

2023 Annual Report



LEETON
SHIRE COUNCIL



Acknowledgement of Traditional Owners

Leeton Shire Council acknowledges the Wiradjuri People and their continued input on our Community.

We acknowledge their connection to the land, water and sky.

We acknowledge all Aboriginal people who have made the Leeton Shire their home.

As such we pay our respects to all Aboriginal Elders, past, present and emerging of our Shire.



Contents

About Leeton Shire	2
Snapshot of Leeton Shire	3
Welcome and Context	5
Message from Our Mayor	6
Message from Our General Manager	7
Highlights for 2022/23 by Theme of the Community Strategic Plan	9
Finance Snapshot	10
Our Status as at 30 June 2023	10
Our 2022/23 Income	11
Our 2022/23 Expenditure	12
Our Council	16
How Council Operates	16
Our Councillors	17
Council Meetings	19
Council's Committees and Working Groups	19
Our Community	20
Our Community's Vision	20
Australia Day Awards	21
Citizenships	21
Community Grants Program	23
Celebrating Our Volunteers	26
Our Organisation	29
Our Staff Mission	29
Our Staff Values	29
Our Staff Structure	29
Our Senior Management Team	30
Our Staff	32
Organisational Development	32
Work Health and Safety	36
Employee Health and Wellbeing	37
Corporate Governance	38
Our Performance by Functional Area	43
1. Community Services and Community Development	45
2. Museum, Arts and Cultural Services	51
3. Parks, Streetscapes and Sporting Facilities	55
4. Economic Development	59
5. Planning, Building and Public Health	63
6. Roads and Drainage	67
7. Water and Sewer Services	71
8. Environmental Sustainability and Emergency Services	75
9. Governance and Administration	79
Our Performance by Status of Actions	84
Statutory Information	89

About Leeton Shire

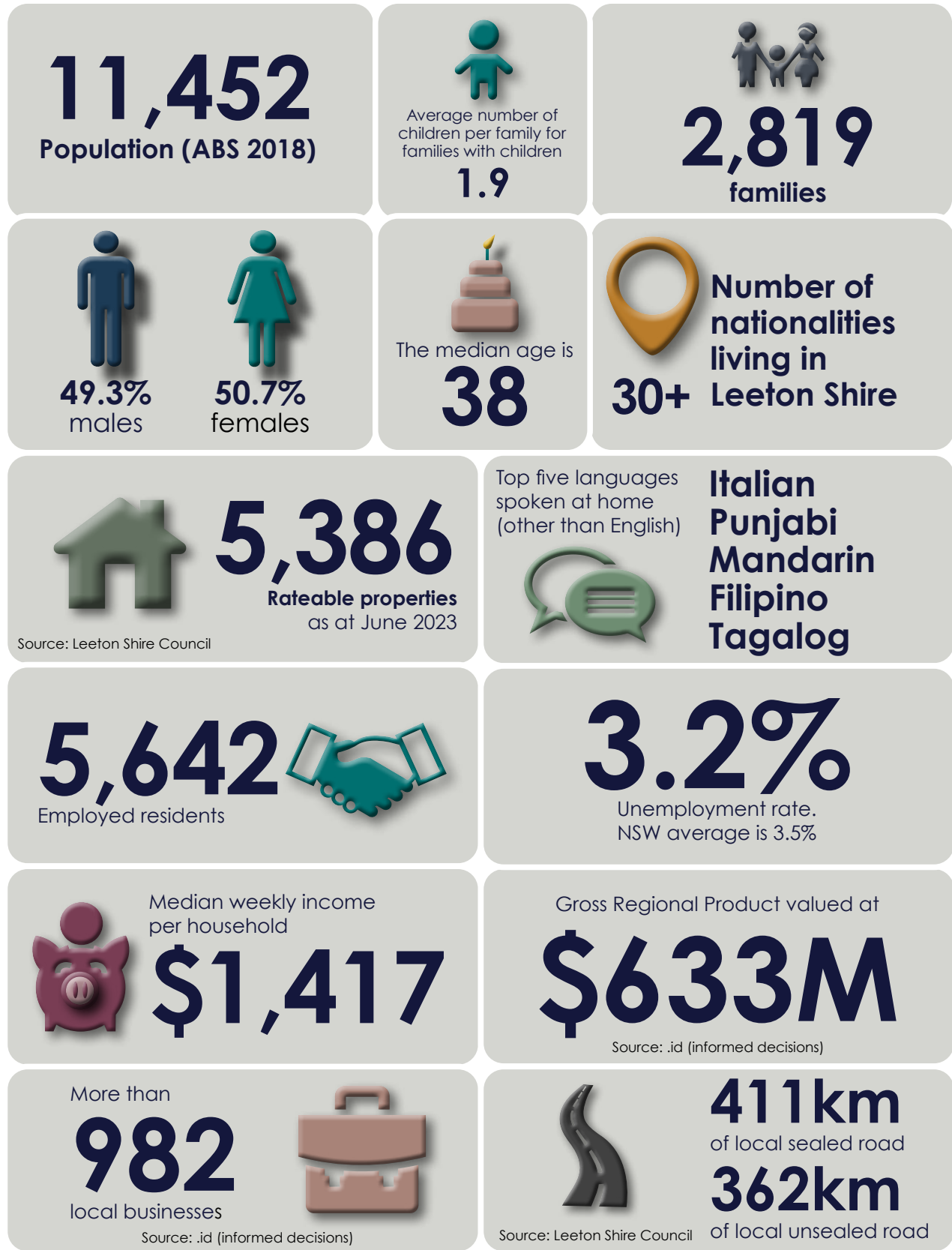


Leeton Shire is located in southwest New South Wales, 584km from Sydney, 470km from Melbourne and 371km from Canberra. It covers 1,167km² and includes the towns of Leeton, Yanco and Whitton and the villages of Murrumbidgee and Wamboon.

With a population of 11,452 (ABS 2021), Leeton is the second largest regional centre in the Western Riverina region and plays an integral role in value-added agricultural processing, agriculture, education and research, transport and logistics.

Leeton Shire has a proud history as the birthplace of the Murrumbidgee Irrigation Area. It celebrates its multicultural diversity and welcomes new settlers, migrants and refugees. Leeton is also the Art Deco Capital of regional Australia.

Snapshot of Leeton Shire



Source: Australian Bureau of Statistics (ABS), unless otherwise indicated (correct as at 1 July 2023)



Fivebough Wetlands

Welcome and Context

Welcome to the Leeton Shire Council Annual Report 2023

The Annual Report is a key point of accountability between Leeton Shire Council and the Leeton Shire community. It provides the community with an update on Council's progress in implementing the Delivery Program 2022–2025 through the actions and activities set out in the Operational Plan 2022/23.

The Delivery Program and Operational Plan (DPOP) formalised Council's commitment to the community. It documented the actions and activities Council said it would undertake in order to progress the objectives set out in the Community Strategic Plan (CSP): *Liveable Leeton 2035*.

Liveable Leeton 2035 has steered the Leeton Shire community's journey towards the future. It documents the community's vision and lists 25 outcomes which are grouped into five key focus areas:

Focus Area 1. A connected, inclusive and enriched community – good health, lifelong learning, friendliness and inclusivity, safety, and access to a range of quality affordable housing

Focus Area 2. A safe, active and healthy community – participation in sports and leisure, enjoyment in arts and culture, and valuing heritage

Focus Area 3. A thriving regional economy – a thriving irrigated agricultural sector, strong business and employment, great attractions and events, and a vibrant town centre

Focus Area 4. A quality environment – reliable water and sewerage services, good transport infrastructure, sustainable natural environment, and attractive towns and parks

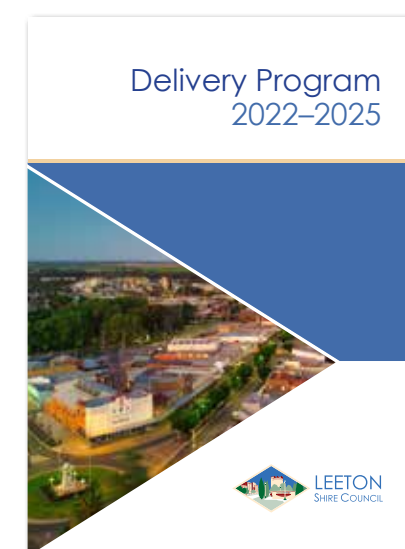
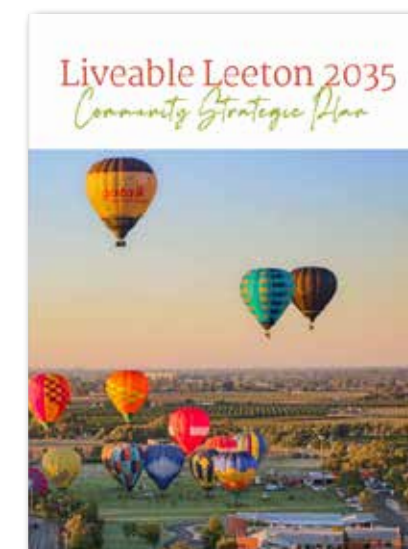
Focus Area 5. Strong leadership and civic participation – politicians who act and listen, a community that speaks up and gets involved, and a community that is always on the front foot.

To enable Council to more accurately track its progress, the activities detailed in the Delivery Program and Operational Plan were grouped by functional areas with the links to the Community Strategic Plan (CSP): *Liveable Leeton 2035* identified against each action.

In addition to information on Council's performance in delivering on its Delivery Program and Operational Plan commitments, the Annual Report includes information prescribed in the Local Government Regulation that councils must report on annually, as well as a snapshot of Council's finances. More detailed financial information can be found in the Leeton Shire Council Annual Financial Statements for the year ending 30 June 2023.

The Annual Report is also an opportunity to acknowledge the great things that have happened across the Shire and note the challenges that have marked the year.

We hope you enjoy reading about our activities during the 2022/23 financial year and we thank our community for the continued support and direction.



Message from Our Mayor

This financial year has been a big year for our Shire. We have continued to see how resilient our community is as we turned the corner from the ongoing impacts of the COVID-19 pandemic. I am proud of the achievements our Council has made.

There are a number of activities that I would like to highlight:

- The launch of the *Leeton Living* website, an innovative and effective partnership between the Leeton Business Chamber; Leeton Connect and Council. The website offers a one stop shop on everything you need to know about settling into life and living successfully in Leeton. The website incorporates a Directory of all commercial and community / not for profit services in Leeton, from schools, medical services and sports groups to places of worship and where to get your tyres fixed or where to eat out. It is a handy resource for everyone who lives in Leeton Shire – do check it out
- Our Inaugural Fiesta La Leeton was a huge success and will become a regular item on our annual events program. Developed and organised in partnership with the Leeton Multicultural Support Group, there were approximately 1,200 people in attendance enjoying the wide variety of food, music and dance on offer. It was a pleasure to see the community coming together to celebrate the diversity of cultures within our Shire
- Leeton Shire now has a Youth Council that meets regularly, with most Leeton Shire high schools participating. It has been a great pleasure to watch these young people grow in confidence. As a Council we are committed to investing in our young leaders, building knowledge and awareness about all things local government and nurturing the next generation of civic leaders
- Council has had some good success on the advocacy front, with 10 motions adopted at the annual LGNSW Conference and ALGA Congress. Topics included restoring of financial assistance grants (FAG's), constitutional recognition of local government, greater assistance with managing energy expenditure and funding to deliver projects in the community, increased support for housing initiatives, addressing poorer health outcomes in regional communities, making temporary refugees permanent, inquiry into ownership of RFS assets and increased funding for weed management

- Our 196 Council volunteers continue to play a vital role in local service delivery. I want to thank and acknowledge them for their continued service in the Library, at LMAG and the Golf Course. My thanks also to the wider not for profit sector who continue to contribute so meaningfully across the Shire. At events such as ANZAC Day, I found it incredibly humbling to watch the young people involved in the 223 Army Cadet Unit of Leeton participate and do their community proud. Without all our valuable volunteers, many events, programs and activities just wouldn't happen.

We end the financial year knowing we still have some challenges ahead of us, including completing a few major capital projects and finding ways to ensure our Council is financially secure. In response to community feedback, one of our first priorities will be to check fairness and equity between the different rating categories in the new year.

Please take the time to review this Annual Report – it is a great reminder of the significant breadth of services and responsibilities Council delivers and manages for and on behalf of our residents.

As a Council we value constructive engagement with our community and thank everyone who has provided feedback to Council over the year. By working together we can build an even stronger, more resilient, more cohesive and more inclusive community that proudly calls Leeton Shire home.



Cr Tony Reneker
Cr Tony Reneker
Mayor

Message from Our General Manager

The Annual Report for Leeton Shire Council 2022/23 provides a comprehensive overview of Council's achievements and challenges as we strive to serve our community and deliver on shared aspirations.

Leeton Shire and the wider Murrumbidgee Irrigation Area continue to thrive despite the impacts and challenges of recent years including lingering COVID-19 and drought impacts, followed by floods, a very tight labour market and a shortage of rental housing. Our GDP grew nonetheless by 1.11% on the previous year, further testament to the region's resilience and entrepreneurial spirit.

Council's dedicated and committed staff continued to go above and beyond in their service:

- During 2022/23, Council processed 117 development applications valued at \$42.456M. We also received approval to allow boarding houses, group homes, hostels, multi dwelling housing, residential care facilities, residential flat buildings, secondary dwellings, semi-detached dwellings, serviced apartments, and shop top housing to be built in our villages of Whitton and Yanco, worked with Regional NSW to assess our housing needs and commenced an update of Council's Housing Strategy
- We made 15 successful grant applications to the value of \$4.835M, including \$350K for a master plan and business case at WRConnect (the freight intermodal on the boundary of Leeton and Griffith). After many years of active lobbying, we were delighted when the NSW government confirmed \$19M of funding for a siding at WRConnect, an important element for fully activating the site
- Our valued Library service loaned more than 19,534 items and LMAG presented ten exciting exhibitions. The Roxy refurbishment struck turbulent waters when the builder went into liquidation, with Council responding by taking on the role of Principal itself in its efforts to complete the project within budget
- The roads team went over and above given the exceptionally wet year, rehabilitating 5.85km of sealed road, resealing 8.4km of road, resheeting 5.9km of gravel road and filling of 11,809 potholes, supported by \$303,269 of additional funding from government
- Our Open Space and Recreation team planted 221 new street trees and provided event support to over 15 community events

- While we have made good progress with several major projects, most will only be completed next year. This includes the Leeton Early Learning Centre expansion, Wamoon Sewerage Scheme, Canal Street upgrade, Chelmsford Place upgrade, Roxy refurbishment, Leeton Aquatic Centre slide, and Vance Estate Stage 3
- Water and Sewer services continue to keep our residents healthy and safe.

A change in the way we account for IPPE (infrastructure, property, plant and equipment) has seen our end-of-year financial report delayed. Once it has been audited we will notify the community. The unaudited operating result is an improvement on what was budgeted, largely due to additional operating grants received during the year for potholes and road repairs, an improvement in interest earnings and the forward payment of a larger than expected annual financial assistance grant.

A Special Rate Variation proposal was not successful during the year. Council's financial sustainability issues remain, of course, and addressing them will need attention from Council and the community in the short to medium term. Council has also participated actively during the year with IPART's review of the rate peg methodology which has continually failed to reflect the true costs of delivering services.

Our staff are vital to our ability to deliver results for the community and supporting their growth and development has continued to be an important focus. We are very proud some of our staff have won prestigious Local Government Professionals NSW Awards in 2023 (see page 35 for more information).

I would like to express my gratitude to the dedicated staff, elected officials, community partners, and volunteers who individually, and through collective efforts, have contributed to Leeton Shire Council's positive results. Thank you also to residents who have engaged in constructive and meaningful dialogue – your input through the year has been appreciated. We welcome your feedback as we strive for continuous improvement.



Jackie Kruger
Jackie Kruger
General Manager

Highlights for 2022/23 by Community Strategic Plan Theme

A Connected, Inclusive and Enriched Community

- Launched the Leeton Living Website, a partnership between Leeton Business Chamber, Leeton Connect and Council
- Established the refreshed Leeton Youth Council
- Commenced works on the expansion of the Leeton Early Learning Centre
- Progressed plans for the Leeton Water Tower large-scale public art project
- Launched the Roxy Institute of Performing Arts (RiPA) and its collaboration with NIDA (National Institute of Performing Arts)

A Safe, Active and Healthy Community

- Completed extensive improvement works at Whitton Cemetery
- Commenced replacement of the water toys at the Leeton Regional Aquatic Centre
- Hosted the 21st Annual Riggz Cup Riverina Skate Championships
- Installed new playground equipment in McCaughey Park
- Developed a new Active Transport Plan

A Thriving Regional Economy

- Approved 117 Development Applications valued at \$42,455,812
- Held two free microchipping days with a total of 199 animals microchipped
- Applied for and received \$371,243.13 from the Regional NSW Business Case and Strategy Development Fund to commence the WRConnect Masterplan
- Adopted AMBITION 2030 – an Economic, Tourism and Events Strategy for Leeton Shire
- Commenced the Art Deco Way touring route aimed at drawing travellers of highways to explore the region
- Coordinated the Australian Art Deco Festival Leeton 2022 program of 29 events and 4,500 visitors

A Quality Environment

- Advanced the Wamoon Sewerage Scheme with 100% of the sewer lines installed
- With the help of the Leeton community, recycled 41% of the waste that would have gone to landfill
- Generated approximately 343,622kWh of solar power, which equates to an estimated 325 tonnes of reduction in Council's carbon footprint
- Completed solar installation projects at the Leeton Shire Library, Whitton Sewer Pump Station No.1 and Leeton Landfill

Strong Leadership and Civic Participation

- Advocated for the local community on a range of issues including health, water security and additional funding
- Engaged with the Leeton Health Services Action Committee, Murrumbidgee Local Health District, (MLHD), Murrumbidgee Primary Health Network (MPHN), NSW Rural Doctors Network (RDN) and NSW Ambulance to commence collaborative efforts to develop an integrated health services plan for Leeton Shire
- Awarded 14 Community Strengthening Grants to a total value of \$23,284, four Quick Response Grants to a total value of \$7,060 and 14 Youth Development Grants to a total value of \$3,500
- Made 15 successful grant applications to the value of \$4,835,400.



