

ANNUAL REPORT

1 JULY 2023 - 30 JUNE 2024



www.gilgandra.nsw.gov.au



ACKNOWLEDGEMENT OF COUNTRY.

Gilgandra is known as a “meeting place” between three Aboriginal nations - **Wiradjuri, Kamilaroi and Wailwan** - and we proudly continue to be a meeting place for family, friends, locals and visitors alike.

Gilgandra Shire Council acknowledges the traditional custodians of the land on which we live, work and play. We pay our respects to our Elders past, present and emerging, and thank them for the contribution they have made, and continue to make, in the cultural identity of our nation.





CONTENTS

MESSAGE FROM THE MAYOR	01
MESSAGE FROM THE GENERAL MANAGER	03
COUNCIL AND COMMITTEES	04
Council Committees 2024.....	05
Councillor Priorities	06
Council Documents	07
Council's Websites.....	07
Public Officer.....	07
Council Employees.....	07
COUNCIL'S SENIOR LEADERSHIP	08
STRATEGIC DIRECTION	10
Theme 1 Live.....	11-14
Theme 2 Enjoy	15-18
Theme 3 Grow	19-22
Theme 4 Lead	23-26
STATUTORY ANNUAL REPORTING REQUIREMENTS	27

OUR VISION AND VALUES

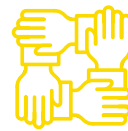
OUR VISION

A vibrant region to

Live > Enjoy > Grow

that is inclusive, resilient
and progressive.

OUR VALUES



INTEGRITY

- accountable
- open
- honest



LEADERSHIP

- proactive
- professional
- inclusive



VISION

- innovative
- strategic
- progressive

Our Themes...

Live, Enjoy, Grow & Lead.

Live

A community with improved roads and transport network.

A community with inter-generational infrastructure and facilities.

A community where services enhance liveability.

Enjoy

An active and thriving community.

A community that celebrates its culture and heritage.

A region that offers a vibrant tourist destination experience.

Grow

A region with resilient and innovative businesses.

A region growing towards 5000.

A region that capitalises on opportunities for economic growth.

Lead

An innovative Council that is an employer of choice within the community.

A progressive Council engaged with the community.

A Council valued by our community.

MESSAGE FROM THE MAYOR

In a community renowned for its 'Coo-ee spirit', the cohesion between Gilgandra Shire Council (GSC) Councillors, staff and our community are what sets us apart in the ability to deliver on the strategic actions and visions we have set; true to our spirit, we continue to strive and work together, despite the adversities we may face.

Following years of firsthand experience of drought, mice plagues, COVID and floods, impacting our lifeblood the agricultural industry, the outcomes of a visionary Council to deliver clear, strategically and community-led planning and implementation that sets us apart from our regional neighbours, has never been more evident.

Where many rural communities are suffering population decline and withdrawal of services, Gilgandra is tackling these challenges head on, seizing opportunities for growth and long-term sustainability. Gilgandra is the only rural community in the Orana and Far West Region of NSW to experience population growth, outside of the regional centres of Dubbo and Mudgee. This shows the value of how effective and cohesive community leadership builds positivity and confidence with the community.

The Gilgandra Region community is proud of its heritage. Gilgandra has, for thousands of years, been known as the "meeting place" where three Indigenous tribes, Wiradjuri, Kamilaroi and Wailwan, would meet and trade.

Today, we continue to see Gilgandra as a meeting place for locals and visitors alike and the philosophy continues to exist through the leadership of Council.

Celebrating our rich cultural history and staying true to our heritage, our core values of Integrity, Leadership, and Vision underpin decisions. Integrity emphasises the importance of a Council that is open, accountable and honest. Proactive and professional leadership fosters the values of inclusivity. Vision guides the innovation, strategic and progressive thinking of our Council. This sets Gilgandra apart from other communities of our size.

Gilgandra is a rural centre, serving a strong, vibrant region, with a population size of 4,295 and located on the junction of three major highways. At its heart, Gilgandra is a farming town, but our real strength is our people.



With the strategic vision of growing our population Towards 5000 (and beyond), we are focused on laying the foundations to see our community prosper. We are looking into the future; what makes Gilgandra a liveable rural community that embraces modern conveniences while remaining true to its character, fostering a community that maintains its connection to its rural heartbeat. Facilitating the long-term visions of our community is critical to ensure GSC is at the apex of delivering services, infrastructure and a way of life for our community to live, enjoy and grow.

Setting GSC apart from many councils is the commitment we make to the elderly and adults with intellectual disabilities in our community. GSC's involvement in both Aged Care and Disability Services has resulted in GSC being able to pivot with the recommendations of both Royal Commissions into these sectors within the year.

The liveability of Gilgandra is strengthened by enhanced road networks, safer logistics and transport with regionally significant investments into infrastructure.

Community resilience, tourism opportunities and regional collaboration initiatives have been strategically led by GSC on behalf of neighbouring councils, leveraging existing relationships and investments, while capitalising on economies of scale, information sharing and greater impacts by working together and utilising a strong council framework for success.

Community-led planning has allowed for future investment opportunities, strategic alignment state, locally and federally and understanding the gaps, challenges and opportunities that these present. GSC Strategically leading regional plans on behalf of neighbouring councils shows the confidence frameworks of success in fruition.

GSC is focused on legacy outcomes of major industry projects within the region and local economy capitalising on the investment in regions, particularly around significant projects such as the Inland Rail and Renewable Energy Zones, and has invested heavily in residential and industrial growth opportunities.

Events and activations oppose nation-wide trends of the decline in music festivals, where our Under the Gums event saw over 3,000 revellers attend with 44% from outside the LGA. Our Gilgandra Cultural Precinct and the Meeting Place Project: Joy Trudgett Gallery saw a stakeholder group pour their heart into a project to celebrate the stories, history and vibrant community today. 27 community groups, clubs and individuals were showcased in a Real Country #LocalLegends video.

