

# **ATTACHMENTS**



## **ORDINARY MEETING AGENDA**

**THURSDAY 28 APRIL 2016**

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## ~ REFERENCE TO ATTACHMENTS ~

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### **PART A – ACTION**

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Clause 3A – Council’s Integrated Planning & Reporting (IP&R) Draft Documents for Public Exhibition .....	Under Separate Cover
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## **PROPOSAL TO ESTABLISH AN ALCOHOL-FREE ZONE IN COBAR**

### **INTRODUCTION**

On 26 June 2016 the existing alcohol-free zone covering the township of Cobar will expire. Recently Council has received four (4) applications in relation to an alcohol-free zone.

Due to the alcohol related crime, vandalism, graffiti and littering concerns relating to alcohol consumption in Cobar, Council proposes that an alcohol-free zone be re-established for the maximum period of four years.

### **AIM OF ALCOHOL-FREE ZONES**

- To reduce the incidence of alcohol related crime in Cobar.
- To reduce the incidence of alcohol related vandalism in Cobar.
- To reduce the incidence of alcohol related graffiti in Cobar.
- To reduce the amount of alcohol related litter in Cobar.
- To provide a safe environment for users of local streets, footpaths and public car parks without hindrance from irresponsible people drinking alcohol.

### **PROPOSED TIMEFRAME OF OPERATION**

The alcohol-free zone will operate from 27 June 2016 to 26 June 2020 and be in force for 24 hours per day.

### **LEGISLATION**

The legislation associated with an alcohol-free zone relates to individuals who are consuming alcohol on the streets (including footpaths) or in public car parks but does not affect individuals who have unopened alcohol moving from one location to another and is created by Council under Section 644 of the *Local Government Act 1993*.

### **PROPOSED ZONES**

It is proposed that the alcohol free zone cover all roads, streets (including footpaths), lanes and public car parks in Cobar.

Refer to Attachment 1 for a map of the proposed alcohol-free zone in Cobar.

### **RATIONALE**

Council has received formal applications for an alcohol-free zone to be established in Cobar from four (4) different organisations.

The Cobar Liquor Accord has requested the alcohol-free zone be re-established across all roads, streets (including footpaths), lanes and public car parks in Cobar.

The NSW Police, Cobar Station and the Darling River Local Area Command has requested the alcohol-free zone be established across all roads, streets (including footpaths), lanes and public car parks in Cobar. The request was made to reduce the public order incidences, assaults, domestic violence, under age alcohol consumption, PCA offences, noise disturbances, anti-social behaviour and littering. The establishment of an alcohol-free zone across all roads, streets and laneways in Cobar will assist the NSW Police to target alcohol related crime hotspots.

The Community Working Party stated reasons for establishment of an alcohol-free zone was to reduce property damage and destruction and littering. An area for the alcohol free zone was not provided.

Below are the NSW Crime statistics downloaded from the NSW Bureau Crime Statistics and Research website and presented as a comparison between 2010 and 2014 for alcohol related and not alcohol related crime statistics for the Cobar Local Government Area.

Offence Type	Alcohol Related*		Not Alcohol Related	
	2010	2014	2010	2014
Assault – domestic violence related	20	13	9	27
Assault – non-domestic violence related	38	12	14	16
Robbery	1	0	0	0
Break and enter dwelling	5	0	26	36
Break and enter non-dwelling	1	4	19	49
Motor vehicle theft	1	1	7	18
Steal from motor vehicle	2	2	20	80
Steal from retail store	0	2	10	10
Steal from person	0	0	0	0
Malicious damage to property	23	25	90	86

*\* It is difficult for police to make a determination about the involvement of alcohol in a criminal incident if the identity of the offender is not known. This is common for many property offences and these data should therefore be interpreted with this in mind.*

**Source of above statistics tables:** NSW Bureau Crime Statistics and Research, [www.bocsar.nsw.gov.au](http://www.bocsar.nsw.gov.au)

## CONSULTATION

It is important that the community is thoroughly consulted throughout the process of establishing an alcohol-free zone in Cobar. The following organisations and businesses, but not limited to, have already been requested to provide a submission for the establishment of an alcohol-free zone, and will be sent a copy of this proposal and invited to make representation, submissions or objections within 30 days from the date the proposal was sent.

- NSW Police, Darling River Local Area Command
- NSW Police, Cobar Police Station
- Liquor licensees in Cobar
- Community Safety Precinct Committee
- Secretaries of Registered Clubs in Cobar
- Cobar Liquor Accord
- Cobar Business Association
- Cobar Mental Health Network
- Mine Managers
- Cobar Local Aboriginal Land Council

- Murdi Paaki Regional Assembly
- Bila Muuji (Upper Sector) Social Emotional Well Being
- Cobar Community Working Party
- Cobar Community Drug Action Team (CCDAT)
- Housing NSW – Dubbo Office

Notices will also be placed in the Cobar Weekly informing people of the proposal and invite representations, submissions or objections within 30 days of the publication. A copy of the proposal will be placed on the Cobar Shire Council website and available from the Council Administration Building and people will be invited make representations, submissions or objections within 30 days of the proposal being placed on the website.

### **ESTABLISHING & OPERATING ALCOHOL-FREE ZONES**

After completing the consultation, Cobar Shire Council may, by resolution, adopt this proposal to establish an alcohol-free zone in Cobar. This resolution itself will establish the zone. Once resolved Council will then inform all interested parties including the local Police, all affected liquor licensees, club secretaries and other organisations advised of the original proposal.

Once resolved the Council will then publish in the newspaper the establishment of an alcohol-free zone. A notice will be placed in The Cobar Weekly. The alcohol-free zone will come into force 7 days after the notice is published and when the roads and car parks affected are adequately signposted as per the *Local Government Act 1993*.

### **COMMUNITY EDUCATION**

Council will develop and implement community education about the alcohol-free zone which will run when the zone is established and then again during the peak times throughout the four years.

### **ALCOHOL-FREE ZONES AND ALFRESCO DINING**

In some circumstances an alcohol-free zone may be proposed for an area that includes footpath alfresco dining areas for cafés and restaurants which fall within the zone. When Council issues a licence for the use of public footpaths for such dining use in an alcohol-free zone, it will impose conditions on the licensee (e.g. restaurant operator) about the requirements of the zone, including clear delineation and control of the licensed area from the alcohol-free zone.

### **SIGNAGE**

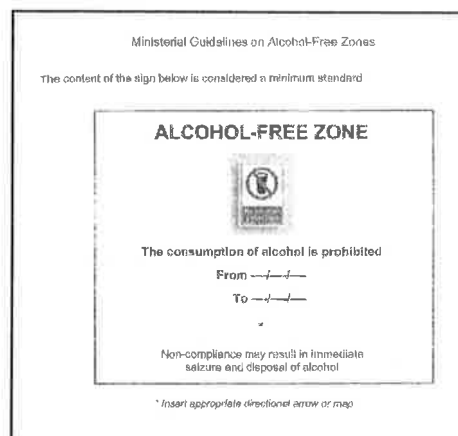
Signs will be placed on the outer limits of the zone, at specific trouble spots and at other suitable intervals within the zone.

The signs erected will be similar to the one shown in the Ministerial Guidelines.

### **ENFORCEMENT OF ALCOHOL-FREE ZONES**

The legislation applies to all persons, including minors.

An alcohol-free zone may be enforced by any Officer of the NSW Police Force or a Cobar Shire Council Enforcement Officer who has been authorised in writing by the Commissioner of Police for the purpose of section 642 of the *Local Government Act 1993*.



The Police and an authorised Enforcement Officer have the power to seize and tip out or otherwise dispose of alcohol without the need to issue a warning within an alcohol-free zone. A Police Officer or authorised Council Enforcement Officer may use their discretion to issue a warning to a person who is drinking in an alcohol-free zone, for example, where the person may be unaware of the zone.

It should also be noted that in circumstances where a person does not co-operate with a Police Officer or authorised Council Enforcement Officer, they can be charged with obstruction under section 660 of the *Local Government Act 1993* which carries a maximum penalty of \$2,200.

For further information refer to the “Ministerial Guidelines on Alcohol-Free Zones”.

### **SUSPENSION OR CANCELLATION OF AN ALCOHOL-FREE ZONE**

Once established, the proposed alcohol-free Zone in Cobar can be suspended or cancelled by Council passing a valid resolution. This action may be taken if a request has been received from any person, body or at Council’s own initiative. Such action will only be considered after consultation with local Police.

If an alcohol-free zone is suspended or cancelled, it will be notified to the local Police and advertised in the local newspaper. If cancelled, all signage will be removed immediately.

