

# Annual Operational Plan Quarterly Management Report



**COBAR SHIRE  
COUNCIL**  
outback nsw

Q2 2019/2020

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# Key Activity: Community

COMMUNITY OUTCOME	
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.

COUNCIL STRATEGY				
1.1.1	Strong and participative interagencies and forums			
DP Action	Action	Responsibility	Progress	Comments
Cobar Interagency, Community Services Forum and other groups such as the Cobar Domestic Violence Action Group	Actively participate in Interagency groups including the Community Services Forum and the Cobar Domestic Violence Action Group or Cobar Interagency (if they are running).	Grants Officer – B Moore	50%	<p>Nymagee Progress Association - attended on 27 November 2019, discussions were held around Nymagee Water - Public Works' visit and scoping study, lack of water and NIL potable water, Septic tank issues at the Nymagee hall, Nymagee Tennis/ Cricket shed mostly completed (minor works left), Nymagee town tank fencing, Toilets in Nymagee park, Nymagee Tip and issues surrounding the fencing and removal of old signage.</p> <p>Pink Ladies meeting attended 3 October 2019 - discussed Melbourne Cup day for the residents and families, FOMG and holding a stall, activities for the residents.</p> <p>Outback Arts meeting attended in Coonamble on 26 November 2019, discussions around what has been happening in each area, available grants, successful grants in each area, still working on a strategic plan, council reports format.</p> <p>Interagency meeting held every second month, the last was on the 21 November 2019. No Council representative attended. Minutes received and noted. The next meeting to be held on 20 February 2020, however the chair and secretary of these meetings are no longer working for associated organisations, so unsure of its</p>

				future. If they do go ahead, it will likely be merged with the Mental Health Network meetings. Minutes reflected meeting dates set for 2020, discussions around current service providers, NDIS, resignations of Bernie Martin and Georgina Brown noted.
Murrin Bridge and Lake Cargelligo Interagency	Represent Cobar Shire Council at the Interagency Meetings when required, follow up necessary actions and keep watching brief through monitoring minutes.	Grants Officer – B Moore	50%	No meetings attended, however all minutes and agendas monitored.

COUNCIL STRATEGY				
1.1.2	Work with Government Departments and NGO's to improve service delivery, such as that proposed through initiatives like the reforms of local government (including the Far North West Joint Organisation)			
DP Action	Action	Responsibility	Progress	Comments
Actively participate in the Far North West Joint Organisation	Work with member Councils to engage a General Manager and any necessary staff to run the JO, work with NSW Public Works to develop plans, engage a consultant and agree on a new roads plan and develop tourism and cultural strategies.	P VLATKO	50%	Cobar Shire Council maintain the financial obligations for the FNWJO, but have offered to help assist the transfer of financials to Walgett Shire Council. Council attended three meetings in Q2.

COMMUNITY OUTCOME	
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

COUNCIL STRATEGY				
1.2.1 Implement the actions outlined in the Youth Development Plan				
DP Action	Action	Responsibility	Progress	Comments
Update the Youth Development Plan	Youth Development Plan updated.	N KRIZ	50%	Progress on this has been slow following the resignation of the Economic Development Manager. Manager Youth and Fitness still working on updating organisations and contacts. Assistance will be obtained from grant funding for extra staff.
Engage the services of a Youth Development Officer	Seek grant funding to engage a Youth Development Officer.	N KRIZ	50%	Funding application has been submitted to engage a Youth Development Officer.
Undertake School Holiday Activities	Library staff, community members and/or volunteers plan and provide craft and other fun activities for small groups of children with a charge applied to recover cost of materials.	J SIERMANS	50%	6 craft sessions were offered in October. 29 children attended.
	Undertake school holiday activities to implement a varied school holiday activities program at the CYFC.	N KRIZ	50%	Currently in the middle of the school holidays our holiday drop in program is on. The hot weather has seen low number. Overall for the quarter our holiday program has had a small increase with the October Holidays having good attendance numbers. We have a hoopla hoop workshop and the PCYC are running an activities day in January 2020.

COUNCIL STRATEGY				
1.2.2	A greater range of youth activities organised and coordinated			
DP Action	Action	Responsibility	Progress	Comments
To provide youth services and a facility that will create interaction between all ages, interests and social standing by providing recreational, sporting and cultural activities and support services for the youth and the community of Cobar.	Hold regular youth activities at the centre and maintain partnerships to aid and enhance the provision of Youth Services.	N KRIZ	50%	Cobar Youth and Fitness Centre has run a number of programs like Friday night games, discos, movie nights, also looking to run activities at the Pool in the new year.
	Undertake activities under Family and Community Services grant.	N KRIZ	50%	Our funded programs are play group and Friday night games nights, which are still running however numbers are down with Playgroup - we will be doing more advertising for this in early Q2.
Organise Youth Week Activities	Cobar Youth Council undertake activities during the year aimed at young people.	N KRIZ	50%	Manager has been organising workshops and activities for youth with school holidays activities, mental health art workshops. Funding has been received to commence Basketball after Dark (BAD program).
	Youth Week activities to be organised in-conjunction with Cobar Youth Council	N KRIZ	50%	Funding has been applied for Youth Week 2020.
Implement the Drug and Alcohol Action team LDAT Grant	Undertake the activities outlined in the Drug and Alcohol Action team LDAT Grant	N KRIZ	50%	Announcement of the Action Plan was delayed which has pushed the commencement of this program into the next quarter.

**COUNCIL STRATEGY****1.2.3 Increased educational opportunities provided locally**

DP Action	Action	Responsibility	Progress	Comments
Work with early childhood organisations, schools and TAFE to increase the quality and diversity of educational opportunities available locally and promote them	Bring to fruition the education services goal of a local speech therapy program aimed at 3-8 years in Cobar working with governments and NGO's to find a solution.	K MILLER	0%	No action undertaken in Q2.
	Hold regular meetings to determine key issues in delivering education to early childhood services in Cobar and develop solutions to these issues collaboratively.	P VLATKO	10%	No meetings have been held in Q2. However, while applying for the BBRF grant (Learning Precinct and Ward Oval) Council met with all service's and a session with each was held by CELA, (Community Early Learning Australia) facilitating the stakeholder sessions in December. To get an overview of their needs, wants, if they were on board etc.  Council itself also had a session with CELA, Council's Grant Officer, General Manager and Project Co-Ordinator. From that, we quickly put out a survey as to what the community needed/ wanted etc and used this to build our CBA, business case and application in general for the BBRF grant.
	Technology sessions held for interested members of the community.	J SIERMANS	50%	Staff provide technical assistance and instruction on an ad hoc basis several times per week.

**COMMUNITY OUTCOME**

<b>1.3</b>	<b>Families are supported, social inclusion is valued and families who relocate to Cobar stay in Cobar</b>
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**COUNCIL STRATEGY**

<b>1.3.1</b>	<b>Parents are supported in their role to raise their children and services are available to assist them to build their parenting skills</b>
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DP Action	Action	Responsibility	Progress	Comments
Cobar Shire and TAFE library staff support parents via library services and outreach	Hold story time sessions, Library staff provide activities for children aged 6 months to 5 years and model early literacy for parents.	J SIERMANS	50%	Pre-school storytime, rhyme and craft sessions were offered in Q2. 92 children attended with parents/ carers.
Information is provided to the community on the range of services available in Cobar Shire and how to access them	Maintain and update the community services directory and other activities that provide information on services available and how to access them, including Facebook and website updates.	K MILLER	50%	There is an ongoing distribution of information across various platforms.

**COUNCIL STRATEGY**

<b>1.3.2</b>	<b>Increase the supply of childcare and preschool places and options</b>
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DP Action	Action	Responsibility	Progress	Comments
Administer and coordinate Children Services (FDC, COOSH, IHC)	Administration of CCS for all eligible families in accordance with Federal Legislation.	K LENNON	50%	CCS is correctly administered each week as per legislation.



	Maintain and update policies, manuals, procedures, quality improvement plans and family information packages for FDC, IHC and COOSH to comply with changes to National Regulations and Quality Framework and National In Home Care Standards concepts and new information.	K LENNON	50%	FDC parent handbook updated for use of new families in Broken Hill.
	Provide craft and activity packs to In Home Care Educators four (4) times per year.	K LENNON	50%	Christmas craft packs developed and issued.
	Support Implementation of "Early Years Learning Framework" and the "My Time Our Place" into educator curriculum.	K LENNON	50%	Educational Leader is working with Educators to constantly improve this.
Improve the quality and availability of children's services in Cobar	Support Early Childhood Services in Cobar to ensure adequate supply of quality childcare to meet the communities needs and expectations.	K LENNON	50%	One new FDC Educator started.
Maintain adequate service levels for Children's Services providers across Cobar	Assist children service providers to seek service and infrastructure funding to meet the needs of the community.	P VLATKO	50%	Council has submitted a grant for an Early Learning Children's Centre, the outcome of this will be advised in Q3. Meetings with childcare providers will re-commence in late Q2.