Top: Launch of Roxy Institute of Performing Arts
Second row left to right: McCaughey Park Playground Upgrade, Art Deco Way Touring Route signage
Third row: Wamoon Sewerage Scheme Delivery Team
Above: Whitton Cemetery improvement works

Finance Snapshot

*Unaudited Financials

Our Status as at 30 June 2023

The net operating result, before capital grants and contributions, for the year ended 30 June 2023 is a surplus of \$241K compared to a deficit of \$1.1 million for the year end 30 June 2022.

The relative improvement in the deficit from last year was largely due to the advanced payment of the Financial Assistance Grant by the Commonwealth; an increase in income from contracted works and needing to account for the forward payment of rates in the year they were received. These have contributed to a better operating result than expected, despite lower income from water sales.

Cash and Investments

Council's total cash and investments as at 30 June 2023 were \$54.6 million. Not all of these funds are available for discretionary use, as the amount includes items that are externally (by Statute) or internally (by Council policy) restricted in their use:

- Council is holding \$40 million of externally restricted funds. This amount includes unexpended loans, deposits/bonds, unexpended grants, and water, sewerage, and domestic waste cash and investments
- Council is also holding a further \$14.3 million in internally restricted funds. These are amounts set aside for purposes such as future asset replacement and accrued employee leave entitlements. Some of the key internal restrictions as at 30 June 2023 were as follows:
 - Plant and vehicle replacement – \$1.4 million
 - Infrastructure replacement – \$1 million
 - Roads general – \$1 million
 - Employee leave entitlements – \$1.39 million
 - FAGs in advance – \$5.659 million.

Assets and Liabilities	2022/23	2021/22 for comparison
Assets		
Total current assets	\$46,703,000	\$41,392,000
Total non-current assets	\$353,398,000	\$340,056,000
Total assets	\$400,101,000	\$381,448,000
Liabilities		
Total current liabilities	\$10,679,000	\$9,350,000
Total non-current liabilities	\$6,867,000	\$6,926,000
Total liabilities	\$17,546,000	\$16,276,000
TOTAL EQUITY	\$382,555,000	\$365,172,000

Finance Snapshot cont.

Our 2022/23 Income and Expenditure

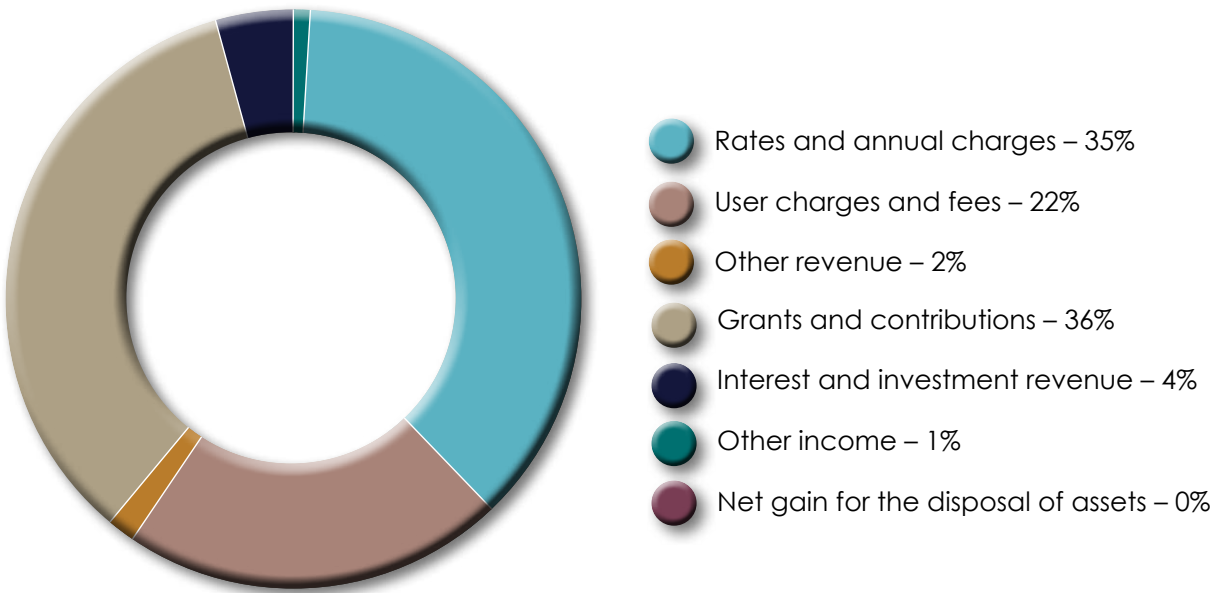
For the financial year ended 30 June 2023, Leeton Shire Council's total income from continuing operations, including grant income, was \$40.1 million. Our expenditure was \$34.89 million.

Income and Expenditure	2022/23	2021/22 for comparison
Income		
Total income from continuing operations	\$40,077,000	\$38,126,000
Expenditure		
Total expenses from continuing operations	\$34,888,000	\$34,260,000
Operating Result		
Net operating result (counting grants and contributions)	\$5,189,000	\$3,866,000
Net operating result (not counting capital grants and contributions)	\$241,000	(\$1,116,000)

Our 2022/23 Income

Leeton Shire Council receives the bulk of its operating income from three main sources:

- Rates and annual charges – \$14.20 million
- User charges and fees – \$8.67 million
- Grants and non-developer contributions – \$14.42 million.





Children enjoying their time together at Gogeldrie Weir Caravan Park

Grants and Contributions Income

In 2022/23, Leeton Shire Council received grants and contributions of \$14.42 million. The Federal Government provided \$8.99 million of this amount (\$7.13 million in Federal Assistance Grants), and the State Government provided \$5.31 million. Developer contributions provided a further \$326,000.

2022/23 Grants and Contributions Income	Operating Grants \$000	Capital Grants \$000
General purpose grants (untied)		
Current year allocation		
Financial assistance – general component	\$1,132,000	0
Financial assistance – local roads component	\$340,000	0
Payments in advance – future year allocations		
Financial assistance – general component	\$4,301,000	0
Financial assistance – local roads component	\$1,358,000	0
Other grants	0	\$209,000
Total general purpose grants recognised as income in 2022/23	\$7,131,000	\$209,000
Special purpose grants and non-developer contributions (tied)		
Previously specific grants		
Sewerage services	0	\$501,000
Childcare	\$162,000	0
Community care	\$1,000	\$1,000
Economic development	\$195,000	0
Employment and training programs	\$105,000	0
Environmental programs	\$29,000	0
Heritage and cultural	\$24,000	\$677,000
Library per capita	\$76,000	0
Library – special projects	\$52,000	0
LIRS subsidy	\$16,000	0
Noxious weeds	\$50,000	0
NSW Rural Fire Services	\$77,000	0
Recreation and culture	\$154,000	\$1,022,000
Storm/Flood damage	\$270,000	0
Street lighting	\$76,000	0
Transport (Roads to Recovery)	\$509,000	0
Transport (other roads and bridges funding)	\$278,000	\$700,000
Other specific grants	\$13,000	\$10,000
Previous contributions		
Roads and bridges	0	\$1,071,000
Transport for NSW contributions (regional roads, block grant)	\$257,000	\$431,000
Total special purpose grants and non-developer contributions (tied)	\$2,344,000	\$4,413,000
Total grants and non-developer contributions – operating and capital	\$9,475,000	\$4,622,000
Developer contributions (levies/water, sewer and stormwater contributions)	0	\$326,000
TOTAL GRANTS AND CONTRIBUTIONS	\$9,475,000	\$4,948,000

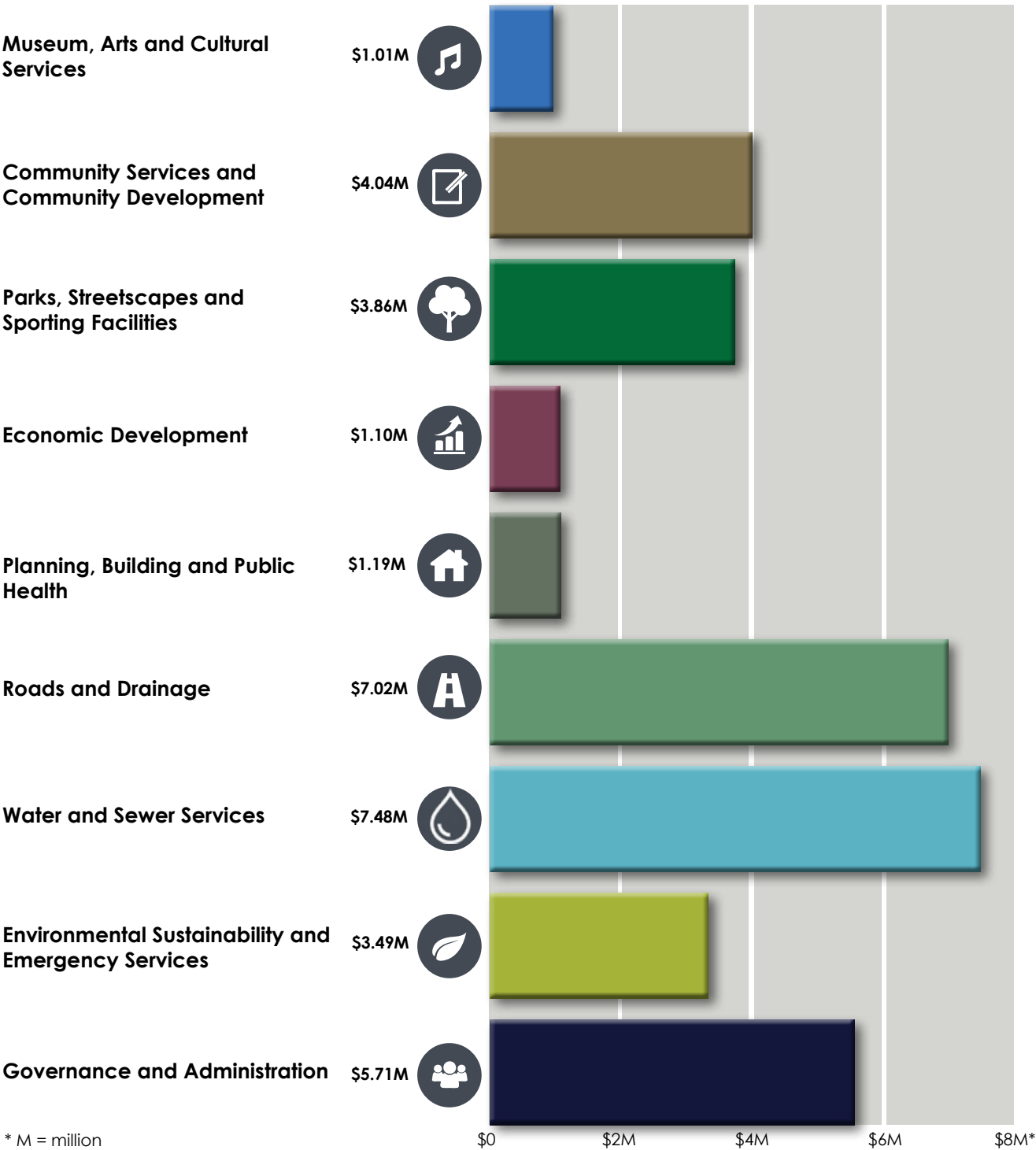
Some grant funding is allocated to local councils according to the size and population of their Local Government Area. Other grant funding is provided only after a council has submitted a successful application showing how a project, event or service meets the funding criteria.

Some of that grant funding was received this year and is included in the table above. In other cases, Council has received notification that its application has been successful but the actual funding won't be received until a future financial year. Leeton Shire Council extends its thanks to all funding providers.

Our 2022/23 Expenditure

Council spends its funds on behalf of the community in a variety of ways. The following table provides a breakdown of our allocation of expenditure by function. The function categories used in the table are based on the categories defined by the NSW Office of Local Government's Code of Accounting Practice.

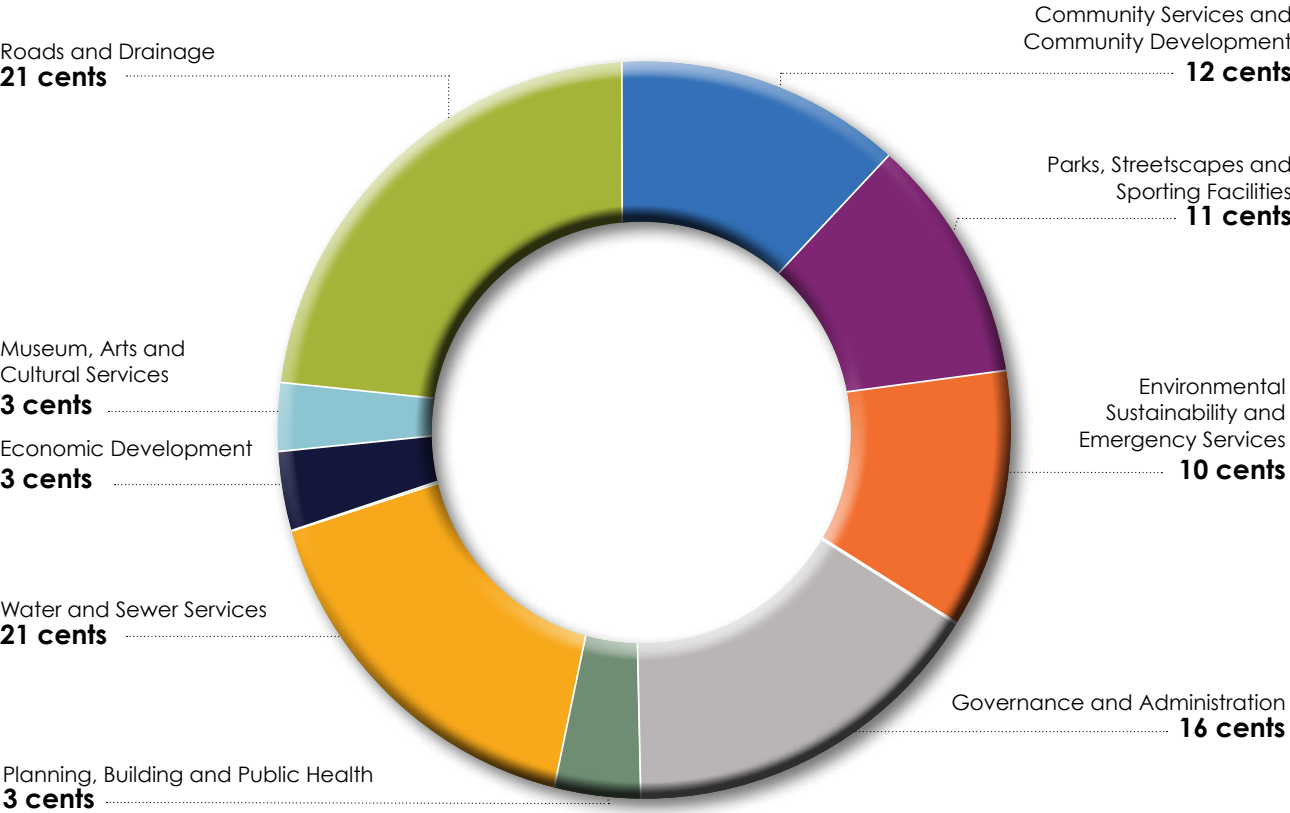
Expenditure by Council Function



Where Does Every Dollar Go?

The graph below shows how each dollar (or every cent in each dollar) Council spends is allocated according to function. The function categories are based on those defined by the NSW Office of Local Government's Code of Accounting Practice.

Expenditure by Council function – expressed as cents in the dollar (rounded to the nearest cent)



Council has received an extension to finalise and submit its year end financial statements for the 22/23 year to the OLG by 22/12/2023.

Once the year end financial statements have been audited and lodged, Council will update this Annual Report and include a full set of its audited financial statements as required under the Local Government Act.

Our Council



Left to right: Cr Paul Smith, Cr George Weston, Cr Tracey Morris, Deputy Mayor Michael Kidd, Mayor Tony Reneker, Cr Krystal Maytom, Cr Sandra Nardi, Cr Tony Ciccia (Absent – Cr Matt Holt)

How Council Operates

Local Government is the third level of government and is directly accountable to the local community. Council is the governing body at a local level and its powers and responsibilities are conferred upon it by the New South Wales Government. It generates its revenue from local rates, charges and fees along with grant funds from the State and Commonwealth Governments. While the *Local Government Act 1993* provides Council with the framework and powers

to provide community services and facilities, there are now in excess of 70 pieces of legislation which direct how Council carries out its functions within the community.

Our Council cont.

Our Councillors

Councillor Portfolios

As a lead voice for the community, this term of Council has allocated portfolios across the team of elected representatives. This spreads the workload across the team and enables nominated Councillors to become the elected Council's subject experts, champions and go-to people on the specific topic(s) in their portfolios.