### **RECORDING OF ALCOHOL-FREE ZONES**

It is important that records are kept of the processes of establishing of an alcohol-free zone in Cobar. Council will record and store the information within Council’s Record System. At a minimum, the Council will record:

- All the relevant documentation showing all the steps taken to establish a zone.
- All relevant documentation relating to the removal of signs at the conclusion of period.
- All documentation relating to a request to suspend or cancel a zone once it is established.
- All steps taken to avoid overlap in the establishment of any alcohol-free zones.
- Information including statistical data that will help to provide a reference base if a re-establishment of an alcohol-free zone is requested.

### **REPRESENTATION, SUBMISSION OR OBJECTION**

People are invited to make representation, submissions or objections regarding this proposal to establish an alcohol-free zones in Cobar within 30 days from the date of this proposal. A copy of this proposal will be made available from:

- Cobar Shire Council Office, 36 Linsley Street, Cobar
- Cobar Shire Council Website ([www.cobar.nsw.gov.au](http://www.cobar.nsw.gov.au))

#### **All representation, submissions or objections are to be sent to:**

General Manager  
Cobar Shire Council  
PO Box 223  
COBAR NSW, 2835

Fax: (02) 6836 5889  
Email: [mail@cobar.nsw.gov.au](mailto:mail@cobar.nsw.gov.au)

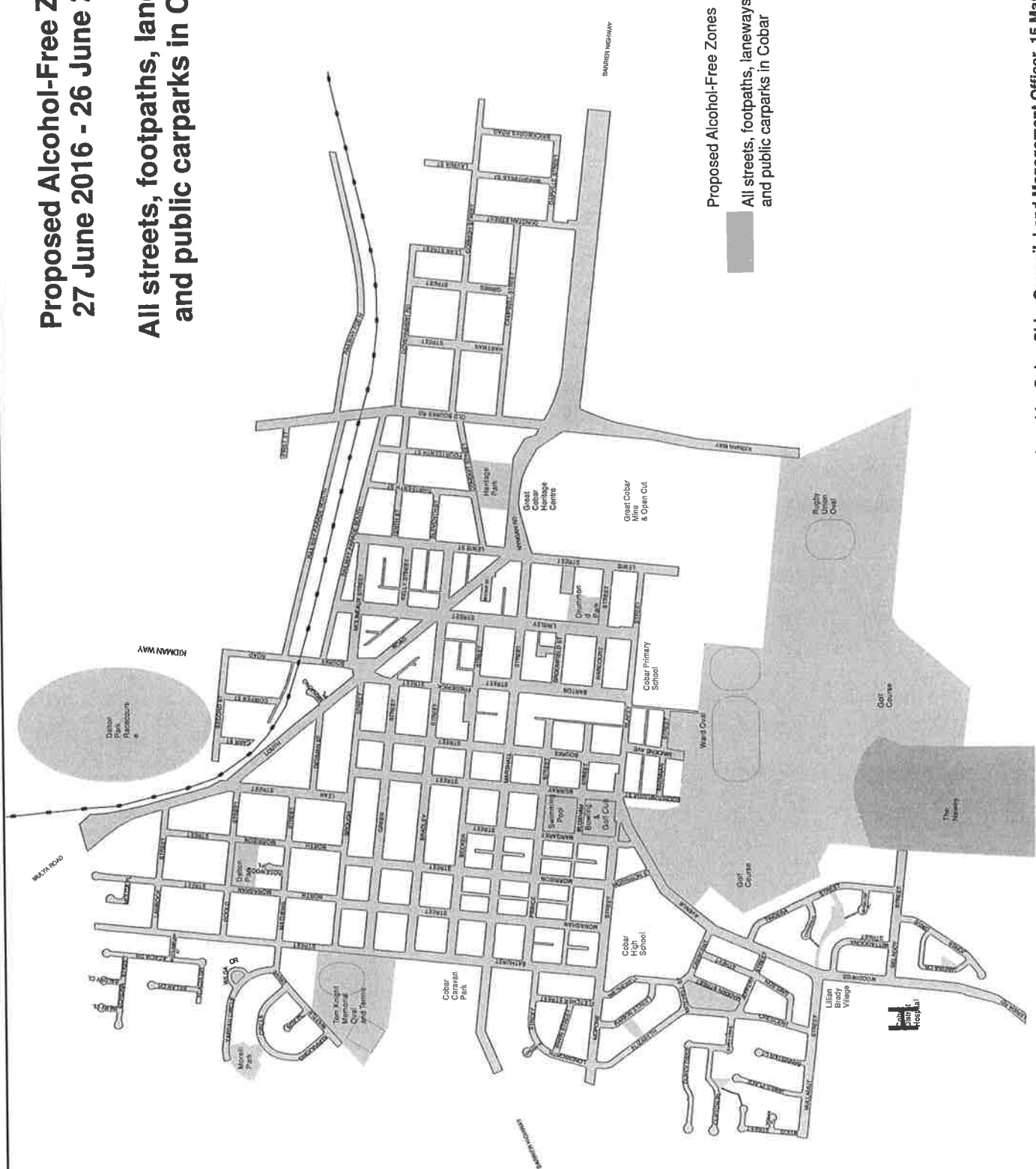
#### **For further information regarding this proposal please contact**

Heather Holder  
Land Management Officer  
PO Box 223  
COBAR NSW 2835

Phone: (02) 6836 5888  
Fax: (02) 6836 3964  
Email: [mail@cobar.nsw.gov.au](mailto:mail@cobar.nsw.gov.au)

# Proposed Alcohol-Free Zones 27 June 2016 - 26 June 2020

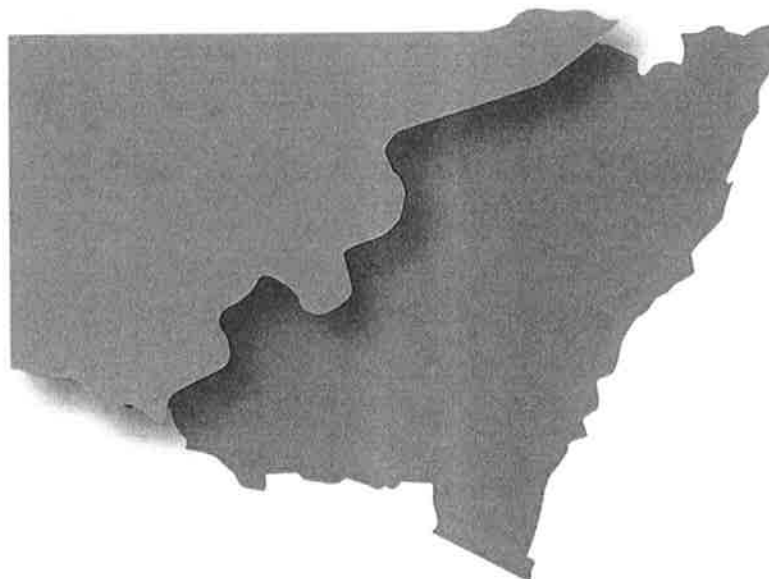
All streets, footpaths, laneways  
and public carparks in Cobar



Proposed Alcohol-Free Zones  
All streets, footpaths, laneways  
and public carparks in Cobar



# 2016 ANNUAL CONFERENCE Minutes



**March 7-8 2016**  
Hosted by Walgett Shire Council



*You are always a winner in the West*



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## **EXECUTIVE 2014/2015**

President – Councillor John Medcalf  
Deputy Mayor Lachlan Shire Council

Vice President- Councillor Dave Gallagher  
Deputy Mayor Broken Hill City Council

Executive – Mayor Lilliane Brady  
Cobar Shire Council

Councillor Peter Nunan  
Wentworth Shire Council

Ruth Fagan -Executive Officer

### **Apologies Parliamentarians:**

- Warren Truss, MP former Deputy Prime Minister,
- Adrian Piccoli, MP NSW Minister for Education
- Sussan Ley, Member for Farrar, Minister for Health, Minister for Sport
- David Elliott, MP NSW Minister for Emergency Services
- Duncan Gay, MLC NSW Minister for Roads and Maritime Services
- Paul Toole, Minister for Local Government
- Troy Grant, MP Deputy Premier
- Niall Blair Minister for Primary Industries and Water Resources
- Sarah Mitchell MLC, Parliamentary Secretary for Western NSW
- Kevin Humphries Member for Barwon
- Senator John Williams,
- Senator Fiona Nash
- Peter Primrose, MLC Shadow Minister for Local Government
- Barnaby Joyce, Deputy Prime Minister