COUNCIL STRATEGY				
1.3.3	Have family orientated activities to encourage families to socialise in the community			
DP Action	Action	Responsibility	Progress	Comments
Plan, organise and promote festivals, celebrations and activities in the Shire	Establish a Committee and works towards the development of a full program of activities to celebrate the 150 year anniversary of Cobar.	D SMITH	50%	<p>The Tourism committee continues to meet monthly to discuss, organise and plan events, festivals and promote tourism for Cobar. The committee successfully planned and ran the Festival of the Miners Ghost and continues to work together on the planning for Cobar's Grey Mardi Gras 2020 and the 150 Years of Cobar celebrations.</p> <p>The Committee has a variety of different members that attend each meeting providing feedback, suggestions and ideas. The committee is heavily involved in the planning process of the 150 years of Cobar celebration.</p> <p>Some events confirmed include: Official opening of 150 Years, Back to Cobar weekend with bands in the bush, 150 years themed Cobar Races and Show, Cobar Spring Fair, Cobar Seniors Week festivities, Cobar Pub Crawl (past and present), Historical town tours, Classic old bombs and relics, Musical, Arts Exhibitions, 150 Objects of Cobar Exhibition, Cobar during the 50's, 60's and 70's, Mines Rescue Challenge, Rugby Union Reunion, Old Time Ball at RSL Club.</p>
	Organise and facilitate the successful management of the Festival of the Miner's Ghost (FOMG) in cooperation with the community and the FOMG organising committee.	D SMITH	100%	<p>The Festival of the Miners Ghost was held October 22nd-27th 2019. This was a successful well attended event by the community. Major sponsors included Cobar Shire Council, Glencore CSA Mine, Peak Gold Mine and Endeavor Mine. Minor sponsorship and In-Kind donations received from numerous community business's and groups. During the festival the following events included: Art Exhibition, Cemetery Tours, Memorial unveils, Cobar Markets with Live entertainment by Mick Green, Glencore</p>

				CSA Fireworks display, Lost Miners Event, Mini mining exhibition at the Heritage Park with mines rescue demonstrations, mini mining game, entertainment and 16 exhibition stalls, Mine tours hosted by the Peak Gold Mine. Festival of the Miners Ghost was promoted on all social and digital media platforms within the Cobar Shire Council. Newspaper articles and advertising in Cobar and Dubbo programs distributed to neighboring VICs, Kidman way committee and delivered at Melbourne caravan and camping show.
	Organise community events such as Australia Day celebrations and Senior Citizen's Week events.	D SMITH	50%	<p>Seniors Week draft program is completed, and festivities will occur from March 9-13, 2020. Smarty grants application was successful with grant funding of \$1,500 received. Promotional material to be distributed in February for Seniors Week.</p> <p>Australia Day celebrations will occur on Australia Day 26th January 2020 at the Cobar Memorial Swimming Pool. A full program has been planned with Triathlon, Swimming Relays, Naturalisation and Australia Day awards ceremony, official opening of the 150 Years celebrations with the annual events calendar and logo to be presented plus numerous novelty events to be enjoyed by all ages. This year Australia Day Ambassador is Dr Clio Creswell.</p>
	Organise the Grey Mardi Gras including seeking funding opportunities.	D SMITH	50%	<p>Grey Mardi Gras will occur April 3-6, 2020. The festival program has been finalized and entertainment and venue bookings have been secured. An online ticketing agent has been engaged and tickets will go live early January 2020. A full program has been established with Dinner Dance, Street Parade and Markets, Outdoor concert with Gig on the Grass, craft workshops, novelty events and games, kids' amusement, classic car show and shine, sporting activities and dance lessons. A marketing plan has been established and promotional material is being finalised for distribution. Save the dates for the festival have also been distributed a trade shows during the year.</p>

**COMMUNITY OUTCOME**

<b>1.4</b>	<b>A generous, engaged and participative community with a strong community spirit</b>
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**COUNCIL STRATEGY**

<b>1.4.1</b>	<b>Encourage business and volunteer support for local events, organisations and activities</b>
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DP Action	Action	Responsibility	Progress	Comments
Council supports community groups by providing access to facilities	Library Arcade rooms available for community groups and local businesses.	J SIERMANS	50%	Library arcade rooms were booked for use 45 times in Q2.

**COUNCIL STRATEGY**

<b>1.4.1</b>	<b>Encourage business and volunteer support for local events, organisations and activities</b>
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DP Action	Action	Responsibility	Progress	Comments
Work with local organisations to build on current activities	Work with local organisations to build on existing events and to help them to develop new ones and promote them.	D SMITH	50%	Continued collaboration continues with the Cobar Business Association and Great Cobar Heritage Staff. Both parties have worked together to host and run the Cobar Business Awards in September and to plan and run the Christmas Street Parade. The Great Cobar Heritage Staff continue to work closely with the Cobar Business Association and regularly attend meetings hosted by both parties for future planning. Other organisations that staff have worked with recently are Probus, Arts Council, Schools groups and teaching staff.

COUNCIL STRATEGY				
1.4.2	Develop initiatives to maximise the benefits and minimise the negative impact of shift work and FIFO/DIDO on the community			
DP Action	Action	Responsibility	Progress	Comments
Work with local business and government agencies to identify where changes can be made or initiatives developed to reduce the negative impacts and encourage residential living of employees	Liaise with local business and government organisations to reduce the potential negative impacts of shift changes to mining rosters, absentee workers and mining closures to reduce the community impact and encourage residential liveability of Cobar.	P VLATKO	10%	Council have written to the Government to seek incentives to support living in rural areas.
	Understand the extent of DIDO/ FIFO in the community and develop strategies to encourage residential living.	P VLATKO	10%	Council have applied for a grant to do a research study on the implication of FIFO/DIDO on Cobar and similar sized communities.

COUNCIL STRATEGY				
1.4.3	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'.			
DP Action	Action	Responsibility	Progress	Comments
Undertake activities to increase awareness of Aboriginal culture in the Cobar Shire and improved coordination of Local Aboriginal Groups	Liaison with Aboriginal stakeholders to determine and undertake appropriate activities that increase awareness of Aboriginal culture.	P VLATKO	0%	No liaison with Aboriginal stakeholders was undertaken in Q2. Council have applied for grant funding for the Pulpulla Road, which will seal the road to Mount Grenfell allowing greater access to visitors to the Historic Site.

COUNCIL STRATEGY				
1.4.4	Support arts and cultural organisations, activities and facilities			
DP Action	Action	Responsibility	Progress	Comments
Support Outback Arts and cultural activities in the Shire	Provide a range of art and culture exhibitions at the Library Gallery.	J SIERMANS	50%	An exhibition of paint-pour acrylics by local artist Sue Cox was installed in Q2.
	Provide annual funding and support including Treasury services to Outback Arts and actively participate on the Outback Arts Board and support arts and cultural activities in the Shire.	B MOORE	50%	One meeting attended in Q2. Cobar Shire Council are no longer the Board Treasurer.
	Work with organisations such as Cobar Arts Council to run art workshops, exhibitions and provide artistic opportunities.	D SMITH	50%	The Great Cobar Heritage Staff and Arts Council Committee worked closely together with the planning of the Festival of the Miners Ghost festival in October with developing the program events and the Arts Council Art Exhibition which ran during the festival.  Both parties continue to regularly attend meetings held by both organisations and collaborate with different events and activities. The Arts Council have expressed interest in the 150 Years of Cobar celebrations and would like to host events and exhibitions during the years celebrations.
Provision of Curatorial services at the Great Cobar Heritage Centre.	Arrange, update and promote exhibitions and displays at the Great Cobar Heritage Centre, including master planning and renewing exhibitions as per grant funded projects.	D SMITH	50%	The Museum Curator has added Information to the Endeavor Mine Exhibition space regarding care and maintenance. New Photos added to the Pastoral Exhibition regarding drought information. Kay Stingemore also attended the Australia Museum conference in Sydney as a guest speaker and presented the proposed master plan

				of the Great Cobar Heritage Centre upgrades to be completed in future. Kay also spent time working with the Royal Far west children's services in collection management and archival restoration.
	Receive, document and store objects at the Great Cobar Heritage Centre that are relevant to Cobar's history and are compliant with the Collections Policy.	D SMITH	50%	The Great Cobar Heritage Centre Curator has facilitated a workshop with the Mount Grenfell Board to inspect and review textile collection in internal store for conservation, clean and to re-store aboriginal artifacts and collection. All items have now been cataloged and archival documents and items have been stored.

COMMUNITY OUTCOME	
1.5	A healthy and active community

COUNCIL STRATEGY					
1.5.1	Provide appropriate health care options and services both within the Shire and the region				
DP Action	Action	Responsibility	Progress	Comments	
Continue to work with the NSW Government to complete the construction and fit out of the MPS, including increasing occupancy to fill the new beds to the LBV	Endeavour to appoint a suitable external Aged Care Provider for LBV (noting that the State Government was unable to).	K MILLER	70%	Handover is almost finalised but ACAR round for Licences has not yet been called.	
Lobby NSW Government and the Federal Government to increase and improve health care provision within the Shire, including access to GP and Mental Health services.	Lobby NSW Government and the Federal Government to ensure high quality health care services are available in Cobar Shire or are easily accessible where it is not possible to have them provided locally.	P VLATKO	0%	No action undertaken in Q2.	

COUNCIL STRATEGY				
1.5.2 Increase the use of Council owned and other sporting and recreational facilities across the community				
DP Action	Action	Responsibility	Progress	Comments
Increase the use of the Cobar Youth and Fitness Centre	Increase utilisation of the Cobar Youth and Fitness Centre.	N KRIZ	50%	In Q2, we have completed our competitions, our gymnastic program in partnership with PCYC has been running well. Now on a break for school holidays. We have sent two staff away for training which now allows us to assist the PCYC, 2 other training sessions will be required before we can run our own. Attendance usage numbers are down from 8,373 last quarter to 5,790 this quarter. Playgroup and the Gym has seen less attendance (mine retrenchments and the uncertainty of employment has seen mine usage fall). Playgroup has seen a usage full as a number of other groups have open their own playgroups.
	Undertake the grant funded (SCCF) project to renew the CYFC including replace the roof, kitchen, counter, entrance and construct a new outdoor seating area.	G RYMAN	50%	This project is progressing through a design and planning stage.
Contract management of the Cobar Memorial Swimming Pool	Supervision of pool operations ensuring safety and convenience for all patrons is paramount and manage the Pool Contract. Contract is renewed.	K MILLER	50%	Lifeguarding activity has been satisfactory. No serious incidents in Q2.
	Undertake promotional programs to increase pool patronage.	K MILLER	50%	Council has obtained grant funding to provide free entry for the school holidays in Q3.



