.

Greater Hume Council did not levy any stormwater management charges in 2020/2021.



## Fees, Expenses and Facilities provided to Mayor and Councillors

Mayoral Allowance	\$22,294
Deputy Mayoral Allowance	\$4,236
Annual Fees \$12,160 per councillor per annum	\$99,306
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)	\$13,383
Councillors Subsistence (e.g. meals, etc)	\$5,514
Delegates expenses (including travel, accommodation and out-of-pocket expenses to attend conferences, seminars and workshops)	\$360
Provision of facilities Provision of dedicated office equipment allocated to councillors including laptop computers / iPads	\$943
Telephone & Internet expenses	\$1,782
Attendance of councillors at conferences and seminars	See Delegates Expenses Above
Training of councillors and provision of skill development	\$1,800
Interstate visits Interstate visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses	\$0
Overseas visits by councillors, including transport, accommodation and other out-of-pocket- travelling expenses	\$0
Expenses of any spouse, partner or other person who accompanied a councillor	\$0
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 2020 to 30 June 2021	\$0

## Senior Staff employed

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

During the 2020/2021 year, Council's General Manager Steven Pinnuck received a total remuneration package of \$232,455 (which included salary, superannuation benefits and non-cash benefits).

There were no other designated senior staff employed by Council.

## Report on Infrastructure Assets as at 30 June 2021

Asset Class	Asset Category	Estimated cost to bring assets to satisfactory standard	Estimated cost to bring to the agreed level of service set by Council	2020/21 Required maintenance <sup>a</sup>	2020/21 Actual maintenance	Net carrying amount	Gross replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
		\$ '000	\$ '000	\$ '000	\$ '000			1	2	3	4	5
<b>Buildings</b>	Other	—	—	27	35	5,773	8,760	15.0%	36.0%	40.0%	6.0%	3.0%
	Council Offices / Administration Centres	10	10	37	48	4,043	6,635	0.0%	0.0%	83.0%	17.0%	0.0%
	Works Depots	—	—	52	63	2,320	3,700	28.0%	6.0%	54.0%	12.0%	0.0%
	Public Halls	40	40	27	40	4,809	13,733	0.0%	14.0%	52.0%	34.0%	0.0%
	Houses	—	—	26	30	1,088	1,182	56.0%	6.0%	38.0%	0.0%	0.0%
	Libraries	—	—	5	15	1,518	2,866	0.0%	33.0%	67.0%	0.0%	0.0%
	Museums	—	—	5	9	445	939	0.0%	25.0%	50.0%	25.0%	0.0%
	Amenities/Public Toilets	35	35	21	23	1,825	3,719	12.0%	18.0%	48.0%	16.0%	6.0%
	Sporting Facilities	45	45	60	21	7,995	18,015	7.0%	11.0%	71.0%	10.0%	1.0%
	Aged Care Facilities	—	—	57	54	2,951	4,499	15.0%	32.0%	53.0%	0.0%	0.0%
	<b>Sub-total</b>	<b>130</b>	<b>130</b>	<b>317</b>	<b>338</b>	<b>32,767</b>	<b>64,048</b>	<b>8.4%</b>	<b>16.6%</b>	<b>59.3%</b>	<b>14.7%</b>	<b>1.0%</b>
<b>Other structures</b>	Other structures	10	10	—	—	14,263	22,689	5.0%	13.0%	76.0%	0.0%	6.0%
	<b>Sub-total</b>	<b>10</b>	<b>10</b>	<b>—</b>	<b>—</b>	<b>14,263</b>	<b>22,689</b>	<b>5.0%</b>	<b>13.0%</b>	<b>76.0%</b>	<b>0.0%</b>	<b>6.0%</b>
<b>Roads</b>	Roads	—	—	—	—	—	—	0.0%	0.0%	0.0%	0.0%	0.0%
	Sealed Roads Surface	50	50	2,363	2,323	22,970	34,248	7.0%	49.0%	39.0%	5.0%	0.0%
	Sealed Roads Structure	—	—	—	—	193,032	234,303	8.0%	48.0%	39.0%	5.0%	0.0%
	Unsealed roads	—	—	1,131	1,383	18,472	32,251	0.0%	42.0%	49.0%	9.0%	0.0%
	Bridges	200	200	100	59	38,354	69,140	6.0%	9.0%	63.0%	17.0%	5.0%
	Footpaths	—	—	50	49	3,923	5,046	30.0%	27.0%	41.0%	2.0%	0.0%
	Kerb & Gutter	—	—	50	39	8,173	12,490	7.0%	42.0%	44.0%	7.0%	0.0%
	Bulk earthworks	—	—	—	—	212,229	212,229	4.0%	42.0%	44.0%	10.0%	0.0%
	<b>Sub-total</b>	<b>250</b>	<b>250</b>	<b>3,694</b>	<b>3,853</b>	<b>497,153</b>	<b>599,707</b>	<b>6.0%</b>	<b>40.8%</b>	<b>44.2%</b>	<b>8.4%</b>	<b>0.6%</b>
<b>Water supply network</b>	Mains	—	—	114	144	18,077	28,047	22.0%	47.0%	19.0%	12.0%	0.0%
	Pumping Station/s	—	—	13	2	482	753	6.0%	89.0%	5.0%	0.0%	0.0%
	Treatment Works	—	—	6	18	199	299	0.0%	100.0%	0.0%	0.0%	0.0%
	Reservoirs	—	—	5	10	1,936	3,319	7.0%	40.0%	15.0%	38.0%	0.0%
	Bores	—	—	—	—	231	339	0.0%	100.0%	0.0%	0.0%	0.0%
	Other	—	—	4	4	81	143	22.0%	78.0%	0.0%	0.0%	0.0%
	<b>Sub-total</b>	<b>—</b>	<b>—</b>	<b>142</b>	<b>178</b>	<b>21,006</b>	<b>32,900</b>	<b>19.7%</b>	<b>48.4%</b>	<b>17.8%</b>	<b>14.1%</b>	<b>0.0%</b>

## Report on Infrastructure Assets as at 30 June 2021

Asset Class	Asset Category	Estimated cost to bring assets to satisfactory standard	Estimated cost to bring to the agreed level of service set by Council	2020/21 Required maintenance <sup>a</sup>	2020/21 Actual maintenance	Net carrying amount	Gross replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	1	2	3	4	5
Sewerage network	Mains	–	–	43	21	22,529	34,066	19.0%	33.0%	48.0%	0.0%	0.0%
	Pumping Station/s	20	20	33	37	3,485	4,931	11.0%	77.0%	10.0%	2.0%	0.0%
	Treatment Works	–	–	39	44	3,858	6,279	5.0%	82.0%	11.0%	2.0%	0.0%
	Reuse Scheme	10	10	9	12	2,700	3,575	0.0%	94.0%	3.0%	3.0%	0.0%
	<b>Sub-total</b>	<b>30</b>	<b>30</b>	<b>124</b>	<b>114</b>	<b>32,572</b>	<b>48,851</b>	<b>15.0%</b>	<b>48.2%</b>	<b>36.1%</b>	<b>0.7%</b>	<b>0.0%</b>
Stormwater drainage	Stormwater drainage	–	–	55	96	10,665	13,809	22.0%	44.0%	23.0%	11.0%	0.0%
	<b>Sub-total</b>	<b>–</b>	<b>–</b>	<b>55</b>	<b>96</b>	<b>10,665</b>	<b>13,809</b>	<b>22.0%</b>	<b>44.0%</b>	<b>23.0%</b>	<b>11.0%</b>	<b>0.0%</b>
Open space / recreational assets	Swimming pools	150	150	126	143	6,509	10,262	38.0%	16.0%	40.0%	3.0%	3.0%
	<b>Sub-total</b>	<b>150</b>	<b>150</b>	<b>126</b>	<b>143</b>	<b>6,509</b>	<b>10,262</b>	<b>38.0%</b>	<b>16.0%</b>	<b>40.0%</b>	<b>3.0%</b>	<b>3.0%</b>
<b>Total – all assets</b>		<b>570</b>	<b>570</b>	<b>4,458</b>	<b>4,722</b>	<b>614,935</b>	<b>792,266</b>	<b>8.0%</b>	<b>38.6%</b>	<b>44.3%</b>	<b>8.4%</b>	<b>0.7%</b>