The investment in supporting the community is also internally focused, as our network and telecommunications improvements are significant, leading to satisfaction of people and culture outcomes, safety and security. Many of our teams are located across the Gilgandra Region, with the variety of services and needs from infrastructure, aged and disability, visitor information, customer service both internal and external customers varying.

Our community has told us what they value most about where they live, and working together, Council has developed the vision of where we are heading in the future, to formalise the strategies which set Gilgandra apart, underpinned by cohesive and visionary leadership.

Our hope is that the vibrancy, progress and success we enjoy will continue to prosper Gilgandra as we grow Towards 5000. Gilgandra is the place to Live, Enjoy and Grow.

There have been many achievements for Gilgandra Shire over the past 12 months and I encourage you to read through our annual report, to gain a more in-depth understanding of what a rural council can and does achieve. I believe the report gives credence to the fact that within the industry and government, Gilgandra Shire Council is regularly referred to as an organisation that punches above its weight.

I sincerely thank Deputy Mayor (Cr Ash Walker), the Councillors, together with General Manager (Mr David Neeves), our Directors, and every member of our staff. We work hard as an entity with service delivery at its core.



Cr Doug Batten

MESSAGE FROM THE GENERAL MANAGER

The financial year of 23/24 was again another successful year for Council achieving the delivery of valued services and completing exciting new projects whilst remaining to operate in a financially sustainable manner.

Throughout the year Council was very active in sourcing external grant funding to act as a cash injection into our economy. With operating grants totalling \$17.4M and capital grants of \$4M, it enabled Council to contribute to deliver its strategies as outlined in the Community Strategic Plan.

Council's heavy involvement continued its delivery of community services, particularly servicing the vulnerable sections of our community such as Aged Care through the services delivered by Gilgandra Lifestyles as well as Home Care, Meals on Wheels and Community Transport services. Also Disability Services, delivered by Orana Living and Carlginda Enterprises plus housing and homelessness was our focus. Thanks to the concerted effort of all staff.

The 'Under the Gums' event along with the Council's Christmas Wonderland, the Shop Local Program and the 'It's Great Program', all initiatives by Council, provided additional activation and financial stimulus for local businesses.

Acknowledging Council's vision of growing the shire population to 5000, Council has invested in core strategic work to enable Council to be strong advocates to Government. Throughout the year Council finalised the Community Health Vision, Community Child Care Strategy and the Village Plans of Management. All these set strategic directions for tackling some of the key issues to enable our community to grow.

\$12.6M of capital works projects were completed during the year, with notable projects being:

- Completion of Aero Park Estate a 34 lot residential subdivision
- Real Countries Business Case & Strategy Development Fund
- IT capital Upgrades and Community Local Infrastructure Resilience Program
- Water Bore Project



DAVID NEEVES
General Manager

- Biddon Creek Stabilisation and Erosion protection
- Completion of Mavis Street Pump Station and Sewer Main Relining Program
- 22km of Milpulling Road gravel re-sheeted

A focus of the review was in the transformational change and information and communications technology (ICT) space and to improve how Council meets modern day business processes. The introduction of a transformation change process has seen significant investment in our people, processes, and ICT systems.

Council's annual expenditure was \$53.06M which was offset by \$54M in income received. Not including \$7.4M in depreciation, the annual financial result was a \$772K surplus over all of Council which was deemed a satisfactory result. Council's cash and investments as at 30 June 2024 was \$38.6M up from \$34M at the same time the previous year with the cash position of Council remaining very positive.

On behalf of Council I would like to thank the committed volunteers who continue to go above and beyond to support our community in so many ways.

I look forward to a continued good working relationship between Councillors and staff as we work towards achieving the objectives set out in Council's Community Strategic Plan and Delivery Program.

David Neeves
General Manager



COUNCIL AND COMMITTEES

This Council area is undivided, with no ridings, and has nine (9) elected representatives.

Council meetings were held on the third Tuesday of every month throughout 2023/24.



Left to Right: Cr Amber Bunter, Cr Ian Freeth, Cr Ashley Walker (Deputy Mayor), Cr Noel Mudford, Cr Paul Mann, Cr Doug Batten (Mayor), Cr Brian Mockler, Cr Gail Babbage and Cr Greg Peart.

COUNCIL COMMITTEES 2024

Council activities were managed by the following Committees:

- Gilgandra Lifestyles Advisory Board
- Disability Services Advisory Board
- Audit, Risk and Improvement Committee
- Economic Development Committee

Council was also advised by:

- Consultative Committee
- Interagency Committee
- Health & Safety Committee
- Traffic Committee

- Local Emergency Management Committee
- Tooraweenah Community Technology Centre Management Committee
- Curban Community Hall & Tennis Management Committee
- Tooraweenah Memorial Hall Committee
- Shire Hall User Group
- Sports User Groups
- Bushfire Management Committee
- Alliance of Western Council
- Orana Water Utilities Alliance

Council was represented on the following external bodies and representatives for the term were:

Councillors/Staff	Committee
Cr Batten, Cr Peart	Castlereagh Macquarie County Council
Cr Mann	Audit Risk Improvement
Cr Babbage, Cr Batten, Cr Bunter, Cr Mann, Cr Mudford and Cr Peart	Gilgandra Lifestyles Advisory Board
Cr Batten, Cr Mann, Cr Bunter	Disability Services Advisory Board
Cr Babbage, Cr Bunter, Cr Freeth, Cr Batten	Economic Development
Cr Batten	Local Emergency Management
Cr Batten	Interagency
Cr Batten	Traffic
Cr Babbage	North West Library
Cr Peart, Cr Mockler	Joint Regional Planning Panel
Cr Batten	Alliance of Western Councils
Urban Services Manager	Orana Water Utilities Alliance