### **OTHERS**

- Tom Hynes, Chairman Local Land Services, Western Region
- Andrew Bell Director Regional Operations West, Department of Primary Industry
- Greg Wright, Administrator Central Darling Shire Council
- Cr Darriea Turley, Broken Hill City Council
- Graham Perry, Executive Officer Inland NSW Tourism
- Cr Jane Keir, Deputy Mayor Walgett Shire Council
- Assistant Commission Geoff Mckechnie

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### **Attendees**

#### **MEMBER COUNCILS:**

**Balranald Shire Council:** Cr Leigh Byron, Mayor, Stephen O'Halloran, Aaron Drenovski, General Manager,

**Bourke Shire Council:** Cr Andrew Lewis, Mayor, Ross Earl General Manager, Cr Barry Hollman Deputy Mayor

**Brewarrina Shire Council:** Cr Angelo Pippas, Mayor, Cr Phillip O'Connor- Deputy Mayor, Cr Wulf Reichler, Dan Simmons General Manager

**Broken Hill City Council:** Cr Wincen Cuy Mayor, Cr David Gallagher Deputy Mayor

**Carrathool Shire Council:** Cr Peter Laird, Mayor, Phil Marshall, General Manager

**Central Darling Shire Council:** Mr Michael Boyd, General Manager

**Cobar Shire Council:** Cr Lilliane Brady OAM, Mayor, Cr Peter Abbott Deputy Mayor, Cr Jarrod Marsden, Stephen Taylor Acting General Manager

**Lachlan Shire Council:**—, Mayor Cr John Medcalf, Cr Des Manwaring, Robert Hunt General Manager.

**Walgett Shire Council:** Cr David Lane, Mayor, Don Ramsland- General Manager, Cr Bill Murray,

**Wentworth Shire Council:** Mayor Cr Bill Wheeldon, Cr Peter Nunan, Peter Kozlowski, General Manager

**MEMBERS of Parliament:**

- Mark Coulton, Federal Member for Parkes

**LOCAL GOVERNMENT NSW** President LGA Keith Rhoades, Executive Office Donna Rygate

**OTHERS:** Sharon Hawke, Lands and Property Management, Geoff Wise Chairman Western Lands Advisory Council, Phil Standen, Western Manager Roads and Maritime Services, Robert Wasson, Western Local Land Services, Alison Morgan NSW, Bronte Kerr Walgett Shire Council, Julie McKeown Walgett Shire Council, Michael Urquhart Walgett Shire Council, Rodney Towney Director TAFE Western NSW, John Kauter EMC Works and Stan Donnelly DMC Pty Ltd. Erlina Compton Regional Manager Local Land Services, Reinhard Wilkes and James McPherson GHD Pty. Ltd., Gavin Priestley NSW Public Works. Tim O'Meara and John Bynon Westrac

**Welcome**

President John Medcalf welcomed the Delegates  
Cr Lawrance Walford gave a welcome to country

**Opening Address - Member for Parkes, Mark Coulton, MP**

He said it was important Councils band together and technology is changing the way communities do business in this part of the world.  
Lightning Ridge was a great testament to a small town's strength and drive and he congratulated Walgett Council on their initiatives.

The recent redistribution would change the Parkes electorate from 107,000 to nearly 400,000 square kilometers and cover three time zones.  
During his time in Parliament he said he had developed a great love and affinity for western NSW and he was looking forward to seeing more of it.  
There is a disconnect between the city and country, for example Brisbane people don't want to put up mobile towers and we don't have any of them.  
He said he was unhappy about the allocation of towers under the black spot program and there seemed to be more focus on competition than on remoteness.

He was hoping to get the Government to agree to more weighting for isolation in the next round. There was the same situation with the strengthening regions program and the next round closes March 15. The Government has quarantined a percentage of funds for small communities and hopefully this will make a difference.

Mr Coulton said the Far West Initiative should include discussions with the Commonwealth as an enormous amount of Commonwealth funding goes into small towns. Unraveling these programs is the start, so each of you knows what is coming into your communities. Social

programs need cooperation instead of competition. There needs to be more scrutiny into these projects. We need some results rather than making everyone feel good.

There was funding allocated for a western NSW domestic violence program, operating out of Dubbo for families, children etc.

He said the tax on the backpackers, had snuck through in the Budget papers and is due to come into force on August 4. This will upset a lot of people and the National Party was working to change this matter.

"It does annoy me that there are nearly as many unemployed, as backpackers, in communities and not right that we import workers and don't have locals working. We need to get younger people to step up and take leadership roles, keep them at school so they can be literate enough to gain employment in the local area. They need to be able to use technology, drive machinery, we need to engage local communities and employ locals, he said.

Local government is the backbone of western towns. We don't want FIFO coming to town, we need locals to provide the structure to run the communities, organisations and celebrate their communities.

There was a need for more mobile phone towers and in an article he wrote for The Land, he suggested using the same hardware and use Data roaming to connect people. This happened all over the world but not here.

Electronic Data was going through the phone system, making it slower, and it put pressure on the system. He said the government was trying to get increased coverage. The new NBN satellite for rural remote was up in sky but not in use yet, should be right by the end of the year.

Questions were taken from the floor about poor phone service and weather bureau predictions.

**Vote of Thanks** - Mayor of Cobar Lilliane Brady OAM thanked Mark Coulton for his address and for coming to the Conference.

### **Address Chairman Far West Initiative John Williams**

Mr Williams said he was well aware how councils work. In remote areas, one important factor is people living and working in their own communities. All the Shires agree Councils are best equipped to provide service in western NSW.

His appointment is to look at whether Councils are Fit for the Future and the role of LG in NSW. The State Government's credit rating is important and they have supported LG and need to look at future funding options.

Central Darling had lots of problems and I went to the Minister and Premier and there was no way they would bail out a Council. So an administrator was appointed.

Remote councils don't have the population to increase their revenue base, there needs to be a long term view to sustain shires, need to relocate FAG grants to sustain shires such as Central Darling. The questions arise as to whether we would shift Central Darling into the unincorporated area but this would just shift the cost back to State government.

There was a paper coming out tomorrow with options for discussion, from DP and C, my platform is to then work with the committee to achieve some outcomes.

The "do nothing option" won't work and outcomes must be beneficial to shires. Recruiting of professionals is a challenge; there is massive turnover, lots of transitional periods and unfinished business.

The new document will start the debate and discussion, the first report from the FWI is due in May this year.

Mr Williams congratulated the Minister on providing funding for video conferencing. This would start to roll out to eight shires, for training, communication and future projects. This link will be vital for changes to provide meaningful outcomes, great opportunities.

The Minister would also look at financing projects which seemed to be in a 10 year cycle and he urged all Councils to take advantage of the timing.

Mr Williams said his personal view was that the shires should remain intact but they need to ensure what happens will provide better outcomes.

### **Questions**

Mr Williams was asked if the Minister was thinking of plundering council funds. Mr Williams said there was no hidden agenda. He said the Minister had paid for people to go and look at councils and the options. He didn't think there was impetus to bulldoze eight shires and have an authority.

**NSW Police Assistant Commissioner Western Region** Geoff McKechnie was an apology and the presentation was delivered by Acting Superintendent Keith Ridley, Commander Castlereagh Local Area Command

PowerPoint presentation available

### **Sponsor Presentation Civica – Julie Lacy**

PowerPoint Presentation available

### **Executive Election**

Nominations for Office Bearers for the Western Division Councils of NSW opened.

### **Local Land Services - Acting General Manager Erlina Compton**

Local Land Services was established in January 2014 to provide a new integrated service for our customers. There are 11 local boards with chair of Chairs Tim Domestow and 53 full time managers.

LLS provided advice to agriculture industry, animal and plant pest control, bio security, emergency management and Natural Resource Management.

The region was 40% of the state, harsh and variable and 42,873 people. This had been broken into three regions with a local Community Manager.

The LLS are conducting the first ever trial of 1080 poison meat baits to control feral pigs in the Western Region. This requires a special permit, there are trials on four properties and so far there are promising results. DPI working with LLS and they are now waiting for the final report and plan to extend the project.

Wild dogs, coordinating with groups, ground and aerial baiting programs, last spring, aerial 4,000 bait lines, 40000 baits last year. 180,000 put out 290 landholders participating in program. The LLS are encouraging community groups to join in tackling wild dogs. Wild dogs are moving south

LLS is offering incentive funding for land holders to establish Total Grazing Pressure fencing to manage grazing pressure more effectively on their property.

Last year 25 contracts valued at \$732,000 were given for riparian projects for fencing and through conservation value grants.