Cr Tony Reneker
Mayor
Elected to Council 2016

Portfolios: Police Liaison,
Aboriginal Liaison, WRConnect
Intermodal

tonyr@leeton.nsw.gov.au
0448 535 004



Cr Michael Kidd
Deputy Mayor
Elected to Council 2004–2008
Elected to Council 2012

Portfolios: Housing,
Arts and Culture

michaelk@leeton.nsw.gov.au
0427 536 065



Cr Tony Ciccia
Elected to Council 2016

Portfolio: Health

tonyc@leeton.nsw.gov.au
0410 899 479



Cr Matt Holt
Elected to Council 2021

Portfolio: Education

matth@leeton.nsw.gov.au
0459 202 749



Cr Krystal Maytom
Elected to Council 2021

Portfolios: Business, Tourism

krystalm@leeton.nsw.gov.au
0476 118 079



Cr Tracey Morris
Elected to Council 2012

Portfolios: Financial Sustainability,
Yanco Agricultural Institute

traceym@leeton.nsw.gov.au
0428 5589 442



Cr Sandra Nardi
Elected to Council 2016

Portfolio: Youth

sandran@leeton.nsw.gov.au
0481 116 286



Cr Paul Smith
Elected to Council 2016

Portfolios: Water Security

pauls@leeton.nsw.gov.au
0428 276 486



Cr George Weston
Elected to Council 1995

Portfolios: Heritage, CBD
Enhancement Strategy,
Environment and Climate
Change

georgew@leeton.nsw.gov.au
0417 519 580



Councillor Representation on Committees

Councillors each take a role in representing Council on a number of committees, organisations and working groups and in liaising with external groups. The full list of Council's committees and working groups, as well as the shared and/or external committees with which it is involved is provided on page 19.

Cr Tony Reneker, Mayor

Section 355 Committees

- Leeton Shire Men's Shed*
- Murrami Community Hall Committee
- Whitton Community Hall Committee
- Yanco Community Hall and Markets Committee

Advisory Committees/Working Groups

- General Manager Review Committee
- Leeton Flood Plain Management Committee
- Leeton Weeds Committee
- Leeton Youth Council

Action Committees

- Leeton Australia Day Committee
- Sporting Walk of Fame Committee
- Whitton Town Improvement Committee
- Yanco Town Improvement Committee
- Health Advisory Committee (Internal)

External Committees/Organisations

- Country Mayors Association
- Bushfire Management Committee
- Fivebough and Tuckerbil Wetlands Advisory Committee

Shared Services Committees/Organisations

- Narrandera-Leeton Airport Management Committee
- Riverina and Murray Joint Organisation

Liaisons

- Aboriginal Strategic Liaison
- Murrumbidgee Irrigation Strategic Liaison
- Police Strategic Liaison

Cr George Weston

Section 355 Committees

- Light Up Leeton Committee
- SunRice Festival Committee

Advisory Committees/Working Groups

- CBD Enhancement Advisory Committee
- Gogeldrie Weir Recreational Facilities Committee
- Leeton Shire Heritage Committee

Action Committees

- Leeton Australia Day Committee
- Henry Lawson Cottage Committee

External Committees/Organisations

- Leeton Business Chamber
- Murray Darling Association – Non-voting

Cr Michael Kidd, Deputy Mayor

Section 355 Committees

- Whitton Court House and Historical Museum Committee
- Yanco Community Hall and Markets Committee

Advisory Committees/Working Groups

- CBD Enhancement Advisory Committee
- General Manager Review Committee
- Gogeldrie Weir Recreational Facilities Committee
- Infrastructure Working Group

- Leeton Tree Advisory Committee

- Roxy Redevelopment Committee

Shared Services Committees/Organisations

- Riverina Regional Library Advisory Committee

External Committees/Organisations

- Fivebough and Tuckerbil Wetlands Advisory Committee

Cr Tony Ciccio

Section 355 Committees

- Leeton Shire Men's Shed*
- Murrami Community Hall Committee
- Gogeldrie Weir Recreational Facilities Committee
- Infrastructure Working Group

- Leeton Local Traffic Committee

- Leeton Shire Heritage Committee

- Leeton Weeds Committee

Action Committees

- Henry Lawson Cottage Committee
- Health Advisory Committee (Internal)

Cr Matthew Holt

Advisory Committees/Working Groups

- Audit, Risk and Improvement Committee (ARIC) – Non-voting
- CBD Enhancement Advisory Committee
- Community Grant Funding Working Group
- General Manager Review Committee

- Leeton Local Traffic Committee

- Leeton Tree Advisory Committee

- Roxy Redevelopment Committee

* Leeton Shire Men's Shed ceased being a Section 355 Committee on 4 November 2022

Cr Krystal Maytom

Section 355 Committees

- Light Up Leeton Committee
- Whitton Court House and Historical Museum Committee

Advisory Committees/Working Groups

- Leeton Youth Council

Action Committees

- Health Advisory Committee (Internal)

Liaisons

- Aboriginal Strategic Liaison

Cr Tracey Morris

Advisory Committees/Working Groups

- Audit, Risk and Improvement Committee (ARIC) – Voting
- CBD Enhancement Advisory Committee
- Roxy Redevelopment Committee

External Committees/Organisations

- Leeton Business Chamber

Cr Sandra Nardi

Section 355 Committees

- SunRice Festival Committee
- CBD Enhancement Advisory Committee
- Community Grant Funding Working Group
- Leeton Youth Council

- Roxy Redevelopment Committee

Cr Paul Smith

Section 355 Committees

- Whitton Community Hall Committee

Advisory Committees/Working Groups

- Community Grant Funding Working Group
- Infrastructure Working Group
- Leeton Flood Plain Management Committee

Action Committees

- Whitton Town Improvement Committee

- Yanco Town Improvement Committee

External Committees/Organisations

- Murray Darling Association – Voting

Shared Services Committees/Organisations

- Narrandera-Leeton Airport Management Committee
- Murrumbidgee Irrigation Strategic Liaison

Council Meetings

Ordinary Council Meetings are generally held on the fourth Wednesday of every month. Meeting agendas are available on the Council website, as are minutes of meetings. Hard copies are available at the Council office reception in Chelmsford Place. Residents wishing to address the Councillors on an agenda item can do so by registering their request by midday on the working day before the scheduled meeting by contacting Council on (02) 6953 0911 or council@leeton.nsw.gov.au. Meetings can be viewed online the day after the meeting.

During 2022/23, eleven Ordinary Council Meetings and three Extraordinary Meetings were held.

Council Meetings attended

Councillors	Period of Office	Ordinary Meetings Attended	Extraordinary Meetings Attended
Cr Tony Ciccio	1 July 2022 – 30 June 2023	11/11	3/3
Cr Matthew Holt	1 July 2022 – 30 June 2023	11/11	3/3
Cr Michael Kidd, Deputy Mayor from December 2021	1 July 2022 – 30 June 2023	11/11	3/3
Cr Krystal Maytom	1 July 2022 – 30 June 2023	10/11	3/3
Cr Tracey Morris	1 July 2022 – 30 June 2023	11/11	3/3
Cr Sandra Nardi	1 July 2022 – 30 June 2023	10/11	2/3
Cr Tony Reneker, Mayor from December 2021	1 July 2022 – 30 June 2023	11/11	2/3
Cr Paul Smith	1 July 2022 – 30 June 2023	11/11	3/3
Cr George Weston	1 July 2022 – 30 June 2023	11/11	3/3

Council's Committees and Working Groups

Section 355 Committees	Advisory Committees and Working Groups	Action Committees
<ul style="list-style-type: none">• Light Up Leeton Committee• SunRice Festival Committee• Whitton Court House and Historical Museum Committee• Whitton Community Hall Committee• Murrami Community Hall Committee• Yanco Community Hall and Markets Committee	<ul style="list-style-type: none">• CBD Enhancement Advisory Committee• Gogeldrie Weir Recreational Facilities Committee• Infrastructure Working Group• Leeton Flood Plain Management Committee• Community Grant Funding Working Group• Henry Lawson Cottage Committee• Leeton Local Traffic Committee• Leeton Shire Heritage Committee• Leeton Tree Advisory Committee• Leeton Weeds Committee• Leeton Youth Council – in set-up phase• Roxy Redevelopment Committee• Whitton Town Improvement Committee• Yanco Town Improvement Committee	<ul style="list-style-type: none">• Leeton Australia Day Committee• Sporting Walk of Fame Committee
External Committees and Associations		
<ul style="list-style-type: none">• Country Mayors Association• Leeton Business Chamber• Leeton Local Emergency Management Committee• Local Government New South Wales Local Government Professionals NSW – for staff• MIA Zone Liaison Committee (Rural Fire Service)• Murray Darling Association• Western Riverina Arts		
Shared Service Committees		
<ul style="list-style-type: none">• Narrandera-Leeton Airport Management Committee• Riverina and Murray Joint Organisation (RAMJO)		
Audit, Risk and Improvement Committee, ARIC		

Our Community

Our Community’s Vision

To enjoy outstanding lifestyles and prosperous livelihoods within a caring and inclusive community and a healthy environment. To be inspirational leaders leaving a legacy in the Murrumbidgee Irrigation Area of which we are enormously proud.

The community’s goals and the strategies to achieve them are documented in the Community Strategic Plan Liveable Leeton 2035.



Chill and Grill Event 2022

Our Community cont.

Australia Day Awards

The 2023 Leeton Australia Day Awards recognised, celebrated and acknowledged the achievements and positive contribution community groups and individuals make to our community. Leeton’s 2023 Australia Day Ambassador was Peter McLean.

Awards were presented at the Australia Day Ceremony on 26 January 2023 to:

Tanya Lewis – **Citizen of the Year**
Josephine Irvin – **Young Citizen of the Year**
Fran Artese – **Achiever of the Year**
Ruby Miller – **Young Achiever of the Year**
Leeton SunRice Festival – **Event of the Year**

Leeton Little Athletics – **Organisation of the Year**
Noah Sands – **Sportsperson of the Year**
Xavier Chilko – **Young Sportsperson of the Year**
Bill Aliendi – **Lifelong Citizen of the Shire**



Peter McLean – Leeton Shire Australia Day Ambassador



Fran Macdonald (left) with Fran Artese Achiever of the Year and Michelle Evans



Noah Sands Sportsperson of the Year



Australia Day Award recipients, presented by Mayor Tony Reneker. Back left to right: Catherine Tabain and Sian Teerman – Leeton Little Athletics representatives, Tanya Lewis – Citizen of the Year, Mayor Tony Reneker, Leeton SunRice Festival – Event of the Year. Front left to right: Bill Aliendi – Lifelong Citizen of the Year, Ruby Miller – Young Achiever of the Year, Xavier Chilko – Young Sportsperson of the Year and Josephine Irvin – Young Citizen of the Year

Citizenships

Australian Citizenship Ceremonies are hosted by Council for Shire residents who have applied to become Australian citizens through the Department of Home Affairs. Ceremonies are held throughout the year with one major ceremony on Australia Day.

During 2022/23, Council hosted four citizenship ceremonies, one on Australian Citizenship Day (16 September 2022), one on Australia Day (26 January 2023), one on Harmony Day (21 March 2023) and one on 21 June 2023 to mark Refugee Week. Leeton Shire welcomed a total of 36 new citizens at these ceremonies (30 adults and six children). The new citizens originated from various countries including Afghanistan, China, India, Nigeria, Pakistan, the Philippines, Taiwan, the United Kingdom, Zimbabwe and South Africa.



Deputy Mayor Michael Kidd welcomes new citizens



Mayor Tony Reneker welcomes new citizens



Mayor Tony Reneker and Helen Dalton MP welcome new citizens



Mayor Tony Reneker welcomes new citizens as part of a ceremony held on Australia Day

Community Grants Program

Contributions and Donations
Local Government Act 1993 s 356
Local Government (General) Regulation 2021 – cl 217(1)(a5)

Community Strengthening Grants

Council's Community Strengthening Grants Program is made available bi-annually for community projects. Community groups and organisations can apply for financial assistance, resources and/or covering the costs of hiring Council facilities under Council's Grants Policy. In 2022/23, funding was provided to the following groups.

Recipient	Purpose	Amount
Leeton Jumpstart Fund	Mounted TV screen for meetings, training and assessments	\$1,665
Leeton Harness Racing Club Inc	Replace wooden seat planks with aluminium planks	\$2,000
Leeton Connect Inc	TV screen for promoting community and marketing collateral	\$1,815
Rotary Club of Leeton Inc	Landscaping of showground entrance	\$1,500
Leeton Community Christmas Lunch	Leeton Community Christmas Lunch	\$2,000
Leeton Family and Local History Society Inc	Perspex boxes for donated models of local buildings	\$1,996
Leeton Eisteddfod Society	To contribute to the cost of venue hire for the Eisteddfod	\$2,000
Leeton Senior Citizen's Committee	Purchase portable microphone and speaker	\$349
Physical Activity Leaders Network (auspiced by NSW Health MLHD)	Purchase equipment to run low cost gentle exercise classes for older people in Leeton Shire	\$2,000
Creative Connection Riverina Association Inc (Western Riverina Arts)	Contribution towards Blood at the Banquet	\$2,000
Boys to the Bush – Leeton	Purchase lawn mower and brushcutter	\$1,909
Leeton Army Cadets	Purchase portable defibrillator	\$1,700
Leeton District Dressage Club	Provide transport for donated sand	\$1,000
MIA Branch of the MS Society	For marketing costs and hydrotherapy equipment	\$1,350
TOTAL		\$23,284

Quick Response Grants

Council's Community Strengthening Grants includes a 'Quick Response' Grant Category which aims to support activities that arise unexpectedly, with limited notice, outside the window of the twice-yearly Community Grants Scheme. Applications within this category are capped at a maximum of \$2,000. Council provided funding in the form of Quick Response Grants to the following organisations in 2022/23.

Recipient	Purpose	Amount
Leeton District Dressage Club	Weed management of arenas and surrounds	\$2,000
Leeton Pipe Band	Splash of Tartan – Celebrating 100 Years of the Leeton Pipes and Drums Band	\$2,000
Leeton Yanco Swimming Club	Free learn to swim program for disadvantaged and migrant children	\$1,060
Leeton Basketball Association	New uniforms for Women and Men's MIA League teams	\$2,000
TOTAL		\$7,060



Callum Dunn (left) and Josh Madden – Recipients of a Youth Development Grant for Southern States Rugby Championships



Boys to the Bush Program – Recipient of a Community Development Grant

Youth Development Grants

The Community Strengthening Grants program includes a ‘Youth Development’ Grant Category which is offered at a set amount of \$250 per applicant and is available to support high achievement in a cultural, academic or sporting activity that requires attendance at a State, National or International level event. Council awarded the following Youth Development Grants during 2022/23.

Recipient	Event	Amount
Xavier Chilko	School Australian Football Championships - Aug - Adelaide	\$250
Tennyson Sales	NSWPSSA Cross Country Championships - July - Sydney	\$250
Wesley Wate	NSWPSSA Boys Cricket State Championships	\$250
Jett Teerman	NSWPSSA State Athletics Championships	\$250
Charlee Ryan	NSWPSSA State Athletics Championships	\$250
Solomon Liu	Southern Cross Challenge Jan Melbourne	\$250
Cadell Thompson	NSWPSSA Swimming State Championships	\$250
Kian Henman	NSWCHS Swimming and Diving State Championships	\$250
Vula Wate	NSWCHS State Selection Trials for Rugby League	\$250
Solomon Liu	Under16s Australina Junior Championships	\$250
Callum Dunn	Southern States Rugby Championships	\$250
Josh Madden	Southern States Rugby Championships	\$250
Deegan Tiffin	2023 NSWPSSA Boys Open Rugby League State Championships	\$250
Ruby Miller	All Schools Australia Netball Championships (umpiring)	\$250
TOTAL		\$3,500

Other Contributions, Donations and Sponsorship

Recipient	Purpose	Amount
Leeton Shire Men's Shed Inc	Members insurance and contents insurance	\$3,220
Leeton High School, MET School (Leeton Campus), St Francis De Sales Regional College, Yanco Agricultural High School	Annual donation towards end-of-year awards – \$100 per school	\$400
Leeton Public School, Parkview Public School, St Joseph's Primary School, Wamoon Public School, Whitton Murrumbidgee Public School, Yanco Public School, Gralee School	Annual donation towards end-of-year awards – \$75 per school	\$525
TAFE – Leeton Campus	Annual donation — towards end-of-year awards	\$100
Leeton Business Chamber	Sponsorship of the Business Awards	\$1,500
Leeton Town Band	Rent for practice space and insurance	\$5,967
Australasian Bittern Conservation Summit 2023	Event sponsorship	\$1,500
Annual Penny Paniz Memorial Art Competition	Art prize sponsorship	\$1,000
TOTAL		\$14,212



Leeton Town Band – Australia Day 2023



Ruby Miller – Recipient of a Youth Development Grant



Vula Wate – Recipient of a Youth Development Grant

Celebrating Our Volunteers

Council would like to thank the 196 people who volunteered their time, skills and expertise to assist at various Council facilities and on Council Committees such as the Whitton Courthouse and Historical Museum Committee, Yanco Town Improvement Committee and various hall committees. Council would also like to thank those who assisted with Council programs, events and festivals in 2022/23.

The table below shows the number of volunteers who assist at each of the Council facilities listed.

Council Facility	Number of Volunteers
Leeton Golf Course	19
Leeton Museum and Art Gallery	11
Leeton Shire Major Dooley Library	5
Visitor Information Centre	7
Committee participation	154
TOTAL	196

Council also auspices payroll services to three valuable community groups including JumpStart, Leeton Connect and Leeton Multicultural Support Group (LMSG). Payroll roles are grant funded and make positive contributions to the community. Council is proud to support these community groups in their endeavours to building capacity across the community and we thank the volunteers who contribute to these groups for their hard work.



