

END OF TERM REPORT



**COBAR SHIRE
COUNCIL**
outback nsw

2017-2021

OUR VISION

Our Vision is for Cobar Shire to be an attractive, healthy and caring environment in which to live, work and play, achieved in partnership with the community through initiative, foresight and leadership.

OUR MISSION

Our Mission is to provide sound and sensible government and ensure that works and services are delivered effectively and equitably to the community of Cobar Shire.

Council will also develop and constantly review its policy on the maintenance of its road network with current priorities to include the sealing of the following strategic roads within the Shire; Ivanhoe Road, Louth Road and Tilpa Road.

OUR VALUES

Council has adopted the following Values that should be reflected in how the whole organisation operates and interacts with others:

- Continually strive for improvement in every aspect of Council's activities and recognise initiative.
- All activities are to be customer focused and provide equity for all.
- Involve the community in decision making through open government and consultative processes.
- Foster and promote sustainable ecological and economic development, rural pursuits and industries that contribute to the wealth of the region and in keeping with the environment and resident's lifestyle.
- Conserve and protect the natural beauty of the area.
- Promote a spirit of regional cooperation particularly in regard to planning, infrastructure, economic development, tourism and employment.

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Executive Summary

Cobar Shire Council's End of Term Report has been prepared under Section 428 and Essential Element 1.10 of the *Local Government Act 1993*. Council is required to produce a report every four (4) years at the end of each Council Term. This report covers the period September 2017 to August 2021.

This report from the outgoing Council should measure the implementation and effectiveness of the Community Strategic Plan, Community Enhancement Strategy, Delivery Program, Resource Strategy and Annual Operational Plan in achieving its community, economic, governance, infrastructure and environmental strategies over the past four years.

Council's Delivery Program and the Annual Operational Plan have been prepared to reflect the Themes, Outcomes and Objectives of the Cobar Shire Council's Community Strategic Plan. Cobar Shire 2025 outlines future aspirations for the Shire. It does this by defining five strategic themes for the period. Each theme outlines the long term goals and community outcomes and then the strategies that Council, partner organisations and individuals can undertake to work towards them.

1. Community

- 1.1 Strong coordination between government agencies, Council and NGOs to ensure efficient service delivery, avoid duplication of services and build the capacity of the community.
- 1.2 Young people are able to reach their full potential, are encouraged to stay in the region and have a wide range of opportunities available to them locally.
- 1.3 Families are supported, social inclusion is valued and families who relocate to Cobar stay in Cobar.
- 1.4 A generous, engaged and participative community with a strong community spirit.
- 1.5 A healthy and active community.
- 1.6 A safe and clean community

4. Infrastructure

- 4.1 A clean and reliable water supply.
- 4.2 Good communications networks with services equal to the metropolitan areas.
- 4.3 Good transport networks that increase the accessibility of Cobar and markets.
- 4.4 Good quality and affordable community facilities and infrastructure

2. Economy

- 2.1 A vibrant shire that promotes and supports business growth and retention, development and investment.
- 2.2 A strong and diverse tourist industry with a focus on customer service.
- 2.3 A strong business hub operating out of the Cobar Airport.

3. Governance

- 3.1 A well-funded Council that is well managed and well governed.
- 3.2 An engaged community that participates in decision making.
- 3.3 A well-functioning Council that focuses on strategic planning, provides good customer service and secures value-for-money goods and services

5. Environment

- 5.1 Ability to adapt to climate change and benefit from climate change initiatives
- 5.2 Well managed public and private land.
- 5.3 Clean air in the community

COMMUNITY

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

Strong and participative Interagencies

Cobar Shire Council have continued to host the Community Service Forum here at Council and offer zoom as an option for services from Dubbo, Bourke etc. to be involved without needing to travel. April and June's meetings were both well attended.

Cobar Shire worked with NSW Health, Department Planning Industry & Environment (DPIE) and EPA to assist with optimisation and improve water and sewer services

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

Implement the actions outlined in the Youth Development Plan

Temporary job share youth officers being put into place for the next 18 months.

In-library school holiday craft sessions were only offered in-house for about half of the year due to COVID-19 physical spacing requirements. 107 take-home craft packs were created and distributed, and when craft activities were available in the library 83 children attended.