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

### Infrastructure asset condition assessment 'key'

#	Condition	Integrated planning and reporting (IP&R) description
1	Excellent/very good	No work required (normal maintenance)
2	Good	Only minor maintenance work required
3	Satisfactory	Maintenance work required
4	Poor	Renewal required
5	Very poor	Urgent renewal/upgrading required

## Report on Infrastructure Assets as at 30 June 2021

### Infrastructure asset performance indicators (consolidated) \*

\$ '000	Amounts 2021	Indicator 2021	Prior periods		Benchmark
			2020	2019	
Buildings and infrastructure renewals ratio					
Asset renewals <sup>1</sup>	11,899	137.53%	120.93%	114.28%	>=100.00%
Depreciation, amortisation and impairment	8,652				
Infrastructure backlog ratio					
Estimated cost to bring assets to a satisfactory standard	570	0.09%	0.05%	0.07%	<2.00%
Net carrying amount of infrastructure assets	619,534				
Asset maintenance ratio					
Actual asset maintenance	4,722	105.92%	103.10%	109.81%	>100.00%
Required asset maintenance	4,458				
Cost to bring assets to agreed service level					
Estimated cost to bring assets to an agreed service level set by Council	570	0.07%	0.04%	0.05%	
Gross replacement cost	792,266				

(\*) All asset performance indicators are calculated using classes identified in the previous table.

(1) Asset renewals represent the replacement and/or refurbishment of existing assets to an equivalent capacity/performance as opposed to the acquisition of new assets (or the refurbishment of old assets) that increases capacity/performance.



# Report on Infrastructure Assets as at 30 June 2021

## Buildings and infrastructure renewals ratio



### Buildings and infrastructure renewals ratio

To assess the rate at which these assets are being renewed relative to the rate at which they are depreciating.

### Commentary on result

20/21 ratio 137.53%

Major road infrastructure renewal projects have resulted in a renewal ratio which exceeds Council's benchmark aim of at least 100% renewal.

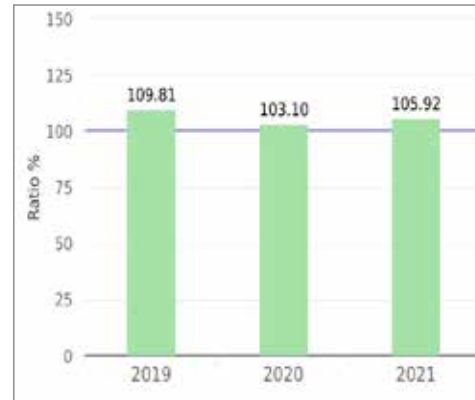
Benchmark: —  $\geq 100.00\%$

Ratio achieves benchmark

Source of benchmark: Code of Accounting Practice and Financial Reporting

Ratio is outside benchmark

## Asset maintenance ratio



### Asset maintenance ratio

Compares actual vs. required annual asset maintenance. A ratio above 1.0 indicates Council is investing enough funds to stop the infrastructure backlog growing.

### Commentary on result

20/21 ratio 105.92%

Council's annual maintenance expenditure during 2020-21 has met Council's benchmark aim of at least 100%. Councils forward budgets provide for a 1:1 ratio in future budget periods.

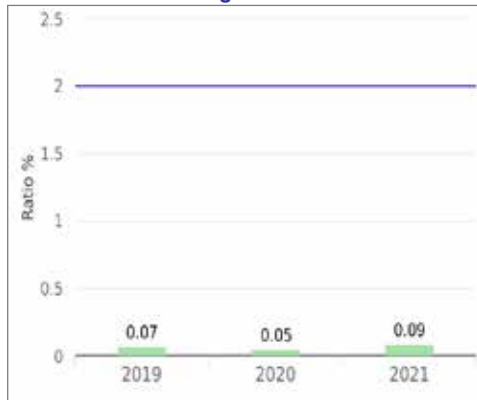
Benchmark: —  $> 100.00\%$

Ratio achieves benchmark

Source of benchmark: Code of Accounting Practice and Financial Reporting

Ratio is outside benchmark

## Infrastructure backlog ratio



### Infrastructure backlog ratio

This ratio shows what proportion the backlog is against the total value of a Council's infrastructure.

### Commentary on result

20/21 ratio 0.09%

Council has no serious backlog issues in its infrastructure network. Condition assessments carried out on road infrastructure in conjunction with the revaluation process during 2019-20 identified an increase in assets requiring immediate renewal.

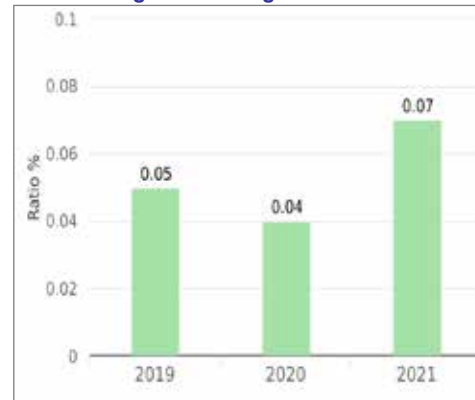
Benchmark: —  $< 2.00\%$

Ratio achieves benchmark

Source of benchmark: Code of Accounting Practice and Financial Reporting

Ratio is outside benchmark

## Cost to bring assets to agreed service level



### Cost to bring assets to agreed service level

This ratio provides a snapshot of the proportion of outstanding renewal works compared to the total value of assets under Council's care and stewardship.

### Commentary on result

20/21 ratio 0.07%

Continuing major works on the renewal of roads and building infrastructure has been a major contributor to achieving this result in 2020-21.



# Report on Infrastructure Assets as at 30 June 2021

## Infrastructure asset performance indicators (by fund)

	General fund		Water fund		Sewer fund		Benchmark
\$ '000	2021	2020	2021	2020	2021	2020	
Buildings and infrastructure renewals ratio							
Asset renewals <sup>1</sup>							
Depreciation, amortisation and impairment	153.50%	138.72%	26.20%	0.00%	17.52%	1.18%	>=100.00%
Infrastructure backlog ratio							
Estimated cost to bring assets to a satisfactory standard							
Net carrying amount of infrastructure assets	0.10%	0.05%	0.00%	0.00%	0.09%	0.09%	<2.00%
Asset maintenance ratio							
Actual asset maintenance							
Required asset maintenance	105.68%	104.28%	125.35%	100.00%	91.94%	62.31%	>100.00%
Cost to bring assets to agreed service level							
Estimated cost to bring assets to an agreed service level set by Council							
Gross replacement cost	0.08%	0.04%	0.00%	0.00%	0.06%	0.06%	

(1) Asset renewals represent the replacement and/or refurbishment of existing assets to an equivalent capacity/performance as opposed to the acquisition of new assets (or the refurbishment of old assets) that increases capacity/performance.