Kath McMahon (left) and Leeton Visitor Information Centre volunteer, Audrey Williams



Leeton Art Society volunteers at the opening night of 2023 Penny Paniz Acquisitive Arts Competition and Exhibition



Ellen Limbrick – Regular Saturday LMAG volunteer



Volunteers from Rotary preparing food at Gossamer Park, Wattle Hill



LMAG volunteer Robyn Hutchinson (left), Emily Goodall and Leigh Houghton (both staff)



LMAG volunteers Judy Sheather (left) and Jennie Lashbrook enjoying a coffee and ready to welcome visitors



Garry Walker – Leeton Art Deco Festival volunteer



Deputy Mayor Michael Kidd (right) thanks VRA volunteers at Fiesta La Leeton (one of whom is our own Cr Paul Smith)



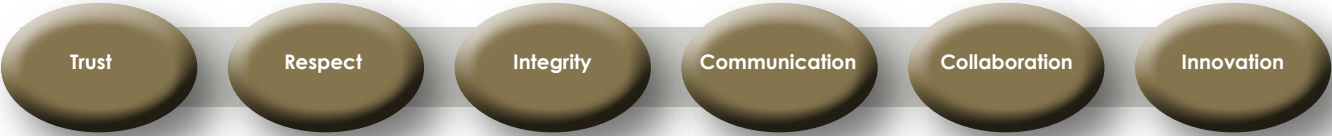
Paul Goodrum (back) and Barry Porter at Water Filtration Plant in Leeton

Our Organisation

Our Staff Mission

To be proudly trusted by the Councillors and the Community to deliver for them the very best outcomes in the most effective manner while enjoying a harmonious workplace that values and rewards its workforce for service excellence.

Our Staff Values



Our Senior Management Team



General Manager
Jackie Kruger

Jackie commenced as General Manager of Leeton Shire Council in August 2015. Jackie came to the Riverina from Tamworth, where she held the position of Director Planning and Community Services.

Her formal qualifications are in natural resource management (BSc Forestry/ Conservation) and a Masters in Environmental Education.

Jackie was elected to the Boards of LG Professionals in 2018 and Statewide Mutual in 2022. She also serves on the Board of the Country Universities Centre, Western Riverina. Jackie is a graduate of the Australian Institute of Company Directors, a member of the Murray Riverina Regional Advisory Council for Business NSW, and a member of the Planning Institute of Australia (PIA).



Group Manager Operations
Tom Steele

Tom started with Leeton Shire Council as a Cadet Engineer in 2008 and commenced as Group Manager Operations in June 2021. In the intervening years, Tom held several design, geospatial and asset management focused roles with Leeton Shire Council and other local government organisations throughout the Riverina. Tom has worked as a roads and operations manager within local government and brings this knowledge and experience to his role as Group Manager Operations.

Tom graduated with a Diploma in Civil Engineering Design after completing his cadetship and has since graduated with a Masters in GIS and Remote Sensing.



Director Corporate
Mandy Rogers

Mandy first joined Council in August 2020 in the role of Procurement and Service Improvement Manager before being appointed to the role of Group Manager Corporate in March 2021.

Prior to Council, Mandy held senior positions at SunRice and in the NSW rice industry and worked in the commercial and chartered accounting fields for international firms.

Mandy holds a qualification in accounting and has over 20 years business experience that spans senior roles in external and internal audit, finance and information systems, administration, human resources, governance, statutory reporting and procurement.

In addition to her Commerce degree, Mandy has a Graduate Diploma in Applied Corporate Governance, a Diploma in Procurement and Contracting, is a Member of CPA Australia (CPA), a Member of the Governance Institute of Australia (AGIA ACIS), a Graduate Member of the Australian Institute of Company Directors (GAICD) and a Member of Local Government Professionals NSW.

Mandy grew up in the Riverina and is a long-term resident of Leeton.



Executive Manager Economic and Community Development
Michelle Evans

Michelle joined Council in May 2021 as Economic and Strategic Development Manager before being appointed to the role of Executive Manager Economic and Community Development in January 2023.

Michelle holds Diploma in Business Management and prior to entering local government, Michelle held management positions in the banking sector with over 24 years' experience.

Born and raised in the Riverina, Michelle has been actively involved in many sporting clubs across the Riverina including football, netball, basketball, Horsemanship, a progress association and a local Parents and Citizens Association.



Executive Manager People and Culture
Tracy Pearce-Brambley

Tracy commenced at Council in July 2022 as Supervisor Library before being appointed to the role of Executive Manager People and Culture in January 2023.

Before entering local government, Tracy had over 23 years' experience in senior management roles in the customer service sector.

Tracy is enjoying the change to local government and as a local, she is excited to give back to the community through her work at Council.



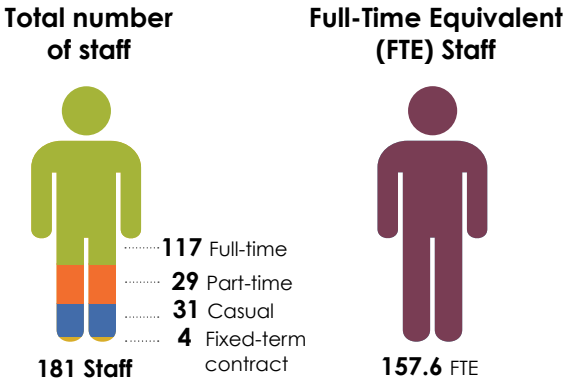
Jacaranda Trees in Sycamore Street, Leeton

Our Staff

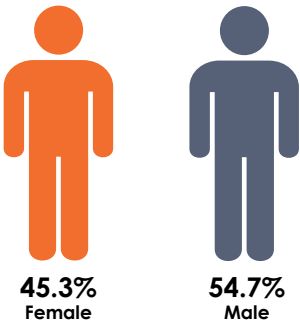
As at 23 November 2022, Council provided employment to 181 people (157 FTE) in various capacities across the organisation. Of the 181 staff:

- 117 were employed on a full-time basis
- 29 were employed on a part-time basis
- 31 were employed on a casual basis
- 4 were employed on a fixed-term contract basis, as follows; 1x Special Projects, 1 x Procurement, 1x Multicultural Program and 1x Community Development.

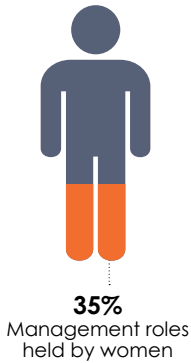
* 23 November 2022 is the day fixed by the Secretary of the Department of Planning and Environment as the 'relevant day' for the purpose of reporting labour statistics under section 217 of the Local Government (General) Regulation 2021.



Gender split



Percentage of management roles held by women



Staff turnover rate



Organisational Development

Staff Turnover

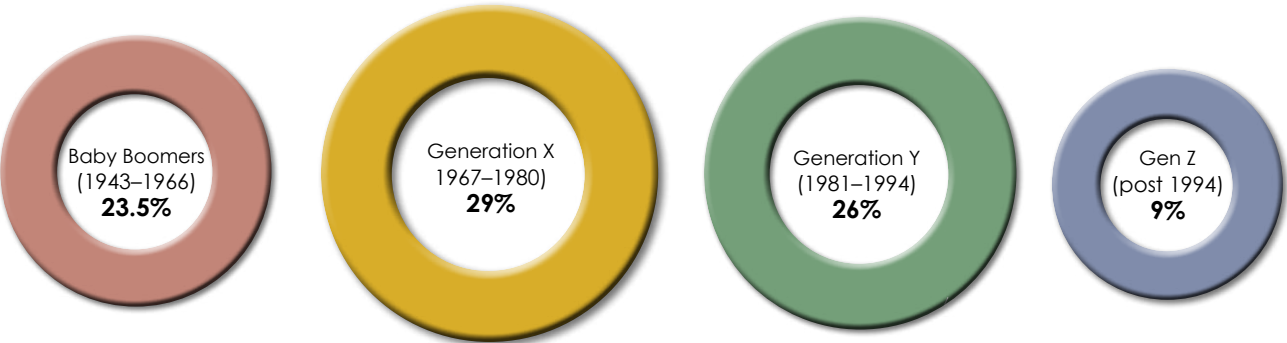
Staff turnover is an indicator of an employer's ability to attract and retain staff. At 14.9% for the past year, Council sits mid-range, well in line with other local government employers who have ranged from 1–27%. This level of turnover provides promotional opportunities for internal staff and the ability to bring in fresh ideas, while not being so high that new staff are always still trying to learn the job.

Ageing Workforce and Succession

The ageing workforce in local government is higher than in other sectors, and more so in rural areas than cities. Council is aware that a number of skilled staff are approaching retirement and has embarked on a strategy to ensure the next generation is trained and mentored to ensure continuity.

In 2022/23, 62% of Workers Compensation claims were incurred by staff aged 55 and over, in comparison to 67% in the previous period. Staying safe and being fit for duty remains a priority for Council's workforce.

Generational split of Council's staff



Performance Management

Council has utilized its annual performance review process again for 2022/23 and will continue to do so, enhancing its performance with improvements as they are identified. The Pulse system provides an important opportunity for staff and their supervisors to agree what is expected over the year ahead, and then to review actual performance against expectations, and have a conversation about what is working well and what can be developed (including training needs).

Training and Development

Leeton Shire Council is committed to ensuring each employee has the opportunity to reach their full potential through the development of skills and knowledge acquired in training.

The training requirements that are identified are directly linked to the objectives of the Leeton Shire Council Operational/Delivery Plan and reference Performance Reviews, Pay Bands and Position Descriptions.

Training is delivered through four main avenues:

- Internal training, with line managers and peers providing on-the-job training
- Accredited training using Registered Training Organisations
- Non-accredited training, using industry-appropriate providers
- Training delivered through tertiary institutions such as universities and TAFEs.

There are two distinct categories of training within Leeton Shire Council – essential/compulsory training and professional development training. This training is divided into seven sub-categories. The sub-categories, along with examples of training undertaken in 2022/23, are as follows:

- Mandatory/Safe Work/Legislative – High Risk Work Licence, Pool Lifeguard Training, Manual Handling, White Card and Traffic Control
- Technical Skills – Microchipping, Pole-saw and Poly-weld operation
- Governance – Government Information (Public Access) Introduction and Advanced and Governance in Local Government Intensive
- Office Support – FME Desktop Introduction (spatial data software) and Procurement and Contracting in Local Government
- Building, Health and Environment – Bridge Inspection and Maintenance, Pumping Systems Design for Engineers and, Recognising Water Weeds



Mervin Mathew – Systems Engineer



Ken Dachi presenting at the Welcoming Australia Symposium



Alex Ingram – school-based trainee open space and recreation

Our Organisation cont.

- Leadership – Leadership Success, Aspiring Leaders program and Rural Management Challenge
- Community Services – Disability Inclusion and De-escalation of Occupational Violence and Aggression.

A total of \$130,773.41 was spent on training across the whole organisation during the 2022/23 financial year,

representing 11% of the annual salaries and wages budget.

During 2022/23, a number of staff undertook diploma level studies in fields such as Library and Information Services, Local Government, Early Childhood Education and Building Services.

Training Category	No. of Participants	Cost
Mandatory/Safe Work/Legislative	99	\$43,640
Technical Skills	18	\$9,330
Governance	7	\$10,292
Office Support	4	\$8,150
Building, Health and Environment	15	\$16,799
Leadership	25	\$35,185
Community Services	12	\$7,374
TOTAL	180	\$130,770



Staff participating in InfoCouncil Training



Natasha Walker LELC – 10 year work anniversary



Rebecca McCallum – 10 year work anniversary

Service Awards – Internal

We formally acknowledged the contribution of our employees through the presentation of service awards to seven employees who celebrated long service milestones in the organisation. The awards were presented in late 2022.

Service Award Recipients

10 year awards

- Natasha Walker – Leeton Early Learning Centre
- Gary Cooper – Open Spaces and Recreation
- Kevin Russell – Roads and Drainage
- Rebecca McCallum – WHS, QA and Risk
- Ben Curley – Water and WasteWater
- Steph Puntoriero – Roads and Drainage

20 year awards

- Wendy Marks – Finance

Our Organisation cont.

Just as we honour and recognise our long-service employees, we are delighted to have a new generation of skilled and qualified staff to contribute their energies and talents to the emerging needs of our Shire.

Retirement Acknowledgement

This year we farewelled two long time and highly valued employees, Peter Butler (36 years) and Regina Butler (31 years). On behalf of Council, we thank them for their tremendous service and wish them all the best.



Ben Curley and Gary Cooper – 10 year work anniversary



Peter and Regina Butler – retirement

Awards – External

- Maddy Clyne – 'Emerging Leaders' Award at the Local Government Professionals NSW Awards
- Luke Tedesco – Full paid scholarship from Statewide to visit the FM Global facility in Singapore
- Denise Jones – 'New Professional' Award, Local Government Procurement including a scholarship for professional development
- Ken Dachi – Inaugural Welcoming Cities Award
- IT/Water Services – Implementing Automated Water Meter Reading Local Government Professionals



Steph Puntoriero – 10 year work anniversary



Kevin Russell – 10 year work anniversary



IT/Water Services – Implementing Automated Water Reading – Highly commended



Maddy Clyne – Emerging Leader of the Year Award



Left to right: Ben Curley, Tom Steele, Gerard Simms, General Manager Jackie Kruger, Maddy Clyne, Mayor Tony Reneker and Ken Dachi at LGNSW Professional Awards



Denise Jones – LGP New Professional Award

Work Health and Safety

Leeton Shire Council views the Wellbeing, Health and Safety of Council's employees, community and contractors as more than a priority, it's a commitment embedded within our values.

Since the inception of Council's Vault Safety Management System a few years ago, we have seen a steady rise in the completion of reported incidents, injuries, near misses, observations, inspections, corrective actions and risk assessments. This has allowed Council to bring risk and safety management to life in an integrated and interactive way across all levels of Council.

Key safety and risk initiatives undertaken during 2022/23 included:

- Forklift purchase for the Leeton Filtration Plant to aid in the safe handling and transport of soda ash bulkers
- Implementation of 'Work Alone' units at the Leeton Sewer Treatment Plant
- Considerable re-design and upgrade of Pump Station 2
- Safer transporting and handling processes for the chlorine gas cylinders used in our Water and Wastewater area
- Testing of mobile and vehicle fire extinguishers
- Japanese Encephalitis vaccinations
- Gas tech unit register and testing schedule
- Publishing regular health and safety communications in the 'Council Connect' staff newsletter and safety alerts
- Additional defibrillator obtained for Gogeldrie Riverside Park
- Completion of the Continuous Pathway audit conducted by StateWide which focused on risk reduction for roads management, signage as remote supervision and fire management at the Landfill
- Completion of the StateCover WHS audit which follows ISO 45001:2018 methodology – context of the organisation, leadership, planning, support, operation, performance evaluation and improvement.



Staff training at the Leeton Early Learning Centre

Employee Health and Wellbeing

With a commitment to encourage mental health, physical health and overall wellbeing, Council has been regularly distributing 'Wellbeing Matters' newsletters to all our employees. These newsletters contain important information along with very useful tips.

The aim is to build, motivate, maintain and provide health and wellbeing awareness to our valuable employees.

All of Council's 'Health and Wellbeing' initiatives are funded through a rebate received from one of our insurers – StateCover. This figure is dependent on the completion of Council's annual WHS self-audit and our overall result.

Council once again engaged the services of R & R Corporate to deliver educational and motivational workshops throughout the year. These included bio-metric testing, self-care, resilience and positive culture sessions. Feedback received from workers around the facilitation and content of the workshops has been very positive with many of the participants experiencing real benefits.

As part of Council's 'Health & Wellbeing Program' the WHS team in consultation with the Leeton Museum and Art Gallery team fulfilled an initiative to complement the physical and mental health benefits for Council's employees. Dooley Lane terrace located at the rear of the museum building has been turned into an attractive outdoor area where Council staff can take their breaks, enjoy some lunch and hold informal meetings.



Staff Resilience Workshop held at Council

...Council has been regularly distributing 'Wellbeing Matters' newsletters to all our employees. The aim is to build, motivate, maintain and provide health and wellbeing awareness to our valuable employees.

It has been proven that spending time outdoors can help restore focus, reduce stress levels, increase functioning memory and boost creativity and problem-solving skills.

Council's Annual Health Program included:

- **Skin checks** – predominantly aimed at Council's outdoor staff, skin checks are performed by a registered nurse (melanographer) with experience and specific training in skin cancer screening. A total of 54 employees received screening
- **Hearing tests** – Annual testing of employees engaged in noise related work and environments is conducted by a qualified audiometric specialist. A total of 55 employees participated
- **Flu vaccinations** – the annual vaccination protects staff against diseases caused by the highly variable influenza virus. The vaccinations are given on-site and offered to all of Council's employees. A total of 98 workers received the vaccination.

Corporate Governance

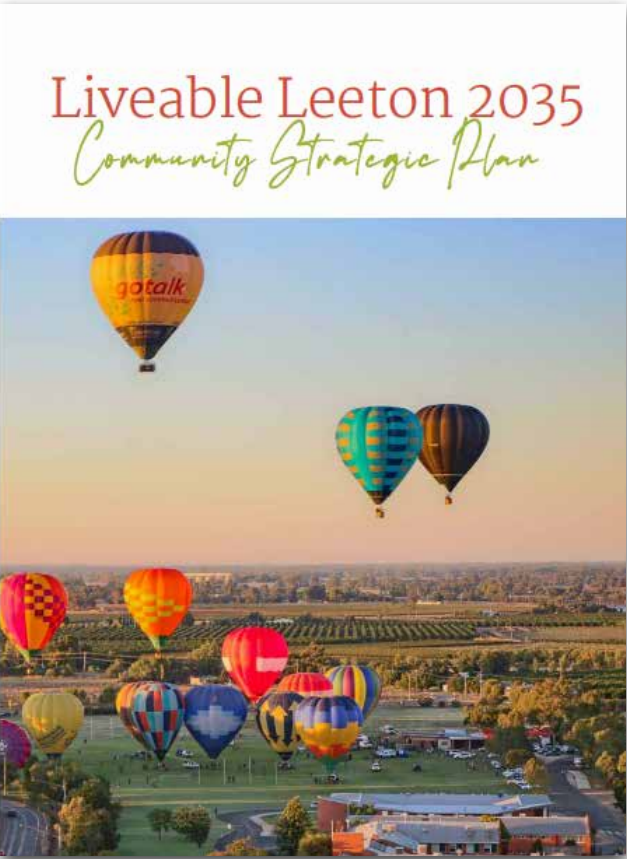
Good governance stems from accountability, close and accurate monitoring of performance and a framework that facilitates the achievement of strategic goals.