A greater range of youth activities are organised and coordinated

CYFC has held school holiday programs each holidays. We continue to have our drop in area open so the community can come and play games anytime.

Cobar Youth Council run a great Youth Week 2019, it was very successful.

Due to COVID-19 restrictions activities were reduced.

The Youth Centre was then closed due to renovations.

Increased educational opportunities provided locally

Cobar Shire Council has worked with organisations to increase the quality and diversity of educational opportunities available locally.

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

Parents are supported in their role to raise their children and services are available to assist them build their parenting skills

The Cobar Shire & TAFE Library continues to provide a valued service, including the only school holiday activities being offered in Cobar, which have been fully subscribed. There has also been good participation in reading programs and the e-books service is now available.

Information provided to families as it becomes available, including passing on information made available through the Cobar Interagency. Information was included in the Community Services Directory, on the What's On slide show and forwarded to the Cobar and District Mothers Association, Far West Family Day Care, Kubby House, schools and preschools.

Pre-school storytime, rhyme & craft sessions were only offered in-house for about half of the year due to COVID-19 physical spacing requirements. 13 take-

home craft & rhyme packs were created and distributed in July, and when storytime was available in the library 157 children attended with parents/carers.

Increase the supply of childcare and preschool places and options

Cobar Shire Council's Children's Services has continued to provide a valuable community service with COOSH operating with strong participation rates and Family Day Care being able to recruit three new Educators during the year, allowing increased access to childcare in Cobar.

Now that the 'free childcare' period has ended we will be continuing to reviewing policies. Transportation changes have been completed & distributed. Reviewed IHC Educator Registration packages, also moved to online registrations for IHC, FDC & COOSH families

- COOSH continues strongly.
- Kubby House Child Care is now incorporated into Cobar Shire Councils business.

- Design & Commitment for the ELP is progressing.

Increase the knowledge of the community on a range of services available in Cobar Shire and how to access them

Our Website is regularly updated and reviewed, it is easy to navigate and is one of the best in the State. Our website receives high traffic flow monthly. The Community Services and Business Directory are updated with a mail out every 6 months with information updated as available.

Cobar Shire Council started a Facebook Page which is updated on a regular basis to keep the community informed and up to date.

Have a family orientated activities to encourage families to socialise in the community

Australia Day Celebrations

The COVID-19 pandemic cancelled all event in relation to the 150 years celebration. Council is planning a "Back

to Cobar" month celebration in October 2021 pending COVID restrictions.

1.4 A generous, engaged and participative community with a strong community spirit.

Encourage business and volunteer support for local events, organisations and activities

Tourism staff work collaboratively with local organisation to help deliver events within the community. Staff worked closely with the Cobar High School staff and students to prepare the music for the Cobar Miners Memorial opening. Staff have met recently with the Aboriginal Local Lands Council to discuss items in relation to Indigenous tourism and Museum exhibition. Staff worked closely and assisted the RSL sub branch in preparation for ANZAC day and provided staff and equipment for the event.

Business supports local events, organisations and activities

Cobar Shire Council has Assisted sporting, community and business groups to promote major events. This has been achieved through email distribution Council's Website, Councils Facebook page and Council's Special Projects Officer.

Develop initiatives to maximise the benefits and minimise the negative impact of shift work and FIFO/DIDO on the community.

Council continues to monitor the effects of changing rosters, employment in the mining industry and residential living within the Cobar mining community. The main impact for the year was a change from 4 and 4 rosters to 7 and 7, which has resulted in more people basing themselves out of the Shire and driving in and out for rosters.

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

Council continues to work with government agencies and other groups due to COVID-19 meetings have been ceased.

Support arts and cultural organisations, activities and facilities

Council have continued to provide annual funding which assists Council in accessing Art and cultural grants. easing, we have been fortunate to have a puppet show attend Cobar through Outback Arts funding as well as 'Outback Out loud' which was an opportunity for locals and anyone to tell their stories and become familiar with the world of podcasting.