COUNCIL STRATEGY				
1.5.2	Increase the use of Council owned and other sporting and recreational facilities across the community			
DP Action	Action	Responsibility	Progress	Comments
Maintain all Council parks and reserves, including plants, trees and public facilities, the Skate Park and the Miners Memorial.	Appropriate signage erected to indicate prohibited activities in parks and reserves.	P SULLIVAN	50%	No signage erected for prohibited activities. A number of signs will be erected for drought funding projects in early Q3.
	Complete the design and undertake the installation of the Miners Memorial in the Heritage Park once funding is secured.	C HUNTER	10%	Currently working with the Architect to update concept 2.0.
	Inspect and rectify defects of Park assets.	P SULLIVAN	50%	Parks are inspected on a regular basis. There are a number of parks that have been identified for decommissioning. Our focus has been on keeping Ward Oval, Heritage, Drummond and Dalton Parks alive.
	Maintenance of sporting ground and associated facilities.	P SULLIVAN	50%	General maintenance works have been undertaken. The pump to Ward Oval has failed and in-conjunction with the heat, the turf has died off. Council are working towards having the pump repaired and will endeavour to bring the oval back in Q3.
	Provision of a regular gardening and turf maintenance service.	P SULLIVAN	50%	Council are still maintaining our gardens, no turf has been laid in the quarter.

COUNCIL STRATEGY				
1.5.2 Increase the use of Council owned and other sporting and recreational facilities across the community				
DP Action	Action	Responsibility	Progress	Comments
Extend and expand the Great Cobar Heritage Centre	Undertake consultations and prepare design documents for an expanded Great Cobar Heritage Centre.	D SMITH	50%	<p>Great Cobar Heritage Centre master plan has been available for public consultation since September 2019. Public consultation sessions and meetings have been conducted and finalised. Consultants continue to work closely with the Project team with development of documents, plans and scheduled works. Lynn Collins has been appointed as the Museum curatorial consultant who has visited for projects workshops in November and schedule to return at the end of January for more consultation.</p> <p>A decant timeline has been established and museum staff are currently working towards completing schedule task, packing and restoring collections items to temporary storage facilities.</p>

COUNCIL STRATEGY				
Provide adequate infrastructure to care for older residents locally				
DP Action	Action	Responsibility	Progress	Comments
Provide appropriate services for residents at the Lilliane Brady Village	Develop annual budget to ensure adequate resources to enable appropriate services are maintained.	Sharon HUON	0%	
	Develop, implement and review systems to ensure services are provided according to the needs of residents.	Sharon HUON	0%	

	Ensure adequate and appropriately skilled and qualified staffs to ensure all services are delivered in line with facility mission statement and policies.	Sharon HUON	0%	
	Maintain health and personal care of all residents according to their needs and maintain resident lifestyle, rights and choices.	Sharon HUON	0%	
	Monitoring of levels of aged care provided at the Lilliane Brady Village.	Sharon HUON	0%	
	Promote community awareness and encourage ongoing resident involvement in community events.	Sharon HUON	0%	
	Provide a transparent mechanism for concerns and complaints management from all stakeholders.	Sharon HUON	0%	

COMMUNITY OUTCOME	
1.6	A safe and clean community

COUNCIL STRATEGY				
1.6.1	A more visible and engaged police presence			
DP Action	Action	Responsibility	Progress	Comments
Work with police and licensed premises to promote a safe community	Attendance and commitment to the Cobar Police Community Precinct Committee.	P VLATKO	50%	One (1) Cobar Police Community Precinct Committee was held in Q2. The Police reported that the crime statistics are very similar to the same period in 2018/2019.
	Provide secretariat services for the Cobar Liquor Accord.	P VLATKO	25%	Two Liquor Accord Meetings were held in Q2. Discussions were held on the Plan B "Win a Swag Promotion" and the Licensed Premises Christmas and New Year trading hours.

COUNCIL STRATEGY				
1.6.2 Implementation of the Cobar Crime Prevention Plan and Strategy				
DP Action	Action	Responsibility	Progress	Comments
Removal of graffiti and recording of graffiti incidents	Supervise the removal of graffiti and ensure all evidence is taken and recorded appropriately.	P SULLIVAN	25%	No graffiti removed in Q2.
Implementation of actions outlined in the Cobar Crime Prevention Plan and Strategy.	Update all action list for the Cobar Crime Prevention Plan and Strategy.	K MILLER	0%	No action undertaken in Q2 on the Cobar Crime Prevention Plan and Strategy.

COUNCIL STRATEGY				
1.6.3 Encourage safe and sustainable development				
DP Action	Action	Responsibility	Progress	Comments
Undertake legislated obligations in relation to building and development	Assess and determine all relevant applications as outlined under Section 68 of the Local Government Act 1993.	G RYMAN	50%	Applications lodged seeking an approval under Section 68 of the Local Government Act are assessed and determined in accordance with relevant legislative standards.
	Carry out critical stage and other progress inspections required to ensure completed projects complies.	G RYMAN	50%	Development projects are inspected when necessary to establish level of compliance.
	Complying Development applications assessed and approved in accordance with statutory standards requirements and Council Codes.	G RYMAN	50%	All complying development certificate applications are assessed against legislative and state prescribed development standards, in conjunction with statutory determination periods.

	Develop an Onsite Sewage Management Register for existing systems in priority areas.	G RYMAN	50%	An electronic onsite sewage management register is maintained as new systems are installed and given approval to operate.
	Development Applications assessed and approved in accordance with statutory standards and requirements and Council Codes.	G RYMAN	50%	Development Applications lodged with Council are assessed and determined in accordance with relevant legislated requirements.
	Inspect all development when required by approval so as to ensure compliance.	S POULTER	50%	Developments were inspected at times when required to evaluate compliance with relevant approval.
	Process applications for Planning Certificates.	G RYMAN	50%	Planning certificate applications are determined expeditiously following lodgement with Council.
	Provide approval and inspection services for the installation of sewage and drainage services.	G RYMAN	50%	Councils role as plumbing regulator, as delegated by the Office of Fair Trading under the Plumbing and Drainage Act, is undertaken as per required legislative requirements.
	Provide registration, approval and inspection for applications to install and operate Onsite Sewage Management Systems.	G RYMAN	50%	All Section 68 applications seeking approval to install, operate and modify on-site sewage management systems are managed as per relevant legislated requirements, including registration, inspection and approval.
Implement and maintain an appropriate register for leases, licences and land	Maintain the Lease, Licence and Land Register.	G RYMAN	50%	The lease, license and land use register is maintained.

## COUNCIL STRATEGY

### 1.6.4 Provide and maintain safe and serviceable public facilities and infrastructure

DP Action	Action	Responsibility	Progress	Comments
To provide the community with an aesthetically pleasing and clean urban environment	Mechanically and manually clean the streets in the urban area to provide suitable environment for the community.	P SULLIVAN	50%	Mechanically and manually clean the streets this is undertaken on a daily basis.
Maintain Council Buildings to an appropriate standard to ensure that buildings are occupiable	Maintenance and repair of Council buildings undertaken with available resources.	G RYMAN	50%	Council buildings are repaired when necessary and when expenditure budgets permit.
Improve disability access to Council buildings and facilities to improve their accessibility by older people and people with a disability	Implement Council's Disability Action Plan.	K MILLER	10%	No action undertaken in Q2.
	Install disability access to Council buildings as funding becomes available.	G RYMAN	50%	Where development projects to Council building assets are commenced, improved means of universal access is included within design scopes to meet relevant Commonwealth legislative obligations and Council policy.
Design and scope system for CCTV for key assets in the Shire	Design and scope a system covering key assets and seek funding to implement CCTV installation.	E JONES	20%	This action is still in a de-prioritised state due to other priority projects and lack of funding.  Latest funding for Safer Communities was specifically for racial and/or religious discrimination.

COUNCIL STRATEGY				
1.6.5	Provide protection from fire, natural disasters, public health and other threats to the community			
DP Action	Action	Responsibility	Progress	Comments
Have systems in place to allow a rapid response to a fire emergency within the Rural Fire District	Liaise with the RFS to ensure that systems are in place to allow for a rapid response to fire emergencies within the Rural Fire District.	S PRADHAN	50%	No action undertaken in Q2.
Have contingency plans in place to minimise the damage from threats from natural disasters	All food shops and licensed premises inspected as per Food Authority Partnership.	S POULTER	50%	Food premises are being inspected in accordance with the Food Authority partnership.
	Complete appropriate advice to Land Services on Rural Addressing.	K MILLER	0%	Expected to be completed and finalised in Q4.
	Investigation of public health incidents.	S POULTER	50%	No incidents in Q2.
	Maintain RAP (Rural Addressing Posts) as required.	K MILLER	100%	No replacements called for in Q2.
	Public swimming places inspected and water samples taken.	S POULTER	50%	No water samples taken as no available test equipment. Inspections were undertaken focusing on pool operator testing regimes.
	Swimming pool safety barriers inspected.	S POULTER	50%	Private pools and their barriers were inspected in Q2.
	To ensure reasonable strategic planning is made to establish local disaster management plans which consider the risks to local communities and have in place relevant disaster management plans which cover the reasonable foreseeable risks within the community.	S PRADHAN	50%	No action undertaken in Q2.

	To establish an effective and relevant Local Emergency Management Committee to co-ordinate Emergency services with the community.	S PRADHAN	25%	No action undertaken in Q2.
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## Key Activity: Economy

COMMUNITY OUTCOME	
2.1	A vibrant shire that promotes and supports business growth and retention, development and investment

COUNCIL STRATEGY				
2.1.1	Encourage business growth and new business opportunities in the Shire			
DP Action	Action	Responsibility	Progress	Comments
Facilitate business development in the Shire	Facilitate business opportunities within Cobar and promote the region.	P VLATKO	0%	No action undertaken in Q2.
	Review all lease conditions of the Cobar Caravan Park with an objective of striking a balance between revenue and investment.	P VLATKO	90%	New lease variation has been negotiated and supported by Council to be signed off in Q3.

COUNCIL STRATEGY				
2.1.2	Review and Implement the Economic Action Plan			
DP Action	Action	Responsibility	Progress	Comments
Review as necessary the Economic Action Plan and implement the actions contained within it	Renew as necessary the Economic Action Plan and implement the actions contained within it.	K MILLER	0%	Economic Action Plan will be reviewed in Q4.

