

Annual Operational Plan Quarterly Management Report



COBAR SHIRE
COUNCIL
outback nsw

Q3 2022/2023

Table of Contents

Table of Contents	2
Key Activity: Community	3
Key Activity: Economy	21
Key Activity: Governance	26
Key Activity: Infrastructure	39
Key Activity: Environment	55

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	
Community Services Forum	Actively participate in the Community Services Forums.	General Manager	70%	Meetings attended and secretarial positions filled next meeting scheduled for 21 June 2023.	
Actively participate in the Far North West Joint Organisation	Mayor and GM to attend all meetings.	General Manager	70%	Ongoing	
Actively participate in the Orana Water Utilities Alliance	Attend meetings.	Water & Sewer Manager	75%		
Advocate for government agencies to have offices in town & communities	Meet with relevant Ministers	General Manager	70%	Ongoing	

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	
Engage the services of a Youth Development Officer on a long term basis	Seek grant funding to engage a Youth Development Officer.	Director Finance & Community Services	75%	No option as yet Alternative organisational structure in place to provide same outcome	
Undertake School Holiday Activities	Develop activity calendar	Grants Officer	75%	While progress in this space may seem visibly slow, this is as we train staff and get use to the new facility, however there is things happening face-to-face and in the background. Staff are focusing on working with disadvantaged kids, which has already seen a positive impact on anti-social behaviours within our facility and the surrounds. We need to re-visit the Youth Development Plan, the one we have now is not current or suitable to the new facility.	

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 and villages	Ensure youth activities are undertaken in Villages	Grants Officer	75%	Cobar has seen a massive increase in youth activities since the re-opening of the Cobar Youth and Community Centre in October. From sports (basketball and league), fitness, creative arts workshops, live music, excursions to the pool, discos and playgroups we have focused on offering a wide variety of activities for 'drop-in' style youth also. Our main 'clientele' has been 5 - 14 yrs old. With 0-5 yrs visiting with parent and 14yrs - 24 yrs mainly attending for sport and workshops. We do struggle to get to the villages. Resourcing this is hard. And expensive. We have a current grant application in for a program in Euabalong, awaiting its outcome.
	Hold regular youth activities at the centre and enter and maintain partnerships to aid and enhance the provision of Youth Services.	Grants Officer	75%	Cobar has seen a massive increase in youth activities since the re-opening of the Cobar Youth and Community Centre in October. From sports (basketball and league), fitness, creative arts workshops, live music, excursions to the pool, discos and playgroups we have focused on offering a wide variety of activities for 'drop-in' style

					Grants Officer	75%		youth also. Our main 'clientele' has been 5 - 14 yrs old. With 0-5 yrs visiting with parent
		Undertake activities under Family and Community Services grant.			Grants Officer	75%		
COUNCIL STRATEGY								
1.2.2	A greater range of youth activities organised and coordinated							
DP Action	Action	Responsibility	Progress	Comments				
Organise Youth Week Activities	Cobar Youth Council undertake activities during the year aimed at young people.	Grants Officer	50%	The Youth Council is assisted by either the Youth Development Coordinator or the Youth Development Officer in running meetings, noting the assistance is to guide their meetings, not run them. At the Youth Council meetings, the secretary takes minutes, and this is where ideas for events/ resources etc come from for delivery throughout the year. The Youth Council with assistance from staff ran a very successful Halloween Disco, and their next meeting will look at a 12-month plan for 2023.				
	Youth Week activities to be organised in conjunction with Cobar Youth Council.	Grants Officer	75%	A successful Youth Week was held, with 5 events organised and held within the Youthie facility.				

COUNCIL STRATEGY			
1.2.3 Increased educational opportunities provided locally			
DP Action	Action	Responsibility	Progress
Work with early childhood organisations, schools and TAFE to increase the quality and diversity of educational opportunities available locally and promote them	Hold regular meetings to determine key issues in delivering education to early childhood services in Cobarr and develop solutions to these issues collaboratively.	General Manager	80%
			Ongoing

COMMUNITY OUTCOME			
1.3 Families are supported, social inclusion is valued and families who relocate to Cobarr stay in Cobarr			
COUNCIL STRATEGY			
1.3.1 Parents are supported in their role to raise their children and services are available to assist them to build their parenting skills			
DP Action	Action	Responsibility	Progress
Cobarr 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 including during isolated periods related to COVID-19.	Manager Library Services	75%
Information is provided to the community on the range of services available in Cobarr 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.	Customer Service Manager	75%
			Pre-school storytime, rhyme & craft sessions were offered on a weekly basis in Q3 (every Thursday as well as the last Saturday of the month). 69 children attended with parents/carers
			The Community Services Directory is being reviewed as the new website is implemented.

COUNCIL STRATEGY				
1.3.2 Increase the supply of childcare and preschool places and options				
DP Action	Action	Responsibility	Progress	Comments
Administer and Coordinate Children Services (FDC, COOSH, IHC,) and Kubby House	Administration of CCS for all eligible families in accordance with Federal Legislation.	Administration Assistant - Children's Services	75%	CCS for FDC, IHC & Coosh have been administrated as per the legislation requirements
	Maintain and update policies, manuals, procedures, quality improvement plans and family information packages for FDC, IHC, & COOSH to comply with changes to National Regulations and Quality Framework and National In Home Care Standards concepts and new information.	Administration Assistant - Children's Services	65%	Policies for IHC in process of being reviewed. Both Educator & Family handbooks have been updated. FDC's Assessment & Rating reports that we are Meeting in all areas.
Improve the quality and availability of childrens services in Cobar and surrounds				
	Support Early Childhood Services in Cobar to ensure adequate supply of quality childcare to meet the communities needs and expectations.	Director Finance & Community Services	50%	Support continuing, demand is currently unable to be met