Staff assisted with the promotional assistance for the Cobar Arts Council Cobar Community Collective exhibition at the railway station

The museum team continues to work with consultants to finalise the museum upgrades. Speed framing and plinths have now been installed on site and all graphic proofs have been finalised and ready for production. Consultants are closely working with manufactures and conservators for graphics, display boxes and object conversation. All objects returning to exhibition space have been

catalogued, prepared and cleaned to be moved into the exhibition.

1.5 A healthy and active community.

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

Council has been active with the local mines to support the Outback Division of General Practice in successfully attracting two doctors. Incentives include housing, flights and pool admission.

Council attended the Health enquiry to identify the issues related to health services in Cobar.

Increase the use of Council owned and other sporting and recreational facilities across the community.

Redeveloping Drummond Park playground – Stage 2.

Cobar Youth and Fitness Centre – develop plan for upgrade of the facility.

Museum- develop plan for upgrade of the facility.

Ward Oval- develop plan for upgrade of the facility.

Provide adequate infrastructure to care for older residents locally

Completed Covid vaccinations for residents.

Completed influenza vaccinations for residents

Continued Wellness checking of all visitors/ stakeholders on entering the facility

Engage suitable staff to deliver required cares for residents

Completion of resident survey using survey monkey (electronic)

Continued monthly resident meetings ensuring information is shared and the residents voice/s are heard.

Information emailed to family members ensuring information is shared.

Commencement of Clinical Care Manager to support care staff in service delivery.

Increased "on floor" presence of DoN to support and assist staff needs

Engagement with new pharmacist to ensure pharmaceutical needs are addressed and corrected

Participation in newly formed Governance Committee addressing requirements.

Daily checking of progress notes, adverse events and care plans to ensure assessed needs are delivered in a timely manner.

Completion of quarterly KPI report displaying improvements in all aspects of resident cares- shared with staff.

Don participates in daily hand over to update staff with information, ensuring GP requests and directives are managed.

Closely works with RAO to ensure the choices of the residents are maintained, privacy and dignity a key element in lifestyle choices update staff with information, ensuring GP requests and directives are managed.

Closely works with RAO to ensure the choices of the residents are maintained, privacy and dignity a key element in lifestyle choices

1.6 A safe and clean community.

A more visible and engaged police presence.

The General Manager has provided secretariat duties to the Cobar Liquor Accord for the past term. Meetings have

been held quarterly with attendance of Police.

Implementation of the Cobarr Crime Prevention Plan and Strategy

Council this year has priority action in this area is to scope out the design and costing for a comprehensive CCTV network to protect Council's assets.

Encourage safe and sustainable development.

DA Values – 2016-2017: \$1,274,552, 2017-2018: \$3,274,870; 2018-2019: \$40,719,698; 2019-2020: \$8,844,597. 2020-2021- \$36,1654,856

We determine on average 50-70 development proposals each year

ranging from carports, dwellings and swimming pools to factories, supermarkets and mines. Council determined over \$45 million worth of development in the 2020/2021 financial year.

Provide and maintain safe and serviceable public facilities and infrastructure.

Inspections and cleaning of the public amenities are carried out daily with maintenance and repairs carried out on an as need basis with emergency maintenance and cleaning being performed as required.

Upgrade street lighting to current standards and technology.

.Provide protection from fire, natural disasters, public health and other threats to the community.

The LEMC has met quarterly throughout the year.

ECONOMY

2.1 A vibrant shire that promotes and support business growth and retention, development and investment.

Encourage business growth and new business opportunities in the Shire

A shop local campaign was implemented 2019/2020 after Council's Economic Development Manager has held discussions with business owners. Council have purchased the land for the proposed new Industrial Estate. Council have submitted a grant to establish a new Industrial Estate.

Council remains to work with the Cobar Business Association. Council staff hold the secretary role on the committee and continues to work closely with the committee on future campaigns and events.

Review and Implement the Economic Action Plan

There was limited implementation of this plan outside of the events and tourism area due to the lack of staff, however with the employment of a new Economic Development Manager this should improve in 2019-2020. The development of the proposed Industrial Estate will continue to be pushed through funding bodies.

Encourage people to shop locally

Council remains to work with the Cobar Business Association. Council staff hold the secretary role on the committee and continues to work closely with the committee on future campaigns and events.