<b>COUNCIL STRATEGY</b>				
<b>2.1.3</b>	<b>Encourage people to shop locally and support the business community more broadly</b>			
<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Participate in, and work with, the Cobar Business Association to develop programs to support business	Work with the Cobar Business Association to support local business initiatives such as the Great Cobar Business Awards, shop local promotions, training initiatives and other activities.	D SMITH	50%	Staff continue to work with the Cobar Business Association by helping plan and organise the Cobar Business Awards in September, organising guest speakers and business workshops. Both parties continue to attend meetings and events ran by both organisation and are work together to facilitate events such as the Christmas Parade, community events and business workshops.
Support shop local campaigns, including administration of the Cobar Quids program	Monitor, dispense and reconcile Cobar Quids.	J BROWN	50%	Council acts as the 'bank" for the issue and collection of Cobar Quids which is a Shop locally initiative of the Cobar Business Association. There was an average of 70 quid transactions per month for October and November and 100 for December.
Support the Economic Taskforce and progress priority actions identified by the Taskforce	Support the Economic Taskforce and progress priority actions identified by the Taskforce.	K MILLER	0%	No action undertaken in Q2.

<b>COMMUNITY OUTCOME</b>	
<b>2.2</b>	<b>A strong and diverse tourist industry with a focus on customer service</b>

COUNCIL STRATEGY				
2.2.1	Update and implement the Tourism, Events and Museum Business Plan			
DP Action	Action	Responsibility	Progress	Comments
Update and implement the Tourism, Events and Museum Business Plan	Regularly update and report on implementation of the Tourism, Events and Museum Business Plan.	D SMITH	50%	<p>A six-month tourism report was submitted to council in November to report on the past six months with Tourism activity. Included in the report was a general tourism activity overview, visitors' numbers, enquiries, shop figures, workshops, tradeshow activity, daily breakdowns, staff training, museum upgrades, festival, events, museum collection and museum upgrades update.</p> <p>The annual events and festivals calendar will be available as of Australia Day 2020 and the Museum Business Plan is currently being developed and will be presented in 2020.</p>

COUNCIL STRATEGY				
2.2.2	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			
DP Action	Action	Responsibility	Progress	Comments
Manage the Visitor Information Centre	Manage the "Visitor Information Centre", admissions to Museum and souvenir shop at the Great Cobar Heritage Centre.	D SMITH	50%	<p>The Great Cobar Heritage Centre visitors' stats for this quarter are a total of 3,521 visitors to the centre. With 1,787 visitors in October 874 in November and 860 in December. Shop sales for the quarter are \$11,285 for October, \$5,264 November and \$5,530 for December of \$22,079 shop sales for the quarter.</p>

**COUNCIL STRATEGY**

**2.2.2**      **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**

<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Develop and implement new ideas to bring people to Cobar	Develop new marketing material to bring new residents and tourists to Cobar.	D SMITH	50%	<p>The Great Cobar Heritage Centre continues to work with neighboring visitors information center's to cross promote and market tourism, attractions, festivals and events. Marketing material was issued to neighboring Visitors centers to promote and encourage tourist to visit and participate in the Festival of the Miners Ghost. All marketing material is being reviewed and improvements to be made in 2020. Promotional material continues to be hand delivered to tourist at trade shows and events.</p> <p>Staff are continuing to review and updating ATDW website for Cobar. A plan is currently being developed to work with local businesses in Cobar to update business profiles and register all business for individual promotion on the website database.</p> <p>A large new Museum entry sign has been purchased for the front entrance of the museum with Visitor Centre and Museum information illustrated on it. This is awaiting the installation of the new ramp to be installed so the sign can be installed.</p>

**COMMUNITY OUTCOME**

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

**COUNCIL STRATEGY****2.3.1 Encourage business development at Cobar Airport and encourage Cobar as a stopover point for aircrafts**

DP Action	Action	Responsibility	Progress	Comments
Actively seek out business opportunities to enhance the operations at Cobar Airport	Promote the airport to interested parties to establish business enterprises as per the actions in the Master Plan.	K MILLER	0%	No action undertaken in Q2.
	Providing Secretariat support to the Airport Advisory Committee to the Cobar Regional Airport.	K MILLER	0%	No action undertaken in Q2. Next meeting scheduled for Q4.

## Key Activity: Governance

COMMUNITY OUTCOME	
3.1	A well-funded Council that is well managed and well governed

COUNCIL STRATEGY	
3.1.1	Increase Council's income stream

DP Action	Action	Responsibility	Progress	Comments
Reassess all rates, fees and charges	Sound revenue management plan in place including rate recovery and debt recovery.	J BROWN	50%	Fees and Charges were reviewed and adopted for 2019-2020 as part of council's Annual Operation Plan in June. Rate recovery and Debt recovery are conducted as per council's Debt Recovery Policy. Outstanding rate balances have been reduced from \$1,797,313.76 at the 30 June 2019 to \$714,458.88 at the 31 December 2019.
Undertake private works	Undertaken private works for property owners, mines, contractors and RMS.	M BELL	50%	Private works is being undertaken when required.
Increase grant funding received	Apply for grants to assist Council to undertake activities outlined in the Annual Operational Plan and to access additional grant opportunities as they become available.	B MOORE	50%	Grants applied for in align with Councils strategic plans are as follows:  Cobar Show Society - upgrades to facilities; Cobar Miners Race Club - amenities block; BBRF - Ward Oval and Early Learning Precinct; BBRF - community investment stream - Cobar Viability Strategic Plan; Fixing Local roads - SR6 and SR26; Fixing Country Roads - The Wool Track;

DP Action	Action	Responsibility	Progress	Comments
				Regional School Holiday Activities - Cobar Swimming Pool.
Undertake rating functions of Council	Recovery of outstanding rates	J BROWN	50%	Council levied rates in July in accordance with the NSW Local Government Act 1993. Council continues to recover outstanding rates as per the Debt Recovery Policy. A sale of land for unpaid rates was conducted on the 25 October 2019 which will reduce the outstanding balances when settlement occurs in January 2020.
	Undertake sale of land under Section 713.	J BROWN	75%	A Sale of Land for Unpaid Rates Under Section 713 was conducted on the 25 October 2019. Settlement of these properties should be finalised in January 2020 and any properties handed in will be sold by private treaty.
Effectively manage Council investments	Optimum investment of Council's surplus funds in accordance with Council's Investment Policy.	S DAVEY	50%	Council's surplus funds have been invested to maximise interest revenue after taking Council's current and future working capital and operational needs into consideration.
Provide services as per contract with Services NSW	Meet the requirements as per Services NSW Contract.	J BROWN	50%	Council provides a Service NSW Agency Monday to Friday from 8am to 4.30pm.  Customer Service is provided as per the contract and relevant legislation with five staff trained in Service NSW operations.
Implement the Section 94 Plan, Section 64 Plan and VPAs and manage the funds to provide for future infrastructure through developer contributions	Implement the Developer Contributions Plan, Section 64 Plan and VPAs and manage the funds to provide for future infrastructure through developer contributions.	G RYMAN	50%	Contributions Plan, S.64 Plan and Planning Agreements implemented/ utilised during Q2.

COUNCIL STRATEGY				
3.1.2 Implement initiatives of the NSW Government designed to reform and improve the functioning of local government				
DP Action	Action	Responsibility	Progress	Comments
Undertake reviews of Council's own service delivery levels	Undertake service level reviews to inform community consultations and budgeting processes.	P VLATKO	0%	No service level reviews were undertaken in Q2. Parks and Gardens is the only service area marked for review that has not been finalised.

COUNCIL STRATEGY				
3.1.3 Minimise risk for Council and the community				
DP Action	Action	Responsibility	Progress	Comments
Develop and implement a risk management strategy suitable for Council operations	Co-ordinate the development of Council's Business Continuity Plan and Disaster Recovery Plan in conjunction with StateCover.	S PATTERSON	50%	<p>The risk register has been reviewed and adopted by Manex.</p> <p>The BCP has been developed and presented to the IRAC for review and adoption.</p> <p>Following adoption, we will need to run a mock disaster to test the strength of the plan.</p>
	Implement a Corporate Risk Management Strategy.	S PATTERSON	50%	<p>The Corporate Risk Register has been reviewed and adopted by Manex.</p> <p>Quarterly departmental reviews will commence Q1 2020 to ensure the content remains current.</p> <p>Manex review all high-level risks at each monthly Manex meeting.</p>



COUNCIL STRATEGY				
3.1.3 Minimise risk for Council and the community				
DP Action	Action	Responsibility	Progress	Comments
Develop and implement suitable internal audit processes for Council operations	Facilitate Internal Audits functions based on Risk Register – commencing with most significant risk.	K MILLER	50%	Manex have been working on the action items in the Risk Register.
	Internal Audit Committee to meet quarterly and ensure Compliance with all Legislative and Regulatory requirements.	K MILLER	50%	Internal Audit Committee meetings for 2020 have been set. Compliance with all Legislative and Regulatory requirements on target.

COUNCIL STRATEGY				
3.1.3 Minimise risk for Council and the community				
DP Action	Action	Responsibility	Progress	Comments
WHS obligations are met and safe work practices are promoted and undertaken	Consult with WHS Committee to take a proactive stance in promoting a healthy and safe work environment.	S PATTERSON	50%	A new WHS Committee was inducted in Q1 2020, which holds a two year term. Meetings will be scheduled every two months, with regular agenda items to include monitoring and reviewing incidents/ hazards reported, hazard identification in the workplace and a platform to provide consultation between Council management and employees.
	Provide a safe working environment through advice, safety programs, audits and staff involvement.	S PATTERSON	50%	Policies and Procedures for WHS have been developed, regularly reviewed and any changes or new policies/procedures are relayed to all staff. To meet our consultation requirements, the Council's WHS Committee are asked to contribute 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.
Reduce workplace incidents by providing return to work services, supporting the Health and Safety Committee, providing adequate training and appropriate procedures.	S PATTERSON	50%	Return to Work and injury management services are provided to all areas of Council by the Human Resources team.  Our ageing workforce continue to be a significant driver for workplace degenerative injuries. This year has seen a marked reduction in Council's workcover premiums, which is directly impacted by a reduction in lost time through a conscious effort on returning to work as soon as possible.
Refinement and implementation of Councils' WHS Management System in conjunction with WHS Committee and employees.	P VLATKO	50%	New WHS policies/procedures have been created and approved by the WHS Committee, waiting to be approved/ adopted by Manex. This is an ongoing process and new policies/procedures will continuously be developed throughout the year. An action plan from StateCover WHS audit has been created. The WHS Officer continues to attend quarterly Orana Risk Group meeting with other council's WHS representatives in the area to discuss and share WHS issues and resources to help us meet out WHS obligations. The WHS Committee has been running well, and meets every two months. A new cloud based health and safety software (provided by StateCover and is a free resource to Council) will be introduced in 2020. This is a collaborative effort by the HR Manager, WHS Officer and IT Manager (who is project managing the installation) to get the project up and running. It will allow a more efficient way to manage our risk, health and safety responsibilities.