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	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.	Tourism Manager	75%	Festival of the Miners Ghost will be held on October 27th-29th 2023. The festival committee have commenced planning and advertisement for the festival with full program of events will be released in May 2023.
	Organise community events such as Australia Day celebrations and Senior Citizen's Week events.	Tourism Manager	100%	Seniors Week was held from March 22-31st 2023. Council were unsuccessful with funding this year but still managed to roll out a series of events through Councils festival funds. The week of activities included Seniors Gala Dinner, Morning Tea at Nymagee, Ramble down Memory lane, BINGO & Board games and Museum Tours. Pot Painting at the Pink Galah studios was organised but cancelled due to low numbers. Council will apply for Seniors week funding when the next round is released.
	Organise the Grey Mardi Gras including seeking funding opportunities.	Tourism Manager	75%	Grey Mardi Gras will be held in April 2024. Council have recently applied through the regional event funding stream for funding to assist with Marketing for the event.
	Prepare a plan for the establishment of Running on Empty Festival as a major event for Cobarr	Tourism Manager	75%	Running on Empty Festival will be held in September 2025. A four day program has been drafted and will be advertised to the public in the coming months once finalised.

COMMUNITY OUTCOME				
1.4	A generous, engaged and participative community with a strong community spirit			
COUNCIL STRATEGY				
1.4.1	Encourage business and volunteer support for local events, organisations and activities			
DP Action	Action	Responsibility	Progress	Comments
Build a collaborative relationship with the mines within the community	Develop a MOU with the mines	General Manager	0%	No action to date

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	Improve the liveability of Cobar in Order to attract families and employees	General Manager	70%	On going

COUNCIL STRATEGY				
1.4.3	Support Aboriginal people and organisations to increase the broader communities 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
Support and awareness of Aboriginal culture in the Cobar Shire	Liaison with Aboriginal stakeholders to determine and undertake appropriate activities that increase awareness of Aboriginal culture.	General Manager	0%	No action to date.

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 annual funding and support to Outback Arts and actively participate on the Outback Arts Board and support arts and cultural activities in the Shire.	General Manager	70%	Ongoing

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	
Provide assistance and incentives to attract Doctors.	Develop policies to support the attraction of Doctors to Cobar.	General Manager	50%	Council provides accommodation, flights and other support	
Lobby NSW Government and the Federal Government to increase and improve health care provision within the Shire, including access to GP and Health services and specialised 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 including Villages	General Manager	70%	Ongoing	
Council to liaise with surrounding Councils & health districts to ensure support to our villages	Early intervention & psychological services	General Manager	70%	Obtained grant funding and service is engaged	
	Integrate Community health bus for village residents to be able to access appointments within the shire	General Manager	0%	No action to date	

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.	Grants officer	75%	The usage of the Cobar Youth and Community Centre has increased significantly since opening in October. We now hold basketball weekly (moved from the Cobar High School). 18 meetings have been held in the community room 6 birthday parties 20 play group sessions 4 community coordinated sporting events (soccer and squash ball) 20 seniors walking groups sessions drop-in sessions daily 4 training sessions Youth Week (due to wet weather) Youth homelessness Awareness (due to wet weather)
Management of the Cobar Memorial Swimming Pool	Develop and design a Master plan for the upgrade of the pool facilities.	Director Finance & Community Services	100%	completed and results being actioned with appropriate funding is confirmed
	Management of pool operations ensuring safety and compliance for all patrons is paramount Manage the pool contract	Director Finance & Community Services	85%	Is managed in a compliant manner, website currently being rebuilt - will consider after this
Maintain all Council parks and reserves, including plants, trees and public facilities,				
	Inspect and rectify defects of Park assets, reserves, including plants, trees and public facilities and the Skate Park.	Urban Services Coordinator	0%	Some playground equipment in various parks are not compliant

the Skate Park and the Miners Memorial.	Maintenance of sporting ground and associated facilities.	Urban Services Coordinator	75%	Soccer is booked in, little A,s has just received a grant for new equipment to be installed. rugby league requests to train and play relief games, currently looking at goal posts for field 3, so it can increase usage and relieve pressure at organisations fields.
Extend and expand the Great Cobar Heritage Centre	Obtain grant funds for the future expansion of the Cobar Museum	Tourism Manager	75%	Council still actively source grants for the Museum project. Funding has been obtained for phase 2&3 for the Coach house and Mining Exhibition. Design concepts are being finalised for work to start in the coming months.
Increase utilisation of Public Reserves	Develop a masterplan for the Newey & Old Res	Director Planning & Environmental Services	0%	Not commenced yet

COUNCIL STRATEGY				
1.5.3 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, implement and review systems to ensure services are provided according to the needs of residents.	Administration Team Leader LBV	20%	Quotes have been accepted, Agreement signed, to begin onboarding compliance 8th May. Compliance complete the legislative leg work and assist with developing policies, audits and reporting requirements to ensure the needs of residents are being met.
	Maintain health and personal care of all residents according to their needs and maintain resident lifestyle, rights and choices.	Administration Team Leader LBV	25%	Decision has been made for audits to be produced and completed through Compliance, onboarding to begin 8th May. Service agreements signed for more allied health engagement of Physio commenced in March medsig grant successful to intergrade electronic medication system options for GP's, nurse practitioner and Geriatrician for ongoing resident care being sourced

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	Meet with Cobar Police every 6 months to discuss issues	General Manager	75%	Ongoing- Police attended April Councillor Workshop	
	Provide secretariat services for the Cobar Liquor Accord.	General Manager	75%	Secretariat services provided to Liquor Accord meetings held in 2023.	