Leeton Shire Council is committed to ensuring that:

- its policies and practices reflect good governance
- the manner in which the Council conducts its daily operations complies with the broad principles contained in the *Local Government Act 1993*.

Our Community Strategic Plan

The Community Strategic Plan outlines the strategic directions set by and for the Leeton community. Council reports on the activities it undertakes in support of the Community Strategic Plan on a quarterly basis (Delivery Program reporting). It tracks progress towards achieving the overall outcomes of the Community Strategic Plan in a State of the Shire report at the end of each Council term.



Code of Conduct and Code of Meeting Practice

Council's Code of Conduct applies to Councillors, the General Manager, the Senior Management Team and all other employees of Leeton Shire Council. All are expected to act in accordance with the Code and to do everything possible to influence those with whom they are working to ensure that they also maintain similar standards of integrity and ethical behaviour.

No formal Code of Conduct complaints were made during the 2022/23 financial year.

Council's Code of Meeting Practice applies to all meetings of Council and Committees of Council of which all members are Councillors.

Both Codes were updated and adopted in 2022 and can be viewed on Council's website at www.leeton.nsw.gov.au.

Child Safe Organisation

Council is committed to promoting and protecting the interests and safety of children. That commitment led Council to advance the process of becoming a Child Safe Organisation by implementing the Child Safe Policy adopted in June 2020.

In 2022/23, Council continued the process of entrenching Child Safe practices across the organisation by embedding Child Safety in all relevant policies, procurement processes, contracts and project management.

Procurement Activities

Each year Council spends millions of dollars on purchases (materials and services). To ensure our procurement activities are conducted in accordance with the requirements of the *Local Government Act 1993* and associated regulations, and in accordance with the principles of good governance during 2022/23, Council bolstered its procurement practices by:

- Continuing to implement the Procurement Process Improvement Action Plan
- Using the VendorPanel and Tenderlink platforms to procure goods and services
- Ensuring Council's pool of potential local suppliers is maximised by encouraging and supporting those suppliers to register with VendorPanel
- Advancing the development of a Procurement Manual.

Risk Management

The *Local Government Act 1993* requires all councils to appropriately manage its risks. The NSW Government's Internal Audit Guidelines encourage all councils in NSW to have a structured enterprise risk management (ERM) framework in place to identify any known and emerging risks they face and the controls needed to manage these risks. Internal controls are the actions taken by a council to manage both the positive and negative impact of risk on its community.

Council has an ERM framework in place and is now on a journey towards maturing.

Risk management activities undertaken included:

- Actively participating in and contributing to the Project Management Office and the formal framework for Project Control Groups
- Completing the StateCover Mutual Limited self-assessment audit with regard to WHS
- Completing the Statewide Continuous Improvement Pathway audit which covered risk management compliance for tree management, stormwater and claims management
- Ongoing training in, reference to and exposure to the Pulse Enterprise Risk Management module to improve visibility of organisational risk, completion of mitigation actions and risk management support for projects

- Maintaining Council's compliance with updated COVID-19 rules and guidelines
- Reviewing Council's Incident Reporting and Alcohol and Other Drugs policies
- Introducing a Return to Work module in Vault, (Council's risk reporting and recording system)
- Commencing Health and Wellbeing Program initiatives, including conducting a staff survey covering aspects of individual staff member's physical and mental health position
- Developing an Ageing Workforce Strategy – commenced consultation, pre-employment check improvements and the development of a physical fit-for-duties plan
- Purchasing OdaLog Gas Loggers to better gauge gas omission levels at the Leeton Sewerage Treatment Plant
- Conducting noise level monitoring, with testing completed at the Leeton Water Treatment Plant, Leeton Sewerage Treatment Plant and Depot Workshop
- Conducting site inspections and observations
- Updating property and vehicle asset registers and cybersecurity information to support effective Statewide Mutual insurance renewals.



Audit Management

The Audit, Risk and Improvement Committee
Leeton Shire Council's Audit Risk and Improvement Committee (ARIC) was established in 2018.

It is charged with providing assurance, oversight and advice to Council and the General Manager in relation to the governance, risk and internal control functions of Council. Their charter covers risk management, control, governance and external accountability responsibilities.

The ARIC promotes good corporate governance by the provision of independent objective assurance and assistance to the Council on:

- Governance and compliance
- Risk management
- Fraud control
- Financial management
- Implementation of Council plans and strategies
- Service reviews
- Collection of performance measurement data by the Council
- Integrated Planning and Reporting
- Any other matters prescribed by regulations.

The ARIC membership is currently comprised of:

- Two Councillors – one voting (Cr. Tracey Morris) and one non-voting (Cr. Matthew Holt)
- Three Independent external members (all Voting Members), one of whom is the independent chair. They are Graham Bradley (Chair), Emerson Doig and Bill Robertson
- One non-voting Independent member (Bobbie Pannowitz).

Meetings are also attended by members of the Senior Management Team and staff who are subject matter experts, as required, including the Manager Finance. Staff attendees are not eligible to vote.

The ARIC met five times in 2022/23. Under its guidance, Leeton Shire Council:

- Reviewed the 2022/23 external Annual Engagement Plan
- Reviewed its draft 2021/22 annual financial statements
- Reviewed the 2021/22 external audit management letters
- Reviewed its draft 2023/24 budget
- Reviewed the Integrated Planning and Reporting documents
- Oversaw the implementation of its 2022/23 internal audit program
- Developed the 2023/24 internal audit program
- Reviewed the implementation of audit improvement plans
- Reviewed the Cybersecurity Framework and Information Technology Strategy
- Advocated that Council continues to exclude Rural Fire Service (RFS) equipment and assets in Council's annual financial statements
- Reviewed the latest OLG Guidelines for Risk Management and Internal Audit for Local Government in NSW.

Internal Audit Outcomes

In 2022/23, Council:

- Continued to implement the Records Management System Improvement Action Plan and provided a status update to ARIC. Most of the actions have been completed or have been addressed and are ongoing
- Continued to implement the Procurement Improvement Process Action Plan and provided a status update to ARIC
- Presented reports to ARIC on audits of Council's Sale of Investment Water and Sale of Real Estate. The audits were conducted during 2021/2022
- Completed an audit of Council's Contract and Project Management and provided a report to ARIC as well as an implementation update.

External Financial Audits

The *Local Government Act 1993* requires each council to have their annual financial reports externally audited by the NSW Auditor-General so that the community and councillors have access to an independent opinion on its validity. The NSW Audit Office conducts these audits on behalf of the NSW Auditor-General.

Since 2017, the NSW Auditor-General has also reported to the NSW Parliament each year on Local Government sector-wide matters arising from the examination of financial statements of councils and any other issues that the Auditor-General has identified.

The external auditors primarily provide an assurance that Council's financial statements reflect the financial position of Council at the conclusion of the financial year. The work conducted by the external auditors to enable them to provide this assurance includes:

- Testing a sample of Council's internal controls
- Observation of processes or procedures being performed
- Enquiries of individuals within Council
- Examining financial and accounting records, other documents and tangible assets
- Obtaining written confirmations of certain items
- Council's financial statements for 22/23 have yet to be audited. Once ready they will be available on Council's website. It should be noted that Council is likely to again receive a qualified audit. This is solely based on the position Council has taken on RFS Assets.

Public Interest Disclosures

The *Public Interest Disclosures Act 1994* (PID Act) sets in place a system for encouraging public officials to report serious wrongdoing. The conditions around this reporting are set out in Council's Internal Reporting Policy.

Leeton Shire Council has a Public Interest Disclosures Policy under section 6D of the PID Act. The policy has procedures for receiving, assessing and dealing with public interest disclosures. It conforms to Council's Code of Conduct, Equal Employment Opportunity Policy, Workplace Harassment Policy and Workplace Grievance Procedure Policy.

Public authorities such as Leeton Shire Council are required to report annually to Parliament on their obligations under the PID Act (section 31). This information is provided in the Statutory Information section of this report on page 100.

Public Access to Government Information

In compliance with the *Government Information (Public Access) Act 2009* (GIPA Act) Leeton Shire Council provides access to the information it holds in the following ways:

- Mandatory release via Council's website (open access)
- Authorised proactive release via Council's website
- Informal release via an informal access application
- Formal release via a formal access application.

A number of open access documents are available. These include Council plans and policies, Council's Code of Conduct, an Access to Information Policy and Guide, a Register of Government Contracts, the Integrated Planning and Reporting document suite and the Agendas and Minutes of Council meetings.

Where information is released to an applicant under a formal access application and Council considers that it will be of interest to other members of the public, Council may provide details of the information in its disclosure log on Council's website for inspection by the public.

Council is required to produce an Annual Report under section 125 of the GIPA Act. A summary of the information provided in this report has been included in the Statutory Information section of this report on page 99.

Conflicts of Interest and Pecuniary Interest

Councillors and senior staff are required to declare any conflict of interest in any matter, and the nature of that interest, before a matter is discussed in a Council or Committee meeting.

In accordance with the *Local Government Act 1993*, all Councillors and senior staff are required to complete returns of Interest forms on election/appointment, and annually thereafter.

Completed Returns of Interest forms for the past two years can be viewed on Council's website. Returns for the years prior to this date are contained in the Pecuniary Interest Register, which is available for viewing at Leeton Shire Council's main office.

Community Engagement

Leeton Shire Council is committed to engaging with residents, businesses, stakeholders and Council officers as it develops strategies, and plans services and facilities.

Involvement in the development of strategies and in planning the delivery of services has a number of benefits for the community, stakeholders and Council because it:

- ensures that priorities are appropriate for current and future needs
- provides valuable information and increases understanding
- adds value to projects and the outcomes they seek to achieve.

Community consultation is an ongoing commitment.

Our activities and achievements are promoted to the community through our website, media releases, Facebook, LinkedIn and the weekly half-page 'Leeton Shire Council Noticeboard' published in *The Irrigator*.

Extensive consultation also takes place in relation to Council's Delivery Program and Operational Plan, annual budget and Council policies.

Residents are invited to attend, ask questions and make submissions to Council meetings. They are also invited to participate in forums on various issues.

Our Councillors and senior management hold positions on many associations, urban infrastructure groups, regional committees and other groups.

For more information on Council's 2022/23 Community Engagement Program, please see pages 79-83.



Community Information Session for the Proposed Special Rate Variation October 2022

Leeton Shire Council is committed to engaging with residents, businesses, stakeholders and Council officers as it develops strategies, and plans services and facilities.

Our Performance by Functional Area

Details of the key actions Council has undertaken during the 2022/23 financial year to progress the goals set by the Leeton Shire community are outlined in the following pages.

The information is organised according to the functional areas as set out in the Delivery Program 2022-2025

Functional Area 1.

Community Services and Community Development

Functional Area 2.

Museum, Arts and Cultural Services

Functional Area 3.

Parks, Streetscapes and Sporting Facilities

Functional Area 4.

Economic Development

Functional Area 5.

Planning, Building and Public Health

Functional Area 6.

Roads and Drainage

Functional Area 7.

Water and Sewerage Services

Functional Area 8.

Environment Sustainability and Emergency Services

Functional Area 9.

Governance and Administration



Inaugural Fiesta La Leeton – March 2023

Functional Area 1: Community Services and Community Development

CSP Links: Cc1, Cc2, Cc3, Cc4, L3, L4, Ec1, Ec3, Ec4, Ec5, Ec6, Sc1, Sc3

Leeton Shire Council has made the following Delivery Program commitments:

- 1.1 Operate a library in Leeton
- 1.2 Operate Children's Services
- 1.3 Provide CCTV and free Wi-Fi services in the CBD of Leeton and in all major Council facilities
- 1.4 Promote and supporting volunteering, both in Council and in the community
- 1.5 Offer advice, active support and grants to community groups
- 1.6 Support a range of local community events
- 1.7 Promote community inclusion and wellbeing
- 1.8 Support and promote multiculturalism and social cohesion
- 1.9 Provide halls for communities to meet
- 1.10 Foster youth leadership and engagement through the Leeton Youth Council
- 1.11 Facilitate town improvement planning in Whitton, Yanco and Wattle Hill
- 1.12 Provide social and temporary housing
- 1.13 Advocate for improved health services and appropriate policing capability and capacity

In 2022/23, Council took the following key actions to deliver on its commitments:

- Launch of Leeton Living Website, a partnership between Leeton Business Chamber, Leeton Connect and Council
- Hosted 34 registered students through the Country Universities Centre (CUC) – Leeton Campus, which is located at the Leeton Shire Major Dooley Library. These students accessed the facility on more than 270 occasions
- Hosted a variety of activities and programs – including Baby Rhyme Time, Lego, Dungeons and Dragons, Brain Games and StoryTime – at the Leeton Shire Major Dooley Library. More than 21,824 visits were made to the library and 4,273 people participated in events, activities and programs throughout the year
- Loaned 19,534 books and other items to more than 2,685 library members
- Offered quality, age-appropriate early childhood education for up to 68 children per day through the Leeton Early Learning Centre (LELC), with an average scheduled occupancy of 93%, 136 children enrolled to attend and a waiting list of 210 children
- With the aim of addressing the undersupply of childcare places in Leeton Shire, commenced the expansion of the Leeton Early Learning Centre to enable it to provide an additional 20 places. The expansion, which involves extending the boundary of the Leeton Early Learning Centre into Waipukarau Park and construction of an additional classroom, is expected to be operational in 2023/24
- Through the Leeton Out of School Care (LOOSC) Program, provided a total of 40 weeks of After School Care (ASC) and 10 weeks and four days of Vacation Care (VAC) for primary school aged children. The average scheduled attendance was 46% for ASC and 75% for VAC, which shows an increase since the impacts of COVID-19



Author Andy Jones' visit at the Library

- Provided free public WiFi, a service utilised by 1,597 community members and visitors
- Utilised the much-appreciated services of 196 volunteers. Our volunteers contribute to activities undertaken by the Leeton Museum and Art Gallery, Leeton Major Dooley Library (Home Library Service), the Visitors Information Centre and the Golf Course. Additional volunteers serve on our Section 355, Action Groups and Advisory Committees
- Awarded 14 Community Strengthening Grants to a total value of \$23,284, four Quick Response Grants to a total value of \$7,060 and 14 Youth Development Grants to a total value of \$3,500
- Donated \$1,025 to the four high schools, seven primary schools and TAFE for end of year prizes
- Managed the Leeton Multipurpose Centre, leasing office space to seven tenants and hiring out rooms on a casual basis on 301 occasions
- Hosted a successful Light Up Leeton event on 4 December 2022. Approximately 3,000 people attended and the majority of the 22 community groups and not-for-profit stallholders sold out of food and product. Council would like to thank the Light Up Leeton Committee for organising the event
- Hosted a very successful Australia Day celebration on 26 January 2023. The program of activities included an official ceremony – which incorporated a Smoking Ceremony, Welcome to

Country and a didgeridoo player – in Mountford Park, a bush tucker lunch, and a free Pool Party at the Leeton Regional Aquatic Centre with music by DJ Ken and a live performance by Wiradjuri musician Dookie. The celebrations were complemented by Wiradjuri language street banners, the projection of Indigenous artwork onto the main water tower in Chelmsford Place during the week of Australia Day

- As part of NSW Seniors Festival 2023, the library conducted a workshop to mosaic a table utilised in the library which had seven participants. This is an action of the Ageing Well Strategy 2021-2025
- Updated the Disability Inclusion Action Plan (DIAP) 2022-2025
- Submitted the annual DIAP Implementation Report to the Disability Council NSW
- In partnership with the Leeton Multicultural Support Group, coordinated the Inaugural Fiesta La Leeton on 18 March 2023. There were around 1,200 people in attendance, despite the extremely hot weather. There were 14 stallholders who sold food and drinks from 10 nationalities
- Hosted four citizenship ceremonies, one on Australian Citizenship Day (16 September 2022), one on Australia Day (26 January 2023), one on Harmony Day (21 March 2023) and one on 21 June 2023 to mark Refugee Week. Leeton Shire welcomed a total of 36 new citizens at these ceremonies (30 adults and six children).



Fiesta La Leeton



Seniors Festival – Making of mosaic table at Leeton Shire Library

Functional Area 1: Community Services and Community Development cont.