Council act as the "bank" for Cobar Quid's on behalf of the Cobar Business Association. Cobar Quid's are legal tender which can only be spent in Cobar Businesses to encourage shopping locally. There were 615 transactions for

the year.



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

Update and implement the Tourism, Events and Museum Business Plan

New Tourism signage has been installed at the entry points to Cobar and boundaries. This signage is a short-term solution to repair the signs that were in desperate need of care in these locations. Council have prepared a portfolio of current tourism signage and will work on a signage style guide to be presented to council in the future.

Tourism Staff continue to keep in close communication with businesses, tourism operators and community groups to assist with regular promotional activity for events hosted within the community.

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

Urban enterprises were engaged by the far North West Joint organisation as a consultant to prepare a Tourism Marketing Strategy for the Councils

Cobar, Bourke and Walgett. The aim of the project is to establish a shared vision and direction for the Far North West region as a visitor destination, guide future tourism development initiatives and marketing activities. The stagey has now been presented by Urban Enterprise and each shire will now work on the short and long-term goals of rolling it out.

The Kidman Way promotional committee featured in The Australian Traveler online digital feature for the month of April. Cobar was also featured in the April edition for the Wanderer which is Australis largest RV club magazine. Cobar was featured in a 8-page editorial piece and was awarded the front cover photo for the CMCA 35th Birthday edition.

2.3 A strong business hub operating out of the Cobar airport.

Encourage business development at Cobar Airport and encourage Cobar as a stopover point for aircraft

Actively seek out business opportunities to enhance the operations at Cobar Airport. Promote the airport to interested parties to establish business enterprise. Discussions were held with interested parties to establish business using airport facilities.

Two new footprints released. No business queries

GOVERNANCE

3.1 A well-funded Council that is well managed and well governed. Increase Council's income stream

Council has continued to seek and be awarded significant grant funded projects throughout the year. These funds allow capital works projects to be undertaken that Council could not otherwise afford, with a rates income of just \$4m. Sufficient project management resources have allowed the projects to largely be delivered within parameters and the slowdown in grants during the election cycles was welcomed to allow projects to be caught up before new ones awarded. It is expected that 2019-2020 will be equally busy with grant seeking and project management.

Council has continued to apply for grants in line with its Annual Operational Plan.

Councils' surplus funds have been

invested to maximise interest revenue after taking Council's current and future working capital and operational needs into consideration. Interest rates have dropped considerably since the inception of COVID-19. Therefore, there has been a reduction in interest revenue for the period and this is expected in the future.

The outstanding balances at 30 June 2021 were \$1,107,608.32, of which \$513,653.84 is water usage which is not due until 23 July 2021. Debt collection was ceased during the year due to Covid regulations but will be resumed in 2021-2022 to reduce the outstanding balances.

Projects undertaken throughout 2017-2021 were:

- Drummond Park upgrades
- Pool Facilities (BBQ and Shade Replacement)
- Upgrade Medical Centre
- Dalton Park - Playground
- Apex Park – Playground
- Library Arcade Improvement

- Truck Wash Construction -
- Worked with Cobar Netball Association– court resurfacing.
- The commencement of the new Water Treatment Plant
- Upgrades to Play Equipment in our Parks.
- Upgrade to Museum
- Drought Relief Projects
- The redevelopment of the Great Cobar Heritage Centre
- The replacement of our aging water pipes in Cobar township
- The upgrading of Ward Oval facilities and a new Early Learning Centre
- Ongoing improvements to playground equipment
- Drought Community Program projects
- The Grain Road Seal Extension
- Extensions of the Lilliane Brady Village – 10 new beds.
- Cobar youth & fitness centre design completed.
- Great Cobar Heritage Centre upgrade
- Ward Oval Community Hub and Early Learning precinct designed.

New Water Treatment Plant/ water storage pump station
Sewer treatment inlet/ Sewerage pump station upgrade
Cobar Miners Memorial

New Footpath Construction
Dalton Park Horse Complex Toilets
Town Beautification
Sealing of the Grand Carpark and Town Hall Cinema Carpark
Town CCTV installation
Drummond Park Rotunda Repairs and Shade Installation
New Pool Shade Structure
Sound Speakers in Marshall Street
Bus and Taxi Shelter Upgrade
Caravan Park Photo Wall fence
Pulpulla Road construction including sealing

Undertake sale of land under Section 713. Recovery of outstanding rates.