COUNCIL STRATEGY					
1.6.2	Implementation of the Cobar Crime Prevention Plan and Strategy				
DP Action	Action	Responsibility	Progress	Comments	
Develop Cobar Crime Prevention Plan and Strategy	Update the action list for the Crime Prevention Plan and Strategy.	General Manager	0%	No action to date	

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	Director Planning & Environmental Services	75%	All s68 applications lodged with Council through the NSW Planning Portal are assessed and determined in accordance with relevant legislation requirements	
	Carry out critical stage and other progress inspections required to ensure completed projects complies.	Director Planning & Environmental Services	75%	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.	Director Planning & Environmental Services	75%	Complying Development Certificate applications lodged with Council are assessed and determined in accordance with relevant legislation requirements.	
	Development Applications assessed and approved in accordance with statutory standards and requirements and Council Codes.	Director Planning & Environmental Services	75%	Development Applications lodged with Council are assessed and determined in accordance with relevant legislation requirements.	
	Inspect all development when required by approval so as to ensure compliance.	Manager Planning & Environmental Services	75%	Developments are inspected when necessary to establish level of compliance	
	Process applications for Planning Certificates.	Director Planning & Environmental Services	75%	Planning certificate applications are determined expeditiously following lodgment with Council.	
	Provide approval and inspection services for the installation	Director Planning & Environmental Services	75%	Councils role as a plumbing regulator, as delegated by the Office of Fair Trading under the	

	of sewage and drainage services.			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.	Director Planning & Environmental Services	70%	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.
	Review LEP zoning in Nymagee to allow building	Director Planning & Environmental Services	0%	
Implement and maintain an appropriate register for leases, licences and land	Maintain the Lease, Licence and Land Register.	Director Planning & Environmental Services	75%	The lease, license and land use register is maintained as required.

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.	Urban Services Coordinator	75%	CBD and surrounds have been swept on a daily basis, as well as the residential street program.	
Maintain Council Buildings to an appropriate standard	Develop maintenance plan	Director Engineering	75%	Commercial cleaning contract has been successfully awarded. Building audit and maintenance plan is yet to be developed.	
	Maintenance and repair of Council buildings undertaken with available resources.	General Manager	75%	Ongoing	
	Review asset management plan	Director Engineering	10%	Asset Management Strategy has been reviewed and updated. Asset Management Plans for each relevant asset groups needs to be reviewed and updated accordingly. The latter is subject to appropriate resources to undertake this task	
Improve disability access to Council buildings and facilities to improve their accessibility by older people and people with a disability	Update Council's Disability Inclusion Action Plan.	General Manager	20%	Currently working on this plan	
Provide adequate telemetry for our networks across the Shire for Water and Sewer	Upgrade the telemetry network across the Shire.	Water & Sewer Manager	50%		

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
To have the Local Emergency Management Committee (LEMC) available for any disasters	All food shops and licensed premises inspected as per Food Authority Partnership.	Director Planning & Environmental Services	50%	Some routine food shop inspections have already commenced.
	Investigation of public health incidents.	Director Planning & Environmental Services	75%	Any relevant work orders actioned. There have been no significant public health incidents.
	To ensure 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 reasonably foreseeable risks within the community.	General Manager	75%	Ongoing
	To establish an effective and relevant Local Emergency Management Committee to co-ordinate Emergency services with the community.	General Manager	75%	Local Emergency Management Committee is actively meeting with the General Manager chairing meetings
Drought policy	Review & implement a drought management plan	Director of Engineering	0%	Not commenced

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 Support existing industries (mining & agriculture)	Develop a Masterplan for the CBD in Cobarr	General Manager	70%	Draft Masterplan of the CBD has been completed - to be adopted at April 2023 Council meeting to be put on public exhibition
	Facilitate business opportunities within Cobarr and promote the region.	General Manager	70%	Ongoing
	Investigate a new industrial estate to allow for business growth	General Manager	70%	No Action to date
	Investigate new industries outside of mining within the Shire (outside of mining)	General Manager	70%	Ongoing

COUNCIL STRATEGY				
2.1.2 Develop and provide an Economic Action Plan that contributes to the growth of the Shire				
DP Action	Action	Responsibility	Progress	Comments
Develop an Economic Action Plan	Renew the Economic Action Plan and provide actions For the next 12 months	General Manager	0%	No Action to date
COUNCIL STRATEGY				
2.1.3 Encourage people to shop locally and support the business community more broadly				
DP Action	Action	Responsibility	Progress	Comments
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.	Tourism Manager	75%	Council holds the secretary role within the Business Association. Duties recently included wrap up of Christmas Parade, collaboration with WOW, grant writing, monitoring of Cobar Quid's and letters of support assistance.
Support shop local campaigns, including administration of the Cobar Quids program	Monitor, dispense and reconcile Cobar Quids.	Customer Service Manager	75%	Cobar Shire Council act as the "bank" for the Cobar Business Association's Cobar Quids program. This initiative is to encourage people to shop locally. Council processed an average of 44 transactions per month for the January - March 2023 quarter.
	Advocate for local business/contractors to be engaged.	General Manager	75%	Ongoing Support provided

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

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	Complete revision of all Council Tourism Signage and construct, design and prepare a funding plan to achieve.	Tourism Manager	75%	Remaining boundary signs have been measured and quoted. Museum carpark and visitors signage has been designed and quoted. Heritage and federation walking tracks are currently being audited to update signage.	
	Regularly update and report on implementation of the Tourism, Events and Great Cobar Museum	Tourism Manager	75%	The Tourism Committee have created a annual events calendar for 2023. This has helped with advertising upcoming events for Council and the Community and also assisted with double booking events. The Tourism Committee actively meets monthly to work together with community groups and business on upcoming tourism projects, events and cross promoting.	
	Camping options in Cobar Shire	General Manager	0%	No action to date	

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.	Tourism Manager	75%	VIC Stats: January: Museum 405, VIC 639, Total Visitors 1044, Museum Admission \$2535, Shop Sales \$4326.35, Total Sales \$6861.35 February: Museum 259, VIC 418, Total Visitors 677, Museum Admission \$1510.00, Shop Sales \$2460.50, Total Sales \$3970.50 March: Museum 504, VIC 1331, Total Visitors 1835, Museum Admission \$2710.00, Shop Sales \$4720.20, Coaches \$772.00, Total Sales \$8011.20	
Develop and implement new ideas to bring people to Cobar	Develop new marketing material to bring new residents and tourists to Cobar.	Tourism Manager	75%	The Kidman Story marketing initiative for the Kidman Way promotional committee is awaiting response for the grant. The project will cross promote between Shires and develop a tourism route along the Kidman Way. The JO have awarded the tender for the Historical pubs tour.	