The new citizens originated from various countries including Afghanistan, China, India, Nigeria, Pakistan, the Philippines, Taiwan, the United Kingdom, Zimbabwe and South Africa

- Participated in the Welcoming Cities Program – an initiative that supports local councils to consider, commit to, communicate, plan for, build and sustain a welcoming community
- Monitored the provision of accommodation at the Leeton and District Eventide Homes with the aim of providing self-care units to eligible pensioners. At 30 June 2023, all 14 Eventide Homes units were occupied
- Provided accommodation and support to two University of Wollongong student doctors undertaking a ten-month placement in Leeton. This year is the twelfth year Leeton Shire has supported the Wollongong University of Medicine Student Doctor Program
- Collaborated with EvoHealth, with input from the Murrumbidgee Local Health District (MLHD), Murrumbidgee Primary Health Network (MPHN), Aged Care Services and NSW Ambulance to draft a Business Case for an integrated Model of Service Delivery (MoSD) for Leeton
- Advocated to NSW Minister of Regional Health to become a Rural Area Community Controlled Health Organisation
- Promoted a community health survey in conjunction with the MLHD. Leeton attracted over 900 respondents



Anna (left) and Allanah – University of Wollongong student doctors

- Sponsored two students (both medical students) as part of the NSW Rural Doctors Network's Bush Bursary Country Women's Association (NSW) Scholarship Program
- Submitted the following motion for inclusion in the Local Government NSW (LGNSW) annual advocacy program: That LGNSW calls on the Australian Government to strengthening rural health with a focus on fast-tracking visas for medical workforce, reducing unnecessary constraints on doctor eligibility and facilitating user-friendly pathways to work in Australia



GROW Visit meeting held at Whitton Malthouse in March

Functional Area 1: Community Services and Community Development cont.

- Coordinated a Youth Week 2023 program for children and youth aged 8+ that included a gaming launch, disco and self defence class at the Library Shire Library, as well as an 'around the world' pickleball competition at the Leeton Indoor Stadium
- Established the Leeton Youth Council to provide an avenue for young people to engage with Council. Three meetings were held with students from St Francis de Sales Regional College, Leeton High School and Yanco Agricultural High School. Youth Council is an advisory committee made up of members aged 14 to 18 years
- Continued to work with the Leeton and District Local Aboriginal Land Council and Parkview Public School in supporting the Leeton Association of Community-Builders (LAC-B), a peak body for delivering key outcomes for Wattle Hill – a successful application of \$250,000 was made to Regional NSW for the development of the proposed 'Community Hub'
- Supported Multicultural NSW in implementing its Regional Resettlement Pilot Program, NSW Growing Regions of Welcome (NSW GROW). NSW GROW has the dual aims of supporting regional communities and employers in attracting and retaining newcomers, and connecting migrants and refugees in Western Sydney with employment and lifestyle opportunities in regional NSW. Leeton welcomed its first family through the GROW program in 22/23



Julie Halden and Jenny Pike – Tech Savvy Seniors Participants

- Participated in quarterly Multicultural Interagency Network meetings. The Multicultural Interagency Network is a network of services, agencies and organisations which provide support and action for local culturally and linguistically diverse (CALD) communities
- Featured in an episode of the ABC television program Back Roads, which focussed on the Leeton Shire community's warm welcome of immigrants, including refugees
- Continued to auspice staff (grant funded) for Leeton Connect, Jumpstart and the Leeton Multicultural Support Group (LMSG)
- As part of Harmony Week, supported TAFE NSW – Leeton in the unveiling of their new welcome sign that is written in various languages.



Mayor Tony Reneker (back), Cr Sandra Nardi (far right) and Members of the Leeton Youth Council



Pixel Mapping for the Illuminart Leeton Water Tower large-scale public art project

Functional Area 2: Museum, Arts and Cultural Services

CSP Links: Cc1, Cc2, Cc3, Cc4, L1, L3

Leeton Shire Council has made the following Delivery Program commitments:

- 2.1 Operate the Leeton Museum and Art Gallery
- 2.2 Support the Whitton and Yanco Museums and Committees
- 2.3 Maintain strong working relationships with Western Riverina Arts and Leeton Family and Local History Society
- 2.4 Deliver a Program of Public Art
- 2.5 Operate the Roxy Theatre

In 2022/23, Council took the following key actions to deliver on its commitments:

- Attracted 5,122 visitors (a 42% increase on 2021/22) to a total of ten exhibitions at the Leeton Museum and Art Gallery (LMAG) including:
 - Water by Design – the Leeton Water Story
 - Yanco Public School
 - Street Photography Exhibition: A Sydney Living Museums Travelling Exhibition
 - Collide Community Art Exhibition
 - William Ingram and Elijah Ingram: Contemporary Traditions
 - On The Move: A Sydney Living Museums Travelling Exhibition (proudly funded by the NSW Government)
 - A Common Thread
 - The Penny Paniz Acquisitive Arts Competition (148 entries) and Exhibition
 - The Art Factory: Boughlands
 - Hape Kiddle: Seed
- Continued the development of "By Virtue of Water, the Leeton Wiradjuri Story", a collaborative exhibition planned with local First Nations peoples for display on LMAG's second floor. A multi-year project, the exhibition development received \$100,000 in funding from the NSW Government for year 1 (planning)
- Supported the 10th Annual Penny Paniz Memorial Art Competition by providing \$1,000 financial sponsorship, venue for the exhibition, exhibition support materials, and staff support over the Easter Holiday long weekend
- Continued to provide support to the Whitton Courthouse and Historical Museum and Yanco Agricultural Institute Museum committees through promotion of applicable workshop opportunities. Stabilising projects to improve the safety and structure of several buildings within the Whitton Courthouse complex were also commenced



Collide Community Art Exhibition



2023 Penny Paniz Acquisitive Art Prize winner – 'Single Protea' by artist Chloe Boots

- Collaborated with Western Riverina Arts on a range of activities covering local artists' professional development, workshops, event coordination and grant programs
- Provided the Leeton Family and Local History Society with a space to operate from for \$1pa to successfully deliver heritage information, collection services and exhibitions

- Continued working with Illuminart to develop plans and conduct community engagement in preparation for the Leeton Water Tower large-scale public art project. Proudly funded by the NSW Government under two grants – Stronger Country Community (\$49,000) and Create NSW (\$30,000) – the project is a community collaboration project celebrating and showcasing historical Leeton stories and engaging audiences through bold and innovative light projections. The project dovetails in with the CBD Enhancement Project – Phase 3
- Hosted two open days at the Henry Lawson Cottage as part of the 2022 Australian Art Deco Festival Leeton
- Launched the Roxy Institute of Performing Arts (RiPA) in collaboration with NIDA (National Institute of Performing Arts) which aims to address a myriad of technical, functional and access issues, and will deliver on community aspirations to foster, mentor artistic excellence in the region
- Continued the redevelopment of the Roxy Community Theatre. The redevelopment, when complete, will result in a Roxy that complies with building, accessibility and theatre industry standards. The redeveloped Roxy Theatre will also possess improved dressing rooms, a larger stage, a new heating and cooling system, a second auditorium and an improved foyer/lounge/servy.



Roxy Redevelopment Committee tour of Roxy building works



Public art installation in Whitton



Liam Horton working on Roxy Redevelopment

In March the builder, Lloyd Group, went into liquidation. Council has since taken over the project as Principle Roxy Redevelopment Committee

- Following a successful grant application funding of \$197,244 from the NSW Government (under a NSW Creative Capital grant) for Leeton Museum and Gallery Access Infrastructure, structural and architectural assessments began towards the installation of a lift to the second floor of LMAG.



NIDA Connect and RiPA Launch Event



Former NSW Deputy Premier visits LMAG to hear plans for the new lift the NSW Government is funding to allow access to second floor (LMAG)



Leeton Regional Aquatic Centre

Functional Area 3: Parks, Streetscapes and Sporting Facilities

CSP Links: En3, Sc2, Cc1

Leeton Shire Council has made the following Delivery Program commitments:

- 3.1 Provide attractive town entrances, streetscapes and town centres
- 3.2 Provide quality parks, ovals, sporting fields and public toilets
- 3.3 Provide safe, accessible, interesting and fun playgrounds and exercise spaces across the Shire
- 3.4 Provide safe, accessible and fun sports and outdoor entertainment facilities
- 3.5 Provide safe, accessible and fun swimming pools in Leeton and Whitton
- 3.6 Provide cemeteries and burial support services in Leeton and Whitton

In 2022/23, Council took the following key actions to deliver on its commitments:

- Completed extensive improvement works at Whitton Cemetery, including sealing the entrance, upgrading road access and a new post and rail fence along the frontage of the cemetery. Ongoing maintenance of both Leeton and Whitton cemeteries continued
- Adopted the draft Leeton Cemetery Expansion Masterplan developed by a contractor landscape architect after local consultation
- Maintained the Leeton Town Ovals Complex. This includes No. 1 Oval (home of the Leeton Greenies Rugby League Football Club, Leeton United Football Club and the Leeton Phantoms Rugby Union Club), the Yanco Sports Ground and the Mark Taylor Oval – the main cricketing facility in Leeton Shire
- Supported the Yanco Wamoon Football Club with the delivery of the Yanco Women's Changeroom project. The Project is expected to be completed early in the next financial year
- Completed the lighting upgrade at No. 1 Oval to LED
- Had a successful pool season with 28,408 entries at the Leeton Regional Aquatic Centre and 2,808 at the Whitton Pool
- Commenced water toy replacement (locally manufactured by Southern Central Engineering)
- Replaced all of the pool covers at the Leeton Regional Aquatic Centre
- Replaced the Leeton Skate Park fence
- Partnered with The Totem Collective and community groups to host the 20th Annual Riggz Cup Riverina Skate Championships at the Leeton Skate Park. Twelve competitors aged five years to Open ages competed in the event



- Continued to manage and operate the Leeton Golf Course with the help of 34 active volunteers. A total of 14,990 rounds of golf were played. Golf Club membership numbers remained strong at 259 members
- Completed renewal works on the 12th green at the Leeton Golf Course
- Contracted an architect to complete the preliminary stadium extension design work
- Maintained and operated the Leeton Indoor Stadium. Participant numbers were 17,950 across a range of activities including pickleball, basketball, netball, croquet, futsal, volleyball and gymnastics
- Introduced two new Council coordinated sports competitions at the stadium – pickleball and volleyball. Both sports were well supported by the community
- Installed new scoreboards at the stadium



Whitton Swimming Pool



Leeton tennis courts



Participants in the new pickleball competition at the Leeton Indoor Stadium
Left: Leeton ovals

- Unveiled the plaques for the 2023 inductees of Leeton's Sporting Walk of Fame: David Barnhill Jr (Rugby League), Greg Miller (Para-Sport), Joanne Peters (Soccer) and Norm Harrison (Pistol Shooting). The Sporting Walk of Fame celebrates the achievements of Leeton local sporting legends by cementing their legacies in the pavement outside Leeton's No. 1 Oval
- Continued to work with Golf Club Committee to advance plans to develop a new club house
- Installed new playground equipment in McCaughey Park
- Carried out beautification works to the entrance of Golf Club Estate including the planting of shrubs and trees and installing irrigation
- Completed and maintained landscaping works at the traffic lights (Vance Road, Wamoon Avenue and Canal Road intersection)
- Planted 221 new street trees throughout the Shire
- Commenced the construction of the fully accessible toilet facilities at Gossamer Park.



Announcement of Funding for WR Connect. Left to right: Cr Tracey Morris, Mayor Tony Reneker, General Manager Jackie Kruger, Minister for Regional Roads Sam Faraway, Executive Manager Economic and Community Development Michelle Evans and Director Operations Tom Steele

Functional Area 4: Economic Development

CSP Links: Ec1, Ec2, Ec3, Ec7, L2, L3, L5, Cc2, Cc3

Leeton Shire Council has made the following Delivery Program commitments:

- 4.1 Implement local and regional economic development strategies
- 4.2 Develop land at Vance Industrial Estate and WR Connect Freight Intermodal
- 4.3 Develop land for housing at Brobenah Road, Leeton (former caravan park) and in Whitton
- 4.4 Continue to enhance the CBD of Leeton
- 4.5 Continue to invest in the Narrandera – Leeton Airport Shared Service
- 4.6 Grow jobs in Leeton by supporting local businesses and attracting new businesses
- 4.7 Develop new business units for Council-owned quarry and Gogeldrie Weir Riverside Park
- 4.8 Support local economy
- 4.9 Promote and market Leeton as a visitor destination
- 4.10 Host major destination events
- 4.11 Promote important destination events

In 2022/23, Council took the following key actions to deliver on its commitments:

- As a member of the Grow Our Own network, sponsored and attended the Riverina Careers Day at Leeton High School. Grow Our Own is an alliance of business, industry, education, employment providers and government agencies who seek to inform and inspire young people, on-the-job trainees and graduates with the opportunities to live, work and learn in the Riverina
- Progressed plans to expand Vance Industrial Estate to the north (Vance Estate Stage 3). Confirmed Government investment of \$2,230,000
- Actively participated in the Western Riverina 'Grow Our Own' initiative, a network coordinated by Regional Development Australia (RDA) Riverina to encourage people to build a career locally, and encourage local business to invest in local people through employment, training, mentoring and motivation
- Supported Multicultural NSW in implementing its Regional Resettlement Pilot Program, NSW Growing Regions of Welcome (NSW GROW). NSW GROW has the dual aims of supporting regional communities and employers in attracting and retaining newcomers, and connecting migrants and refugees in Western Sydney with employment and lifestyle opportunities in regional NSW.
- Supported various labour hire companies and local industry to recruit and settle a total of 164 labourers and 21 professional staff to the Shire
- Provided \$1,500 in sponsorship towards the Leeton Business Chamber Awards
- Partnered with the Leeton Business Chamber to host the Leeton NSW Small Business Month networking event at the Whitton Malt House. The event focussed on creating a mentally health workplace
- Adopted AMBITION 2030 – an Economic, Tourism and Events Strategy for Leeton Shire



Leeton Art Deco Festival

- Planned, programmed, promoted the Australian Art Deco Festival Leeton 2022. The event had approximately 3,500 participants across its events with an estimated economic return to the Shire of \$300,000
- Operated the Leeton Visitors Information Centre (VIC). The VIC, which is housed in one of the first buildings built in Leeton and staffed by Council officers and volunteers, provides visitors with detailed information regarding attractions and events, stocks a diverse range of local produce and artwork, and offers a 'Tastes of Leeton' presentation. There were 3,717 visitors to the centre
- Provided event coordination support to the Early Ford V8 Car Club for their national rally. There were 103 cars and approximately 200 people that attended the event from across Australia. Similarly, support was provided to the Armstrong-Siddeley National Car Club Rally which had 50 vintage cars and close to 150 participants
- Provided financial support of \$1,500 towards the Australian Bittern Summit held at the Hydro Hotel in Leeton. The Summit was attended by 200 delegates
- Completed the installation of the signage for Art Deco Way touring route with six strategically placed billboards on the Newell and Sturt Highways and on Kidman Way, near Griffith. The billboards are part of a campaign to encourage travellers to leave the highways and explore the region. The eye-catching billboards feature

local landmarks such as the Roxy Community Theatre and are supported by a social media campaign and a bi-monthly blog to highlight visitor attractions and experiences in Leeton and surrounding areas. The billboards were funded by the NSW Government's Stronger Country Communities Fund – Round 4

- Provided \$5,000 in-kind and event coordination support towards the Leeton Outback Band Spectacular. There were approximately 2,500 people in attendance at the Mountford Park event and 296 people at the Massed Band Performance
- Commenced the development of a housing business case and masterplan for land at Brobenah Road
- Operated Gogeldrie Weir Holiday Park with caretakers employed to operate the park. The Park welcomed 927 day visitors and 3,867 campers
- Installed a new toilet block and dump point at Gogeldrie Riverside Park
- Provided \$2,000 financial support towards the Leeton Eisteddfod 2022 which had 589 entrants
- In partnership with Narrandera Shire Council, operated the Narrandera-Leeton Airport. This year, a total of 9,630 passengers utilised the Regional Express Airlines (REX) daily airline service. This is an increase of 92% compared to the previous financial year which was impacted greatly by COVID-19



Outback Band Spectacular Event at Mountford Park



New amenities at Gogeldrie Weir Caravan Park

- Represented Leeton Shire Council on the Visit Riverina stand at the Canberra Caravan and Camping Lifestyle Show. 840 Visitor Riverina marketing guides were distributed across the three-day event and 760 new potential visitors were signed up to receive the Visit Riverina newsletter
- In partnership with Griffith City Council, continued to progress a business case for the upgrade of the WRConnect intermodal freight facility at Wumbulgal. A successful funding application was made to Regional NSW - Business Case and Strategy Fund Round 1 for \$371,243.13 for WR Connect Masterplan Delivery Plan and Environmental Project. Masterplanning is due to be completed in September 2023. Transport for NSW announced \$19M to complete the rail siding at WR Connect in February 2023.