## Contracts awarded in excess of \$150,000

Name of Contractor	Description of goods and services	Contract Amount (including GST)
Cartright Haulage Pty Ltd	Supply and delivery of quarry products, Cummings Road, Culcairn	\$516,599.99
Longford Civil Pty Ltd	Jingellic Road Upgrade at Giles Creek	\$523,145.20
Abbott Construction Pty Ltd	Pioneer Drive Reconstructions Stage 2	\$350,940.46
Fuge Earthworks Pty Ltd	Gerogery Drainage Stage 1	\$222,409.00
Longford Civil Pty Ltd	Croft Street Kerb & Channel and Road Reconstruction	\$291,500.00
Hayley Constructions Pty Ltd	Walla Walla Skatepark - Design and Construct	\$187,554.40
Longford Civil Pty Ltd	Kywong Howlong Road Reconstruction	\$1,581,237.90
Hutchinson Civil Pty Ltd	Walla Swamp Shared Path	\$370,689.00
Gilchrist Property Group	Construction of Multipurpose Sports Facility - Holbrook	\$2,010,531.51

## Bushfire Hazard Reduction Activities

### Section 428 A

The season 2020/21 Fire Season was thankfully more subdued, with wetter cooler conditions prevailing.

Following the enquiry from the Black Summer fire Season, The RFS has taken on board and is implementing many recommendations with a renewed focus on Bushfire Hazard Reduction.

All land management agencies will be required to report Hazards and mitigation through the Bush Fire Mitigation Committee (BFMC) and the new online Guardian Platform.

*Image from Green Valley Fire; James Wiltshire*



## Access and Equity

### Section 428(2)(j)

Greater Hume Council has continued to implement the 'Greater Hume 2030' plan which incorporates Council's Disability Inclusion Action Plan (DIAP).

#### Building Positive Attitudes

- Updates and inclusion of DIAP in Greater Hume Health and Wellbeing Alliance meetings across service providers with ongoing inclusion on DIA at all meetings.
- Partnership with Intereach's Access @ a Glance program with successful audits of Culcairn, Holbrook and Henty Council offices and promotion of program through community newsletters.

#### Employment

- Update customer service training to meet needs of people with vision impairment.
- Greater awareness across all departments of access requirements for example parking, new childcare centre construction, foot paths.
- Employment of a person with a disability under a structured skills development program.
- Functional assessments of new employees identify additional supports needed to assist new employees.

#### Systems and Processes

- Events planning process implemented.
- Planning and Engineering Departments continue to embed accessibility guidelines into projects.
- New and compliant website meeting accessibility guidelines.

### Disability Inclusion Action Plan

Council's current Disability Inclusion Action Plan (DIAP) expires 30 June 2021. Council staff have been working closely with key stakeholders to prepare the draft DIAP 2021-2024.

To date the community consultation has been completed with all workshops having been presented, surveys completed with all results and feedback analysed and results forming the basis of the draft document.

Taking into consideration the postponement of local government elections and ongoing disruptions to planned consultation activities due to COVID restrictions, Council has extended the operative date of the current DIAP to 30 June 2022. The revised draft DIAP 2021-2024 will be presented to Council for adoption from 1 July 2022.



## 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 2020/2021 made contributions or otherwise granted financial assistance as follows:

Beneficiary	Amount
<b>Contributions and Subscriptions</b>	
Keep Australia Beautiful	\$900
Murray Arts	\$6,000
Local Government NSW	\$28,498
REROC	\$28,564
Riverina Joint Organisation	\$19,292
Softwoods Working Group	\$10,000
Southern Sports Academy	\$800
<b>Donations</b>	
School Presentation Nights	\$520
Albury Wodonga Regional Cancer Centre - "Hilltop" Carer Accommodation	\$5000

## Library and Mobile Library Services

Greater Hume Council Libraries and Mobile Library Services continue to be the heart and soul of the community, providing free, inclusive, information and successful innovative programs within the static library spaces. As well as delivering as outreach services to town and villages.

From 1 July 2020 Greater Hume Council Libraries, with ongoing support from Riverina Regional Libraries, continued to provide collections, programs and services using a blended service model adhering to the Library COVID-19 Safety Plan. Libraries commenced home delivery services to aged care facilities and those in the community who were lonely and isolated. Storytime went from being presented in the library to staff stepping out of their comfort zone and becoming proficient at presenting weekly online Storytime sessions. Holiday programs were presented online with packs picked, collected and completed at home and staff increased technology support for members of the community.

### Get Online Week 2020

With restrictions lifted a successful Get Online Week grant provided the opportunity for Library staff to celebrate the event in October 21 in the Holbrook Library and as outreach services to the Culcairn and Henty Men's Sheds. Get Online Week was celebrated at Jindera in November 2020. The event was successful with participants learning about 3D printers and technology devices.



### 2020 State Trainee of the Year

On Friday 9 October Emily Jones Youth Officer for the Greater Hume Council was announced the 2020 Trainee of the Year. The Trainee of the Year Award is presented to an individual who is undertaking a traineeship and has been outstanding in all aspects of their training.

### NSW Public Library Association Executive Library Manager

In October 21 Susan Kane Library & Youth Services Team Leader was elected as the new Country Library Manager Representative for NSW Public Library Association Executive Committee

The NSWPLA is the peak body for public libraries in NSW.

### NSW Public Library Association 2020 Innovation in Outreach Services Awards

In November 2020 at the NSW Public Library Association Annual General Meeting the Culcairn Library was announced the winner of the 2020 Innovation in Outreach Services Awards.

The Innovation in Outreach Programs Awards for Public Libraries recognise successful marketing projects across the state. In 2020 there were many projects that were undertaken in libraries. From those that made application for the awards the Culcairn Library was selected from the category - Population 10,000 – 30,000 for the project Festival of Seniors 2020.

### Women's Week 2021

In March 2021 'Women's Week 2021' was celebrated across Greater Hume Council with funding from a successful grant providing the opportunity for over 90 rural women to participate in an information session provided by the Business Enterprise Centre. Supper was provided giving everyone an opportunity to talk to local business women, share ideas, their success and view the range of products that they sell. An information pack was provided to each participant containing a small gift and promotional information on local businesses run by women.

### Festival of Seniors Week 2021

The Festival of Seniors Week funded by the NSW Government provided an opportunity for nine events to be held in five towns over a two week period. The event was highly successful with 300 participants attending enjoying a selection of intergenerational- educational, cultural and recreational activities held across the shire. The project was a partnership between Council library staff, schools, Greater Hume Council Youth Committees, local businesses and community groups in Greater Hume Council.



## Library and Mobile Library Services

### Book Week 2021

Programs for young people continued throughout the year facilitated by library staff ranging from Lego, reindeer making, sphere balls, verge plot presenters and much more. All programs were delivered in the library, as outreach visits or online using social media platforms Facebook and Instagram.