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.	Director Finance & Community Services	0%	Masterplan disregarded, but soft promotion is occurring
Develop a masterplan for the development of Cobar Airport	Providing Secretariat support to the Airport Advisory Committee to the Cobar Regional Airport. Consult with users to influence the development of the masterplan	Director Finance & Community Services Director Finance & Community Services	0% 0%	This committee has been put on hold Not applicable

COMMUNITY OUTCOME				
2.4	Attract, Retain & Develop Workforce			
COUNCIL STRATEGY				
2.4.1	Job Creation and develop, attract & retain skilled workers			
DP Action	Action	Responsibility	Progress	Comments
Encourage & support educational opportunities within Cobar & villages	Undertake School based Traineeships, Attend and promote Careers days & promote Cobar High School	General Manager	70%	Ongoing

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	Debt recovery & undertake sale of land under Section 713.	Customer Service Manager	100%	A sale of land is not planned for 2022/2023. Debt Recovery processes have recommenced after Covid 19 and the need for a sale of land for unpaid rates will be reviewed at the end of the financial year.	
	Sound revenue management plan in place including rate recovery and debt recovery.	Director Finance & Community Services	100%	Revenue policy adopted	
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.	Projects Coordinator	50%	Grant application submitted for Female Friendly Community Sport Facilities and Lighting upgrades. Funding successful. Grant application for NSW Wemon's week. Funding successful and complete. Grant application submitted for the Regional Event Fund - Flagship for the Grey Mardi Gra event marketing and advertising. Status of grant pending. Grant application for the Outback	

				<p>Country Arts support program for Copper City Copper workshop. Status of grant pending.</p> <p>Successful grant for Autumn Holiday Break fund for activities in Drummond Park during school holidays.</p> <p>Successful grant application for Youth Week 2023 to host Youth activities to celebrates Youth Week.</p> <p>Successful application for payments for aged care registered nurses to reward clinical skills and leadership.</p> <p>Successful grant for electrical national residence medication chart for the LBV hostel. Same grant will be applied for the Nursing home at the LBV.</p>
Effectively manage Council investments	Optimum investment of Councils surplus funds in accordance with Council's Investment Policy.	Financial Accountant	75%	<p>Councils surplus funds have been invested to maximise interest revenue after taking Council's current and future working capital and operational needs into consideration. There has been an increase in interest revenue for the period and this is expected in the future.</p>
Provide services as per contract with Services NSW	Meet the requirements as per Services NSW Contract.	Customer Service Manager	75%	<p>Service NSW agency is open five days a week from 8am to 4.30pm as per the contract. Services provided include Roads & Maritime, Fair Trading, Births Deaths & Marriages, Working with Children Checks and Liquor & Gaming Licences.</p>

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.	Director Finance & Community Services	70%	Being monitored
	Review the developer contribution plan to provide affordable development in Cobar Shire	Director Finance & Community Services	70%	Implementation of the Contributions Plan is ongoing.
To provide a Section 64 Plan that meets the community expectation	Review the charging methodology to ensure that it meets the ability to develop Cobar Shire.	Water & Sewer Manager	60%	
Negotiate VPA's to provide for contributions to the Shire of Cobar	Ensure any major development by mining companies have a VPA negotiated	General Manager	75%	Ongoing

COUNCIL STRATEGY				
3.1.2 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 Councils Business Continuity Plan and Disaster Recovery Plan in conjunction with StateCover.	Director Finance & Community Services	80%	required allocation to resume project
	Implement a Corporate Risk Management Strategy.	General Manager	65%	Currently being Drafted
	Internal Audit Committee to meet quarterly and ensure Compliance with all Legislative and Regulatory requirements.	Director Finance & Community Services	0%	on hold until Jo body formed
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.	Human Resources Manager	75%	The WHS Committee is active, with meetings are held bi-monthly, with regular agenda items being discussed, addressed and resolved. The committee provides a platform for consultation between Council Management and employees with regular suggestions/recommendations from the committee presented to and endorsed by Manex.
	Refinement and implementation of Councils' WHS Management System in conjunction with WHS Committee and employees.	General Manager	75%	Ongoing
	Reduce workplace incidents by providing return to work services, supporting the Health and Safety Committee, providing adequate training and appropriate procedures.	Human Resources Manager	75%	Return to Work and injury management services are provided to all areas of Council by the Human Resources team and take a considerable amount of time to facilitate.