Up to \$10,000 is on offer for training weed and pest animal control.

LLS are working with relevant stakeholders to understand the long-term regional impacts of climate change and carbon farming. At the recent Carbon Conference there was discussion and it is a big industry in Western Australia and some projects in the Cobar and Bourke areas.

Local Strategic Plan has been developed by the Board, for approval and it will be available soon. This plays a vital role in guiding what services we will deliver over the next five years. A Discussion paper has been developed with OEH and NSW parks to better manage the kangaroo population in western NSW.

The LLS is asking for nominations for a weeds committee to develop region wide plan to identify priority areas. Three aboriginal regional committees had been formed MS Compton answered questions about carbon farming, roo control and dog baiting. Responding to a question about rumours on paying for service she said, at this stage, there was no plan to charge for service other than testing costs,

#### **President of Local Government NSW Keith Rhoades, AFSM**

Mr Rhoades said he was delighted to be in Lightning Ridge and was aware of the challenges faced by Western Councils including the high cost of infrastructure, the alarming levels of social exclusion and the fragile environment.

LGNSW was committed to working with councils on the local roads challenge and small rate base. He understands that the income was different to metro councils and it was important smaller councils received more Federal Roads funding and a share of the grants.

Since December 18 when communities knew their fates they have rallied quite fiercely in making sure government is getting the message that they don't want forced amalgamation. MPs have been hearing the call and putting pressure on government. We are looking for better local government to make us sustainable and viable into the future and guaranteeing ongoing funding for councils.

LGNSW was sending out a survey in the near future asking how much going through the process has cost Local Government. I am sure it has cost millions of dollars and that money should have been spent on roads and parks in our communities.

#### **Western Regional Manager, Roads and Maritime Services Phil Standen**

Presentation available

#### **Presentation: TAFE Western Director, Aboriginal Education and Equity Provision Rod Towney**

Presentation available

#### **Sponsorship Presentation EMC Works John Kauter**

Available

#### **CALL TO ORDER:**

President, Councillor John Medcalf called the proceedings to order for the commencement of the 2016 Annual Conference.

#### **FORMAL CONFERENCE BUSINESS:**

#### **STANDING ORDERS:**

<b>MOTION:</b> That the standing orders as printed in the business paper be adopted. <b>Moved Carrathool, Seconded Balranald</b>
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**CARRIED**

#### **APOLOGIES:**

As listed

<b>MOTION:</b> That the apologies be accepted. <b>Moved Bourke, Seconded Walgett</b>
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**CARRIED**

### **Nominations for the Executive Positions closed**

There were three nominations for President Cr John Medcalf, Cr Leigh Byron and Cr Dave Gallagher

Two nominations for Vice President Cr David Lane, Cr Lilliane Brady

Three nominations for the Executive Cr Peter Nunan, Cr David Lane and Cr Steve O'Halloran

*Motion: That an election be held and Geoff Wise and Erlina Compton act as scrutineers*

**Moved : Bourke, seconded Walgett**

**Carried**

### **Presentation - Blue Jeans Video Conferencing - Andrew Faulds Telstra**

Members of the Company gave a live demonstration of video conferencing using an app, downloaded on personal devices.

This was the technology being investigated by Bourke Shire Council to connect the western Shire Councils in the Far West Initiative.

The Blue Jeans Group was talking to the Councils about the cost of service provision.

### **Presentation by Murray River Darling Basin Authority Chair Neil Andrew AO and Chief Executive, Phillip Glyde**

The Chair Neil Andrew said he had a background in Local Government in Victoria and knew how hard it was to make decisions and implement them.

He said what they were proposing is unpopular, frequently misrepresented, but we know worthwhile. A total of 275 gigalitres has to be saved in the MD Basin. This is painful but we intend to do all we can to minimize and apply the pain as equitably as possible.

We are undertaking a Northern basin review and must be aware we are spending taxpayer's money to review social and economic changes to river communities.

I lived in South Australia, where water always flowed down the river but the northern area has more intermittent flows and it is important we find out the consequences of the buy back and find savings of water in infrastructure changes.

We all know we need a sustainable river system, with efficient water usage to allow economic and social benefits for all communities. If we go back to the old ways, we will kill the river.

The Northern basin review is an opportunity to change the water sharing plan. We are gathering good data including economic and community benefits. We need to test our information with the community and need to change the plan if needed. There are a number of good local people on the Board including Bill Johnson at Dubbo, Kirsten Henderson Executive Officer, Rory Treweek and Geoff Wise on the Advisory Council.

The plan needs to be implemented by 2019. Seventy percent of the water has already come back and some people are hurting. We need a sustainable environment, agriculture production and healthy communities.

Our role is to review and record outcomes and the environmental impacts of the Murray Darling Basin Plan.

### **Sponsor Presentation Westrac John Bynon/ Tim O'Meara**

Presentation available

### **Sponsor Presentation Cadia Group Services Amanda Warren-Smith**

Yes, the colour of your poly pipe really does matter!

Expertise in plumbing, equipment, tools and safety supplies

Presentation available

## BUSINESS AGENDA cont.

### CONFIRMATION OF MINUTES:

#### 2015 Annual Conference

**MOTION:** That the minutes of the 2015 Annual Conference held at Lachlan on February 23-24 as distributed, be adopted.

**Moved Carrathool, Seconded Balranald**

**Carried**

#### PRESIDENT'S REPORT

**MOTION:** That the President's Report be adopted as presented.

**Moved Lachlan, Seconded Cobar**

**CARRIED**

#### Executive Officers Report:

**MOTION:** That the Executive Officer's Report, be adopted.

**Moved: Moved Carrathool, Seconded Cobar**

**Carried**

#### Matters arising –Mid Term Meeting

**Motion:** That a Mid Term Meeting be held in Cobar on a Monday in June 2016

**Moved Cobar, seconded Brewarrina**

**Carried**

#### Sydney Seminar

**Motion:** That a Seminar be held at Parliament House in Sydney on a date to be decided but coinciding with the Local Government NSW Conference which is being held at Wollongong from October 16, 2016

**Moved Cobar, Seconded Wentworth**

**Carried**

#### Conference 2016

**Motion:** That the 2017 Conference be held in Balranald

**Moved: Balranald, Seconded Bourke**

**Carried**

#### FINANCIAL REPORT for 2015 was tabled as at 01/01/15

Balance B/forward	\$ 6,695.40
Income	\$ 39,249.90
Expenditure	\$19,297.75

<b>Balance</b>	<b>\$26, 647.75</b>
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#### Budget 2016

**Estimated balance as at 1 January 2015**

**\$6,695.40**

**Income:** Members Fees 2016

11 @ \$2071

**\$22,781.00**

Mini Conference Charge

35 @ \$55

**\$1,925.00**

**\$24,706.00**

**Expenses:**

**\$32,336.00**

**Estimated surplus for 2015**

**(\$7,360.00)**

**Estimated Balance as at 31 December 2015**

**\$19,017.55**

Note: Members Fees and Executive Officer Consultation Fee increased by 1.8 %.

**MOTION:** That the Financial Report and Budget be adopted  
**Moved:** Lachlan Seconded Cobar

**CARRIED**

### **Declaration of Office Bearers for 2015**

President Cr Leigh Byron, Mayor of Balranald Shire Council  
Vice President Cr David Lane, Mayor Walgett Shire Council  
Executive – Cr Peter Nunan, Wentworth Shire Council  
Cr Steve O'Halloran Balranald Shire Council

**MOTIONS were put to the meeting- Separate document**

**Day concluded at 5.45pm**

**Tuesday March 8**

**Presentation Crown Lands: Area Manager, Far West and Assistant Western Lands  
Commissioner Sharon Hawke**

Presentation available

**Presentation: NSW Public Works – Gavin Priestley**

Presentation available

**Sponsor Presentation Peece Consulting**

Presentation available

**Presentation: Sharpe Bros** Richard Sharpe  
Sidewinder technology" cost efficient road shoulder repairs with maximum safety & minimum effort

**Presentation: NSW Department of Premier and Cabinet Senior Regional Coordinator  
Western NSW Alison Morgan**

Presentation available

**Presentation: Local Government Procurement Michael Robinson Acting General  
Manager - The 6 P's - Proper Procurement Planning Prevents Poor Performance**

Presentation available

**Conference Close** President Medcalf thanked everyone for attending and congratulated the new Executive.

Mayor of Bourke Cr Andrew Lewis thanked Cr Medcalf for this leadership during the past two years.