This year as COVID-19 social distancing and 4 metre square rules were still in place the majority of Greater Hume Council Library Services Book Week presentations were held as outreach visits to schools and parks in the shire. The program was successful with library staff able to promote library services, engage with teaching staff and start delivery collection items to a number of schools and preschools. In total 17 Class groups enjoyed a range of Book Week stories and activities totalling 275 students.



### NSW State Library Infrastructure Grant

The major exciting news for the year the announcement by the Minister for the Arts, the Honourable Don Harwin, and the approval of a grant of \$199,696 for the Greater Hume Council project titled Holbrook Library Complex Refurbishment.

The Library Council of NSW received many applications from councils in the 2020/2021 Public Library Infrastructure Grant round. All applications were assessed in accordance with the criteria outlined in the Grant Guidelines.

The purpose of the project is to redevelop and upgrade the existing internal space and sections of the external building of the Holbrook Library Complex to meet the needs and wants of the community in the 21st Century. The new refurbished spaces will be functional, practical, accessible and able to hold multiple private small and large functions at any time of the day 7 days per week.

### Library Statistics

Library	Loans	Members	Collection Items
Culcairn	4569	552	3943
Henty	4918	639	5348
Holbrook	6911	707	5415
Jindera	1682	156	1274

### Mobile Library Services

The small towns and villages of Greater Hume Council are provided with a Mobile Library Services.

The Riverina Mobile Library Services has a collection of books, DVD's, Audiobooks, and magazines as well as two public access computers. Wi-Fi access is available as well as a large television for community Access.

### Mobile Library Statistics

Location	Loans
Brocklesby	208
Burrumbuttock	247
Gerobery	309
Jindera	932
Walbundrie	541
Walla	794
Woomargama	136





# Youth Services

## Youth Services Programs and Events 2020-2021

The Greater Hume Council Youth Services and Youth Advisory Committees organise events and programs throughout the year in order to address the cultural, educational, recreational needs of the young people in the community.

Overall 2020-21 was a successful year with a focus on maximum participations by young people at all programs implemented from the Youth Action Plan. Success is due to the strengthened partnerships between Youth Services, young people, schools, local businesses and organisations, all working together within COVID-19 restrictions for the benefit of young people.

Due to COVID-19 restrictions the majority of school holiday programs for young people were held as online activities commencing in October with Youth packs which were distributed from Greater Hume Council Libraries. There were three packs that the young people could choose from, Fitness Pack, Wellbeing Pack, and School Pack.

In the December/January holidays with restrictions lifted all Greater Hume Council Swimming pools took part in movie nights with the inflatable movie equipment. Funding for licencing and additional lifeguards was provided by Youth Services. In the summer holidays Greater Hume Council Youth Services also launched an online photography competition across the Youth Facebook and Instagram pages. The competition ran on a bi-monthly basis, based around themes decided by the Greater Hume Council Youth Advisory Committees.

With COVID-19 restriction and funding from Murrumbidgee Primary Health Youth Week 21 was celebrated in April 21 with 170 young people from Billabong High School and St Paul's College attending a Festival of Possibilities at the Walla Walla Recreational Ground. This event was followed by skating lessons provided by Totem Skating Collective in Jindera with St John's School and Al's Skating School program in Henty.

After the postponement of the annual Youth Sportsability earlier in the year due to inclement weather the event was held in May 21 at the Culcairn Recreational Ground. A total of 70 young people from Billabong High School and St Paul's College Walla Walla attended a day of sports aimed at promoting inclusiveness for all regardless of ability or disability.



Throughout 2020-21 the Youth Services team have sourced applicable youth funding to help strengthen programs organised for young people, see table.

During the year the Adulting 101 programs have been rolled out to both Billabong High School and St Paul's College students with free RSA and First Aid courses delivered. The continual ongoing COVID-19 restrictions has resulted in the two Adulting 101 Expos planned for later in the year postponed until early 2022.

In early 2020 Youth Advisory Committee programs were held via Zoom with both Billabong High School and St Paul's College working with Youth Services to organise programs and events for the year. Interaction with young people continues with discussions using social media platforms Facebook and Instagram. Once students return to school the Youth Advisory Committees will be re-established.

Funding Body	Description	Amount
Office of Regional Youth	Summer Break <ul style="list-style-type: none"> <li>Free entry to all pools on Australia Day and addition of extra Lifeguards</li> <li>AI Skating Lessons at Henty</li> <li>Beeswax makeup workshops at all libraries</li> </ul>	\$9,920
Office of Regional Youth	School Holiday Break <ul style="list-style-type: none"> <li>Purchasing of podcast technology for young people</li> <li>Totem collective Skating Lessons at Jindera</li> </ul>	\$4,046
Murrumbidgee Primary Health	Empowering Our Communities <ul style="list-style-type: none"> <li>Youth Week Festival of Possibility at Walla Walla</li> </ul>	\$10,000
Murrumbidgee Primary Health	Feel the Beat <ul style="list-style-type: none"> <li>Drumming workshops for young people across Greater Hume Council Libraries</li> </ul>	\$2,600







2021 was a challenging year. The impact of COVID-19 saw all services experiencing many changes including cross border issues, meeting government requirements to remain open, and maintaining services and consistent care for our children, families and local communities.

## Family Day Care

The demand for family day care remained strong and our educators continued to provide consistent, quality care for children and families in our cross border communities. Ongoing recruitment of qualified educators was successful and educator numbers increased to an all-time high of 65 with 459 families and 650 children registered with our family day care service.

Educators were supported by Greater Hume Children Services to navigate the uncertain times of COVID-19 by providing much needed support in addition to extending educators' knowledge with training in 'Wellbeing and the Environment', 'Documenting and programming', and 'Children's Behaviour'.

Where possible, limited playgroups were provided across our service region in line with COVID-19 restrictions; the emphasis being on outdoors in nature, and in local parks, which links perfectly to our philosophy.