	Refinement and implementation of Councils WHS Management System in conjunction with WHS Committee and employees.	General Manager	75%	New WHS policies/procedures are continuously being developed.
--	--	-----------------	-----	---

COUNCIL STRATEGY				
3.1.3 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.	General Manager	30%	Ongoing- meeting held with Councillors and Training plan being coordinated

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 Councils activities	Dissemination of up-to-date and relevant information to the media and staff on Councils activities.	General Manager	80%	Information regarding Council services, events and relevant information is reported weekly to the Cobar Weekly and on the Council website. The Council Facebook and Instagram pages updated regularly	
Develop regular newsletter throughout Shire	Provide regular newsletter including a works program to the community	General Manager	0%	No action to date	
Promote Cobar to encourage new residents to live in our community (sell our town better)	Educate the community on what Council does and create a positive image & promote it	General Manager	80%	Ongoing	
Maintain partnerships with community organisations, such as Business Groups, Council Committees and Council Alliances	coordinate and support the Traffic Committee and the Rural Roads Advisory Committee.	Director Engineering	75%	Regular Local Traffic Committee meetings have been held with the next meeting scheduled for 16 May 2023.	
Maintain partnerships with community organisations, such as Business Groups, Council Committees and Council Alliances	Elected Council members to attend any community meetings & attend village progress meetings	General Manager	70%	Ongoing	
	Participation in Orana Water Utilities Alliance	Water & Sewer Manager	70%		

COUNCIL STRATEGY				
3.2.2	Increase the participation of youth in community leadership			
DP Action	Action	Responsibility	Progress	Comments
Maintain a Cobar Youth Council	Establish and support Cobar Youth Council	Director Finance & Community Services	100%	Reestablished under Youthie banner

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

COUNCIL STRATEGY				
3.3.1	Provision of good customer service			
DP Action	Action	Responsibility	Progress	Comments
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.	Director Finance & Community Services	70%	System in place. As per operational daily

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	Continue to promote the Staff Recognition and Reward Program.	Human Resources Manager	75%	Council's GEM Awards encourage staff to nominate their peers for "Going the Extra Mile", the awards are presented at a quarterly BBQ for all staff (BBQs on hold due to COVID-19). Staff have raised through the WHS Committee that the initiative causes more angst than positivity, so we are considering ceasing the awards and just hosting quarterly BBQs for all staff as a general 'thank you'.
	To be an employer of choice including continual review of employee benefits, training plans, succession plans and Traineeships.	Human Resources Manager	75%	Attraction and retention are significant HR issues for all businesses across NSW - there simply aren't enough people in Cobar for the number of jobs available. It used to mainly effect professional and technical roles, but is now impacting recruitment for all roles (including entry level administrative and labouring positions). Apprenticeships have been put on hold for almost five years due to the lack of qualified tradesmen to support them. As at 31.03.23 we employ 1 x Graduate Engineer (recruiting for a second), 1 x Cadet Engineer and 1 x School Based Trainee - and will recommence recruitment for administration trainees after our 2 trainees completed their fixed term contract in April 2023.

<p>Staff are provided with up-to-date and relevant tools to undertake their roles</p>	<p>Review and update 10 Year Plant Rolling Replacement Program.</p>	<p>Director Engineering</p>	<p>70%</p>	<p>This Plan was reviewed over the last 2 years but will need annual review/adjustment based on fleet utilisation and service needs. A range of large contracts have been let for tender this year. A project has commenced to develop a maintenance plan and ongoing renewal plan of all councils fleet.</p>
<p>Provide Cobarr Shire Council with a secure, reliable and cost effective information technology network.</p>	<p>Audit and analysis of software used and future needs and identify software champions.</p>	<p>Director Finance & Community Services</p>	<p>100%</p>	<p>The ERP goes live shortly IT committee comprises directorate champions</p>
	<p>Continuing to upgrade security systems and staff awareness.</p>	<p>Director Finance & Community Services</p>	<p>70%</p>	<p>This will be an ongoing requirement undertaken by Tronic using various platforms and guidelines</p>
	<p>Ongoing upgrade of IT innovations, which includes training of staff.</p>	<p>Director Finance & Community Services</p>	<p>70%</p>	<p>This is an ongoing operational task</p>

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.	General Manager	70%	Renewal of IPR Framework documents within agreed timeframe: • Resource Strategy involving: - Minimum Ten (10) Year Financial Plan; - Asset Management Plans for Building Assets; • Annual Operational Plan. Currently working on disability inclusion plan.
	Implementation of Council's Community Engagement Strategy.	General Manager	100%	Reviewed as part of the IP&R review
	Workforce Management Strategy, as part of Resourcing Strategy, developed and maintained.	Human Resources Manager	100%	.
	Works Program developed for Shire and Regional roads, drainage, signs and traffic facilities.	Director Engineering	90%	A capital works program for all engineering work has been developed, which includes all roadworks on Regional and Shire Roads. This program is constantly shifting with the onset of new grant funds that council has been successful in obtaining.
Meeting NSW Health and EPA legislative requirements for Water and Sewer	Quarterly report submitted to NSW Health and Annual Report to EPA.	Water & Sewer Manager	75%	

COUNCIL STRATEGY					
3.3.4 Good procurement processes in place to ensure the most advantageous provision of goods and services to Council					
DP Action	Action	Responsibility	Progress	Comments	
Effective & compliant contractual management and procurement practices are employed	Maintain a current Contracts Register, update policies and procedures and identify improvements in procurement processes.	Director Finance & Community Services	70%	Maintained as an ongoing task	
Provision of Cobar Water Board Administration and Financial Services	Undertake administration and financial services for the Cobar Water Board as per the Agreement.	Director Finance & Community Services	70%	Effective services being supplied under agreement	
Provide VendorPanel as Council's main Procurement tool	Use of VendorPanel as Council's main Procurement tool.	Financial Accountant	100%	Vendor Panel has been implemented across Council. Local supplier reaction has been positive. The use of registers in order to maintain Council compliance has been effective, as well as the use for higher level procurement including tenders. Staff use has increased.	