COUNCILLOR PRIORITIES



- > Communications and community engagement
- > Corporate and governance process
- > Infrastructure delivery
- > People and culture
- > Beautification and town presentation
- > Economic development/activation
- > Roads and infrastructure
- > Workforce strategy

CHALLENGES & OPPORTUNITIES IN THE *Gilgandra Region* >>>

- > Inland Rail economic benefits and legacies
- > Attraction and retention of workforce and skilled labour
- > Regional activation and growth
- > Business sustainability and resilience
- > Increased tourism due to regional travel
- > Changing use of road network
- > Investment into roads
- > Grant funding availability
- > Population and ageing
- > Aged care and disability services operations in competitive environments
- > Volunteers
- > Housing
- > Medical services
- > School and education
- > Environmental planning

COUNCIL DOCUMENTS

Council has produced a number of documents that outline information about Council plans and activities. These include:

- Community Strategic Plan 2032
- Delivery Program & Operational Plan 2023/24 – 2024/25
- Long Term Financial Plan 2023/24 – 2032/33
- Asset Management Plans – Buildings, Transport, Stormwater, Water & Sewer
- Community Engagement Strategy
- Statutory Annual Report
- State of our Region Report 2021/24
- Equal Employment Opportunity Management Plan 2015
- Workforce Management Strategy 2022/25

- Disability Inclusion Action Plan (DIAP)
- Gilgandra Activation Blueprint
- Local Roads Hierarchy Plan
- Gilgandra Local Strategic Planning Statement
- Gilgandra Active Transport Strategy
- Community Participation Plan
- Gilgandra Cultural Precinct Strategic Plan
- Gilgandra Development Control Plan
- Gilgandra Community Based Heritage Study
- Housing Strategy 2022

The public are able to access these documents by visiting Council's website or by contacting Council's administration building in Warren Road, Gilgandra.

COUNCIL'S WEBSITES

The Gilgandra Shire Council site www.gilgandra.nsw.gov.au contains important contact information as well as media releases, positions vacant, tenders, application forms, news and events.

The Gilgandra Region website www.gilgandraregion.com.au promotes the experience of visiting the region and showcases things to see, do and enjoy, places to stay and forthcoming events.

Gilgandra Lifestyles www.gilgandrallifestyles.com.au provides information on aged care accommodation and services.

Orana Living www.oranaliving.com.au outlines accommodation options, living support, activities and lifestyles for adults with an intellectual disability.

PUBLIC OFFICER

Mr Neil Alchin is Council's Public Officer and is responsible for co-ordination of Government Information (Public Access) Act matters.

COUNCIL EMPLOYEES

Gilgandra Shire Council currently employs 194 people (FTE).



COUNCIL'S SENIOR LEADERSHIP



DAVID NEEVES
General Manager



NEIL ALCHIN
Director Growth
& Liveability



DARYL COLWELL
Director Infrastructure



DONNA DOBSON
Director Aged Care
& Disabilities



MELISSA WELSH
Executive Leader
Transformational Change

COUNCIL'S ORGANISATIONAL STRUCTURE





STRATEGIC DIRECTION

Council's direction is set by a 10 year Community Strategic Plan and 4 Year Delivery Program (Council's business plan) which were reviewed in 2021/2022. These plans included a number of long term outcomes for our community developed under the four themes of Live, Enjoy, Grow and Lead.





Live

A community with improved roads
and transport network.

A community with inter-generational
infrastructure and facilities.

A community where services enhance liveability.

1.1. A community with improved roads and transport network

1.1.1. Manage works program for all funding sources in accordance with Council's Asset Management Plan, adopted Road Hierarchy and Transport for NSW Agreement

1.2. A community with inter-generational infrastructure and facilities

1.2.1. Provide effective stormwater drainage, water supply and sewer connection services.

1.2.2. Ensure public facilities are maintained, renewed, and upgraded in line with Asset Management Plans

1.3. A community where services enhance liveability

1.3.1. Operate Gilgandra Lifestyles as a viable business unit, offering a range of quality aged and care options to meet industry standards and community needs

1.3.2. Operate Orana Living as a viable business unit, offering quality accommodation and support services for people with disabilities

1.3.3. Operate Carlginda Enterprises as a viable business unit, providing supported employment and work-related training for people with disabilities



Highlights for 2023/24

- 22km of gravel resheeting at Milpulling Road
- 6km of resealing at John Renshaw Parkway
- Berida Innisfail/Leeches Creek concrete causeways newly constructed (Berida Innisfail 27m/Leeches Creek Road 72m)
- 73,000m² of heavy patching across the seal regional and local road network
- Completed installation of Water Bore 6
- Biddon Creek erosion issue was addressed
- Special Care Wing upgrades at Cooee Lodge Hostel
- Jack Towney Hostel room upgrades and renovations (15 rooms in total)
- Five Cooee Lodge Villa upgrades
- Over 10,500 meals delivered through Meals on Wheels
- Over 3,500 community service trips
- Opening of Buunji Activities Centre at Jack Towney Hostel
- Three year accreditation achieved for Cooee Lodge, Jack Towney Hostel, Council's Home Care Program and Council's Age Care Prudential Standards
- Aged Care and Disabilities workforce shortages addressed in collaboration with Groworx with 16 Filipino works welcomed to Gilgandra
- Cooee Lodge Hostel remained committed to comprehensive safety protocols in relation to COVID19
- \$2.5M gained under the Aged Care Capital Assistance Program to fund the construction of aged care worker accommodation.
- Orana Living carried out an Executive Service Review resulting in an Action Plan being developed
- Orana Living Business Mapping conducted resulting in an Action Plan being developed
- The Orana Living Advisory Board was established to enhance governance of the Orana Living and Disability Services
- 19 workers at Carlginnda Enterprises who receive funding under the NDIS scheme
- Development of the Gilgandra Community Health Vision