## Centres

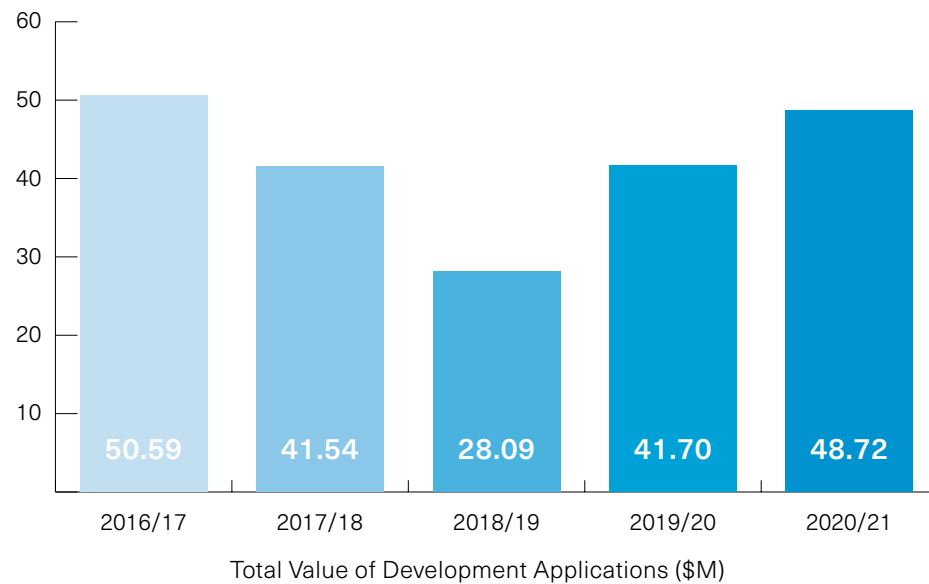
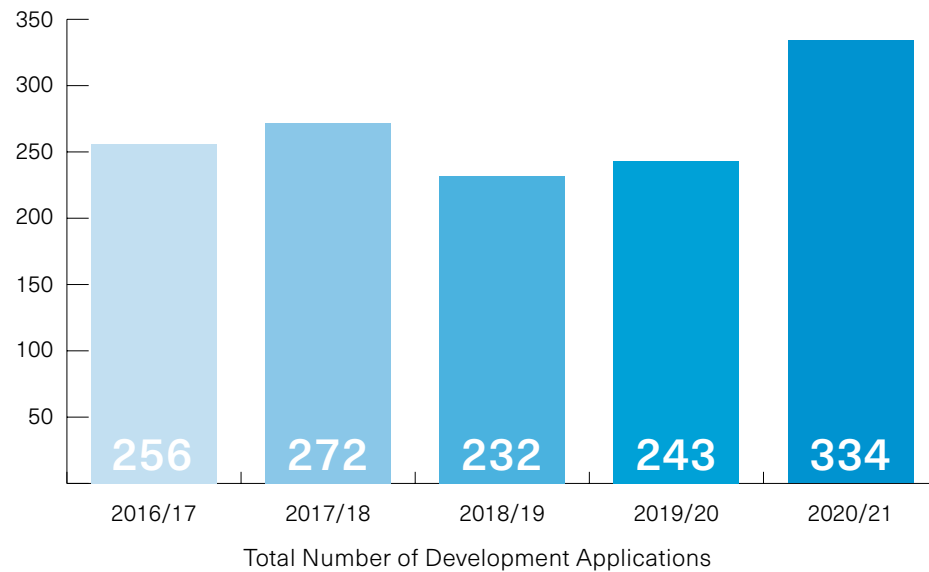
2020/2021 required a structural review to accommodate the addition of Holbrook to our centre-based services. Skills shortages continue to impact on the sector however an aggressive recruitment campaign resulted in the appointment of a range of new staff including Team Leaders, Assistant Team Leader, Centre Directors and centre educators.

The number of families and children using centre-based care remained strong in spite of COVID-19 with ongoing government funding supporting our centres and ensured services could be provided. Currently 148 families and 198 children are enrolled across our four long day care centres.





## Development Applications



## Inspection of private swimming pools

### Swimming Pools Act 1992, s 22F(2)

### Swimming Pools Regulation 2018 (SP Reg) cl 23

Number of inspections of tourist and visitor accommodation	4
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	13
Number of inspections that resulted in issuance a certificate of non-compliance under clause 18BA of the Regulation	8



# 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.

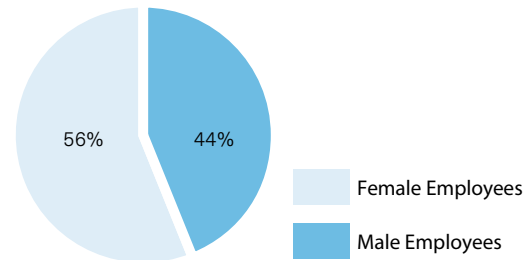
To achieve these objectives, 5 key themes have been developed:

- 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 2021, Council employed 131 Full Time Equivalent staff.

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



### Consultative Committee

The Local Government State Award 2020 requires Council to maintain an effectively operating Consultative Committee to provide a forum for consultation between Council and its employees.

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

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

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 2020 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.

### Enterprise Bargaining

Council does not have any registered enterprise agreements.

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

# Human Resource Activities

## 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 Council is a workplace free from harassment and discrimination.

**EEO Target Groups:** Council's staff profile reflects the representation 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 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. 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, the highest priority is assigned to training that relates to compliance with statutory requirements such as WorkCover licences. 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.

## Human Resource Activities

### 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 industrial 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.

### 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 and Holbrook)
- representatives from each of the main offices (Culcairn and 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.





## Section 355 Committees

### Clause 217(1)(a6)

Council has a total of 44 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	Henty Sportsground Committee
Bowna Wymah Community Committee	Henty Memorial Swimming Pool Committee
Brocklesby Public Hall Management Committee	Holbrook Sporting Complex Board
Brocklesby Recreation Reserve Management Committee	Holbrook Submarine Museum Committee
Bungowannah Cemetery Management Committee	Holbrook Swimming Pool Committee
Bungowannah Recreation Reserve Management Committee	Jindera & District Swimming Pool Management Committee
Burrumbuttock Cemetery Management Committee	Jindera Recreation Reserve Management Committee
Burrumbuttock Hall Management Committee	Jindera Sports Stadium Committee
Burrumbuttock Recreation Reserve Management Committee	Jindera School of Arts Management Committee
Carabost Hall Committee	Lankeys Creek Hall Committee
Cookardinia Cemetery Committee	Little Billabong Hall Committee
Cookardinia Hall Committee	Moorwatha Cemetery Management Committee
Cookardinia Recreation Reserve Committee and Tennis Club	Morven Tennis Court Committee
Culcairn Station House Museum & Historical Society	Mullengandra Cemetery Committee
Culcairn Sportsground Committee	Walbundrie Recreation Ground Committee
Culcairn Swimming Pool Committee	Walla Walla Community Hall Committee
Culcairn Tennis Court Committee	Walla Walla Heritage Conservation (German Wagon) Committee
Gerogery Commemorative Hall Management Committee	Walla Walla Sportsground Committee
Gerogery West Recreation Reserve Management Committee and Tennis Club	Walla Walla Swimming Pool Committee
Goombargana Cemetery Management Committee	Wirraminna Environmental Education Centre
Gum Swamp (Walla Walla) Management Committee	Woomargama Hall Committee
Henty Tennis Court 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 2020/2021.



Above: HMAS Otway, Holbrook; Simon Dallinger



Above: Burrumbuttock Hall;

## Partnerships, Cooperatives or Other Joint Ventures

### Clause 217(1)(a8)

Council is involved in the following organisations, cooperatives and alliances:

#### Statewide Mutual Limited

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 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 April 2021, 113 (88%) 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 part owner of StateCover and insures 134 local government entities with combined workforce of 35,000.

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 2020/2021 year were provided by Riverina Regional Library (RRL) based at Wagga Wagga.

Library locations within the shire are:

Static branches - Culcairn, Henty, Holbrook and Jindera

Mobile Services - Brocklesby, Burrumbuttock, Gerogery, Walbundrie, Walla Walla and Woomargama

#### NSW Rural Fire Service - Hume Zone

Rural Fire Service volunteers and Greater Hume and Albury Councils from 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 an indefinite period.

#### Riverina Eastern Regional Organisation of Councils

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

As at 30 June 2021, REROC comprised seven councils and two county councils including Bland, Coolamon, Cootamundra - Gundagai, Greater Hume, Junee, Lockhart, Temora and Riverina Water County Council.

#### Riverina Joint Organisation

The Riverina Joint Organisation (RivJO) comprises eight general purpose councils and two water county councils located in the eastern Riverina of NSW.

Joint organisations are a new type of collaborative organisation and have three principled functions:

- establish regional priorities and develop strategies and plans to deliver those strategies
- promote regional leadership and be an advocate for our regional priorities; and
- identify and take up opportunities for inter-governmental co-operation on matters relating to the joint organisation area.