Undertake the new requirements as per Services NSW Contract. All administration and financial services undertaken as per

Implement initiatives of the NSW Government designed reform and improve the functioning of local government

No service level reviews were undertaken in 2019/2020. Parks and Gardens is the only service area marked for review that has not been finalised.

Minimise risk for Council and the community

The Enterprise Risk Register was completely reviewed and adopted by Manex in 2019.
Quarterly departmental reviews have commenced to ensure updates/additions/deletions are recorded.
Manex review all high level risks at each monthly Manex meeting.

Policies and Procedures for WHS have been developed and regularly reviewed. Any changes or new policies/procedures are relayed to all staff. To meet our consultation requirements, the Councils WHS Committee are asked to participate in these reviews, and managers/supervisors are asked to discuss any changes with employees. Council conducts a yearly StateCover WHS Audit to highlight any areas that need attention, and complete yearly StateWide Continuous Improvement Pathway (CIP) program to further improve our safety systems in an area of

risk chosen by them. Nationally Recognised Training in WHS and high-risk activities carried out by Council employees is provided where required.

At the Annual Induction Day all outdoor employees are retrained in the 6 SWMS relevant across the whole organisation. A review of Council's WHS Management System will identify the risks and hazards in the workplace, and SWMS will be created from this. Training of the SWMS will follow, through consultation in supervisors meetings, toolbox talks and on the job training.

Strong governance measures in place

Code of Meeting Practice advice provided as required. All administrative assistance provided to ensure meetings are undertaken appropriately. Reports are clearly delivered and supported by all relevant staff.

3.2 An engaged community that participates in decision making

Encourage more direct participation and interaction between Council and the community

Regular newsletters are generated and distributed giving an update on projects, corporate issues.

Regular adverts are placed in the paper to the community updates, along with Facebook postings across Council's business units - with Facebook accounts regularly updated by the Youthie, Library, Tourism and Council. Council also uses Instagram to sell what we are doing and to generate interest. Frequent email mail outs have been sent to staff on COVID-19 updates.

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

Good customer service provided by all Council Officers

Council is striving to ensure that the services it provides for others are properly funded. Costs are continually critically

analysed and monitored and the challenge for Council is to continue to do more work with less funds and resources.

Staff are valued, well trained and able to undertake their roles and functions

Council have been utilising online performance reviews through PULSE for the last three years, which is modified and improved each year. This year the behavioural expectation statements were updated to correlate with the terminology in our ACE IT core values. A training module was also added this year to allow for consistency when developing training plans.

Council introduced GEM Awards in 2018 to encourage staff to nominate their peers for "Going the Extra Mile", the awards are presented at a quarterly BBQ for all staff. Following a staff suggestion, we aligned the 2020-2021 GEM Awards with Council's Core Values. The following staff have received GEM Awards in 2019/2020: October 2019 – Glen Smith, December 2019 – Carolyn White & Tim Lee, April 2019 – John-Wayne Josephson and June 2020 is yet to be announced.

Attraction and retention are significant HR issues for all regional Councils in NSW. It used to mainly effect professional and technical roles, but is now impacting recruitment for all roles (including entry level administrative positions) Apprenticeships for 2019-20 and 2020-21 were put on hold due to the lack of qualified tradesmen to support them.

Council's Employee Assistance Program is utilised by staff and promoted to individual staff who may benefit from the assistance.

We have researched options for EAP services and will be recommending a more holistic approach to that benefit commenced in Q4.

We are focusing on all areas of health and well-being for staff and promoting other training and activities throughout the business including our health and wellbeing day for all staff which was held on 18 March 2021.

Overall the industrial harmony is sound.

There continues to be very few items brought to CC by employee representatives on the committee, majority of items are raised by HR for policy review, structure changes or position re-evaluations.