**COUNCIL STRATEGY**

**3.1.3 Minimise risk for Council and the community**

DP Action	Action	Responsibility	Progress	Comments
Reduce workplace accidents and incidents by supporting the WHS Committee, providing adequate training and appropriate procedures	Coordinate development and training of staff in Safe Work Method Statements (SWMS).	S PATTERSON	50%	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.
	Development and implementation of Council wide and Department specific Safety Inductions.	S PATTERSON	25%	All new staff receive a 'walk through' induction during their first week of employment from their supervisor as well as completing an online Council induction.  Staff are inducted onto the relevant work sites they will be working at (and onto applicable plant) by their immediate supervisor.  Council also host a Corporate Induction every quarter for new employees.
	Facilitate/coordinate regular WHS audits of the workplace and monitor implementation of audit recommendations.	S PATTERSON	50%	WHS Officer has re-invigorated the WHS Committee and has established a workplace audit schedule, reviewing the committee's constitution and the over arching WHS Policy.  The majority of workplace injuries continue to be in relation to manual handling and slips/trips, so manual handling training has been scheduled for all outdoor staff in October 2019. The others are degenerative injuries related to our ageing workforce.  An action register for the WHS Committee has been developed to keep track of allocated tasks and their

				completion - with positive feedback from committee members on their progress.
<b>COUNCIL STRATEGY</b>				
<b>3.1.3</b>	<b>Minimise risk for Council and the community</b>			
<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Ensure that records management provides a framework for collection, management and retrieval of Council's records to meet Council's needs and compliance requirements	Compliance with Records management obligations.	P VLATKO	50%	In Q2, Records staff participated in manual handling training to ensure compliance with Work Health & Safety and to learn how to safely move archive boxes and the compactus shelves. To improve compliance when undertaking disposals; archiving instructions have been created and distributed for the cashier and creditor records to ensure staff are better able to interpret the General retention and disposal authority: local government records (GA39). Recalled Council files for the end of year shutdown to ensure better protection of Council files.
	Effective records administration systems and protocols in place.	P VLATKO	50%	In Q2, the processes for receiving and filing 149 Certificates was reviewed and updated to ensure accuracy is being retained. The Records team also reviewed the day to day management of mailcsc and introduced new changes to flagging emails to ensure emails are processed efficiently; as multiple records staff are often in mail csc at the same time to try to keep up with the volume of emails. Templates have been developed for requests to IT for changes to access and security which can be easily changed to incorporate additional files. Councils IT staff implemented new strategies to ensure that mailcsc was archiving correctly and emails were better able to be retrieved.
	Investigate options to use CivicView as an Electronic Document Management System (EDMS) to meet our needs.	P VLATKO	50%	In Q2, Records and IT staff attended a webinar hosted by IT Vision about Altus ECM. The group was satisfied that Altus AECM meets Councils needs and is the most affordable and feasible option. A revised project plan for EDRMS using Altus ECM was developed with identified milestones and proposed timeframes. Records and IT have met to discuss cloud

				computing vs. hosting on premise. With the start of Councils IT Services Manager one of the first priorities has been to stabilise the email server. In addition the IT Services Manager has commenced an Audit of our IT systems which will have implications for the planning and rollout of an EDRMS. An EDRMS timeline; including the steps required to undertake EDRMS, risks contained within the project as well as the risks of not converting to an EDRMS have been identified and presented as part of the Service Review for Records Management. Budget has been allocated in 2020-2021 Financial year for EDRMS.
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COUNCIL STRATEGY				
3.1.4 Strong governance measures in place				
DP Action	Action	Responsibility	Progress	Comments
Councillors are well trained and informed on their roles and responsibilities	Training provided to Councillors.	P VLATKO	0%	No training was provided to Councillors in Q2. Planning Training has been scheduled for early Q3 with Adam Seton of Marsdens Law Group.

COMMUNITY OUTCOME	
3.2	An engaged community that participates in decision making

COUNCIL STRATEGY				
3.2.1 Encourage more direct participation and interaction between Council and the community				
DP Action	Action	Responsibility	Progress	Comments
Provide up-to-date and relevant information to the public on Council's activities	Dissemination of up-to-date and relevant information to the media and staff on Council's activities.	P VLATKO	50%	Regular staff newsletters are generated and distributed giving staff an update on projects, corporate issues and staffing. 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.
COUNCIL STRATEGY				
3.2.1 Encourage more direct participation and interaction between Council and the community				
DP Action	Action	Responsibility	Progress	Comments
Maintain partnerships with community organisations, such as Business Groups, Council Committees and Council Alliances	Coordinate and support the Traffic Committee and Rural Roads Advisory Committee.	S PRADHAN	50%	<p>Local Traffic Committee meetings:</p> <p>There has only been one Traffic Committee meeting held in Q2, which was on 19th November 2019 – Recommendations to Council - Change pedestrian crossing at Cobar Public School to a children's crossing during school times only, Council in partnership with RMS investigate implementing a 40km/h in High Pedestrian Activity Area (HPAA) in CBD of Cobar Marshall St, RMS investigate the suitability for a proposed new location for a disabled carpark on Linsley Street closer to the Brennan Centre.</p> <p>Next meeting of the Local Traffic Committee will be 18th February 2020.</p> <p>Rural Roads Advisory Committee:</p> <p>One meeting held in Q2, which was on 28th November 2019 - Next meeting 5th February 2020. It was a standard meeting with the focus on updating the Status Report and a recommendation that Council follow-up on a nonphysical stock barrier.</p>
	Participation in Lower Macquarie Water Utilities Alliance (LMWUA).	P VLATKO	50%	Meetings of the Orana Water Utilities Alliance (OWUA) are regularly attended and are actively participated in.

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<b>COUNCIL STRATEGY</b>				
<b>3.2.2</b>	<b>Increase the participation of youth in community leadership</b>			
<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Provide administration and support to the Cobar Youth Council	Provide administration and support to the Cobar Youth Council and maintain contact with similar organisations in other Local Government areas so as to provide interaction.	N KRIZ	50%	Our Youth Council has seen a reduced number of members due to the HSC exams. The committee has been looking at activities that it can run at the pool over the holidays, also movie nights and discos. We had a stall at the Miners ghost festival in partnership with the Tourism Office. We are now getting ready to sell tickets in the Duck race.

<b>COMMUNITY OUTCOME</b>	
<b>3.3</b>	<b>A well-functioning Council that focuses on strategic planning, provides good customer service and secures value-for-money goods and services</b>

<b>COUNCIL STRATEGY</b>				
<b>3.3.1</b>	<b>Provision of good customer service</b>			
<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>

Focus on the provision of good customer service by all Council staff	Ensure that all CRM and other complaints registers and reviewed with appropriate actions and responses to complainants.	K MILLER	50%	Requests and complaints are recorded via work orders in Civicview and distributed for action. Council still needs to improve on capturing all requests and responding to customers after we have actioned the request.
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COUNCIL STRATEGY	
3.3.2	Staff are valued, well trained and able to undertake their roles and functions

DP Action	Action	Responsibility	Progress	Comments
Human Resources	Continued improvement of the electronic performance appraisal system, with updated skills matrices and position descriptions.	S PATTERSON	50%	As positions become vacant we are working to review and improve current position descriptions and skills matrices, including adding standard behavioral assessments in line with the expectations in the annual performance review.  The performance review process itself could be improved with the introduction of a more mature training needs analysis tool, which is currently being developed with the hope of integrating with the 2019 performance review process.
	Develop a Staff Recognition and Reward Program.	S PATTERSON	50%	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.  GEM Award winners for Q2 were:  Carolyn White (WHS Officer) and Tim Lee (Workshop Supervisor).  Following a staff suggestion in December 2019,



DP Action	Action	Responsibility	Progress	Comments
				we will now align the GEM Awards with Council's Corporate Values.
	Develop Staff and promote their inclusion in decision making through consultation through measures such as the Staff Suggestion Program, regular team meetings and site visits by Manex.	S PATTERSON	50%	<p>Manex (GM specifically) are meeting with teams across Council (outside of the administration building) on a regular basis to provide an opportunity for feedback and sharing of information.</p> <p>Staff suggestion box is available, but does not generate any feedback, however informal feedback is provided to Management on a regular basis.</p>
	To be an employer of choice including the development of an attraction and Retention Strategy, training plans, succession plans and traineeships.	S PATTERSON	50%	<p>Attraction and retention are significant HR issues for all regional Councils in NSW.</p> <p>A training matrix is being developed, with resourcing the main barrier to completing this.</p> <p>Apprenticeships for 2019 were put on hold due to the lack of qualified tradesmen to support them.</p> <p>Additional graduate roles for technical areas and administrative trainees are being considered.</p> <p>Succession planning for critical roles needs more consideration.</p>
	To build productivity, maintain industrial harmony and increase employee satisfaction.	S PATTERSON	50%	Overall the industrial harmony is sound. We have had no significant industrial issue this quarter.
	To ensure that a Consultative Committee is effective and efficient in recommending to the General Manager for action.	S PATTERSON	50%	There continues to be very few items brought to CC by employee representatives on the committee, majority of items are raised by HR for