COMMUNITY OUTCOME	
3.4	Housing & Accommodation that meets the current and future needs for our shire

COUNCIL STRATEGY					
3.4.1	Provide adequate housing & accommodation				
DP Action	Action	Responsibility	Progress	Comments	
Create a housing Strategy	Develop housing strategy in conjunction with State Government	Director Finance & Community Services	0%	No action to date	
	Investigate residential subdivision, housing affordability & Crisis accommodation	Director Finance & Community Services	20%	In the process of purchasing land on Woodiwiss Avenue for a new subdivision. No action to date housing affordability & Crisis accommodation	

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	20%	

COUNCIL STRATEGY					
4.1.2 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, recoating and standardisation.	Water & Sewer Manager	60%		
Maintenance and repairs of water mains and water filtration system	Upgrade the reticulation network in Cobar, replacing old pipework, valves etc to improve water flow, reliability, and water quality.	Water & Sewer Manager	50%		
Undertake fair valuation of water and sewer	Implement Water Supplies Asset Management Plan with 5 Year Rolling Works Program. In conjunction with Councils Asset Management team and Auditor undertake revaluation of Council's water and sewer assets.	Water & Sewer Manager	60%		Revaluation was completed last year.

COUNCIL STRATEGY					
4.1.3	Seek alternative supply solutions to improve water supply to the villages				
DP Action	Action	Responsibility	Progress	Comments	
Improve water supply to villages	Euabalong and Euabalong West Standpipe Reservoirs Option Study	Water & Sewer Manager	45%		
	Replacement of Pumping Stations.	Water & Sewer Manager	20%		
Maintenance and repairs of water mains and water filtration system	Scoping study to be completed for Nymagee, Euabalong and Euabalong West.	Water & Sewer Manager	40%		
	Implement Water Supplies Asset Management Plan with 5 Year Rolling Works Program.	Water & Sewer Manager	60%		
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.	Director Engineering	0%	Revaluation was completed last year.	

COUNCIL STRATEGY				
4.1.4	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	75%	

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.	General Manager	50%	Ongoing
	Maintenance of radio base stations and licences.	General Manager	50%	Ongoing
	Lobby for funding to increase boosters for radio stations	General Manager	75%	Ongoing

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	Director Engineering	65%	Council has completed upgrade work along Wilga Downs Rd, Mulya Rd, Pulpulla Rd and Yathong Rd. In addition, council will be undertaking upgrade works along the Wool Track, 52 Mile Rd, Kiacoatoo Rd and Grain Rd that has been made possible with grant funds. Extensive roadworks are also being undertaken in response to the recent flood events.
	Inspections by Council staff on a routine basis to identify maintenance works and report any urgent works to minimise public liability risk to Council.	Roads Development Manager	75%	
	Sign maintenance.	Director Engineering	75%	All works are undertaken with RMS and Australian standards

	Street maintenance		Urban Services Co-Ordinator	0%	
	Undertake ordered works on behalf of RMS within the agreed budget.		Roads Development Manager	65%	
	Undertake routine and supplementary works on State Roads in accordance with the RMS Contract.		Roads Development Manager	60%	
Oversee quarrying activities and ensure an adequate supply of good quality gravel for use on the road network					
	Establishment and use of funding reserve for the rehabilitation and restoration of disused gravel pits and quarries.		Roads Development Manager	55%	
	Licences for all existing and new quarries progressively obtained.		Roads Development Manager	50%	Additional pits have been opened and added to head licence
	Negotiate with landholders for water		Director Engineering	75%	This task is ongoing. Council officers regularly engage with land holders to access alternative water supplies for road works
Seal The Wool Track	Apply for funding for The Wool Track Seal Extension Project.		General Manager	75%	Grant applied for, waiting for decision
Speed limit increased on the Kidman Way	Lobby Transport NSW for the increased speed limit on the Kidman Way (100 to 110)		Director Engineering	60%	Council is awaiting the formal response from RMS now that the culvert extension have been completed

COUNCIL STRATEGY				
4.3.2 Provide and maintain safe and serviceable transport infrastructure including roads, footpaths, bike paths and airport				
DP Action	Action	Responsibility	Progress	Comments
Provide and maintain a safe and adequate footpath and bike path network	Maintain and improve Cobar and Villages walking tracks	Director Engineering	75%	Council intends to spend \$1.1M towards footpath improvement work that has been made possible through grants. The approach will be driven by risk mitigation strategies and complete linkages between existing paths.
	Review and update the Active Transport Plan. Identify action plans for years 1,2,3,4.	Director Engineering	75%	Council intends to spend \$1.1M towards footpath improvement work that has been made possible through grants. The approach will be driven by risk mitigation strategies and complete linkages between existing paths. These works are being undertaken in accordance with councils Active Transport Plan.
Road safety	Identify priority works required to improve the safety of the footpath network and undertake works as funding becomes available.	Director Engineering	60%	
	Investigate Bypass in Cobar	General Manager	0%	No action to date
	Investigate Pedestrian crossing signage in main Street of Cobar	General Manager	70%	Ongoing
	Lobby for Lights at railway crossing throughout the Shire	General Manager	0%	No action to date

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.	Director Engineering	75%	Maintenance is being conducted in accordance with AOM. Annual audit has been completed for the Cobar airport and report submitted to council. Works are being arranged for the clearance of vegetation around the airfield as identified in the report. An REF has been arranged and we are currently awaiting this report. In addition, renewal works are being undertaken to the runways that will involve major patching works and resealing works. The works are scheduled to occur in Oct/Nov this year to allow for more conducive weather conditions for the rubber seal application.
	Consider the draft Cobar Aerodrome Master Plan.	Director Finance & Community Services	100%	Plan done in 2018, has been considered and is appropriate for future use.
	Develop program to increase hangar / development in order to increase use.	Director Finance & Community Services	50%	Design for Hangars in progress, meeting scheduled with 6 interested parties 31/05/23
	Provision of services to key stakeholders such as Airlines and Charters.	Director Finance & Community Services	50%	airport provides requested services
Review the maintenance requirements of the Village Airports.	Maintain runways in a state that is acceptable for dry weather operation and ensure that the airstrips comply with the minimum standards for operation.	Director Engineering	75%	Annual audit has been completed for the Cobar airport and report submitted to council. Works are being arranged for the clearance of vegetation around the airfield as identified in the report. An REF has been arranged and we are currently awaiting this report. In

					addition, renewal works are being undertaken to the runways that will involve major patching works and resealing works. The works are scheduled to occur in Oct/Nov this year to allow for more conducive weather conditions for the rubber seal application.
Truck Stock wash	Investigate & seek funding for Stock Truck Wash	General Manager	65%		Land being sought and future grant funds being allocated.
Lobby the NSW Government to ensure that the rail network in 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.	General Manager	0%		No actions

COMMUNITY OUTCOME	
4.4	Good quality and affordable community facilities and infrastructure

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			
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.	Urban Services Coordinator	50%	our three Parks with compliant playgrounds are inspected, their are still non compliant parks that need to be addressed.