**CLOSE OF CONFERENCE – 12 pm**



Minutes of the Cobar Youth Council Committee Meeting held at the Cobar Youth and Fitness Centre on Wednesday, 16 March 2016

**Meeting opened:** 4:38pm

**Present:** Narelle Kriz, Andrew Rourke, Owen Potter, Addison Lyns, Charlee Davis, Georgina Whiteman, Jacob Manns, Thomas Jones, Michaela Christie, Steph Mitchell, Sarah Dunne, Quinton Place and Connor McLeod.

**Apologies:** Hannah Kriz, Zainab Khan, Britney Fazulla, Stephen Taylor and Kym Miller.

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**MINUTES FROM THE PREVIOUS MEETING – WEDNESDAY, 2 MARCH 2016**

**MOTION:** That the Minutes of the Meeting held Wednesday, 2 March 2016 be accepted as true and correct record of that Meeting.

Owen Potter/ Sarah Dunne

**CARRIED**

**BUSINESS ARISING FROM MINUTES**

Nil.

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**GENERAL BUSINESS**

Family Fun Day:

- Big Air School cancelled for Family Fun Day – Insurance problems;
- Quote for Unchained BMX, more expensive.

**MOTION:** Committee voted to accept the Unchained BMX quote.  
Jacob Manns/ Michaela Christie

**CARRIED**

- Review Budget: \$6,200, Bubbling Enterprise \$1,300, Jumping Castle \$700, \$4,250 BMX, face painting = Total \$12,550;
- Wrist Bands (\$10 per person, \$30 per family),
- Committee decide for cheaper plain fluoro wrist band,
- Raffle/100 Club to fundraise money for event (if needed);
- Michaela volunteered for face painting, looking for face paint and brushes online (Approximately \$100).

**MOTION:** Committee vote to accept Michaela's offer to run the face painting as it saves money compared to the previous face paint Quote from Cobar Candles.  
Stephanie Mitchell/ Jacob Manns

**CARRIED**

Youth Week:

- Suggestion for youth to have a scary movie night;
- Swags, lock-in, sleepover at Youth Centre to watch horror movies;
- 6:30-8:00pm Primary School Students - 1 movie - \$5 each (approximately);
- 8:00pm onwards High School Students - TBA costs;
- Canteen available;

- Offer Egg/Bacon/Pancake for breakfast;
- Attendees sign contracts with parents phone numbers;
- Other Youth Week activities include cooking, arts/crafts and pool competition.

**MOTION:** That the Cobar Youth Council go ahead with the Movie Night.

Charlee Davis/ Owen Potter

**CARRIED**

#### Committee Shirts

- Suggested by Sarah;
- Committee like the idea;
- Michaela and Sarah to investigate designs, costs, quotes etc;
- Youth Council official logo – TBD.

#### Other

- Blue Light Disco has been cancelled.

---

#### **NEXT WEEK**

- Haunted House discussion pushed back to next meeting - Owen and Charlee to present ideas and thoughts;
- Discuss and finalise upcoming Family Fun Day.

---

#### **CORRESPONDENCES**

- Email from Unchained BMX re quote for April Family Fun Fair.
- Email from BigAir School – to cancel due to them having insurance problems.

---

#### **NEXT MEETING**

The next meeting of the Cobar Youth Council will be arranged for the 30 March 2016 at the Youth Centre at 4:30pm.

**Meeting closed:** 5:15pm

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**MINUTES OF THE LIQUOR ACCORD COMMITTEE MEETING  
HELD IN THE COBAR SHIRE COUNCIL CHAMBERS ON TUESDAY  
12 APRIL 2016 COMMENCING AT 4:00PM**

---

**1. WELCOME & APOLOGIES**

**Present**

Ms Janette Booth	Executive Assistant to the General Manager/ Mayor Cobar Shire Council	
Mrs Linda Carter	Secretary/Manager Chairperson	Cobar Memorial Services & Bowling Club
Ms Demi Smith	Secretary/ Manager	Cobar Bowling & Golf Club
Cr Lilliane Brady OAM	Mayor	Cobar Shire Council
Ms Carrieann O'Hagan	Secretary/ Manager	Empire Hotel
Mr Andrew Bryan	Licensee	Empire Hotel
Ms Belinda Hynds	Manager	Great Western Hotel

**Apologies**

Mr Stephen Taylor	Acting General Manager	Cobar Shire Council
Sgt Mark Gorton	Licensing Supervisor	NSW Police/ Bourke
Martina Mark	Licensee	Grand Hotel

**Resolved:**

That the apologies received from Mark Gorton, Stephen Taylor and Martina Mark be accepted.

**Demi Smith/ Lilliane Brady OAM**

**CARRIED**

---

**2. ADOPTION OF PREVIOUS MINUTES**

**Resolved:**

That the minutes of the previous meeting held on Tuesday, 9 February 2016 be confirmed as a true and correct record of the proceedings of that meeting.

**Demi Smith/ Linda Carter**

**CARRIED**

---

**3. BUSINESS ARISING**

Nil.

---

**4. CORRESPONDENCE**

Nil.

---

**5. ITEMS OF BUSINESS**

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## **5.1 OUTSTANDING LIQUOR ACCORD TERMS OF AGREEMENT**

### **Resolved:**

1. That the Board Secretariat to follow up on all outstanding Liquor Accord Terms of Agreement.
2. The Board have agreed that they will abide by the Terms of Agreement, however they would like 100% commitment from All Members.
3. That the Liquor Accord write to the Police and ask why all Licenced Establishment/ Premises aren't having to abide by the Rules?

**Lilliane Brady OAM /Linda Carter**

**CARRIED**

---

## **5.2 OUTSTANDING 2015/2016 LIQUOR ACCORD ANNUAL FEES (\$50)**

### **Resolved:**

That the Board Secretariat to follow up on all outstanding 2015/2016 Liquor Accord Annual Fees (\$50).

**Demi Smith/ Belinda Hynds**

**CARRIED**

---

## **5.3 PROPOSED MEETING TIME – CHANGE REQUEST**

### **Resolved:**

That the current Meeting time of 1:00pm be changed to 2:00pm on the second Tuesday of the month for all future Meetings.

**Linda Carter/ Lilliane Brady OAM**

**CARRIED**

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## **6. POLICING MATTERS**

Nil.

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## **7. COUNCIL MATTERS**

Nil.

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## **8. GENERAL BUSINESS**

Nil.

---

## **9. NEXT MEETING**

Tuesday, 14 June 2016 at 2:00pm in the Council Chambers.

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**THERE BEING NO FURTHER BUSINESS THE MEETING CLOSED AT 4:29PM**

# what's new?

a newsletter for members of outback arts | jan-april 2016

BUILDING CREATIVE COMMUNITIES

## HELLO!

We hope you like our new look newsletter keeping all of you lovely member councils up to date in style!

Since we last spoke, there have been some exciting changes and new developments in the Outback Arts world as well as lots of upcoming projects and events.



## Welcome to our new 2016 board!

The 2016 Outback Arts board was announced last month when it held its Annual General Meeting at the Coonamble Shire Council Chambers.

Re-elected to Chairperson was local lawyer, musician and artist Su Hely who stood as a local independent representative. Stepping down from the role of Treasurer was Bourke Shire Representative Stuart Johnson. Following his resignation, Warren Shire Council representative Pauline Serdity was elected to the role of Treasurer for 2016. We are so pleased to see members staying on from 2015 including Angela Shepherd (Cobar Shire Council), Bill Burnheim (Coonamble Shire Council), Jane Keir (Walgett Shire Council) and Sally Torr in Stuart Johnson's absence (Bourke Shire Council).

Bringing forth new energy and purpose to the board is first time members Kylie Harvey and Jo Mihalic who will step forward as community representatives from Cobar and Lightning Ridge respectively.

We are looking forward to the year and exciting projects ahead under the skilled and valuable guidance of our 2016 board.

## RADO Jamie-Lea is having a baby!

Recruitment has been conducted for the RADO maternity leave position and we are thrilled to announce Melissa Ryan will be joining the team from June until January, 2017. Mel was the former Aboriginal Arts Officer at Orana Arts and will bring a wealth of knowledge and capability to the role and we look forward to welcoming her to our region as acting RADO.

OUTBACK ARTS

65-67 Castlereagh St | Coonamble | 02 6822 2484

[rado@outbackarts.com.au](mailto:rado@outbackarts.com.au) | [www.outbackarts.com.au](http://www.outbackarts.com.au)

## Workshops

**Silversmith Workshops** – Artist Skye Bragg led two-day Silversmith workshops in Coonamble in February, which received a very positive response. The tour will be continuing in Warren, Quambone, Carinda and Gulargambone over the end of April and May.