The RivJO meets bi-monthly in February, April, June, August, October and December.

RivJO works hand-in-hand with REROC collaborating on operational and service delivery activities for the member councils.

## 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 Federation Shire, Greater Hume, Albury and Snowy Valleys local government areas in NSW. The service also provides care in areas of northern Victoria. Council also provides centre based long day care services at Henty, Holbrook, Walla Walla and Culcairn.

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](http://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, Henty and Jindera.



## Activities to develop and 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.

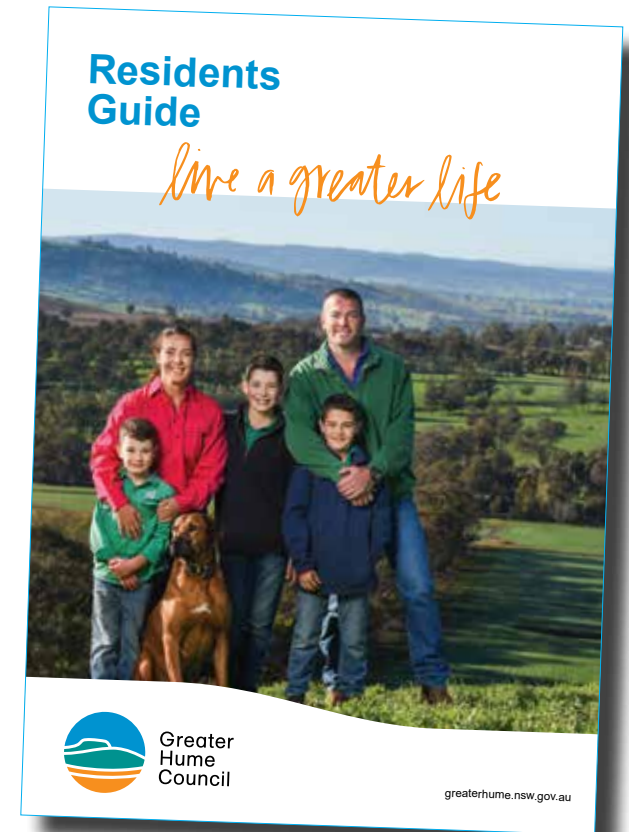
During the reporting period, community newsletters were distributed twice to all residents within the shire.

Greater Hume Council has developed and maintained a Residents Guide, copies of which are available at any customer service centre or electronically via the website.

In early May 2021, a half page advertisement informed residents of the highlights of the 2021/2022 Delivery Plan and Budget.

Council maintains a website showcasing Council's services and contacts. A new website platform was launched in December 2018.

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





# 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 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 re homing 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

### Activity Report for Greater Hume Council area

Action	Dogs	Cats
Opening on hand as at 1 July 2020	0	2
Seized	127	67
Returned to Owner	69	6
Total no seized and surrendered	142	67
Surrendered	15	0
No of seized transferred to Animal Facility	58	61
released to owners	49	19
euthanised	16	26
re homed	8	14
Number as at 30 June 2021	0	4

# The Companion Animals Act and Regulation

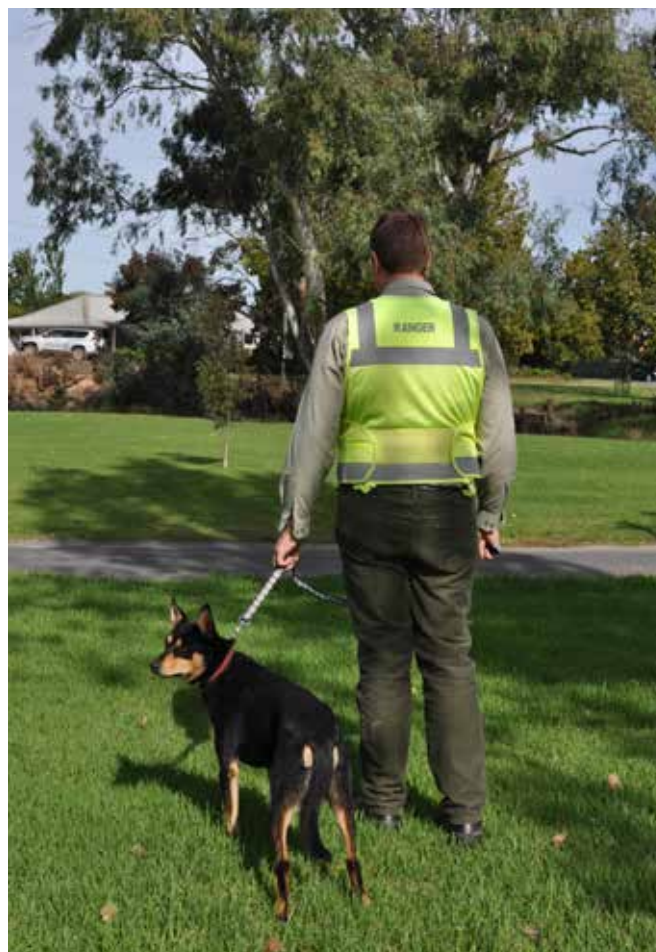
## Financial Data

Receipts / Subsidy received 1 July 2020 to 30 June 2021	Amount (\$)
Companion Animal Receipts forwarded to Office of Local Government	\$17,161.00
Companion Animals Subsidy received from Office of Local Government	\$17,677.60
Expenditure 1 July 2020 to 30 June 2021	Amount (\$)
Salary and Wages	\$114,107.32
Travelling	\$29,871.00
Pound Expenses	\$11,227.68
Other Expenses	\$738.66
Total Expenditure	\$155,944.66

## Dog Off Leash Areas within Greater Hume Council

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.



## Dog Attacks

Status	Incidents	Attacking Dogs	Human Victims	Animal Victims
Commenced	1	2	2	0
Finalised	18	27	37	15
Under Investigation	0	0	0	0
Total	19	29	39	15

## Rates and Charges Written Off

### Clause 132

The amount of rates and charges written off during 2020/2021 was \$842.73

## 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 2020/2021.

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

## Environmental Planning & Assessment Act 1979

### Section 93G(5)

Nil.

## 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 NSW Privacy Commissioner.

Council received no complaints in 2020/2021.

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

## Public Interest Disclosures

### Public Disclosures Act 1994 (PID Act)

Greater Hume received no public interest disclosures in 2020/2021.

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

## 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 2020 to 30 June 2021.

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	\$10,494
Property contracts, agreements and disputes	Preparation of contracts, legal advice	Finalised	\$25,528
Legal Expenses - Environment & Planning	Legal action in relation to development applications and planning matters	Pending	\$25,330

## Service Reviews

- Integrated Business Software Systems - Council undertook a review of alternative software providers however none were able to meet Council's needs at an affordable cost.
- Automation of Accounts Payable function - following the decision to remain with Council's existing software provider it was determined to investigate third party options to improve efficiencies. As a result Council has implemented an automated Accounts Payable solution that will, in time enable this process to be efficient and effective by reducing paper based documents.

## 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:

- Hume Zone Bush Fire Management Committee
- Hume Zone Liaison Committee
- Local Emergency Management Committee
- Murray Regional Tourism
- Riverina Eastern Regional Organisation of Councils (REROC)
- Riverina Joint Organisation (RivJO)
- 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 2021.

Attached to this report is the General Purpose Financial Reports and Special Purpose Financial Reports & Special Schedules for the year ended 30 June 2021.