Council undertakes adequate strategic planning activities and meets all legislative reporting requirements

All Annual Financial Statements have been completed, on time and with a positive review on Council's position, which has been advised by Council's Auditors.

Council has actively Implemented Councils Community Engagement Strategy, however during COVID and with COVID restrictions affecting Councils ability to deliver most aspects we have been restricted for the last 12 months as to what Council can/ cannot do. Council recognises the need to update the Community Engagement Strategy but to date, Council have been unable to do this due to COVID-19 restrictions. It is a high priority for Council to complete when restrictions ease.

With the postponing of Council elections for 12 months, Council's Workforce Plan is now due for review and renewal in February 2022 in preparation for 1 July 2022.

Good procurement processes in place to ensure the most advantageous provision of goods and services to Council

The Contracts Register is reviewed on a regular basis. Policies and procedures are reviewed regularly.

Vendor Panel has been implemented across Council. Local supplier reaction has been positive. The use of registers in order to maintain Council compliance has been effective, as well as the use for higher level procurement including tenders. Staff require further education around the purpose and how it relates to our policy and procedures in order to encourage use as the main procurement tool. Further procurement training will be provided to Council Staff in September.

INFRASTRUCTURE

4.1 A clean and reliable water supply.

Improve water supply infrastructure to Cobar, including piping the Albert Priest Channel, replacing the Nyngan to Cobar pipeline and improving pump stations, water storages and other associated infrastructure

Representation has been made to the minister for funding. Regional water strategies have been updated to reflect the option for improving the APC.

Increase Cobar's water allocation

Application has been submitted to NRAR for an additional 1,300ML allocation per year. Still awaiting response.

Improved water infrastructure across the Shire, including the town reticulation system

- Internal steelwork and roof framing installed. Internal coating and roof installation completed
- Cast iron project has reached completion in January 2021. Funding deed for dead-end mains installation/upgrade is approved. Project currently out for Tender.

Provide Contract services to Cobar Water Board

Contract services have been provided to a satisfactory standard to the CWB.

Together with NSW Government \$1 Million from the Federal Government has been applied for. A business case to be undertaken to support additional funds for the remaining 100km.

Work with NSW Public Works to implement the Resources for Regions project to replace the pipeline, in line

with direction provided by the Cobar Water Board

Cobar Water Board (CWB) has continued to advocate to State government the public consultation for the Draft Regional Water for the renewal of the Nyngan to Cobar pipeline. Council continues to support these submissions by BWB and has reinforced these points in its response Strategy.

4.2 Good communications networks with services equal to the metropolitan areas.

Improved access to telecommunications, radio, TV and broadband services

Critical repairs completed

4.3 Good transport networks that increase the accessibility of Cobar and markets.

Seek ways to expand the sealed road network and improve and maintain the unsealed road network

Council will continue to investigate possible funding options for The Wool Track. Currently there is no funding streams open for this project.

Funding for Pulpulla Road (SR6) was successfully received through the states 'fixing Local Roads' program - Round 1. Works commenced in April and are progressing well despite some wet weather received.

Council will continue to apply for funding to expand the shires sealed road network and maintain the unsealed road network.

Wilga Downs Road (SR6) was successful in receiving funding to seal two sections of road. This was received through the states 'fixing Local Roads' Program - Round 2.

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

Maintenance is occurring as defined by the manual and the SRO check list. This is an ongoing task and therefore will always be "Progressing" and I can only mark % progress in relation to progression through the year.

Extra Hanga space approved at the Airport.

Council has allocated funds in the FY2122 budget to enable a permanent solution to be delivered. Temporary repairs were conducted in Q3.

Maintain the rail network in the Shire to maximise the benefits to the community and to provide an alternate to road freight

Council have not Lobbied the NSW Government to ensure that the rail network is well maintained, safe, affordable and well used, particularly for freight movements to reduce the impact of road movements in the community as no funding opportunities have arisen.

4.4 Good quality and affordable community facilities and infrastructure

Upgrade priority playgrounds and parks with good design to cater for all age groups and abilities and maintain the rest at agreed service levels

Drummond Park playground has been removed. Area has been reclaimed.