**Creative Start Up Workshops** – David Sharpe will be returning to the region in the next couple of months. He will be visiting Cobar and Bourke to assist creative business owners to identify and pursue opportunities for growth and achieve business potential and goals.

**Hats Off to Outback Women** – We have just announced that the Millinery Tour will be back this May and June. Waltraud Reiner and the Hatmobile will be returning to run a series of two day workshops in 11 rural communities focusing on engaging rural women, bringing disadvantaged communities an exciting new artistic opportunity; whilst also delivering an evening talk open to whole community about overcoming adversity and raising awareness of mental health through positive engagement.

## Website launch

Launched new website and associated e-news template in early December. Very different and a huge improvement in terms of usability, layout and function. Delivery of this was extremely well received, with increased traffic and user participation.

## Outback Archies update

The Outback Archies will continue in 2016 with sponsorship and partners currently being sought. The 2015 Archies tour concludes April 2016 and has been highly successful, exhibiting in eight venues.

## Gallery update:

During this last quarter the Outback Arts Gallery has hosted:

Dec 2015 > Now & Then - Walgett painters exhibition.

February > NSW Parliament Aboriginal Art Prize.

March > Open Minded Photography - tour through Love Your Life program.

April > Waste to Art - Coonamble Shire

Coming up we have locked in:

Material Girls Quilt Show

Outback Archies 2016

Embryonic by Su Hely

Getting the word out:

We average about 2000 visitors to the gallery each year.

To increase this reach we are planning to creating an online downloadable exhibition program for the gallery, increase collaboration with local creative industries and greater links with regional galleries. One strategy that has proven successful is the promotion of local creatives in our Creative Faces section of the e-news and website (proving to be one of the most popular pages on our website). We have had great feedback about this section and have created a conversation around it in the towns with people making contact with us to nominate someone for the next interview. Plans to further develop this Creative Face section include linking the faces with programs like: Workshops in gallery, Competitions on Instagram and Pop up shops in the gallery.

Minutes for Board Meeting  
OUTBACK ARTS INCORPORATED  
Outback Arts Office Coonamble March 23, 2016

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**MINUTES FOR BOARD MEETING**  
**March 23<sup>rd</sup>, 2016**

**Welcome: by Chair Su Hely**

**Present**

Board: Sally Torr, Pauline Serdity, John Walker, Jane Keir, Su Hely, Jo Mihalic, Kylie Harvey, Bill Burnheim, Angela Shepherd  
Staff: Jamie-Lea Hodges, Eliza Walters,

**Apologies:** Stuart Johnson

**Moved:** Jane Keir

**Seconded:** Pauline Serdity

- 1. Minutes of last General Meeting held on 3rd November, 2015**  
Minutes of the last General Meeting held on 3rd November were circulated to all members.

**Motion:** That the minutes of the General Meeting on 3<sup>rd</sup> November be accepted.

**Moved:** Pauline Serdity

**Seconded:** Sally Torr

**CARRIED**

- 2. BUSINESS ARISING from November 3rd 2015 General Meeting**  
**Minutes:** N/A

### **3. REPORTING**

#### **3.1 Regional Arts Development Officer (RADO) Report – Jamie-Lea Hodges**

##### **Notes:**

- Catholic Healthcare and HWNS drought assistance funding runs out in June – projects to be delivered before RADO goes on maternity leave. i.e. Silversmith workshops and Millinery tour
- Secured funding from Indigenous Language and Arts Program – With Desert Pea Media to deliver projects in Walgett and Warren. In partnership with DPM to find more funding to deliver in more towns.
- Also using drought assistance funding, planning to run creative business workshops in Bourke and Cobar.
- Maternity leave plan for RADO. She is planning to take 6-7 months off and advertise for a part time role to fill in.
- Hired a casual office assistant who will continue on after Jamie-Lea goes on maternity leave which is ideal for handover
- RICDO funding runs out June 2016. Funding has changed – guidelines will be released soon.
- RADO took on Coonamble RICDO role, until future funding is confirmed.

**Motion:** That the RADO Report be accepted.

**Moved:** Kylie Harvey

**Second:** Sally Torr

**CARRIED**

#### **3.3 CAPO Report – Eliza Walters**

##### **Notes:**

- Previous objectives since last meeting have been achieved.
- Working on social media strategy
- Developed online marketing
- Success with radio segments
- Council reports

**Motion:** That the CAPO report be accepted.

**Moved:** Jane Keir

**Seconded:** Kylie Harvey

**CARRIED**

#### **3.4(a - c) Regional Indigenous Cultural Development Officer (RICDO) Reports**

##### **Notes:**

- Warren: young people focus - local exhibitions in WOW centre, WOW centre developments, Ngemba Wailwan after school art classes,
- Bourke: community work focus - weaving workshops, art bark workshops,
- Coonamble: weaving workshops at school shopfront
- Walgett: school focus – cultural garden, girls program, NAIDOC celebrations, upcoming CASP event support

**Motion:** That the RICDO reports all be accepted

**Moved:** Jo Mihalic

**Seconded:** Sally Torr

**CARRIED**



#### **4. Financial Report –**

**Notes:**

- Greg is very thorough keeping reports running smoothly.
- Web maintenance cost in financials is actually a 2015 cost due to website upgrade in December 2015.
- \$15,000 from core funds to be used for projects.
- Secured next three years of funding.

**Motion:** That the financial reports be accepted

**Moved: Pauline Serdity**

**Seconded: Jane Keir**

**CARRIED**

**Motion:** That the 2016 budget be accepted.

**Moved: Pauline Serdity**

**Seconded: Kylie Harvey**

**CARRIED**

#### **5. General Business**

**Agenda Notes:**

- CAPO credit card
- Signatories to remain the same when RADO takes maternity leave.
- At July meeting supply new RADO with credit card.
- RAB review and recommendations from Arts NSW
- Building premises opportunity – Bill declared an interest. Submitted EOI for grant from Clubs NSW to purchase. Next move if board approved would be to organise building inspection.
- RADO maternity leave plan

**Motion:** To activate a credit card in the name of Eliza Walters.

**Moved: Angela Shepherd**

**Seconded: Kylie Harvey**

**CARRIED**

**Motion:** To approach Coonamble Shire Council to complete building inspection of premises

**Moved: Jane Keir**

**Seconded: Angela Shepherd**

**CARRIED**

**Motion:** Alternatively Outback Arts to fund private building inspection.

**Moved: Jo Mihalic**

**Seconded: Angela Shepherd**

**CARRIED**

**Motion:** Board is in agreement to apply for funding from Clubs NSW to purchase both buildings.

**Moved: Jo Mihalic**

**Seconded: Kylie Harvey**

**CARRIED**

**Motion:** To respond to Renee Leonard that we are interested in purchasing both buildings subject to finance.

**Moved:** Bill Burnheim

**Seconded:** Jane Keir

## **5.1 Regional Roundups**

### **5.1a Bourke**

Sally provided Bourke Arts Council report:

- Public viewing of the Dressmaker was a success. Bourke council own blow up screen, sound system and projection equipment use intended for not for profit organisations only.

### **5.1b Cobar**

- Mining retrenchment in Cobar has created a lack of morale so council is trying to create lots of community events encouraging people to go out and participate.

- Drawing workshops

- Miner's Ghost Festival – masquerade ball

- Public screening of Wide Open Sky – 50 people attended

### **5.1c Coonamble**

- Ceramics community has really ramped up and is creating an impressive collection and reputation.

- Excited about opportunity to expand and develop with offer of sale of building

### **5.1d Walgett**

- The Mikado Opera 23.3.16 – CASP event

- Walgett Show 7&8 May

- Bulldust to Bitumen Festival in August

- Lightning Ridge Easter Festival

- Lightning Ridge Arts and Crafts Assoc membership has risen substantially.

### **5.1e Warren**

- WOW Centre exhibitions, workshops, new café and new veranda

- Warren Arts Council has limited people on the ground and is driving a recruitment to increase members. The WAC is working in partnership with Outback Arts to deliver events.

## **6. Correspondence Register**

**Motion:** That the board accept the correspondance register

**Moved:** Kylie Harvey

**Seconded:** Jane Keir

**The Chairperson closed the meeting at 11:44am**

**Next General Board Meeting: 5<sup>th</sup> July, 2016**

Annual General Meeting Minutes  
OUTBACK ARTS INCORPORATED  
Coonamble Shire Chambers, Wednesday 23 March  
2016 10:00am

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**MINUTES FOR AGM  
WEDNESDAY 23 MARCH 2016**

**Welcome:** Meeting was opened and all were welcomed to Outback Arts Annual General Meeting (AGM) by Su Hely.

**Board:** Su Hely, Pauline Serdity, Sally Torr, Angela Shepherd, Bill Burnheim, Jane Keir

**Staff:** Jamie-Lea Hodges, Eliza Walters

**Apologies:** Stuart Johnson

**Motion:** That the apologies be accepted

**Moved:** Angela Shepherd

**Seconded:** Pauline Serdity

**Minutes of last AGM held on 27 March 2015**

Minutes of the last Annual General Meeting held on 27 March 2015 were circulated to all members.