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.

The approval was subject to the following conditions:

- Council uses the additional income from the special variation to fund renewal of the local road network;
- Council reports in its annual report for each year from 2015-2016 to 2024-2025 on expenditures consistent with Council's application.

# Special Rate Variation to Rates Report 2020/2021

## Road Construction Program - Urban

Location	Job Description	Original Budget 2020/2021	Revised Budget as at 31 March 2021	Actual as at 30 June 2021	Amounts carried forward to 2021/22
Hume St (Wilson St to Albury St) Holbrook	Reconstruct street incl Kerb and channel and footpath on Southern Side	\$ 0	\$ 0	\$ 0	\$ 0
Woomargama Streetscape Works	Woomargama Way Seal	\$ 0	\$ 150,405.00	\$ 149,686.29	\$ 0
Croft Street Holbrook	Reconstruct Kerb and Channel and Install Drainage	\$ 320,000.00	\$ 320,000.00	\$ 988.05	\$319,012.00
Balfour Street Culcairn	Kerb and Channel and Drainage Streetage CBD (Fraser Street to Railway Parade North side and Railway Parade from Balfour Street to Henty Street west side)	\$ 0	\$ 0	\$ 0	\$ 0
Fraser Street Culcairn		\$ 0	\$ 0	\$ 0	\$ 0
Railway Parade Culcairn		\$ 0	\$ 0	\$ 0	\$ 0
To be determined		\$ 0	\$ 179,336.00	\$ 0	\$ 179,336.00
<b>TOTAL</b>		<b>\$ 320,000.00</b>	<b>\$ 649,741.00</b>	<b>\$ 150,674.34</b>	<b>\$ 498,348.00</b>

## Road Construction Program - Urban (Roads to Recovery)

Location	Job Description	Original Budget 2020/2021	Revised Budget as at 31 March 2021	Actual as at 30 June 2021	Amounts carried forward to 2021/22
Market Street, Walla Walla	Scholz Street to Herman Street	\$ 0	\$ 0	\$ 0	\$ 0
Pioneer Drive, Jindera	Pech Avenue to Jindera Street + Streetlighting to Urana Street (includes footpath and kerb and channel landholder charges)	\$ 420,000.00	\$ 420,000.00	\$ 417,111.09	\$ 0
Balfour Street Culcairn	Kerb and Channel and Drainage Streetage CBD (Fraser Street to Railway Parade North side and Railway Parade from Balfour Street to Henty Street west side)	\$ 640,000.00	\$ 0	\$ 0	\$ 0
Fraser Street Culcairn		\$ 0	\$ 0	\$ 0	\$ 0
Railway Parade Culcairn		\$ 0	\$ 0	\$ 0	\$ 0
To be determined		\$ 0	\$ 0	\$ 0	\$ 0
<b>TOTAL</b>		<b>\$ 1,060,000.00</b>	<b>\$ 420,000</b>	<b>\$ 417,111.09</b>	<b>\$ 0</b>

# Special Rate Variation to Rates Report 2020/2021

## Bitumen Resealing Program - Rural

Location	Job Description	Original Budget 2020/2021	Revised Budget as at 31 March 2021	Actual as at 30 June 2021	Amounts carried forward to 2021/22
Back Walbundrie Rand Road	From McGees Road west for 3.55km (CH8754 - CH12300)	\$ 100,000.00	\$ 100,000.00	\$ 64,118.69	\$ 0
Corowa Rand Road	From Council Boundary north for 3.7km (CH18230 - CH21930)	\$ 105,000.00	\$ 105,000.00	\$ 90,831.41	\$ 0
Howlong - Balldale Road	South from Carroll Lane to Council Boundary (CH7775 - CH11205)	\$ 100,000.00	\$ 0	\$ 14,719.12	\$ 0
Howlong - Balldale Road	South from Carroll Lane to Council Boundary (CH7775 - CH11205)	\$ 0	\$ 100,000.00	\$ 66,172.55	\$ 0
Morven Cookardinia Road	From approx 700m north of Carabobala Lane (Private) north for 3km (CH4000 - CH7000)	\$ 90,000.00	\$ 90,000.00	\$ 86,355.45	\$ 0
Mountain Creek Road	From Ravenswood Road, east for 3km (CH25730 - CH29000)	\$ 100,000.00	\$ 100,000.00	\$ 70,263.32	\$ 0
Quartz Hill Road	From Urana Road to end of seal (CH0 - CH1100)	\$ 30,000.00	\$ 30,000.00	\$ 16,851.19	\$ 0
Walla Walbundrie Road	From 300m east of Voss Road to Urana Road (CH7000 - CH15708)	\$ 240,000.00	\$ 240,000.00	\$228,950.90	\$ 0
Walla Walbundrie Road	RRS Bitumen Resealing 2019/2020 Walla-Walbundrie Road	\$ 0	\$ 0	\$ 536.37	\$ 0
Wymah Road	From Bowna Road for 1.6km (CH0 - CH1600)	\$ 45,000.00	\$ 45,000.00	\$ 3,991.02	\$ 0
Hore Road	From Wymah Road for 935m, the other 720m sealed section (CH0 - CH935, CH2335 - CH3045)	\$ 45,000.00	\$ 45,000.00	\$ 27,905.81	\$ 0
Ralvona Lane	Culcairn Holbrook Road to Burnley Lane for 6.56km (CH0 - CH6560)	\$ 180,000.00	\$ 180,000.00	\$ 104,773.96	\$0
Coppabella Road		\$ 0	\$1,360.00	\$1,360.00	\$ 0
Vine Drive		\$ 0	\$ 0	\$ 8,237.21	\$ 0
Alma Park Road		\$ 0	\$19,120.00	\$19,120.00	\$ 0
Coach Road		\$ 0	\$ 5,785.00	\$ 5,785.41	\$ 0
Coach Road		\$ 155,000.00	\$ 118,962.00	\$ 118,961.86	\$ 0
Wymah Road		\$ 0	\$ 30,296.00	\$ 30,295.61	\$ 0
Final Seals to be Determined		\$ 0	\$174,871.00	\$ 0	\$426,164.00
<b>TOTAL</b>		<b>\$ 1,190,000.00</b>	<b>\$ 1,385,394.00</b>	<b>\$ 959,229.88</b>	<b>\$ 426,164.00</b>