Mayor and Senior Management Team at Sunrice Tour



Leeton Visitors Information Centre (VIC)



Kate O'Callaghan and Brent Lawrence at Visit Riverina Stand at the Canberra Caravan and Camping Lifestyle Show



Leeton Photo: Neil McAliece

Functional Area 5: Planning, Building and Public Health

CSP Links: Cc1, Cc2, Cc3, Cc4, Ec3, L3, L4

Leeton Shire Council has made the following Delivery Program commitments:

- 5.1 Undertake and implement strategic land use planning
- 5.2 Provide helpful, friendly and timely planning and building assessment services for development applications
- 5.3 Collect developer contributions and review developer contribution plans
- 5.4 Continue to enhance the CBD of Leeton
- 5.5 Provide built heritage services, including access to a heritage advisor and heritage grant funding for private heritage listed properties
- 5.6 Prepare and issue development engineering guidelines
- 5.7 Provide regulatory/ranger services
- 5.8 Provide public health services

In 2022/23, Council took the following key actions to deliver on its commitments:

- Received 143 Development Applications and approved 117 with a total value of \$42,455,812
- Supported by a government grant, commenced a comprehensive review of the Leeton Housing Strategy to address current challenges facing the Shire and NSW in terms of affordable housing and to plan for the next 20 years
- Developed a new Section 7.12 Developer Contributions Plan. The new plan was endorsed and implemented in June 2023
- Held 42 pre-lodgement meetings with applicants and developers
- Issued:
 - 289 s10.7(2) Planning Certificates (a 21% decrease compared to the previous year)
 - 83 s10.7(5) Planning Certificates (an 2.4% decrease compared to the previous year)
 - 65 Construction Certificates (a 21% decrease compared to the previous year)
 - 4 Subdivision Certificate (compared to 11 in the previous year)
 - 55 Occupation Certificates (a 1.8% decrease compared to the previous year)
 - Nil Complying Development Certificates (compared to one in the previous year)
- Developed and implemented the new Development Control Plan (DCP) which is available on Council's webpage and NSW Planning Portal. The DCP provides detailed planning and design guidelines to support the planning controls in our Local Environmental Plan. It contains information on such matters as development standards, heritage controls, housing suitability of all types, subdivision requirements and vegetation clearing requirements. The aim of the DCP to facilitate quality development, protect neighbourhood amenity and maintain environmental quality

- Approved 24 Development Applications for dwellings/residential development including:
 - 1 for the erection of units – dual occupancies
 - 18 for the erection of a dwelling house
 - 3 for the demolition of a dwelling house
 - 2 for multi-dwelling housing – 3 or more units
 - 2 that include the demolition and construction of new dwelling
- Developed a comprehensive suite of Engineering Guidelines to support the new Leeton DCP. The engineering guidelines are freely available on Council's webpage
- Responded to 24 reports of dog attacks (on animals and/or humans) in the Leeton Shire, issuing warnings, infringement notices/fines, dangerous dog declarations and/or menacing dog orders as required
- Impounded 186 dogs throughout the year. Of this number, 89 were returned to their owners and 91 were transferred to rehoming organisations. This represents a 96% return to owner/rehoming rate
- Held two free microchipping days with a total of 199 animals microchipped. An additional 15 animals were microchipped as paid microchipping activities
- Carried out the annual Mosquito Trapping and Sentinel Chicken Surveillance Programs aimed at early detection of mosquito-borne viruses such as Ross River Fever. Abnormally high incidents of arbovirus were detected
- In response to Japanese encephalitis being detected in the region, two free vaccination clinics and extensive public awareness campaigns were held
- Promoted community awareness of the importance of disability parking spaces and the restrictions surrounding their use via Council's Facebook page, and followed up by conducting 54 patrols and issuing four infringement notices for misuse of disability parking spaces by people without a permit
- Conducted 55 food safety inspections of food premises, 11 inspections of skin penetration premises and 42 inspections of swimming pools
- LSC made available a free online food safety course, "I'm Alert", an interactive online tool to help food shop owners fulfill their obligation to train food handlers in Food Safety. The webpage was visited 886 times and 61 new registrations were recorded



Heritage Grants Recipient – Before and after photos of the Whitton Post Office



Boarding Facility at Yanco Ag

- Issued Food Safety Calendars and NSW Health Food Safety Awareness Information Packs to all food premises in the Shire
- Continued the implementation of the Local Strategic Planning Statement (LSPS). The LSPS provides the strategy for the community's economic, social and environmental land use needs over the next 20 years. Sixteen of the 26 short term actions identified in the LSPS are completed with seven underway, two not recommended to commence and one outstanding
- Coordinated the annual Local Heritage Grants program in partnership with the Heritage Advisor and approved five applications to the value of \$19,000.



Silo complex at the Voyager Malthouse, certified and signed off by the Certification Team



Mosquito alert signage



Ali Mehdi, Town Planner and Francois Van Der Berg, Manager Planning, Building and Health



Microchipping day – Rangers Glenn McVittie and Grant Smith



Road Safety Week – Projection on the Chelmsford Place Water Tower

Functional Area 6: Roads and Drainage

CSP Links: Ec3, En3, En4, L3, L5, L6, Sc1

Leeton Shire Council has made the following Delivery Program commitments:

- 6.1 Provide a network of safe (lit if urban) sealed roads
- 6.2 Provide a network of safe gravel roads
- 6.3 Provide bridges, culverts, kerb and guttering, bus stops, street furniture and carparking
- 6.4 Undertake active transport planning and provide a network of footpaths and cycleways
- 6.5 Provide road safety programs
- 6.6 Undertake “ordered works” from TfNSW
- 6.7 Provide safe, efficient drainage systems to cope with normal rainfall

In 2022/23, Council took the following key actions to deliver on its commitments:

- Completed sections of shared pathway around Leeton including Palm Avenue (between Leeton High School and TAFE) and Corbie Hill loop connection
- Installed approximately 200m of kerb and guttering across three separate locations including Teatree Avenue, Muntenpen Street and Melaleuca Avenue
- Completed over 10km of linemarking including along Wilga Road, Colinroobie Road, Corbie Hill Road and MR80
- Extended the urban stormwater drainage network along Ashton Lane and Corbie Hill Road to resolve long-term drainage issues in the area
- Investigated and processed 240 individual road permits for heavy vehicles
- Repaired footpath defects identified via Council's inspection program and/or in response to notifications by members of the community
- Inspected all bus shelters in the Shire as part of the annual inspection program. A bus shelter on Peyton Road was removed because it was no longer in use and was deemed to be unsafe. Two shelters, one on Merungle Hill Road and one on Brown Road, Leeton, were replaced
- Developed a new Active Transport Plan to replace the existing Pedestrian Access Mobility Plan (PAMP). The Active Transport Plan will guide the development of practical transport solutions that support the active transport needs of pedestrians and cyclists, including older people and pedestrians with mobility and vision impairments – this document is due to be adopted early in the next financial year
- With the support of funding from Transport for NSW (TfNSW), organised a variety of road safety activities including a Free Child Restraint Checking Day; Drink Drive Win a Swag Campaign; a Mobility Scooter and 65+ Driving Workshop and a Helping Learner Driver Become Safer Driver Workshop.

These activities were supported by social media posts, advertising and monthly road safety editorials in *The Irrigator*

- Coordinated five Leeton Local Traffic Committee meetings which assist in promoting road safety through design and regulation
- Rehabilitated 5.85km of the sealed road network. Rehabilitation works were carried out on:
 - Almond Road (R2R grant funding)
 - Oak Street roundabout (R2R grant funding)
 - Palm Avenue East
 - Vance Road
 - Canal Street – Irrigation Way to Market Road (15% complete)
- Carried out the annual resealing program by resealing 8.4km of sealed road. The sections of resealing works were carried out on:
 - Argyle Street – 0.4km
 - Blakely Street – 0.4km
 - Ciccia Road – 1.7km
 - Colinroobie Road – 1.3km
 - Corbie Hill Road – 1.2km
 - Mackellar Road – 0.6km
 - Muscat Street – 0.7km
 - Wattle Street – 1.5km
 - Yate Road – 0.25km
 - Dundas Street – 0.33km
- Carried out heavy patching works on 850m² of sealed road on Caloro Street, Carbone Road, Carrington Drive, Muscat Street and Short Street, as well as other sections of the rural road network
- Resheeted 5.9km of the gravel road network. Resheeting was carried out on Apostle Yard Road, Collins Road, Euroley Road and Houghton Road
- Completed the scheduled shoulder widening works along Wattle Road and Wilkinson Road
- Completed 1.3km of shoulder widening works and 2.25km of resealing works along MR539 (Whitton to Darlington Point Road)
- Maintained or replaced 582 signs in 311 locations – including road/street name blades, bridge markers, hazard, give way and stop signs, and speed zone signs
- Under contract for Transport for NSW, completed works on two projects (value of \$2.6M): Stage 6 Shoulder Widening (Walsh Road to Davidson Road) and the Whitton Road Bend Rehabilitation Project
- Completed an urban drainage extension along Palm Avenue (Myall Street to Grevillia Street).



Vehicle Activated Signage installed on Research Road



Road sealing works on Almond Road



Kerb and guttering Melaleuca Avenue



Extending stormwater drainage – Cedar Street



Rotary Youth Driver Awareness one-day program



Leeton Sewer Treatment Plant upgrade

Functional Area 7: Water and Sewer Services

CSP Links: En3

Leeton Shire Council has made the following Delivery Program commitments:

- 7.1 Provide potable water services to the urban residents of Leeton Shire
- 7.2 Provide sewer services to the urban residents of Leeton Shire
- 7.3 Provide regulatory trade waste services to local business and industry
- 7.4 Develop strategic plans to support security of service and growth of the Shire

In 2022/23, Council took the following key actions to deliver on its commitments:

- Supplied potable water of high quality, with minimal taste and odour issues and minimal disruption to service, to the towns and villages in Leeton Shire.
- This year:
 - Leeton Water Treatment Plant supplied 1,886ML of water (a 9.02% increase on the previous year)
 - Murrumbidgee Water Treatment Plant supplied 13ML of water (No change compared to the previous year)
 - Whitton Water Treatment Plant supplied 55ML of water (no change compared to the previous year)
- Relined the concrete trough at the Leeton Water Treatment Plant due to corrosion
- Replaced the launders at the Leeton Filter Sedimentation Tank Launder due to corrosion
- Upgraded the Programmable Logic Controller (PLC) at the Whitton Water Treatment Plant which assists with improving the taste and odour
- Completed maintenance works around the Leeton Raw Water Dam which included internal works to the dam to improve circulation, decreasing the possibility of algal growth
- Completed extensions to ring main systems on Willow Street and Ebony Lane
- Replaced corroded and leaking pipework and valves at the Leeton Sewer Treatment Plant
- Completed water main replacement on Park Avenue South from 100mm pipe to 150mm pipe to assist with flow and demand on the supply
- Cleaned away cumbungi weeds at the Leeton Tertiary Ponds
- Completed manhole renewals across various locations including Gossamer Street, Lightwood Street, Wirilda Street, Pendula Street and Blackwood Street
- Rehabilitated sewer mains in Cedar Street and Railway Street. This included inspecting and cleaning mains

Functional Area 7: Water and Sewer Services cont.

- Commenced the Wamoon Sewerage Scheme with 100% of the sewer lines installed. Completion of the project (installing individual pods for each residence) is due to be completed early in the next financial year
- Undertook 73 Liquid Trade Waste inspections – 71% of discharging businesses have approvals and Council is continuing to work with non-compliant businesses to become compliant
- Progressed the development of an Integrated Water Cycle Management (IWCM) Plan with the assistance of Public Works. This is a 30 year strategic plan for water and sewer services to meet future residential and industrial growth
- Operated sewage treatment and effluent discharge plants and reticulation services at Leeton, Yanco and Whitton.



Leeton Water Filtration Plant



Staff completing repairs on a water main burst



ClearScada System upgrade

Functional Area 7: Water and Sewer Services cont.



Moonrise over Chelmsford Water Tower Photo: Neil McAliece



Bin Inspection Program by JR Richards (contractor)

Functional Area 8: Environmental Sustainability and Emergency Services

CSP Links: En1, En2, En4, L6

Leeton Shire Council has made the following Delivery Program commitments:

- 8.1 Deliver recycling and solid waste management services
- 8.2 Enhance Leeton Shire's climate resilience
- 8.3 Improve Leeton Shire's emergency preparedness
- 8.4 Deliver noxious weeds management via the NSW government endorsed Weeds Action Plan and advocate for an increase in funding for noxious weeds
- 8.5 Advocate for water security for primary production and biodiversity health and general tidiness at Fivebough Wetlands and Murrumbidgee National Park

In 2022/23, Council took the following key actions to deliver on its commitments:

- Provided waste management services to the Shire. A total of 17,461 tonnes of waste entered the Leeton Landfill and Recycling Centre (a 15% increase from the 2021/22). Council's kerbside collection service (red bins) accounted for 2927.21 tonnes
- Successfully increased the Resource Recovery diversion rate to an average of 41.41% this year, up from 29.85% last year. This represents a notable 48.78% increase in waste diverted away from landfill and toward recycling initiatives. Council credits this improvement to heightened public awareness of the importance of waste and responsible waste management practices
- Council's kerbside collection service (yellow bins) accounted for 450.45 tonnes of recyclable materials
- Actively communicated with residents who contaminate their kerbside recycling bins. A letter has been sent to these residents, providing detailed information on what items are suitable for the recycling bin. The letter aims to create awareness among residents about the recycling process and offers alternative solutions for disposing of problematic waste
- The State Government's Return and Earn Scheme also saved a considerable amount of waste from landfill by processing 2,098,180 eligible containers through Leeton's reverse vending machine
- Implemented a diverse range of educational activities aimed at promoting recycling within the community. These initiatives encompassed workshops, presentations, school outreach programs, public awareness campaigns, and collaborations with local businesses
- Actively promoted two chemical 'Drum Muster' initiatives with a total of 2,654 drums being collected

Functional Area 8: Environmental Sustainability and Emergency Services cont.

- As part of Council's EPA licence, ground water testing was conducted quarterly throughout the year. The results of the testing revealed no instances of non-compliance
- Implemented a new asset inspection and works program, which has been instrumental in enabling Council staff to establish an environmentally sustainable landfill site. Additionally, this program ensures the appropriate maintenance and operation of the Resource Recovery Facility and Transfer Stations in Leeton and Whitton
- In response to the new NSW Government's Waste and Sustainable Materials Strategy 2041, which introduced a mandate for councils to provide Food Organics and Garden Organics (FOGO) collections to all NSW households on the serviceable bin route, completed 100% of the preliminary planning and investigation works. Tenders were called and will be finalised next financial year
- Generated approximately 343,622kWh of solar power through solar arrays, enough power to supply 122.7 households for a year. The generated solar equates to an estimated 325 tonnes reduction in carbon footprint
- Joined 'one road' (also known as Live Traffic NSW) which will provide Council with the ability to upload real time traffic information such as road closures, flooding and road work data
- Continued the implementation of the Energy Masterplan that guides Council in the delivery of energy efficiency projects. This included the completion of solar projects at Leeton Major Dooley Library, Whitton Sewer Pump Station No.1 and Leeton Landfill; as well as LED upgrades at all water and sewer treatment plants across the Shire
- Maintained compliance as per Council's obligations to the Weed Action Program. This included the completion of a total of 122 inspections
- Secured an additional \$50,000 in weeds grant funding from Riverina Local Lands Services and a further \$30,000 in funding for weed control on identified Council roadsides and Crown reserves at Corbie Hill and Cudgel



Drum Muster



Staff Luke Tedesco (left) and Guy Retallick presenting to Councillors on FOGO

Functional Area 8: Environmental Sustainability and Emergency Services cont.



Whitton solar installation at Whitton Sewer Pump



Solar panel installation at the Leeton Shire Library. Installation completed by Ben Walsh Solar and Electrical



Welcome to MyH2O

- Distributed weeds awareness materials via Yenda Producers, AGnVET Services, the Leeton Major Dooley Library and Council's Customer Service Centre
- Slashed and sprayed a total of 229 hectares and 32km of roadside reserve to control weeds and maintain road safety
- To promote sustainable water use, encouraged town water recipients to use the Council's MyH2O online service to track their daily water usage, compare it with average water usages and detect possible leaks. The MyH2O service also allows water users to establish their own water consumption targets and set up alerts to warn them if the targets have been or are likely to be exceeded
- Continued to work with Crown Lands and the Fivebough Committee on the management of the RAMSAR-listed Fivebough Wetlands.



Chairman of NSW Country Mayors, Jamie Chaffey (left) and Mayor Tony Reneker

Functional Area 9: Governance and Administration

CSP Links: L1, L2, L3, L4, L5

Leeton Shire Council has made the following Delivery Program commitment:

- 9.1 Provide enhanced customer service
- 9.2 Undertake authentic and timely community engagement where community input genuinely shapes Council decisions
- 9.3 Provide respected and effective representation, leadership and advocacy
- 9.4 Nurture strong partnerships with Murray Darling Association, RAMJO, MI Ltd, NSW Government, Commonwealth
- 9.5 Foster a valued and committed workforce that is suitably rewarded and goes home safe each day
- 9.6 Deploy reliable and efficient corporate and project governance including audit, risk and improvement
- 9.7 Deploy reliable and efficient corporate management – financial, asset, property, records, information technology, buildings and plant/fleet
- 9.8 Undertake service reviews (depreciation; staffing levels; water and sewer; open space and recreation) and benchmarking
- 9.9 Attract grant funding for capital works and operations

In 2022/23, Council took the following key actions to deliver on its commitments:

- Drafted the Transport (roads, storm water drainage and footpaths) Asset Management Plan
- Commenced revaluation and condition assessments on Council assets
- Adopted an Asset Management Policy to assist council in aligning our asset management practices with industry best practice
- Provided two traineeships for childcare educator at the Leeton Early Learning Centre, and two for customer service
- Provided an apprenticeship for a mechanic and greenkeeper
- Continued to participate in RAMJO, which brings together councils from across the region and provides an important forum for escalating local and regional issues for broader consideration. This year, RAMJO's strategic regional priorities included:
 - water policy
 - energy security and affordability
 - transport connectivity
 - digital connectivity
 - better health services
 - industry, workforce and jobs
 - waste management
- Continued its engagement with the NSW Government, the Federal Government and industry agencies to seek funding for major projects and to address challenges such as healthcare, water, housing, and workforce. Meetings took place with:
 - Her Excellency the Honourable Margaret Beazley, Governor of New South Wales
 - Mrs Helen Dalton, MP – Member for Murray
 - Senator Deborah O'Neill – Chair of Parliamentary Joint Committee on Corporation and Financial Services
 - The Hon Sussan Ley MP – Deputy Leader of the Opposition, Member for Farrer
 - The Hon Paul Toole MP – (then) Deputy Premier, Minister for Regional NSW, Minister for Police
 - The Hon Sam Faraway MLC – (then) Minister for Regional Transport and Roads

Functional Area 9: Governance and Administration cont.