**Motion:** That the minutes of the Annual General Meeting of 27 March 2015 be accepted.

**Moved:** Pauline Serdity

**Seconded:** Angela Shepherd

**CARRIED**

**Motion:** Chair report be accepted

**Moved:** Su Hely

**Seconded:** Angela Shepherd

**CARRIED**

**Treasurers Report**

**Motion:** That in lieu of the Treasurer's report a Special Resolution meeting is to be called prior to the next general meeting.

**Moved:** Jane Keir  
**Seconded:** Angela Shepherd  
**CARRIED**

**Motion:** That the 2015 auditors report is of an acceptable standard.

**Moved:** Sally Torr  
**Seconded:** Angela Shepherd  
**CARRIED**

**Motion:** That the tabled audit 2015 letter reports discussed will be addressed by the RADO.

**Moved:** Bill Burnheim  
**Seconded:** Jane Keir  
**CARRIED**

**Notes:** The audit management letter was read out and audit information was made available to board members. It was declared that it was of an acceptable standard.

*Chair vacates seat > Amanda Colwell to chair AGM*

**Election of the Board of Outback Arts for 2016**  
**(Amanda Colwell chaired the election)**

**Confirmation of Nomination for Council Representatives**

- Outback Arts Inc constitution rule 27.1 regarding the appointment of local government representatives as follows: "Each Council contributing financially to the organisation has the option to appoint one delegate directly to the board".

- According to the Outback Arts Inc Constitution rule 27.6 each member elected to the board will, subject to these rules, hold office until the conclusion of the annual general meeting one year following the date of the member's election or co-option but is eligible for re-election or re-co-option provided the member has not held that position for more than two consecutive terms.

- According to the constitution Council Board delegates are exempt from written nomination forms and hold their nomination to their board unless otherwise noted, due to this clause the CAPO reported the representatives of each local government area within the Outback Arts region are:

Bourke Shire Council –	Stuart Johnson (Alternate - Sally Torr)
Cobar Shire Council –	Angela Shepherd (Alternate - TBA)
Coonamble Shire Council -	Bill Burnheim (Alternate - John Walker)
Walgett Shire Council –	Jane Keir (Alternate - Michael Taylor)

**Nomination for Community Representative Members**

The RADO confirmed that there are 3 delegate positions available for community organisations or independent members on the Outback Arts Board. There have been 4 nominations received.

1. Kylie Harvey
2. Su Hely
3. Jo Mihalic
4. Sally Torr

**Motion:** That Kylie Harvey, Su Hely and Jo Mihalic be elected as Community Representative Members.

**Moved:** Pauline Serdity

**Seconded:** Bill Burnheim

**CARRIED**

**Election of Office Bearers**

All positions were open for nominations.

Amanda Colwell chairperson for the AGM.

**Chairperson**

Nomination Received: Jane Keir nominated Su Hely

**Motion:** That Su Hely, as the only nominee, is elected to the position of Chair for 2016.

**Moved:** Jane Keir

**Seconded:** Pauline Serdity

**CARRIED**

**Vice Chairperson**

Nominations received: Jane Keir nominated Pauline Serdity

**Motion:** That Pauline Serdity, as the only nominee, is elected to the position of Vice Chair for 2016.

**Moved:** Jane Keir

**Seconded:** Angela Shepherd

**CARRIED**

**Treasurer**

Nomination Received: Jane Keir nominated Pauline Serdity.

**Motion:** That Pauline Serdity, as the only nominee, be appointed as treasurer of Outback Arts for 2016.

**Moved:** Jo Mihalic

**Seconded:** Su Hely

**CARRIED**

**Other Business**

- **Appointment of the Auditor for 2016 financial year being 1 January 2016 to 31 December 2016**

**Motion:** It was agreed that Henderson McColl & Co Chartered Accountants be appointed for the 2016 period.

**Moved:** Jane Keir

**Seconded:** Bill Burnheim

**CARRIED**

- **Appointment of the Public Fund Sub Committee**

Discussion: Public Fund (Sub Committee to the Board)

51.2 The Fund will be administered by a management committee or a sub committee of the management, a majority of who, because of their tenure of some public office or their professional standing, have an underlying community responsibility, as distinct from obligations solely in regard to the cultural objectives of Outback Arts Inc.

**Motion:** That the 2016 Public Fund Committee members are Su Hely, Pauline Serdity, Jamie-Lea Hodges and Bill Burnheim, with the removal of Stuart Johnson.

**Moved:** Angela Shepherd

**Seconded:** Pauline Serdity

**CARRIED**

- **Appointment of the signatories**

**Motion:** That Su Hely, Pauline Serdity, Jamie-Lea Hodges and Bill Burnheim are signatories of all Outback Arts accounts including online banking, with the removal of Stuart Johnson.

**Moved:** Angela Shepherd

**Second:** Pauline Serdity

- **Appointment of the 2016 CASP board representatives**

**Motion:** That Kylie Harvey and Jane Keir are the 2016 CASP board representatives.

**Moved:** Bill Burnheim

**Second:** Jo Mihalic

- **Appointment of the Constitutional Sub Committee**

**Motion:** That Su Hely and Pauline Serdity are the Constitutional Sub Committee members.

**Moved:** Jo Mihalic

**Second:** Sally Torr

The date for the next AGM is Wednesday 22<sup>nd</sup> March, 2017.

**Close 11:06am**

# Cobar Shire Council



## Staff Attitude Survey Report

**October 2015**

## Background

The fourth biennial Council staff attitude survey was conducted in September 2015 to provide Council management with critical feedback from Council's workforce. The survey is a follow-up to similar surveys conducted in July 2009, September 2011 and September 2013.

The survey focussed on questions to gain an understanding of employees' attitude to Council as an employer, to better understand the existing "culture" in the workplace and to increase staff satisfaction and morale.

## Staff Attitude Survey Results

The results attached have been collated from a survey conducted across the entire organisation.

- Number of Staff Surveyed: 174
- Number of Responses: 64 (36% response rate)

In considering the results of this survey, management will decide where to allocate resources to provide the greatest improvement in management effectiveness, learning and development, employee engagement and morale, productivity and efficiency.

Desired outcomes from this Staff Attitude Survey are:

- Increase Organisational Morale and Employee Engagement
- Improve the Relationship between Management and Employees
- Increase Individual Productivity
- Make Training More Effective

## Summary of Results

Employees feel the four things (in order) that would change Council for the better are:

### 2015

- Effective leadership
- More people to do the work
- Improved communication
- Employing the right people

### 2013

- Employing the right people
- Provide more training
- Monetary rewards scheme
- More people to do the work

### 2011

- Improved Communication
- Employing the right people
- Effective leadership
- Monetary reward scheme.

### 2009

- Employing the right people
- More teamwork
- Effective leadership
- Remove double standards



Employees see the four best things (in order) about working for council are:

**2015**

- Hours of work
- Challenging work/job satisfaction
- Fellow employees
- Location/convenience

**2013**

- Fellow employees
- Hours of work
- Challenging work/job satisfaction
- Location/convenience

**2011**

- Hours of work
- Challenging work/job satisfaction
- Fellow employees
- Interaction with customers

**2009**

- Challenging work/job satisfaction
- Hours of work
- Fellow employees
- Ability to take initiative/make decisions

Employees see the four worst things (in order) about working for council are:

**2015**

- Poor communication/cooperation between different work areas
- Poor management
- Slow decision-making/no follow up on issues
- Too much waste and inefficiency

**2013**

- Poor pay
- Too much waste and inefficiency
- Too many poor performers on the payroll
- Slow decision-making/no follow up on issues

## **Recommendation**

That management address the following areas:

- Communication across Council work areas
- Define our values and future direction
- Leadership skills and ability
- Analyse current organisational chart to ensure appropriate staffing levels
- Effectively manage poor performers
- Reward and recognise high performers
- Address workloads and excessive work hours

# COMMENTS

## **Council has a clear strategy and direction for the future**

The direction is unclear and wavers around depending on the current crisis and mood of council.

Not information that is known to all staff.

Not clearly stated what it is.