Increase the range of community facilities and maintain those that we have to an appropriate standard

Council have developed a Ward Oval Master Plan to take into consideration the current and future use of Ward Oval. This also encapsulates all the current funded projects at Ward Oval and identifies future growth the community and Council wish to see. Community consultation sessions were held as well as an online survey with 67 responses. Council with Public Works, Architects, Project Managers and sub-consultants are actively working on the development of the Ward Oval Community Hub and Early Learning Precinct as well as smaller funded projects such as the Car Park, Stables etc.

Nymagee and Euabalong library services operated for five hours per week. The furniture and shelving of Nymagee library was replaced and all the removed items were distributed to the Nymagee community.

98 new members joined. Total membership = 2,238 members. 15,004 visits to the library counted through the year. Made 61 home delivery trips with loans of books, magazines and dvds. Other activities were provided for Cobar residents (when COVID-19 restrictions allowed): Bookaholics meetings - 22 attended; adult craft workshops - 39 attended; special book nook craft for adults - 4 attended; memoir writing workshop - 7 attended; colouring-in competitions - 35 entries.

Funding to undertake a business case study on the ageing infrastructure at the Cobar Memorial Swimming Pool through Resources For Regions (round 7) was successful. A business case study will be required for any future funding opportunities to upgrade the Pool, and will clearly identify areas that need addressing and upgrading. This document will be extremely important in

supporting any future grant applications for the pool. Council is always looking for ways to improve and maintain community infrastructure through grant funding opportunities.

Improve recreational facilities at the water reserves

Maintenance carried out as required, with regular weekly inspections carried out on both Newey and Old Res areas. CCTV Cameras are now at the Newey.

Maintain and expand where necessary, the stormwater and sewer networks

Provided, maintained and operated a sewer network and disposal system and treatment works compliantly.

Erosion protection being installed. Aerator replacement program being developed.

The IWCM has commenced and the revaluation and condition assessment of assets is completed. The issues paper is underway.

Maintain and service villages parks, streets, footpaths and community service facilities

Working with progress association to obtain quotes for the project.

Upgrade Euabalong Oval, install new playground and other associated works completed.

ENVIRONMENT

5.1 Ability to adapt to climate change and benefit from climate change initiatives.

Develop an alternate energy industry in Cobar

On hold due to issues with the power supply metering at the treatment plant.

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

The concept of a LTPoM has been adopted by Council in principle with an estimated budget prepared and also adopted. It is now decided that the LTPoM and its recommendations be put in front of the New Council after the 2021 election. Kerbside garbage collection continues as per normal.

A LTPoM has been adopted in principle by Council however needs to be put in front of the new elected Council in 2021 for implementation. This LTPoM will then be extended upon to include the unmanned landfills in the villages as they

are subject to the same rules of compliance. The landfills are currently not maintained.

5.2 Well managed public and private land.

Encourage sustainable and profitable agricultural industries

Drought management plan in draft for Council and public review. Education program to be rolled out with smartwater mark shortly.

Have a tree planting program for Cobar and villages

Council's Urban Supervisor is continually reviewing the Council's Tree Preservation Policy.

Manage the crown land and commons

Our officers regularly manage lost animals, including detainment, searching for owners and managing animal welfare.

Our Council works with a local dog re-homing organisation and other re-homing organisations across Australia to give lost dogs an appropriate new home. Some dogs have been sent to Western Australia, Queensland and South Australia.

Our officers manage large animals, feral and native animals where they are considered to impact on driver safety, residential areas and agricultural/farming uses.

Our officers have extracted burned vehicles from bushland and remote road networks.

Complaints relating to barking dogs, dangerous or menacing dogs have been

Long term management of noxious weeds

Over the past term Council has engaged the LLS to manage the Noxious weeds.

Vibrant and well run national parks that are accessible and well used

No action taken over the term to Lobby the NSW Government to ensure local national parks are vibrant and services monitored.

Pulpulla Road upgraded to allow all weather access both on the Council owned and NPWS owned sections to increase visitation to Mount Grenfell has been completed.



5.3 Clean air in the community.

Manage the externalities of mining and other industries operating close to towns and villages to minimise air pollution

Any concerns or complaints relevant are investigated by Council and communicated to the EPA as required.