Challenges for 2024/25

- Meeting the staffing requirements to meet the minimum care minutes and 24/7 registered nursing requirements residential aged care services
- Implementation of the NDIS Disability Royal Commission findings
- Completion of 12.5km Sealing of National Park Road (\$4.5M)
- Completion of Baronne Creek Causeway (\$2M)
- Completion of all Natural Disaster Restoration Works
- Deliver annual sewer relining program
- Design of a new Sewer Treatment Plant for Gilgandra
- Completion and relocation of the Gil Library Hub



CARLGINDA ENTERPRISES

A division of:



Recycling in Gilgandra

An Australian Disability Enterprise





Enjoy

An active and thriving community.
A community that celebrates its culture and heritage.
A region that offers a vibrant tourist destination experience.



- 2.1. An active and thriving community**
- 2.1.1. Promote and encourage a healthy lifestyle
- 2.1.2. Encourage volunteerism that continues with the next generation
- 2.1.3. Encourage youth participation and engagement in activities
- 2.1.4. Encourage and supporting thriving community groups into the future
- 2.1.5. Activate the Gil Library Hub as a vibrant community living room that generates social engagement and supports development in our business sector



- 2.2. A community that celebrates its culture and heritage**
- 2.2.1. Offer unique visitor and learning experiences in the Gilgandra Cultural Precinct
- 2.2.2. Recognise, acknowledge, and celebrate Gilgandra Region as a meeting place and champion inclusion so that all cultures are supported, values and respected
- 2.2.3. Recognise and acknowledge the traditional custodians of the land and celebrate the cultural identity of Gilgandra Region
- 2.2.4. Activate the Coo-ee Heritage Centre to offer cultural experiences, showcase regional artists and enhance the visitor economy
- 2.2.5. Actively preserve Gilgandra Region's cultural, heritage and natural assets



- 2.3. A region that offers a vibrant tourist destination experience**
- 2.3.1. Inspire events and festivals that celebrate the Gilgandra Region
- 2.3.2. Capitalise on regional tourism opportunities and collaborative initiatives
- 2.3.3. Provide an enhanced visitor driven experience to increase the visitor economy

Highlights for 2023/24

- Assisting community groups with grant applications
- Community Consultation:
 - Gilgandra Aboriginal stakeholder group and meeting place
 - Gilgandra Region Child Care (0-12) Strategy
 - Gilgandra Region Community Health Vision
 - Village Management Plans for Tooraweenah and Armatree
 - Castlereagh Country Drought Plan
 - Real Country Destination Strategic Plan
 - Real Country Marketing Campaign
- Regular promotion of events through social media, website, print, radio, and email blasts. Community grant opportunities assisted including sporting, events, and infrastructure.
- The Gilgandra Library continued to provide appropriate and high quality, current collections, information services, programs, technology, and community space as well as support the Dolly Parton Imagination Library
- Breakfast Club – 57 registered school-aged children with approximately 30 children attending before school
- Numerous Gilgandra Youth Services Events and Programs offered and enjoyed by the community
- Gilgandra Swimming Pool amenities refresh project completed
- Housing and Homelessness Support Service – 143 Clients case managed, 19 of those intensely
- In June 2024, The Gilgandra Housing and Homelessness Support Services completed the Australia Service Excellence Standards Accreditation Certificate Level Assessment attaining 100% for the period 17/06/24-17/06/27
- Significant construction of The Gil Library Hub and completion of 'the Mill on Miller Street' (Gil Library Hub Plaza)
- Completion of 'Seats, Beats and Eats' project
- The Meeting Place Project: Joy Trudgett Gallery completed and nominated for the Leo Kelly OAM Arts and Cultural Awards for Arts and Cultural Project A (0-30,000 people)
- Gilgandra Cultural Precinct – Landscaping completed and Murals installed with extensions planned for 24/25; Bike Hire and EV Charger installed
- Successful community events program, funded by NSW Government focused on community events – Come Home to Gil, Community Christmas event 'Christmas Wonderland' and Under the Gums

Challenges for 2024/25

- Delivery of 2025 'Under the Gums' Music festival
- Development of the Gilgandra Public Spaces Greening Strategy
- Completion of the Real Countries Tourism Experience Strategy and Infrastructure Business Case
- Completion of the Regional Drought Resilience Planning Programs
- Delivery of the various community focused grants projects such as Stronger Country Communities, Local Roads, and Community Infrastructure Projects
- Development of a new Active Transport Strategy
- Pursue external funding opportunities for the Hunter Park Sporting and Recreational Precinct construction







Grow

A region with resilient and innovative businesses.
A region growing towards 5000 population.
A region that capitalises on opportunities
for economic growth.

3.1. A region with resilient and innovative businesses

3.1.1. Support existing and new businesses and encourage growth

3.2. A region growing towards 5000

3.2.1. Attract and retain key skilled workers to Gilgandra Region

3.2.2. Develop appropriate land use strategies for sustainable development

3.3. A region that capitalises on opportunities for economic growth

3.3.1. Chart an aspirational future for the Gilgandra Region

3.3.2. Leverage Inland Rail construction and operations and new regional opportunities to create legacies for Gilgandra Region