DP Action	Action	Responsibility	Progress	Comments
				policy review, structure changes or position re-evaluations.
	Undertake electronic performance appraisal annually.	S PATTERSON	50%	Since April 2017, Council has been conducting electronic performance appraisals through PULSE. Improvements are made each year to enhance the results from the process and to make it easier for staff to complete.
	Undertake biennial Staff Attitude Survey.	S PATTERSON	50%	We were due to conduct a staff satisfaction survey in November 2019, however recruitment priorities prevented this from being achieved.
Good recruitment and selection processes that promote the philosophy of 'recruit for attitude, train for skills'	Ensure the organisational structure is appropriate to achieving the Budget or Delivery Program/Annual Operational Plan.	S PATTERSON	50%	<p>The current organisational structure is in line with budget availability.</p> <p>Vacant roles are not replaced if not required, job redesigns are undertaken when/where appropriate.</p> <p>Resignations of key roles provide opportunity for re-assessment of organisational requirements.</p> <p>The philosophy to recruit for attitude and train for skill is our entire recruitment strategy.</p>
Implement and manage an Employee Assistance Program for Council staff	Oversee and promote Council's Employee Assistance Program.	S PATTERSON	50%	<p>Council's Employee Assistance Program is utilised by staff and promoted to individual staff who may benefit from the assistance.</p> <p>We are focusing on all areas of health and well-being for staff and promoting other training and activities throughout the business including an all staff health and wellbeing day to be held in February 2020.</p>

DP Action	Action	Responsibility	Progress	Comments
Staff are provided with up-to-date and relevant tools to undertake their roles	Review plant requirements; undertake asset management and maintenance of plant fleet.	S PRADHAN	25%	
	Review and update 15 Year Plant Rolling Replacement Program.	S PRADHAN	10%	
Provide Cobar Shire Council with a secure, reliable and cost effective information technology network.	Audit and analysis of software used and future needs and identify software champions.	E JONES	50%	Baseline applications and software have been identified and incorporated into the 2020\2021 budget. Implementation is ongoing for system security applications. Department requirements will be discussed during review in January 2020.
	Continue to promote the concept of IT savvy ss with a view of creating an IT focused business.	E JONES	50%	Office 365 has been rolled out. Sharepoint, Vault and other apps are to be rolled out during Q3 2019\2020. New computers and laptops are being rolled out during Q3 2019\2020 to replace outdated and failing computers. Proactive notices for alerts, outages and general information have been developed and are used for communicating with IT users. Security awareness training draft has been developed and is waiting review.
	Create business rules/ policies to assist in creating a much more focused and visible organisation.	E JONES	20%	Draft IT Operational Policy has been created. Further policies and procedures are in draft stages. We are waiting on finalisation of IT systems design before the policy\procedure\plan is developed.
	Ensure that a systematic review of services are in place.	E JONES	50%	As per Work Planning Calendar for IT, review is to be carried out in January each year. This will be carried out in the coming weeks.
	Report any identified system breaches.	E JONES	50%	Breaches have been informally reported to Management. Procedure and relevant policy to be created.

DP Action	Action	Responsibility	Progress	Comments
	Review and ensure that backup systems are secure and reliable.	E JONES	50%	Backup systems have been modified due to partial migration to new Council server. Further work to be done to re-enable off-site backups.  DR plans to be created, implemented and tested inline with changes.
Maintain and actively use the Public Libraries NSW Membership	Identify opportunities for information share and services development.	J SIERMANS	50%	Participated in information sharing activities via e-mail in Q2. Library staff successfully applied for Aboriginal and Torres Strait Islander Cultural Competency Course.

COUNCIL STRATEGY				
3.3.3	Council undertakes adequate strategic planning activities and meets all legislative reporting requirements			
DP Action	Action	Responsibility	Progress	Comments
Council updates the Integrated Planning and Reporting framework documents as required	Compliance with Integrated Planning and Reporting (IPR) Framework Requirements as outlined by the OLG.	P VLATKO	50%	All requirements of IP&R met to date.
	Implementation of Council's Community Engagement Strategy.	B MOORE	50%	The Community Engagement Plan will require community consultation to be undertaken - no date planned as of yet.
	Make changes to IP&R documents in line with Audit Office requirements	K MILLER	10%	Ongoing as required.
	Workforce Management Strategy, as part of Resourcing Strategy, developed and maintained.	S PATTERSON	100%	Council's Workforce Plan has been renewed and adopted for the coming four years, effective 1 July 2017. The document reflects the key elements from other workforce plans that are considered model documents throughout the State. Next

				review date is February 2021 in preparation for 1 July 2021.
	Works Program developed for Shire and Regional roads, drainage, signs and traffic facilities.	M BELL	50%	Works program is being updated as works progress.

<b>COUNCIL STRATEGY</b>				
<b>3.3.3</b>	<b>Council undertakes adequate strategic planning activities and meets all legislative reporting requirements</b>			
<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Complete and regularly update Council's Asset Registers for recreation, buildings, transport, water, sewer and stormwater	Have Morrison Low review and update the Asset Management Policy and Strategy.	K MILLER	25%	This is now ongoing. Policy will be reviewed in Q3 by Council's Asset and Infrastructure Manager.
	Roll out outsourced arrangement (Morrison Low) for Asset Management integration, commencing with a gap analysis.	K MILLER	100%	Completed.
Undertake service level reviews for key services and assets	Undertake condition assessments, asset purpose and lifecycle analysis to determine current service levels and create option for service levels that are then discussed during community consultation.	K MILLER	0%	This is now ongoing. Policy will be reviewed in Q3 by Council's Asset and Infrastructure Manager.

<b>COUNCIL STRATEGY</b>	
<b>3.3.4</b>	<b>Good procurement processes in place to ensure the most advantageous provision of goods and services to Council</b>

<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Good contract management and procurement practices are employed	Maintain a current Contracts Register, update policies and procedures and identify improvements in procurement processes.	K MILLER	50%	The Contracts Register is reviewed on a regular basis. Policies and procedures are reviewed regularly.
	Update Trades and Miscellaneous Services Register with alternate options to be investigated.	K MILLER	50%	Investigations have continued into a suitable trades and miscellaneous services register.

DP Action	Action	Responsibility	Progress	Comments
Provision of Cobar Water Board Administration and Financial Services	Undertake administration and financial services for the Cobar Water Board as per the Agreement.	K MILLER	50%	Significant contribution provided due to major issues with water treatment plant.

# Key Activity: Infrastructure

COMMUNITY OUTCOME	
4.1	A clean and reliable water supply

COUNCIL STRATEGY				
4.1.1	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			
DP Action	Action	Responsibility	Progress	Comments
To support the Cobar Water Board in seeking funding for improvements to water supply infrastructure to bring quality water and a reliable supply of water to Cobar for treatment and distribution	Negotiate with Cobar Water Board and Bogan Shire Council to provide grant funding and options for the improving the Albert Priest Channel, completing the Pipeline Augmentation Project and undertaking improvements to other water supply infrastructure.	Water & Sewer Manager	0%	Dubbo Council is investigating engaging a consultant to act on behalf of the region west Councils to work with the government on a pipeline proposal between Burrendong Dam and Nyngan.

COUNCIL STRATEGY				
4.1.2	Increase Cobar's water allocation			
DP Action	Action	Responsibility	Progress	Comments
Lobby the NSW Government to have Cobar's town water supply increased	Continue meeting with relevant Government personnel demonstrating the need for the town water licence to be increased.	P VLATKO	50%	Cobar Shire Council together with the support of Cobar Water Board have continually lobbied government departments in order to increase the town water access licence.



COUNCIL STRATEGY				
4.1.3	Improved water infrastructure across the Shire, including the town reticulation system			
DP Action	Action	Responsibility	Progress	Comments
Upgrade the reticulation network in Cobar, replacing old pipework, valves etc to improve water flow and water quality	Undertake repairs to potable water storages, including re-roofing.	Water & Sewer Manager	10%	Tender awarded to Killard Infrastructure.
	Upgrade the reticulation network in Cobar, replacing old pipework, valves etc to improve water flow and water quality.	Water & Sewer Manager	10%	<p>Tender awarded to Killard Infrastructure. As part of Cobar Shire Council's proactive commitment to improving water quality, Killard Infrastructure were successful with the \$3.9million reticulation tender for water main renewal work in Cobar.</p> <p>The majority of works will start on the north west side of town and move through to the north east section. The southern side of town is only expected to require minor replacement sections. Works are scheduled to commence after Australia Day.</p> <p>Water cut-offs and road closures will be scheduled to minimise inconvenience and we appreciate your patience while we complete this project.</p>
Maintenance and repairs of water mains and water filtration system	Implement Water Supplies Asset Management Plan with 5 Year Rolling Works Program.	Water & Sewer Manager	5%	Hydrant maintenance program developed and being undertaken.
Undertake fair valuation of water and sewer	In conjunction with Councils Asset Management team and Auditor undertake revaluation of Council's water and sewer assets.	Water & Sewer Manager	50%	

COUNCIL STRATEGY				
4.1.4	Seek alternate supply solutions to improve water supply to Villages			
DP Action	Action	Responsibility	Progress	Comments
Improve water supply to villages	Scoping study to be completed for Nymagee, Euabalong and Euabalong West.	Water & Sewer Manager	50%	Public works undertaking scoping study.

COUNCIL STRATEGY				
4.1.5	Provide contract services to Cobar Water Board			
DP Action	Action	Responsibility	Progress	Comments
Provide contract services to Cobar Water Board	Provide technical advice and maintenance activities to the Cobar Water Board.	Water & Sewer Manager	50%	Technical advice and maintenance activities undertaken.