COUNCIL STRATEGY					
4.4.2 Provision of community facilities and maintain those that we have to an appropriate standard					
DP Action	Action	Responsibility	Progress	Comments	
Provide Ward Oval Masterplan	Apply for additional funding to complete project i.e. cattle yards, walking tracks, pavilions, shot put nets	Projects Coordinator	20%	Little A's were successful with funding for new shot put and discuss nets at Ward Oval.	
	Undertake the proposed development for the Ward Oval Masterplan	Projects Coordinator	10%	Ward Oval project commenced on site. Expected completion in February 2024.	
Undertake the BBRF grant funded project of the update of Ward Oval and the Early Learning Precinct	Commence building of both projects	General Manager	50%	Progressing with this project	
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.	Urban Services Co-Ordinator	0%	Their are minimal pre-dugs at present. the cremation walls have been finished.	
	Survey the Cobar Cemetery to identify current and future needs	Director Engineering	0%	Currently working on this project	

<p>To provide quality and readily accessible library services to Cobar and villages</p>	<p>The Library acquires, processes, maintains and lends library materials that are up to date and appropriate.</p>	<p>Manager Library Services</p>	<p>75%</p>	<p>258 items and 1,339 eBooks, eAudio and eMagazines added to the collection in Q3. 692 items = value \$9,750 (at cost) were removed. Total stock = 29,930 items, 19,084 eBooks, 8,235 eAudio, and 210 eMagazine issues. 3,587 items loaned in Q3 (includes 437 eBook and eAudio loans).</p>
<p>The Library provides public access to the internet service where possible.</p>	<p>The Library provides public access to the internet service where possible.</p>	<p>Manager Library Services</p>	<p>75%</p>	<p>6 computers as well as wifi provided for public access. 255 separate sessions of computer use and 146 wireless hotspot logins for Q3.</p>
<p>To ensure that the Library service is utilised by Cobar Shire residents of all ages and community groups.</p>	<p>To ensure that the Library service is utilised by Cobar Shire residents of all ages and community groups.</p>	<p>Manager Library Services</p>	<p>75%</p>	<p>25 new members joined in Q3. Total membership = 2,356 members. 3,476 visits counted in Q3. Monthly new book list and events calendar emailed to stakeholders, press, and community groups. Library resources and services promoted via Facebook. Bookaholics meetings had 7 attendances, hosted 3 Kubby House storytime group visits, and ran 2 adult craft workshops with 10 attendances (scrapbook journal and light-up picture). Had 7 people attend the Seniors Week morning tea and ramble down memory lane. Provided 7 home deliveries of loans. The library arcade rooms (meeting and art and craft space) were booked 65 times in Q3. Local artist Michel Chillingworth exhibiting acrylic artworks and fabric creations in the gallery space. Nymagee and Euabalong library services open for 5 hours per week.</p>

Develop & Maintain Cobar & Villages Caravan Parks	Apply for funding to update the facilities at the Cobar Memorial Swimming Pool.	Projects Coordinator	20%	Masterplan and Business case for the pool completed. Waiting for funding opportunities to become available
	Develop a Depot Masterplan for Cobar Council depot	Director Engineering	60%	Draft masterplan has been completed including collaboration with internal stakeholders. Plan was presented at the October/November 2022 council workshop. Proposed concepts for the consolidated shed (as the first stage of the masterplan) have been presented to key stakeholders. DA will be arranged shortly and the REF has been arranged and we are currently awaiting the report. Quotes will be arranged on receipt of the report.
Maintain Street Lighting	Restore & maintain historical buildings in town	Projects Coordinator	0%	Activate the Cobar CBD Masterplan project has commenced in October 2022. Draft to be adopted at the April 2023 council meeting
	Upgrade facilities at Cobar & Village caravan Parks	Projects Coordinator	0%	Will seek funding opportunities to upgrade caravan parks.
	Investigate adequacy of street lighting where necessary	Director Planning & Environmental Services	75%	Council works closely with Essentially Energy on fault related works and/or expansion proposals. Council has included Essential Energy information on its website to inform the community on what to do when they observe a fault.

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.	Director Planning & Environmental Services	10%	Consulting with an external provider to determine time frame for project completion	
	Investigate & cost Sealing old res access road	Director Engineering	100%	An OTTA seal has been applied to this road and is subject to ongoing monitoring to assess its performance.	
	Undertake actions outlined in the Newey Reservoir Plan of Management.	Director Planning & Environmental Services	0%	Not commenced yet	

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.	Urban Services Coordinator	50%	Currently mowing and whipper snipping, spraying the urban drain network. currently looking at ways to minimise the intensive labour times that are required to whipper snip.	
	Provide, maintain and operate a sewer network and disposal system and treatment works	Ensure EPA licence completed annually and at a minimal cost. Implement the Sewerage Services Asset Management Plan with 5 year rolling works program. Investigate options for implementing Liquid Trade Waste Policy and program. Undertake required maintenance activities. Undertake works to upgrade the three minor Sewer Pump Stations and inlet works at Sewer Treatment Plant.	Water & Sewer Manager Water & Sewer Manager Water & Sewer Manager Water & Sewer Manager Water & Sewer Manager	75% 70% 65% 40% 100%	