Highlights for 2023/24

- Round 2 of the Business Improvement Grant (BIG Ideas) Program was delivered, making funding available for more local businesses
- Gilgandra Region Events, Activation and Tourism (It's GREAT) program debuted - \$50,000 awarded to support local events
- Shop Local Program expanded to be a year round program; showcasing local products and actively promoting shopping at Gilgandra's local businesses
- #Local Legends, in conjunction with Shop Local, is a promotional campaign that celebrates supporting local and the value it brings to regional communities
- Housing Strategy – Aero Park Subdivision and detailed planning for Temporary Workers Accommodation, as well as industrial and employment generating land projects
- In June 2024, 22 Lots for Aero Park Subdivision were released for sale, ranging from 1242m² to 1897m², with prices starting from \$82,500
- In 2023/24 planning was well progressed to secure development approval for a Temporary Workers' Accommodation Facility in the Aero Park residential precinct with the potential to cater for up to 500 workers, which has the opportunity to service future REZ projects in the Gilgandra Region, including the 1300KW Milpulling Wind Farm
- Industrial Subdivision – Naden Drive planning conducted and Industrial Land Planning Proposal land secured
- Water Bore Legacy Project – 3 Bores constructed funded by Inland Rail: Box Ridge Road; Curban Hall; and Wyuna Road

Challenges for 2024/25

- Development of new industrial development subdivisions
- Castlereagh Country Drought Resilience Plan
- Develop Gilgandra Regional Landuse Strategy
- Planning Proposal process to rezone land for industrial purposes
- Progress the Castlereagh River beautification and
- Real Country ecotourism infrastructure projects
- Implementation projects associated with the Towards 5000 Vision







Lead

An innovative Council that is an employer
of choice within the community.

A progressive Council engaged with the community.

A Council valued by our community.

4.1. An innovative Council that is an employer of choice within the community

- 4.1.1. Enable an engaged workforce with suitable skills, available in the right place at the right time
- 4.1.2. Improve culture resourcing, process and governance practices

4.2. A progressive Council engaged with the community

- 4.2.1. Inform and empower community input into decision making
- 4.2.2. Provide consistent and responsive quality customer service

4.3. A Council valued by its community

- 4.3.1. Implement and promote best practice governance
- 4.3.2. Monitor and evaluate Council's strategic planning documents
- 4.3.3. Ensure a financially sound Council that is responsible and sustainable
- 4.3.4. Maximise external funding opportunities to complement strategic plans
- 4.3.5. Provide an advocacy role on behalf of the community
- 4.3.6. Be environmentally responsible in decision making
- 4.3.7. Provide better access to Council information, service, and facilities



Highlights for 2023/24

- All compliance tasks completed within legislative timeframes
- Budget and Long Term Financial Plan for 23/24 were completed on time. Financial Statements for 23/24 have been completed and investments that have fallen due have been reinvested in accordance with Council policy.
- All financial benchmarking Ratios met
- Numerous Council Policies and Procedures updated and established to address current legislative requirements
- Audit Risk, and Improvement Committee Established (ARIC)
- Community Local Infrastructure Recovery Package (CLIRP) – major works and progress undertaken to update Council’s Information and Communications Technology (ICT) space
- Towards 5000 and Collaborative Strategic Planning: significant progress made in 2023/24 GSC’s strategic planning, including the development and delivery of several community-led strategies and initiatives to develop the liveability and service the future requirements of the Gilgandra Region.
 - Gilgandra Region Child Care (0-12) Strategy
 - Gilgandra Region Community Health Vision
 - Village Management Plans for Tooraweenah and Armatree
 - Castlereagh Country Drought Plan
 - Real Country Destination Strategic Plan
 - Real Country Marketing Campaign
- Involved the community in decision making on government policy, services, and projects through regular community engagement
- Gilgandra Shire led regional discussions on problematic issues such a Biodiversity Offsets, Inland Rail and State Highway Grade Separation, Natural Disasters and Grant funding opportunities from a regional perspective
- Effectively led the Local Emergency Management Committee (LEMC) Meetings
- Actively participated in the RFS Bushfire Management Committee meetings through the year
- Gilgandra remain a strong voice for our community and the region participated in numerous meetings with Ministers and Local Members to help influence outcomes for our community

Challenges for 2024/25

- Continued development of the Audit Risk and Improvement Committee
- Implementation of the Internal Audit Process
- Implement the actions of the Workforce Management Strategy
- Continue to lobby State and Federal Governments for funding support for regional and rural communities
- ICT Business System Road Map Action Plan Implementation
- Review customer service levels with a focus on providing customer centred service
- Advocate to Government for the retention of funding to complete the Inland Rail Grade Separation Projects





STATUTORY ANNUAL REPORTING REQUIREMENTS

Financial Statements s 428(4)(a)

Council's audited financial reports are available on our website.

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Financial-information/Financial-Statements>

Delivery of Services s 428(3)

Council's Community Strategic Plan 2022-2032, Delivery Program 2023/24-2024/25 and Operational Plan for 2023/24 is available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

The report on the review of Council's 2023/24 Operational Plan as at 30 June 2023 is also available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

State of the Environment s 428(3)

The Greater Central West Councils' Regional State of the Environment Report 2021/22 (Gilgandra snapshot) is available on our website:

<http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

Rates and Charges Written off reg 132

An amount of \$213.71 was written off during the year. In addition, Council has a policy of writing off water charges less than \$2.00 which are considered uneconomic to recover. Compulsory pensioner rebates for the period total \$126,887.48.

Councillor Professional Development reg 186

Name	In-house Workshop attendance 2023/	Formal courses undertaken
Cr Babbage	13	NIL
Cr Bunter	13	NIL
Cr Batten	12	NIL
Cr Freeth	11	NIL
Cr Mann	13	NIL
Cr Mockler	13	NIL
Cr Mudford	13	NIL
Cr Peart	12	NIL
Cr Walker	10	NIL

In-house workshops for councillors covered a variety of topics including: financial management; local emergency services; local roads; committees; functions of Council; handling complaints; current projects; strategic planning; and Inland Rail. The Mayor has also participated in the Newell Highway Taskforce meetings.