COUNCIL STRATEGY				
4.1.6	Work with NSW Public Works to implement the Resources for Regions project to replace the pipeline, in line with direction provided by Cobar Water Board			

DP Action	Action	Responsibility	Progress	Comments
Undertake the Project Management for the works agreed to under the Resources for Regions funding to construct a third pipeline and associated works.	Continue to make representation to the Cobar Water Board to have the remaining 100km of the Nyngan to Cobar Pipeline funded and installed.	Water & Sewer Manager	10%	Cobar Water Board has resolved to seek funding from the State Government to replace the remaining 90km of 300mm mild steel pipeline.
	Undertake the Project Management for the works agreed to under the Resources for	S PRADHAN	5%	No action undertaken in Q2.

DP Action	Action	Responsibility	Progress	Comments
	Regions funding to construct a third pipeline and associated works.			

#### COMMUNITY OUTCOME

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

#### COUNCIL STRATEGY

**4.2.1** Improved access to telecommunications, radio, TV and broadband services

DP Action	Action	Responsibility	Progress	Comments
Lobby the government for improved communications networks	Lobby to reduce Mobile Blackspots across the Shire.	P VLATKO	50%	No action undertaken in Q2, still awaiting response from Mark Coutlon's Office in support of a Mobile Black spot application sent through for Hermidale.
	Maintenance of radio base stations and licences.	S PRADHAN	50%	Licences have been paid for, no maintenance has been undertaken in Q2.

#### COMMUNITY OUTCOME

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

COUNCIL STRATEGY				
4.3.1	Seek ways to expand the sealed road network and improve and maintain the unsealed road network			
DP Action	Action	Responsibility	Progress	Comments
Road works undertaken according to priority, weather conditions and availability of resources	Construction and maintenance works carried out on Regional and Shire Road Network in accordance with approved programs and standards.	M BELL	50%	Maintenance works progressing where water is available.
	Inspections by Council staff on a routine basis to identify maintenance works and report any urgent works to minimise public liability risk to Council.	M BELL	50%	Inspections are being undertaken as required.
	Street maintenance and sign maintenance, including alcohol free signage.	A PIERINI	50%	Maintenance conducted as required.
	Undertake ordered works on behalf of RMS within the agreed budget.	MBELL	50%	Ordered works are being undertaken as required, Heavy patching completed. Pricing for projects nearly completed.
	Undertake routine and supplementary works on State Roads in accordance with the RMS Contract.	M BELL	50%	Routine works are being undertaken as scheduled
Oversee quarrying activities and ensure an adequate supply of good quality gravel for use on the road network	Ensure that all Contractors have a Quarry Safety Management Plan.	M BELL	100%	All Contractors have a Quarry Safety Management Plan and are conforming.
	Establishment and use of funding reserve for the rehabilitation and restoration of disused gravel pits and quarries.	M BELL	50%	Gravel crushed at Big Red Pit.
	Licences for all existing and new quarries progressively obtained.	M BELL	50%	Licences are being obtained progressively as Council commences

				works in areas where the gravel pits are not yet registered.
<b>COUNCIL STRATEGY</b>				
<b>4.3.1</b>	<b>Seek ways to expand the sealed road network and improve and maintain the unsealed road network</b>			
<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Undertake Grain Road Seal Extension Project	Undertake upgrade to Grain Road as per funding agreements.	A PIERINI	25%	Gravel carting and spreading is in progress on the project site. Mixing of the base layer scheduled to commence in February.

<b>COUNCIL STRATEGY</b>				
<b>4.3.2</b>	<b>Provide and maintain safe and serviceable transport infrastructure including roads, footpaths, bike paths and airport</b>			

<b>DP Action</b>	<b>Action</b>	<b>Responsibility</b>	<b>Progress</b>	<b>Comments</b>
Provide and maintain a safe and adequate footpath and bike path network	Identify priority works required to improve the safety of the footpath network and undertake works as funding becomes available.	P SULLIVAN	50%	Currently replacing high priority works.
	Implement the Pedestrian Access Mobility Plan (PAMP) and Bike Plan Action Plan for Cobar.	A PIERINI	0%	PAMP superseded by Active Transport Plan (ATP).
	Implement the actions outlined in the Active Transport Plan.	A PIERINI	0%	No action undertaken in Q2.
	Kerb & Gutter maintenance.	P SULLIVAN	50%	Council have undertaken kerb and gutter maintenance in Linsley Street to Louth Road, out the front of the Brennan Centre and near the Medical Centre - corner of Linsley Street and Harcourt. The street sweeper has

DP Action	Action	Responsibility	Progress	Comments
				ensured that the kerb and gutters are clean.
Cobar Airport maintained and available for RPT and general aviation to meet the needs of the Cobar community	Conduct regular and statutory maintenance program in accordance with Airport Operational Manual.	K MILLER	50%	Most recent inspection was undertaken in December 2019.
	Implement the Cobar Aerodrome Master Plan.	K MILLER	10%	Still much to consider before implementing.
	Provision of services to key stakeholders such as airlines and Charters.	K MILLER	50%	Services are satisfactory.
Review the maintenance requirements of the Village Airports.	Address the use of airstrips for purposes other than emergencies and determine best way forward to meet needs of all stakeholders.	K MILLER	50%	Ongoing – no issues at the moment.
	Maintain runways in a state that is acceptable for dry weather operation and ensure that the airstrips comply with the minimum standards for operation.	K MILLER	50%	Standards acceptable.

## COUNCIL STRATEGY

**4.3.3 Maintain the rail network in the Shire to maximise the benefits to the community and to provide an alternative to road freight.**

DP Action	Action	Responsibility	Progress	Comments
Lobby 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 on the community.	Lobby NSW Government to maintain rail network and develop initiatives to increase its use.	P VLATKO	0%	No lobbying occurred in Q2.

**COMMUNITY OUTCOME**

4.4	Good quality and affordable community facilities and infrastructure
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**COUNCIL STRATEGY**

4.4.1	Upgrade priority playgrounds and parks with good designs to cater for all age groups and abilities and maintain the rest at agreed service levels
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DP Action	Action	Responsibility	Progress	Comments
Provide and maintain safe and adequate playground facilities	Inspection of playground facilities ensuring safety and convenience for all users with the aim for gradual upgrade of playground equipment to meet Australian Standards.	P SULLIVAN	50%	All playgrounds are inspected fortnightly and all meet Australian Standards.
	Remove Drummond Park Playground and reclaim area.	P SULLIVAN	0%	No action undertaken in Q2. Potentially to be removed in Q3.

**COUNCIL STRATEGY**

4.4.2	Increase the range of community facilities and maintain those that we have to an appropriate standard
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DP Action	Action	Responsibility	Progress	Comments
Implement the Ward Oval Masterplan	Update the Ward Oval Masterplan and seek funding for a new building at the site and other improvements.	C HUNTER	20%	Grant application submitted in December 2019 for new show ground facility and childcare precinct including surrounding roads, landscaping and storage sheds.  Plans progressing with the Show Ground Facility.

DP Action	Action	Responsibility	Progress	Comments
Undertake Council's cemetery operations in an appropriate and dignified manner	Keep stock of pre-dug graves in reserve and maintain Cemetery to the appropriate level.	P SULLIVAN	50%	No pre-dug graves have been done in Q2.
To provide quality and readily accessible library services to Cobar and villages	Offer high quality and relevant library services for five (5) hours per week at both Nymagee and Euabalong.	J SIERMANS	50%	Nymagee and Euabalong library services operated for five hours per week in Q2.
	Participate in State and National events that promote literacy.	J SIERMANS	50%	No State or National literacy events were promoted in Q2.
	The Library acquires, processes, maintains and lends library materials that are up to date and appropriate.	J SIERMANS	50%	658 physical items and 52 eBooks and eAudio were added to the collection in Q2.  385 items = value \$8,023 (at cost) were removed.  4,883 items loaned (includes 442 eBook & eAudio loans).
	The Library provides public access to the internet service where possible.	J SIERMANS	50%	10 computers provided for public access. 512 hours of computer use and 50 hours of wireless bookings for Q2. No wifi available May - November due to CSC network change.
	To ensure that well trained, professional and highly motivated staff are responsive to serving the needs of the community.	J SIERMANS	50%	Angela MacDonald successfully applied for Aboriginal and Torres Strait Islander Cultural Competency Course.
	To ensure that the Library service is utilised by Cobar Shire residents of all ages and community groups.	J SIERMANS	50%	27 new members joined in Q2. Total membership = 2,257 members. 5,376 visits counted.  Activities provided for Cobar residents: Bookaholics meetings - 12 attended; LBV



DP Action	Action	Responsibility	Progress	Comments
				readers' group - 23 attended; adult craft sessions - 20 attended; FOMG kids' colouring-in competition - 30 entries; Library anniversary party - 35 attended; adults Xmas colouring-in competition - 10 entries.
Maintain all Council land and buildings to an appropriate standard and use them appropriately.	Depot upgrade works undertaken as per the master plan.	G RYMAN	50%	Rear laydown area is being completed in accordance with depot masterplan. Acid shed project is almost complete. No further works scheduled for commencement at this point in time.
	Each season a review of the plant and equipment to ensure timely expenditure on plant costs.	K MILLER	50%	Plant and equipment review is in place and is achieving satisfactory results.
	Maintenance of Buildings Asbestos Register.	S POULTER	50%	Council building assets are progressively going through a process of being assessed for asbestos presence to develop a respective register for that asset.
	Undertake upgrades to the Cobar Youth and Fitness Centre, including roof replacement/ repairs as per SCCF funding agreement.	G RYMAN	50%	All relevant upgrades to the Cobar Youth and Fitness Centre are progressing through the design and planning stage.
	Undertake condition assessments in order to Review Buildings Asset Management Plan and undertake building condition reports and review service levels of building assets.	G RYMAN	0%	No resources available at this point in time to progress this task.

DP Action	Action	Responsibility	Progress	Comments
	Undertake upgrades to the Great Cobar Heritage Centre including, improving access, fire safety and weather proofing to the building.	G RYMAN	50%	This project is progressing through a design and planning stage. Some minor preparatory works have commenced on the northern side of the building to make way for the new access ramp into the building.