# Special Rate Variation to Rates Report 2020/2021

## Bitumen Resealing Program - Urban

Location	Job Description	Original Budget 2020/2021	Revised Budget as at 31 March 2021	Actual as at 30 June 2021	Amounts carried forward to 2021/22
Balfour Street, Culcairn	Railway Parade to McBean Street	\$ 0	\$ 18,075.00	\$ 0	\$18,075.00
Townview Avenue, Walla Walla	Scholz Street to dead end	\$ 0	\$ 5,050.00	\$ 0	\$ 5,050.00
Kotzur Circle, Walla Walla	Jacob Wenke Drive to end	\$ 0	\$ 5,704.00	\$ 0	\$ 5,074.00
Gamble Street, Culcairn	Melville Street to Railway Parade	\$ 0	\$ 5,457.00	\$ 5,456.91	\$ 0
King Street, Culcairn	Entire length Melville Street to Federal Street (CH0 - CH545)	\$ 15,000.00	\$ 15,000.00	\$ 17,065.37	\$ 0
Jubilee Park Road, Culcairn	Includes sealed area back to Bowling Club (CH0 - CH280)	\$ 7,000.00	\$ 7,000.00	\$ 6,128.37	\$ 0
Dight Street, Jindera	Eastern end to Urana Road	\$ 15,000.00	\$ 15,861.00	\$ 15,861.00	\$ 0
Federal Street, Culcairn	North and South of Balfour Street (CH0 - CH530)	\$ 20,000.00	\$ 20,000.00	\$ 19,894.03	\$ 0
Bruce Street, Holbrook	Wallace Street to Bath Street	\$ 15,000.00	\$ 15,000.00	\$ 71.46	\$ 14,930.00
Campbell Court, Burrumbuttock	Howlong Burrumbuttock Road to road end (CH0 - CH80)	\$ 5,000.00	\$ 5,000.00	\$ 137.32	\$ 4,863.00
Buckland Court, Burrumbuttock	Gibson Drive to road end (CH0 - CH66)	\$ 4,000.00	\$ 4,000.00	\$ 89.47	\$ 3,910.00
Gibson Street, Burrumbuttock	Howlong Burrumbuttock Road to end (CH0 - CH105)	\$ 6,000.00	\$ 6,000.00	\$ 164.82	\$ 5,835.00
McBean Street, Culcairn	Balfour Street to Hamilton Street (CH0 - CH920)	\$ 25,000.00	\$ 25,000.00	\$ 844.56	\$ 24,155.00
Albert Street, Culcairn	McBean Street to Kimdeen Street (CH0 - CH130)	\$ 3,000.00	\$ 3,000.00	\$ 195.70	\$ 2,804.00
Sarah Street, Gerogery West	Charles Street to road end (CH0 - CH1250)	\$ 24,000.00	\$24,000.00	\$ 355.64	\$ 23,644.00
Thomas Street, Gerogery West	Gerogery Road to Huon Street (CH0 - CH1400)	\$ 26,000.00	\$ 26,000.00	\$ 355.64	\$ 25,644.00
Bath Street, Holbrook	Albury Street to Racecourse Road (500m)	\$ 15,000.00	\$ 15,000.00	\$ 721.04	\$ 14,279.00
Enterprise Drive, Holbrook	Full length (CH0 - CH314)	\$ 10,000.00	\$ 10,000.00	\$ 0	\$ 10,000.00
Sladen Street, Henty		\$ 0	\$ 1,325.00	\$ 12,618.84	\$ 0
FINAL SEALS					
Final Seals to be determined		\$ 0	\$ 0	\$ 354.47	\$ 0
	<b>TOTAL</b>	<b>\$ 190,000.00</b>	<b>\$ 226,472.00</b>	<b>\$ 80,314.74</b>	<b>\$ 158,893.00</b>



# Special Rate Variation to Rates Report 2020/2021

## Gravel Resheeting Program

Location	Job Description	Original Budget 2020/2021	Revised Budget as at 31 March 2021	Actual as at 30 June 2021	Amounts carried forward to 2021/22
River Road	Ongoing Program	\$ 200,000.00	\$ 0	\$ 0	\$ 0
Hoffmanns Road	Full length (CH0 - CH2840)	\$ 0	\$ 1,220.00	\$ 1,220.16	\$ 0
Fielder Moll Road	From Gerogery Road to Glenellen Road - full length 4.54km	\$ 0	\$ 10,700.00	\$ 10,700.06	\$ 0
Taylors Road	End of Seal to Coach Road - Total 4.27km	\$ 0	\$11,651.00	\$ 11,651.55	\$ 0
Bethel Road	From Walla Walla Jindera Road (CH6315 - CH8515) for 2.2km	\$ 100,000.00	\$ 0	\$ 43,850.64	\$ 0
Ferndale Road	Full length (CH0 - CH3300)	\$ 140,000.00	\$ 0	\$ 59,102.06	\$ 0
Walla West Road	The Elms Lane to Maloney Road (CH6650 - CH11737)	\$ 210,000.00	\$ 0	\$ 88,542.74	\$ 0
Morgans Road	Chinatown Lane to Rockville Road (CH686 - CH1850)	\$ 40,000.00	\$ 40,000.00	\$ 0	\$ 40,000.00
Browns Road	Full length (CH0 - CH1300)	\$ 40,000.00	\$ 40,000.00	\$ 26,344.92	\$13,655.00
Yambla Road	Full length (CH0 - CH3620)	\$ 120,000.00	\$ 0	\$ 48,322.65	\$ 0
Heriots Road	Full length (CH0 - CH3264)	\$ 110,000.00	\$ 40,000.00	\$ 61,975.43	\$ 0
Alma Park Cemetery Road	Full length (CH0 - CH4656)	\$ 155,000.00	\$ 155,000.00	\$ 25,903.16	\$ 129,097.00
Sutherland Road	Full length (CH0 - CH3060)	\$ 95,000.00	\$ 95,000.00	\$ 256.59	\$ 94,743.00
Kotzurs Road	Green Acres Rd to Ryan Stock Route (CH3445 - CH4688)	\$ 40,000.00	\$ 40,000.00	\$ 128.28	\$ 94,743.00
Kendalls Road		\$ 0	\$ 0	\$ 3,668.07	\$ 0
Drums / Verdon Road		\$ 0	\$ 0	\$ 38,564.06	\$ 0
Triggs Road		\$ 0	\$ 0	\$ 704.00	\$ 0
Finlay Road		\$ 0	\$ 0	\$ 30,904.04	\$ 0
Rockingham Road		\$ 0	\$ 0	\$71,537.91	\$ 0
Lennons Road		\$ 0	\$ 0	\$ 29,689.21	\$ 0
Gravel resheet program to be carried forward	Refer Council Report April 2021		\$ 640,000.00	\$ 0	\$ 640,000.00
To be determined			\$26,741.00	\$ 0	\$ 26,741.00
<b>TOTAL</b>		<b>\$ 1,250,000.00</b>	<b>\$ 1,100,312.00</b>	<b>\$ 553,065.53</b>	<b>\$ 984,108.00</b>

## Abbreviations

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

<b>IAP2</b>	International Association for Public Participation Australasia
<b>ICT</b>	Information Communication Technology
<b>IP&amp;R</b>	Integrated Planning and Reporting
<b>JO</b>	Joint Organisation
<b>LED</b>	LED lighting
<b>LEP</b>	Local Environmental Plan
<b>LG</b>	Local Government
<b>LGA</b>	Local Government Area
<b>LLS</b>	Local Land Services
<b>LTFP</b>	Long Term Financial Plan
<b>Mgt</b>	Management
<b>MOU</b>	Memorandum of Understanding
<b>MRT</b>	Murray Regional Tourism
<b>NVW</b>	National Volunteer Week
<b>PPE</b>	Personal Protective Equipment
<b>PwD</b>	People with disability
<b>RDA (Murray)</b>	Regional Development Australia (Murray)

<b>REROC</b>	Riverina Eastern Regional Organisation of Council
<b>RFS</b>	Rural Fire Service (NSW)
<b>RRL</b>	Riverina Regional Library
<b>RMS</b>	Roads and Maritime Services
<b>RSA</b>	Responsible Service of Alcohol
<b>SEIFA</b>	Socio-economic Indexes for Areas
<b>SES</b>	State Emergency Services
<b>VEP</b>	Visitor Experience Plan
<b>WHS</b>	Work Health and Safety





Greater  
Hume  
Council