Overseas Visits reg 217(1)(a)

During the period, Council did not fund any overseas trips for councillors, council staff or other persons.

Elected Representatives **regs 217 (1)(a1)(i-viii)**

Election expenses	Nil
Mayoral allowance	\$28,360.10
Councillor fees	\$116,985.69
Councillor/delegate expenses	\$19,430.68
Telephone costs	Nil
Dedicated office equipment	\$18,522.45
Conference/seminar attendance	Nil
Training and skill development	Nil
Interstate visits	Nil
Overseas visits	Nil
Expenses of any spouse, partner or other person who accompanied a councillor	Nil
Expenses involved in the provision of care for a child or an immediate family member of a councillor	Nil
Superannuation	\$14,686.45

Major Contracts Awarded **reg 217(1)(a2)**

In 2023/24 Council entered into the following major contracts (totaling more than \$150,000.00):

Project	Contractor Name	Amount (Incl GST)
Baronne Creek Design and Construction	Central Industries Pty Ltd	\$1,886,700.00
Cleaning - Council Offices and Facilities	Guardian Property Services Pty Ltd	\$344,668.65
Design and Construction - Biddon Creek Scouring Rectification	CBD Plant and Labour Pty Ltd	\$205,754.45

Legal Proceedings **reg 217(1)(a3)**

Council incurred legal costs relating to outstanding Rates and Charges totaling \$5,487.60 and \$26,559.97 in general legal costs.

When Council commences legal proceedings for recovery of outstanding debts, it utilises a debt collection agency. All the above costs are recoverable from the individual debtors.

Council is on a deferred cost arrangement with the current collection agency. Ratepayers involved in legal proceedings pay legal costs directly to the Collection Agency, therefore no charges are levied on the rate card. If a ratepayer chooses to pay directly to Council, only then is the charge levied to the rate card.

Council has full control over the debt collector's actions as each stage of the recovery process must be authorised by Council before the Agency can proceed.

Private Works **s 67, s 67(2)(b), reg 217(1)(a4)**

All private works are carried out on the basis of an estimate - recovery of labour (plus on costs for holidays, etc.) as well as standard charges for plant and materials (charged at cost) plus a margin on total costs.

Council adopted its Fees and Charges at its meeting on 27 June 2023. A detailed plant hire charge schedule, and a copy of these Fees and Charges, is available at Council's office upon request.

Contributions/Donations **s 356, reg 217(1)(a5)**

Contributions/donations under Section 356 of the Local Government Act 1993 for 2023/24 total \$50,032.22.

External Bodies Exercising Council Functions **reg 217(1)(a6)**

Castlereagh Macquarie County Council has been delegated Council's powers in relation to noxious weeds.

Controlling Interest in Corporations reg 217(1)(a7)

Council has no controlling interests in any company

Partnerships, Co-operatives and Joint Ventures reg 217(1)(a8)

Council is not involved in any partnerships or joint ventures, but is, however, a member of the North West Regional Library Co-operative and the Alliance of Western Councils.

Activities to Implement EEO Management Plan reg 217(1)(a9)

Council continues to review and monitor its EEO Management Plan to ensure that its principles are applied in all Council operations in dealing with both staff and the public.

A copy of this document is available on our website: <http://www.gilgandra.nsw.gov.au/Your-Council/About-Council/Plans-Strategies>

Council has a formal policy for EEO implementation in the workplace and such information is communicated to new employees as part of induction.

A breakdown of Council's employees as at 30 June 2023 is as follows:

Number of employees:	232
Number of Aboriginal employees:	38
Number of female employees:	143
Number of female aboriginal employees:	19
Number male employees:	89
Number of male aboriginal employees:	19

Senior Staff regs 217(1)(b)(i-v)

General Manager, Mr David Neeves, was the only member of Council's staff to qualify as "senior staff" under the Local Government Act 1993. For 2023/24, his remuneration package was \$304,462 including employer's contribution to superannuation, non-cash benefits and fringe benefits tax.

Stormwater reg 217(1)(e)

Urban network maintenance such as gross pollutant trap cleaning, culvert jetting and clearing of table drains.

Companion Animals reg 217(1)(f)

Council's expenditure for 2023/24 was \$206,843.79 which includes employment of a ranger and providing on call service out of hours and daily pound cleaning.

Income for the year was \$18,784.20 from companion animal fees and charges, made up of:

Fines	\$6,168.42
Registrations	\$8,071.20
Microchipping	\$154.58
Impounding fees	\$1,795.00
Sales	\$2,595.00
Dedicated office equipment	\$18,522.45

Pound data for the twelve-month period has been lodged with the Office of Local Government.

There were sixteen occasions where the ranger was called to incidents where dogs had been reported to be aggressive. There were two incidents where hospital treatment was required by members of the public.

Facebook is still proving effective with helping to reunite animals successfully with owners via sharing and open discussions amongst locals.

Our Ranger services have a good rapport and are finding a lot of success with rehoming organizations. With forward planning and new education programs on desexing, microchipping, registration, and enclosures/fencing, we can work towards addressing many reasons why animals are coming into our pound.

	Number impounded	% released	% rescued	% destroyed
Cats	27	22%	26%	52%
Dogs	67	34%	52%	12%

Designated off leash areas include the outside of Ernie Knight Oval and an area to the north of the Coe-ee Heritage Centre.

**Swimming Pools Swimming Pools Act
1992 s 22F(1), SP cl 23**

Number of inspections of tourist and visitor accommodation = 0

Number of inspections of residential premises = 25

Number of inspections that resulted in issue of certificate of compliance under s 22D = 22

Number of inspections that resulted in issue of certificate of non-compliance under cl 21 = 3

GIPA Activity s 125(1), c 17 schedule 2

Number of formal GIPA applications processed for the period 2023/24:	1
Number of informal GIPA applications processed for the period 2023/24:	Nil

Please see attached GIPA – Annual Agency Gilgandra Shire Council Report dated 3 October 2024.