## **Council is changing for the better**

I hope.

Senior management has at least one sociopath.

Very slowly, and very small changes - but we have some good new people here now that that want to make change and improvement happen, rather than Staff morale is low. This affects productivity and reduces Councils ability to retain and attract staff. While some positive improvement has been occurring, Unfortunately change can sometimes only occur when DOLLARS are available. At the present time, as in the past, any funding allocated to Local Govt seems to There are a lot of areas that need to be changed. Staff attitude is a major one. Slowly changing.

## **Council has clearly defined values**

Unfortunately they change depending on the mood of the GM. Things are not standard across the board!

Benefits for middle and upper management are contrary to Council policies.

Values should be the core of a business, but they are not highlighted or talked about regularly enough to make them part of our Culture - they exist, but they While staff are asked to meet certain standards on values, supervisors/management are found to often breach these same values which are set as

Not discussed clearly with all staff.

## **Council as an employer is good to work for**

Not enough staff to cope with the work, but are refused overtime

Shows how limited that government departments can be. With supplying quality items and programs to work with.

Frustrating at times because it feels and sounds like people want to move forward, but are reluctant to actually make changes or manage a process to

Staff are often overwhelmed in their position due to high work loads and rather than get assistance with this issue, staff are ridiculed and are unacceptably berated in front of other staff members. Assistance/guidance on being overworked is not recommending that staff spend more hours at work to complete

**I am satisfied with my job**

I love some aspects other parts I could give away today!

I love my job, but the pressure is more than my position requires.

Being pulled from pillar to post to complete without mistakes.

I enjoy working here, however there can be improvements to the culture to make it even better.

Reasonably well paid for the level and responsibility. However no opportunities for growth. If our leadership was stronger and more consistent, and focused on actually improving our business, I think it would be a better place to work. Lots of conflicting agendas which makes it difficult to move forward.

Would like more training.

**I feel secure in my position**

There is a lot of talk about people being sacked/reprimanded by Councillors and senior staff. There are talks of hit-lists of people being targeted for dismissal

**I am satisfied with Council's current salary system**

Really needs more flexibility in some areas and in others needs more consistency, I know never happy!

Some staff seem to be underpaid, especially when outside normal work hours are expected, but we can't get paid for it.

Sick of "it is part of your job description to do" and this seems to cover a WIDE variety of items.

There is a lack of incentive for staff to continue being a great employee when they progression through the salary is capped after a few years. There should

There is general discontent in the review process and inability to be rewarded for great performance if you are already at the top of your band. You can be rewarded for poor performance so long as you tick the boxes for skills - which is why we have employees who are unaware they are non-performers and will

I recently asked for a pay increase to tradesmans rates and was declined I have skills that I learnt while doing my mechanical trade such as welding. I have used my own welder to make repairs to equipment that would have otherwise been done by a contractor. I also have a Electrical connect disconnect licence that enables me to do minor electrical repairs. I think that failure to recognize these skills is pretty poor.

Take on more duties with no financial thankyou.

Too many break downs, Summer needs to have a butter program and get off civic view . Pay increase on 12 month yes.

**I have a clear career path and opportunities for promotion**

No career path, or opportunities for promotion.

Right !

Been working on this with no feedback.

**I receive the training I need to do a quality job**

Our section generally sources our own, particular to our section.

There are many more training opportunities available now for staff due to staff changes in the HR Department.

Not required to do my job, came with the required experience. Limited training budget so even if training was required, not sure it would be available?

**The best people for the job are always selected**

Depends who you are or your position.

In our area of council I believe this to be true, but I wonder in other sections.

But then, people are selected and told they will be doing this, and it doesn't happen. Management seem to forget what was stated.

Whilst it is understood that a remote council can have limited ability in attracting great quality staff, we should not always choose someone because we have a gap and desperately need to fix it. Poor quality staff weigh other teams members down reducing efficiency and increasing stress levels

Often difficult in a small town, pool of applicants are limited and therefore quality is also limited. We have some existing people in positions that are

How would I know?

It seems to be it's not what you know it's who you know.

**There is a good relationship between management and employees**

In my case.

That's bullshit !

Management speaks rudely to staff.

In my department I believe there is.

In a certain department.

In some areas of the organisation it is very poor. Not all areas though.

A lot of discontent, obvious discontent, most who are disgruntled are not keeping their feelings quiet.

In my area yes and I am happy with the relationships, in other areas no.

there is a clear divide with some management

In some areas there are, not all though.

### **Management regularly spend time with us**

LBV Management not CSC Management.  
Don't really want them too either.  
Don't find it necessary to deal spend more time with management.  
In a certain department.  
Depends on your level - if you request that they spend time and pass on information, sure, but if you don't it isn't forthcoming.  
In my area yes, but I can see areas where this doesn't occur.  
May not see them daily.  
Not upper management.

### **When decisions are needed from management they are made in a timely manner**

LBV Management not CSC Management.  
Sometimes yes, sometimes no.  
In a certain department.  
Takes FOREVER to get a decision made on what seems like the simplest of things.  
Management expect it to be done then and there.  
Depending on the issue.

### **I get feedback about my performance**

It's always negative. We get told what we don't do, not what we do good.  
I receive feedback which I later find out to be wrong - feel I am lied to.  
Only once a year at Review time. Big woop. Then I don't get a payrise because there is no career path to follow.  
Performance feedback should be continuous and not just on an annual basis. I found the feedback unhelpful and not constructive. It should be a practical  
Depends on your Manager, but personally agree.  
At my appraisal yes, throughout the year at times.  
only on performance review time.

### **Good performance by employees is recognised and rewarded**

Recognised but not rewarded.

Depends who you are.

We do not do this well and there is little room to do so.

The Monthly Award is a step in the right direction though.

The Employee of the Month Awards put in place by HR are a great way of recognising outstanding employees and rewarding their efforts! Unfortunately if a manager/supervisor doesn't bother to nominate any of their staff, there could be some employees who miss out as a result of their superiors laziness.

The staff recognition program is excellent, however this needs to be supported by 'actual' good performances being recognised on a regular basis.

Agree now - it never was in the past. Michelle has introduced more tangible employee recognition programs, nothing was done in the past, other than

bonuses to Directors, but nothing for anyone further down the food chain. Our performance review system doesn't allow for reward or good performance

There have been many occasions when this has not occurred, it has improved with the new system implementation, however some staff are still being over Co workers yes, management no.

### **Poor performance by employees is challenged and corrected**

They try sometimes.

People show up late for shifts or not at all.

This is a drawn out process for all involved.

Especially senior management who lie their way out of situations.

But they don't need to be intimidated, it needs to be approached properly and civilly.

There are many examples in this organisation where poor performing employees are not performance managed and left to continue being a negative asset

Council appears to do anything and everything to avoid performance managing a poor performer. Moving them from one team to the other hoping another Manager can handle them better and the problem will go away. Many bad behaviours go on for years because the employee is not 'pulled into line'. Until it

Management NO.

Depends on the employee.

### **The management style is more about teamwork than giving orders**

Needs big improvement.

No team work with some RN's.

At LBV.

Management style is all about the director looking good, no matter what the cost to the employee.

My work style has changed from being mostly proactive to reactive due to being constantly ordered to change the priorities of my work schedule.

Depends on which department you are in. Well known that Engrineering is a Dictatorship because the GM is an Engineer and interferes in day to day

**In my workplace morale is high**

Lot's of bitching.

In my immediate work area morale is high however I don't feel it is the same throughout the whole office area.

Specifically in my department.

The department that I work in has a good culture.

It isn't as bad as it was a couple of months ago - but it is still bad! Michelle is trying her hardest to change the way we work, but it isn't going to happen Working on it.

The overall attitude of staff is poor.

**Everyone in my department "pulls their weight"**

Would love to see that.

We consistently do more than we are credited for.

Everyone has a bad day, no exceptions. So you can forgive those days, but if they are too often, that then causes problems in an area.

Again in my immediate area it does.

All team members in the department equally work hard on their various projects.

**There is open communication and cooperation between employees in my work area**

Just in my immediate area with my supervisor.

Some areas yes, some areas no.

Not always.

**There is a high level of trust between members of my team**

With myself and my supervisor there is.

When Management lie - how can there be trust! Team members however, agree, I trust those I work with, not those I work for.

Working on it.

**General Comments**

To be respected and acknowledged by management for workload that is getting harder. Would like to be understood more when issues come up that need Consideration/ acknowledgement for the larger work loads, the smaller work force in the short term, and then maybe staff might be more receptive to Employees need to plan ahead and should not expect things to be done asap.