COUNCIL STRATEGY			
4.4.5	Maintain and service villages parks, streets, footpaths and community facilities		
DP Action	Action	Responsibility	Progress
Maintain and improve village facilities and services	Arrange for works to be undertaken that have been identified as priority projects by the Nymagee Progression Association (to use Nymagee VPA funds).	General Manager	75%
			Comments
			Working with Progress Association

COUNCIL STRATEGY			
4.4.6	Encourage an active community through appropriate infrastructure & facilities		
DP Action	Action	Responsibility	Progress
Provide infrastructure & facilities to promote active lifestyles	Investigate exercise equipment in parks & recreational areas including BMX track or bike tracks Bike & scooter racks Fresh water stations	Director Engineering	75%
			Comments
			These considerations are included with all master planning processes for open space upgrades.

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 industries in Cobar				
DP Action	Action	Responsibility	Progress	Comments	
	Lobby minister to extend & approve power supply	General Manager	0%	No action to date	
Lobby business and government to encourage the development of an alternative / renewable energy industry in Cobar to increase power supply	Monitor opportunities for development of an alternative energy industry in Cobar.	General Manager	0%	No action to date	
Provide alternative energy supply to Water and Sewer Infrastructure	Investigate the feasibility of solar installations at all major pump stations, Water Treatment Plant and the Sewer Treatment Plant.	Water & Sewer Manager	55%		
Develop a strategy to deal with Key environmental issues i.e climate change, water management & heat management	Green space development	General Manager	0%	No action to date	
	Workshop with Council to identify priorities	General Manager	70%	Ongoing	

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 in Cobarr and prepare a Waste Services Strategy	Prepare a Waste Services Strategy Discussion Paper.	Director Planning & Environmental Services	25%	Preliminary discussions with external provider commenced.	
	Provide a trade waste, domestic waste and street bin collection service to all customers as per agreed service levels.	Manager Planning & Environmental Services	40%	Trade Waste, domestic kerbside and street bin collections are being undertaken in accordance with required service levels.	
	Promote efficient water use by Shire residents.	Water & Sewer Manager	65%		
Recycling of biosolids produced at the sewage treatment plant	Support local mining land rehabilitation through the treatment and reuse of the biosolids produced at the sewage treatment plant	Water & Sewer Manager	55%		

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
Focus and support Agriculture & horticulture in Cobarr Shire	Lobby for key issues such as foot in mouth disease and transport network	General Manager	0%	No action undertaken

COUNCIL STRATEGY				
5.2.2	Have a street tree planting program for Cobarr and Villages			
DP Action	Action	Responsibility	Progress	Comments
Develop and instigate a street tree planting program	Develop a street tree planting program with suitable trees for the local environment & native birds	Director Engineering	75%	Council officers are regularly removing inappropriate tree species from public land and replacing them with more suitable species for the environment. Will need to develop a tree strategy which will formally adopt an approach for tree management activities.
Develop a high-risk tree removal and replantation program	Identify and remove high risk trees that pose a serious threat to large water and sewer transmission lines. Undertake a tree replantation program in suitable locations.	Water & Sewer Manager	75%	High risk trees that pose a risk to water and sewer assets are identified and assessed by councils parks and gardens trees on an as need basis, with a view to retain the trees where possible through the implementation of interventions can be adopted to preserve the tree and protect the assets. This action is ongoing.

COUNCIL STRATEGY					
5.2.3 Improve the presentation & maintenance of Cobar & Villages					
DP Action	Action	Responsibility	Progress	Comments	
Maintain public & private land Reduce littering in Cobar & Villages including roadsides	Council maintains the CBD Council promotes tidy nature strips & private land	Director Planning & Environmental Services	70%	Planning & Environmental Department regulates and monitors maintenance of vacant private property as required.	
	Educational programs	Director Planning & Environmental Services	0%	Not commenced	
	Explore provision of more bins	Director Planning & Environmental Services	0%	Not commenced	

COUNCIL STRATEGY					
5.2.4 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 Develop Management Plans for Council managed Crown Land.	Implement provisions of the Companion Animals Act and promote community awareness and responsibilities of dog and cat ownership.	Ranger	50%	Returned first time registered offending stray dogs. Speak with members of the public regarding responsible pet ownership. Implement control orders as required under the Companion Animal Act.	
	Actively apply for funding to improve or renew infrastructure on crown land	Director Planning & Environmental Services	0%	No relevant grant funding identified to date.	
	Provide management plans for Council managed Crown Land.	Director Planning & Environmental Services	10%	Consulting with an external provider to determine time frame for project completion.	

COUNCIL STRATEGY					
5.2.5 Long term management of noxious weeds					
DP Action	Action	Responsibility	Progress	Comments	
Negotiate a new Weed Action Plan (WAP)	Review Councils responsibility as a Weed control authority and adopt WAP as needed	Director Planning & Environmental Services	50%	Preliminary consultation with LLS staff undertaken.	

COUNCIL STRATEGY				
5.2.6	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.	General Manager	0%	No action undertaken
Utilisation of gravel in National Parks for road construction	Lobby Government for utilisation of gravel in National Parks for road construction	General Manager	45%	Matter being raised with local Member & NSW Government

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 and other negative impacts			
DP Action	Action	Responsibility	Progress	Comments
That safe air quality is maintained in Cobar.	Other complaints handled by Council Staff.	Director Planning & Environmental Services	75%	Any concerns or complaints relevant are investigated by Council and if necessary, reported to the appropriate agency/department.
	That relevant complaints are forwarded to EPA.	Director Planning & Environmental Services	70%	Any concerns or complaints are investigated by Council and reported to EPA if necessary.