Public Interest Disclosures s 31, c 14

Council has a Public Interest Disclosure Reporting Policy in place.

There were no public interest disclosures made in 2023/24.

NOTE: A hard copy of any document listed as being available on our website can be obtained from Council's administration office.

**Disability Inclusion Action Plan - Disability Inclusion Act
2014 (NSW) s 13(1)**

Council has undertaken the following actions in 2023/24:

Positive Attitudes and Behaviour

- Ensured website has images that include people with disabilities and that language is appropriate
- Needs of people with a disability considered in all planning projects and developments undertaken by Council.

Livable Communities

- Consideration given to accessibility when planning activities and events run by Council
- Suitable access to Council buildings such as consideration during the construction of the new Gilgandra Library Hub on the main street.
- Council promotes the availability of community transport options
- Continued operations of a specialist disability accommodation service
- Liaise with State and Federal Government Departments to ensure elections are held at suitable locations to allow easy disabled access

Service systems and processes

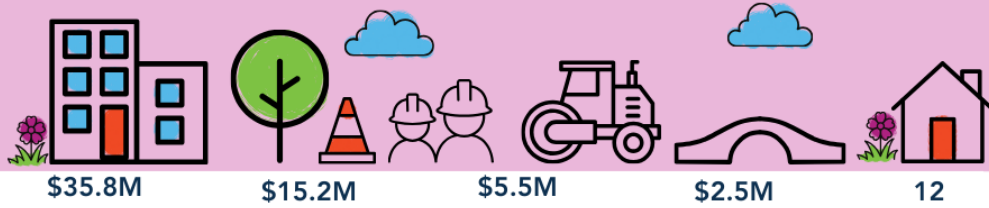
- Considered of universal design principles for new planning projects and developments undertaken by Council
- Ensuring all policy and services seek to maximise access for people with a disability including delivery of information in accessible formats
- Effort being made to ensure language is simple and appropriate

LIVE
ENJOY
GROW

gilgandra.nsw.gov.au

COUNCIL *highlights* IN REVIEW

COUNCIL TERM 2021-2024



Total capital works projects completed during term	Toward roads maintenance	Gravel re-sheeting, road resealing and renewals	Infrastructure bridges culverts	Heritage building restoration works funded through Local Heritage Fund
--	--------------------------	---	---------------------------------	--

Gilgandra Cultural Precinct

Coo-ee Heritage Centre

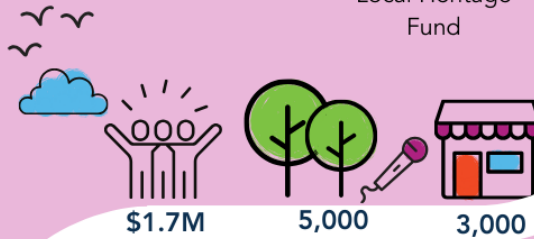
- September 2022 Grand Opening
- 11 Art Gallery Exhibitions
- 52,146 Visitors to CHC

The Meeting Place

- September 2023 Joy Trudgett Gallery Opened
- 20+ people attending regular Stakeholder meetings
- 27+ groups involved in the cultural film

Landscaping and Murals

- 100+ responses from the community towards the Sound Shell Mural Survey
- 6 new murals painted
- Community Gardens established
- 7 Windmills decorated with artworks from Orana Living clients including installation of new plaques



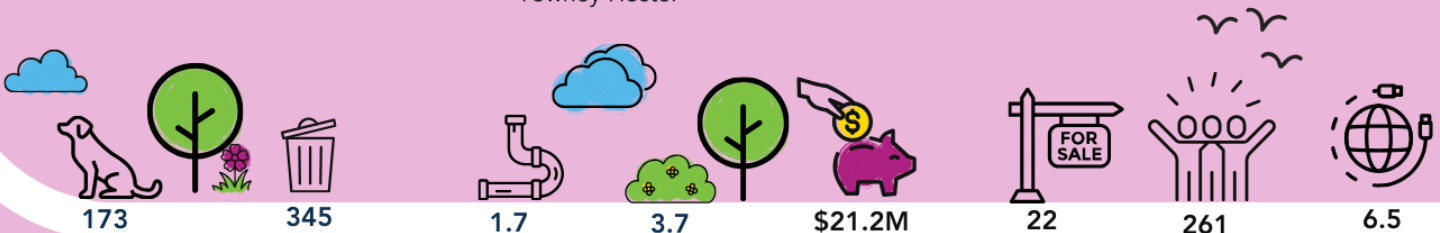
Contributions to community events / activities	Total attendees Under the Gums in 2022-23	People attended A Christmas Wonderland over 2 years
--	---	---



Library Loans of books, audiobooks, e-books, magazines, toys & DVDs.	Visitors to the Library	Approximate youth attending Breakfast Club each morning before school	Total DA applications approved
--	-------------------------	---	--------------------------------



Community Service trips, with the help of over 40 volunteers	Meals delivered through Meals on Wheels	Rooms renovated and kitchens upgraded at Jack Towney Hostel	Cooee Lodge Villa upgrades	Total cash and investments as at 30/6/2024	Approximate value of successful grant applications
--	---	---	----------------------------	--	--



Impounded dogs returned or rescued	Tonnes of recycling materials sorted by 19 Calginda Enterprises employees	Kilometers of water mains replaced	Kilometers of sewer mains relined	Accumulated surplus financial results	Lots released in Stage 1 of the Aero Park subdivision	Employees at 30 June 2024	Kilometers of fibre optics installed
------------------------------------	---	------------------------------------	-----------------------------------	---------------------------------------	---	---------------------------	--------------------------------------