COUNCIL STRATEGY				
4.4.3	Improve recreational facilities at the water reserves			
DP Action	Action	Responsibility	Progress	Comments
Maintain and improve recreational facilities that are available at the Newey and Old Reservoir reserves	Develop and adopt a plan of management for the Newey Reservoir.	G RYMAN	50%	Awaiting advice from Crown Lands.
	Undertake actions outlined in the Newey Reservoir Plan of Management.	P SULLIVAN	0%	No action undertaken in Q2, as there is no Newey Reservoir Plan of Management.

COUNCIL STRATEGY				
4.4.4	Maintain and expand where necessary, the stormwater and sewer networks			
DP Action	Action	Responsibility	Progress	Comments
Maintain suitable stormwater network including kerb and guttering	Maintenance of CBD and older areas of town, where overland flow is the only means of runoff, annually, including removal of obstructions.	P SULLIVAN	50%	Council have cleaned out the drain behind Booroomugga Street, we have an REF in place to clean the drain out near the Golfie and are now at the back of the park, there is about another 150m to go to complete the vegetation removal.
Provide, maintain and operate a	Ensure EPA licence completed annually and at a minimal cost.	Water & Sewer Manager	25%	

sewer network and disposal system and treatment works	Implement the Sewerage Services Asset Management Plan with 5 year rolling works program.	Water & Sewer Manager	5%	
	Investigate options for implementing Liquid Trade Waste Policy and program.	Water & Sewer Manager	5%	LMWUA investigating hiring officer to develop Policy.
	Undertake works to upgrade the three minor Sewer Pump Stations and inlet works at Sewer Treatment Plant.	Water & Sewer Manager	10%	Tender awarded 30/1/2020.

COUNCIL STRATEGY	
4.4.5	Maintain and service villages parks, streets, footpaths and community facilities

DP Action	Action	Responsibility	Progress	Comments
Maintain and improve village facilities and services	Arrange for works to be undertaken that have been identified as priority projects by the NPA (to use Nymagee VPA funds).	P VLATKO	50%	Meetings are being regularly attended by the General Manager or allocated Council Staff. Priority projects identification ongoing. One project that has been identified is the lighting at the Nymagee Airstrip.
	Regularly maintain parks, streets and footpaths in all villages.	P SULLIVAN	50%	Regularly maintenance on the parks, streets and footpaths in all villages is undertaken.
	Upgrade Euabalong Oval, install new playground and other associated works.	P SULLIVAN	100%	A new irrigation system has been installed at Euabalong Oval along with the oval being levelled and turf laid, a new park was also installed.

# Key Activity: Environment

COMMUNITY OUTCOME	
5.1	Ability to adapt to climate change and benefit from climate change and carbon policy initiatives

COUNCIL STRATEGY				
5.1.1	Develop an alternative energy industry in Cobar			
DP Action	Action	Responsibility	Progress	Comments
Lobby business and government to encourage the development of an alternative energy industry in Cobar	Monitor opportunities for development of an alternative energy industry in Cobar.	P VLATKO	10%	Council have continued having discussions with potential industries, including the BioHub and Solar Farm.

COUNCIL STRATEGY				
5.1.2	Develop community leadership on becoming leaders in resource use and waste management			
DP Action	Action	Responsibility	Progress	Comments
Undertake kerbside garbage collection and recycling in Cobar and kerbside garbage collection in the relevant villages	Prepare a Waste Services Strategy Discussion Paper.	S POULTER	50%	Draft waste management strategy has been developed and is awaiting discussion at a Manex meeting.
	Provide a trade waste, domestic waste and street bin collection service to all customers as per agreed service levels.	S POULTER	50%	Trade waste, domestic kerbside and street bin collections are being undertaken in accordance with required service levels.



COUNCIL STRATEGY				
5.1.2 Develop community leadership on becoming leaders in resource use and waste management				
DP Action	Action	Responsibility	Progress	Comments
Maintain the town and village tips to an acceptable standard	Provide waste disposal facilities for Cobar, Nymagee, Mt Hope, Canbelego, Euabalong and Euabalong West and develop initiatives to reduce unauthorised waste disposal.	S POULTER	50%	Waste disposal facilities are being provided in all villages.
Encourage efficient water use by Shire residents	Promote efficient water use by Shire residents.	Water & Sewer Manager	25%	Ongoing. A program has been developed. Shower timers, social media, audits, etc being made into a water restriction drought package for residents.

COMMUNITY OUTCOME	
5.2	Well managed public and private land

COUNCIL STRATEGY				
5.2.1 Encourage sustainable and profitable agricultural industries				
DP Action	Action	Responsibility	Progress	Comments
Support the establishment of sustainable and profitability of agricultural industries	Maintain an awareness of government land management incentives and programs.	M GUNN	50%	Continually researching funding opportunities and provide this information to landholders when conducting weed inspections.

COUNCIL STRATEGY				
5.2.2 Have a street tree planting program for Cobar and Villages				
DP Action	Action	Responsibility	Progress	Comments
Develop and instigate a street tree planting program	Develop and instigate a street tree planting program.	Paul SULLIVAN	10%	The street tree planting program has been placed on hold due to the current drought conditions.

COUNCIL STRATEGY				
5.2.3 Manage the Crown Land				
DP Action	Action	Responsibility	Progress	Comments
Provide ranger services to control animals in public places and to manage areas and crown land	Deliver and microchip unclaimed animals to Rescue Organisation for rehoming.	G HARBISON	50%	All animals suitable for rehoming are Microchipped and taken to R.O.A.R.
	Implement provisions of the Companion Animals Act and promote community awareness and responsibilities of dog and cat ownership.	G HARBISON	50%	New and updated rules regarding advertising of companion animals have been distributed to notice boards. Ongoing face to face contact with residents regarding responsible pet ownership and obligations under the Companion Animals Act.
	Impound straying stock.	G HARBISON	50%	Stray and neglected horses are still being reported on outskirts of town and on the Kidman Way North. Have started to try and lure to trap these horses within the old Grain handling compound to deal with them appropriately.
	Operate and maintain the pound and stock pound yard.	G HARBISON	50%	Pound is cleaned daily and large animal pound yards are maintained and available for use when needed.
	Provide services for the registration and micro-chipping of dogs and cats.	G HARBISON	50%	Microchipping service still available with a larger than usual influx of group chippings done due to

				Police blitz on working dogs travelling on vehicles. Registration services available at Administration centre as well as on line.
	Remove abandoned vehicles.	G HARBISON	50%	Abandoned vehicles removed from areas where they present a public danger A.S.A.P. There is a noticeable increase in burnt-out vehicles being dumped on reserves bordering town. These are picked up when time permits.

COUNCIL STRATEGY	
5.2.4	Long term management of noxious weeds

DP Action	Action	Responsibility	Progress	Comments
Monitor noxious weed infestations, provide advice, undertake spraying on public areas and complete appropriate reports	Actively participate in the Western Regional Weeds Committee (RWC).	M GUNN	50%	No weed awareness programs have been conducted due to limit funding, resources and the drought. Will continue to research funding opportunities.
	An increase in the number of weed awareness programs run (eg weed warriors).	M GUNN	50%	No weed awareness programs have been conducted due to limit funding, resources and the drought. Will continue to research funding opportunities.
	Continue Implementation of Regional Inspection Plan to meet the inspection targets of roadsides, TSRs, water courses etc.	M GUNN	50%	Continued inspections of public areas are occurring but are limited due to the drought conditions.
	Develop a centralised data set of weed distribution and abundance information.	M GUNN	50%	Weed inspections are still occurring and data is collected and mapped of weeds found via Konect App and Mapinfo.



DP Action	Action	Responsibility	Progress	Comments
	Implementation of the Mapping, Photo Point and re-inspection program.	M GUNN	50%	Mapping and re-inspection program is continuing and photo points used for external weed control funding programs.
	Improve/Update knowledge of Weeds Inspector.	M GUNN	50%	No training was conducted during this quarter.
	Increased participation of community groups.	M GUNN	50%	Completed a field day with Euabalong Common Trust for African Boxthorn projects. Limited participations with community groups due to drought conditions.
	Maintain and update an introductory weeds information pack for new property owners.	M GUNN	50%	Research of new information to apply to the 'welcome' information package to new landholders is continuing.
	On-Ground Spraying Programs prioritised to give the greatest benefit.	M GUNN	50%	Works of mechanical removal of African Boxthorn at Council's Euabalong Waste Depot has been completed. Limited weed control conducted due to drought conditions.
	Private property inspections to manage invasive weeds effectively.	M GUNN	50%	Private property inspections are continuing to comply with Weed Action Program. Limited due to drought conditions.
	Prompt containment or eradication and ongoing monitoring of new incursions of invasive weeds.	M GUNN	50%	Continual inspections of roads sides and other public areas to ensure no new incursions. Re-inspection of notifiable weeds sites have been conducted, and no presence of 'notifiable weeds' found.
	Public property inspections to manage invasive weeds effectively.	M GUNN	50%	Continual public property inspections have occurred.



COUNCIL STRATEGY				
5.2.5	Vibrant and well-run national parks that are accessible and well used			
DP Action	Action	Responsibility	Progress	Comments
Lobby the NSW government to ensure the local national parks are vibrant and well run	Identify the current services shortfall provided by National parks and Wildlife Services for National Parks.	P VLATKO	0%	No action undertaken in Q2.
	Lobby to have Pulpulla Road upgraded to allow all weather access both on the Council owned and NPWS owned sections to increase visitation to Mount Grenfell.	A PIERINI	0%	No lobbying undertaken in Q2.
	Monitoring of services provided for local National Parks.	P VLATKO	0%	No monitoring has occurred in Q2.

COMMUNITY OUTCOME	
5.3	Clean air in the community

COUNCIL STRATEGY				
5.3.1	Manage the externalities of mining and other industries operating close to towns and villages to minimise air pollution			
DP Action	Action	Responsibility	Progress	Comments
Communicate any complaints or concerns or air pollution to the mines and or relevant state regulatory authorities	Communicate any complaints or concerns or air pollution to the mines and or relevant state regulatory authority.	S POULTER	50%	Complaints or concerns relating to the mining industry were referred to relevant State authorities during this quarter.