Grow Gilgandra



Shop Local

Christmas Shop Local:

- Over 66,000 entries 2021-23
- Equating to \$4.8M in receipts

BIG Ideas

- 26 successful Grant Applicants:
- \$101,887 of funding Round 1
 - \$50,000 of funding Round 2

It's GREAT

Local events fund launched 2023:

- 8 Local events funded
- \$50,000 of funding

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review

Reviews carried out by the agency	Information made publicly available by the agency
Yes	Yes

The public is entitled to inspect this information either on Council's website (unless there is an unreasonable additional cost to Council to publish this information on the website) or at the offices of the Council during ordinary office hours or at any other place as determined by the Council. Any current and previous information of this type may be inspected by the public free of charge. Copies can be supplied for reasonable copying charges. Gilgandra Shire Council Agency Information Guide Page 11 of 15 This information includes: Information about Council Council's Code of Conduct Code of Meeting Practice Annual Report Annual Financial Reports Auditor's Report Community Strategic Plan Delivery Program/Operational Plan EEO Management Plan Policy concerning the Payment of Expenses Incurred by, and the Provision of Facilities to, Councillors Any Codes referred to in the LGA Returns of the Interests of Councillors, Designated Persons and Delegates Agendas and Business Papers for any meeting of Council or any Committee of Council Minutes of any meeting of Council or any Committee of Council Departmental Representative Reports presented at a meeting of Council Land Register Register of Investments Register of Delegations Register of Graffiti removal works Register of current Declarations of Disclosures of Political donations Register of Voting on Planning Matters Information about Development Applications Development Applications and any associated information received in relations to a proposed development: Home Warranty Insurance documents Construction Certificates Occupation Certificates Structural Certification Documents Town Planner Reports Submissions received on Development Applications Heritage Consultant Reports Tree Inspections Consultant Reports Acoustic Consultant Reports Land Contamination Consultant Reports Records of decisions on Development Applications including decisions on appeals Records describing general nature of information that Council decides to exclude from public view including internal specifications and configurations, and commercially sensitive information Gilgandra Shire Council Agency Information Guide Page 12 of 15 Plans and Policies Local Policies adopted by Council concerning approvals and orders Plans of Management for Community Land Environmental Planning Instruments, Development Control Plans and Contribution Plans Approvals, Orders and Other Information Applications for approvals under part 7 of the LGA Applications for approvals under any other Act and any associated information received Records of approvals granted or refused, any variation from Council Policies with reasons for the variation, and decisions made on appeals concerning approvals Orders given under Part 2 of Chapter 7 of the LGA, and any reasons given under section 136 of the LGA Orders given under the Authority of any other Act Records of Building Certificates under the Environmental Planning and Assessment Act 1979 Plans of land proposed to be compulsorily acquired by Council Compulsory Acquisition Notices Leases and Licenses for use of Public Land classified as Community land

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Total number of applications received
1

Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

Number of Applications Refused	Wholly	Partly	Total
	0	0	0
% of Total	0.00%	0.00%	

Schedule 2 Statistical information about access applications to be included in annual report

Table A: Number of applications by type of applicant and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/Deny whether information is held	Application Withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0.00%
Members of Parliament	0	0	0	0	0	0	0	0	0	0.00%
Private sector business	0	0	0	0	0	0	0	0	0	0.00%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0.00%
Members of the public (by legal representative)	0	0	0	0	0	0	0	0	0	0.00%
Members of the public (other)	1	0	0	0	0	0	0	0	1	100.00%
Total	1	0	0	0	0	0	0	0	1	
% of Total	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome*

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/Deny whether information is held	Application Withdrawn	Total	% of Total
Personal information applications*	1	0	0	0	0	0	0	0	1	100.00%
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0	0	0.00%
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0.00%
Total	1	0	0	0	0	0	0	0	1	
% of Total	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	No of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	0	0.00%
Application is for excluded information of the agency (section 43 of the Act)	0	0.00%
Application contravenes restraint order (section 110 of the Act)	0	0.00%
Total number of invalid applications received	0	0.00%
Invalid applications that subsequently became valid applications	0	0.00%

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0.00%
Cabinet information	0	0.00%
Executive Council information	0	0.00%
Contempt	0	0.00%
Legal professional privilege	0	0.00%
Excluded information	0	0.00%
Documents affecting law enforcement and public safety	0	0.00%
Transport safety	0	0.00%
Adoption	0	0.00%
Care and protection of children	0	0.00%
Ministerial code of conduct	0	0.00%
Aboriginal and environmental heritage	0	0.00%
Privilege generally - Sch 1(5A)	0	0.00%
Information provided to High Risk Offenders Assessment Committee	0	0.00%
Total	0	

*More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

	Number of times consideration used*	% of Total
Responsible and effective government	0	0.00%
Law enforcement and security	0	0.00%
Individual rights, judicial processes and natural justice	0	0.00%
Business interests of agencies and other persons	0	0.00%
Environment, culture, economy and general matters	0	0.00%
Secrecy provisions	0	0.00%
Exempt documents under interstate Freedom of Information legislation	0	0.00%
Total	0	

Table F: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	1	100.00%
Decided after 35 days (by agreement with applicant)	0	0.00%
Not decided within time (deemed refusal)	0	0.00%
Total	1	

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total	% of Total
Internal review	0	0	0	0.00%
Review by Information Commissioner*	0	0	0	0.00%
Internal review following recommendation under section 93 of Act	0	0	0	0.00%
Review by NCAT	0	0	0	0.00%
Total	0	0	0	
% of Total	0.00%	0.00%		

*The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review	% of Total
Applications by access applicants	0	0.00%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0.00%
Total	0	

Table I: Applications transferred to other agencies.

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0.00%
Applicant - Initiated Transfers	0	0.00%
Total	0	