NSW Governor visit – Cr Tracey Morris, General Manager Jackie Kruger, Mayor Tony Reneker, Her Excellency The Honourable Margaret Beazley AC KC and Governor of NSW and husband Mr Wilson and Deputy Mayor Michael Kidd



Left to right: Deputy Mayor Michael Kidd, The Honourable Michael McCormack MP, The Honourable Sussan Ley MP, Mayor Tony Reneker and General Manager Jackie Kruger

Functional Area 9: Governance and Administration cont.

- Submitted five motions on issues of high importance to the Leeton Shire community to the 2023 ALGA National General Assembly (all of which were adopted). The motions were:
 - Restore Financial Assistance Grants (FAGS)
 - Constitutional recognition of local government
 - Greater Assistance with managing energy expenditure and funding to deliver projects in local communities
 - Increased Support for Housing Initiatives in rural Australia
 - Support for newcomer settlement in rural Australia
- Submitted five motions on issues of high importance to the Leeton Shire community to the 2022/23 LGNSW Conference (all of which were adopted). The motions were:
 - Addressing Poorer Health Outcomes in Rural, Regional and Remote NSW
 - Increasing the Supply of Affordable Housing in Rural NSW
 - Making 'Temporary' Refugees Permanent
 - Inquiry into Ownership of RFS Assets
 - Increased Funding for Weed Management
- Issued 104 media releases, posted 693 social media posts (up from 456 in 2021/22), undertook 8 'Have Your Say Surveys' and grew the number Council's Registered 'Have Your Say' users to 826 (up from 803 in 2021/22)
- Sought community feedback on a number of Council initiatives through the 'Have Your Say' community engagement hub, social media channels and the local newspaper, *The Irrigator*.
 - Special Rate Variation - Council received feedback from around 900 people. Most provided feedback by via the Have Your Say online engagement tool and approximately 78 via post or email
 - Revised library hours – 20 submissions received
 - Draft Masterplan of the Leeton Cemetery - 31 submissions received
 - Draft Leeton Development Control Plan – five submissions received
 - Draft Disability Inclusion Action Plan – 10 submissions received
 - Draft Council Policies – Nil submissions received
 - Draft 2023/24 Annual Operational Plan, Budget, Long-Term Financial Plan and Revenue Policy (including Fees and Charges) – one submission received
 - DRAFT Active Transport Plan – 11 submissions received
- Coordinated and supported six Section 355 Committees, 15 Advisory Committees/Working Groups, two action groups and ARIC. Council also participated in two shared Service Committees and seven External Committees



Left to right: Maryann Iannelli, Emeritus Mayor Paul Maytom AM, Sekai Dachi and Mayor Tony Reneker (advocating for improved health and hospital services)

Functional Area 9: Governance and Administration cont.

- Supported and collaborated with Leeton Connect Inc, including by auspicing staff. Leeton Connect is a not-for-profit organisation set up to act as a central hub for not-for-profit groups in Leeton Shire
- Supported and collaborated with the Leeton Multicultural Support Group, including by auspicing staff. The Leeton Multicultural Support Group provides a safe place of belonging for refugee and migrant families, and a space to connect with Leeton locals who offer support in the form of language lessons, home visiting, and social networks
- Took part in:
 - LGNSW Rural and Regional Summit
 - Country Mayors Association of NSW (CMA) meetings
 - CMA Rural Skills Forum
 - CMA Meet the Leaders for NSW State Election Forum
 - Regional Health Plan Consultation with Councils and NSW Departments and agencies
 - Regional Housing Delivery Plans Consultation
 - Regional Freight Forum
 - The Daily Telegraph Bush Summit with Prime Minister Anthony Albanese
 - WaterNSW Customer Advisory Group Meetings
 - Four meetings with the local police and Narrandera Shire Council
- Submitted 17 grant applications with 15 successful grants notified to the value of \$4,835,400 (three of which were applications from 21/22)
- Successfully supported the Leeton Shire Men's Shed in the process of becoming legally incorporated, and ceasing to be a Section 355 committee
- Offered work experience and work placements to 15 school students across the organisation, including the Early Learning Centre, Library, Museum and Art Gallery and Visitor Information Centre
- Actively participated in the Murray Darling Association – Region 9
- Continued to advocate for sensible water policy that supports the needs of the region. In 2022/23 advocacy efforts focussed on advocating for a range of mid-Murrumbidgee on river storage options, as recommended by Murrumbidgee Irrigation Limited (MI), and on urging the Office of Water and MI to reconsider the LakeCoolah/Lake Mejum Water Storage Proposal, a proposal that could deliver 450ML of off-river storage



Left to right: Ken Dachi, Deputy Mayor Michael Kidd, Bhutanese Ambassador Mr Sonam Tobgay, Mayor Tony Reneker and General Manager Jackie Kruger

Functional Area 9: Governance and Administration cont.



Irrigation channel near Corbie Hill Photo: Neil McAlie

- Liaised with MI on a number of issues including MI's 'winter works' program, supply channel decommissioning, town drainage arrangements and the Vance Industrial Estate Expansion Project drainage into MI channels. The Mayor and General Manager attended MI's Annual General Meeting
- Participated in the Riverina Environmental Water Advisory Group which provided a forum for Council to monitor local and regional environmental water outcomes
- Continued collaboration and advocacy with RAMJO. In concert with RAMJO, Council provided feedback on WaterNSW's draft Murray and Murrumbidgee Regional Water Strategies. On behalf of RAMJO, the General Manager also attended the WaterNSW Customer Advisory Group Meetings.



Men's Shed – signing of the new licence. President George Reynolds (left) and Mayor Tony Reneker

Our Performance by Status of Actions at 30 June 2023

The year staff across the organisation undertook 219 Operational Plan actions which aim to support the achievement of the Delivery Program. Each of the actions were allocated a status:

- Purple icon** **Completed** – the project has been completed
- Green icon** **On Track** – the activity or project is progressing as expected
- Amber icon** **Needs Attention** – the activity or project needs additional input or focus to get back on track
- Red icon** **Critical Concerns** – there are major issues associated with this activity or project
- Black icon** **Not Due to Commence**

The status of activities and projects at 30 June 2023 is shown in the following table:

Status of activity/project	Purple icon	Green icon	Amber icon	Red icon	Black icon	Total No. of Actions
Number of activities/projects	6	143	16	3	1	219

A total of 143 of the 219 actions/activities Council committed to undertaking are either **On Track** or have been **Completed**.






Three actions were considered to be of **Critical Concern**. However, 18 actions were assigned the status of **Needs Attention** and five were **Not Due to Commence**. The table below provides details on each of these actions and corrective actions being taken to address specific issues.

Operational Plan Activity	Status	Reason for Status	Corrective Actions
1.7.4 Support and promote initiatives to stop domestic violence	Amber icon	Due to staff resourcing at the time, White Ribbon Day (which is normally supported by Council) was not promoted. This advocacy initiative had previously been driven by a community leader who is no longer residing in the LGA.	Planning to commence earlier in the year to ensure advocacy is undertaken to reduce domestic violence.
1.12.2 Invest in the ongoing refurbishment of Eventide Homes, Yanco Capex program - \$150K (Internal Reserve)	Amber icon	A program of scheduled works was not received for the financial year from the service provider.	Strengthen relationships with Argyle Housing to ensure program Capex is received at the start of the financial year to allow for planning of works.
1.13.1 Advocate for accessible, quality and timely health services including mental health; drug and alcohol rehabilitation services, ambulance services and hospital services	Amber icon	Whilst a large amount of advocacy work was completed, a key measure for this action was to complete an Integrated Health Services Strategy which was not achieved. To date a base data document has been collated ahead of strategic discussions with stakeholders.	The development of an Integrated Health Services Strategy will continue to be made a priority in the next financial year.





Our Performance by Status of Actions cont.

Operational Plan Activity	Status	Reason for Status	Corrective Actions
3.2.4 Maintain and operate the Leeton Golf Course	Amber icon	This action has only been marked as 'needs attention' due to a performance measure being the completion of the Clubhouse which is yet to commence. The Golf Club Committee have carriage of the build themselves and are required to source their own funding except for a small grant contribution towards the carpark from Council.	Council will continue to provide support on an as-needed basis.
3.2.5 Provide a network of public toilets	Amber icon	Sycamore Street and Wamoon toilets have not yet been constructed. There is a local contractor shortage.	Lock in contractors early or begin to seek alternative contractors to complete work.
4.2.1 Facilitate the growth of local industry by developing Vance Industrial Estate (north)	Amber icon	Planning and funding constraints delayed the progress of Vance Estate North. Further grant funding will be pursued.	Once grant funding is secured, call for tenders.
6.1.4 Heavy patching of sections of roads	Amber icon	This status was used due to some sections of the roads not being completed as per the program: - Bella Vista Drive - Carrington Drive - Stony Point Road These works weren't completed due to resourcing.	Identified roads have been rolled over into the next financial year.
6.7.1 Manage stormwater through rectifying drainage issues and undertaking strategic drainage planning, collaborating with MI Ltd where relevant/appropriate	Amber icon	Further engagement required with MI Ltd in order to finalise Memorandum of Understanding (MOU)	Engagement with MI Ltd will recommence in 2024.
7.4.1 Complete an Integrated Water Cycle Management (IWCM) Strategy that complies with new regulations and requirements	Amber icon	Project is 60% complete but overdue.	Council is in the process of gathering the relevant information for NSW Public Works, the contractor.

Our Performance by Status of Actions cont.

Operational Plan Activity	Status	Reason for Status	Corrective Actions
8.2.3 Promote water saving measures across Leeton Shire		Average water usage continues to trend higher than desirable.	Further awareness raising to occur in the next financial year.
9.1.1 Implement an integrated Customer Request Management (CRM) System for use across the organisation		The CRM project has required more extensive workflow planning than initially envisaged.	Workshops with staff are to be conducted in the new financial year to progress the project.
9.6.9 Deliver Council's Enterprise Risk Management (ERM) program, fostering continual improvement		Implementation of Pulse ERM System has been more resource heavy than anticipated.	Meetings with responsible persons are currently in progress to review and update content of the risk registers. Completion date is scheduled for end of November.
9.7.2 Complete a rates review, in consultation with ratepayers		Postponed to 2023/24 as insufficient resourcing to complete sooner.	A proposal is intended to be provided to the October Council meeting with a view to community consultation during November and a final decision in December.
9.7.13 Prepare and implement Plans of Management (PoM) for Crown Lands properties, and user agreements for sports ovals on Crown Land		Extended absence of staff resource. Target was to have 24 PoM's completed – to date there have been 3 PoM's (covering 4 Reserves) approved and an additional 5 POMS (covering 21 Reserves) submitted to Crown Lands for endorsement to consult.	Contract in services to assist.

Our Performance by Status of Actions cont.

Operational Plan Activity	Status	Reason for Status	Corrective Actions
4.4.1 Continue to implement key recommendations of the Leeton CBD Enhancement Plan – Chelmsford Place Town Square		This project has been delayed due to procurement and funding issues. Scope refinement and cost management to be completed in negotiation with preferred contractor Boots Civil.	Re-assign unutilised Local Roads and Community Infrastructure Program grants and complete project in 2023/24.
5.3.1ii Review Council's developer contributions plans in accordance with the Environmental Planning and Assessment Act 1979 and Local Government Act 1993		This aspect of the review is in relation to water and sewer contributions. It is reliant on the completion of other integrated plans and strategies, such as the IWCM.	Review has been rolled over into the next financial year.
9.7.1 Implement the Long-Term Financial Plan – in consultation with ratepayers – to support Council's ongoing financial sustainability, including a Special Rate Variation (SRV) and/or reductions in service levels		Council proposed a SRV in 2022. Following public consultation Council voted not to proceed.	Council may reconsider options for achieving financial sustainability in 2023/24. This may include revisiting an SRV and reductions in services/ service levels. Council has signalled it would like to rebalance the rating structure first.
9.7.1 Continue CBD Façade Painting in Leeton		No works were scheduled for this financial year.	A budget has been allocated for the next financial year. A schedule of key buildings to be completed is yet to be determined.



Fiesta La Leeton

Statutory Information

The following section provides transparency, accountability and addresses statutory requirements under Chapter 13, Parts 2 and 4 of the *Local Government Act 1993*, Part 9, Division 7 of the *Local Government (General) Regulation 2021* and any other legislation which requires information to be included in this report.

Councillor Professional Development

To comply with clause 217(a1)(iia) and clause 186 of *Local Government (General) Regulation 2005*, Council provides the following report on the provision of induction training and professional development programs for the Mayor and Councillors.

During 2022-23, all 9 Councillors participated in ongoing professional development. Councillors took the opportunity to participate in over 25 different training, seminars, circulars and other professional development programs, including:

- IPART Rate Peg Methodology Workshop
- Understanding Local Government Finances for Councillors
- Planning for Councillors
- Corruption Prevention Training for Councillors
- Local Government NSW Annual Conference
- National General Assembly of Local Government (ALGA)
- Cyber Security Training
- Understanding Local Government Finances for Councillors
- Social Impact as a Source of Political Wellbeing
- Councillor Briefing Sessions x 14

Overseas visits

Local Government (General) Regulation 2021 – cl 217(1)(a)

No overseas visits were undertaken by Leeton Shire Councillors as representatives of Council during 2022/23.

One staff member won a fully paid scholarship from Statewide to visit the FM Global facility in Singapore. The opportunity afforded the staff member the chance to understand, witness and experiment with new technologies and emerging programs geared at risk management. There was a strong focus on Enterprise Risk Management, Asset Management and Project Management, including an 'Loss Prevention' Training Course. The trip was held from 22 to 26 May 2023.

Payment of Councillor Fees and Expenses, and Provision of Facilities to Councillors

Local Government (General) Regulation 2021 – cl 217(1)(a1) (i), (ii), (iia), (iv), (vi), (vii), (viii)

Leeton Shire Council has a Councillors' Expenses and Facilities Policy that governs the expenses paid and facilities provided to the Mayor and other Councillors in their civic duties.

Annual fees were paid to all Councillors as required by the *Local Government Act 1993* and in line with the determination of the Local Government Remuneration Tribunal. The total fees paid to all Councillors for 2022/23 was \$111,629.

Councillor Fees, Expenses and Facilities	Amount
Councillor fees	\$111,628.98
Mayoral allowance, excluding Councillor fee	\$27,060.00
Motor vehicle – Mayor (business use) – Current Mayor does not utilise a Mayoral vehicle	0.00
Councillor travel and accommodation	\$10,059.41
Council meeting and sundry expenses (includes external meetings/receptions)	\$7,390.03
Councillor training and skills development	-
Superannuation - Councillors	\$5,912.07
Telecommunications	\$3,356.10
Seminars and conferences	\$6,499.15
Memberships (Includes subscriptions and publications)	-
Material and consumable purchases	\$694.94
Printing and stationery	\$1,110.86
Florist expenses	\$1,031.82
Catering	\$571.82
Carer expenses	-
Interstate visits	-
Overseas visits	-
Office equipment	-
Spouse/partner expenses	-
Total	\$175,315.18

Environmental Upgrade Agreements

Local Government Act 1993 – s 54P(1)

No environmental upgrade agreements have been entered into by Leeton Shire Council during this reporting period.

Special Rate Variations

Special Rate Variation Guidelines – 7.1

There was no special rate variation, however there was an Additional Rate Variation of 1.1% (\$85,772) for general operational purposes (which together with the rate peg of 0.7%, increased the rates income for the year by 1.8% in total).

Rates and Charges Written Off

Local Government (General) Regulation 2021 – cl 132

Rates and charges (interest not included) written off in the 2022/23 period included:

Item	Amount
Total Pensioner Concession	\$319,819
Less: Subsidy Reimbursement	(\$174,185)
Amount Written off by Council	Nil
Postponed Rates and Charges	\$935.14
Sale of land for rates	Nil
Rates debts abandoned	Nil
Special Rate Rebates	\$15,146
TOTAL	\$156,813

Contracts Awarded

Local Government (General) Regulation 2021 – cl 217(1)(a2)(i), (ii)

Details of contracts awarded by Leeton Shire Council in 2022/23 for amounts greater than \$150,000 are provided in the following table.

Contractor Name	Contract Description	Value	Date	Tender Type
Lloyd Group Pty Ltd	Construction Contract Roxy Theatre Redevelopment Stage 2 – Notice to Proceed	\$2,031,662	August 2022 to May 2023 (Note: Lloyd Group has since been liquidated)	Expression of Interest followed by Selective Tender
Maxwood Technology	Australia Ltd Roxy Theatre Redevelopment, Theatre Seating	\$613,609.70	December 2022 to October 2023	Open Market Tender followed by Direct Negotiations
HME Projects Pty Ltd	Roxy Theatre Redevelopment, Specialist Equipment	\$865,967.87	31 March 2023 to October 2023 (Note: HME Projects has since been liquidated)	Open Market Tender followed by Direct Negotiations
Boots Civil	174 Oak Street Rehabilitation	\$229,006.36	October 2022 to June 2023	Open Market Quote
Swimplex Australia Pty Ltd	Dual Waterslide Design and Construct	\$975,787.00	16 January 2023 to 30 September 2023	Expression of Interest followed by Selective Tender
H2H Plumbing Pty Ltd	Wamoon Sewerage Scheme	\$2,332,588.00	30 September 2022 to August 2023	Open Market Tender followed by Direct Negotiations

Contractor Name	Contract Description	Value	Date	Tender Type
Decentralized Demountables	LELC Expansion – New Demountable Classroom	\$288,130.70	1 July 2022 to June 2023	Open Market Tender
Shell Energy Pty Ltd	Retail Electricity Supply Agreement – Small Market Accounts	\$975,000 The above is the estimated value for a 2.5 year period.	1 January 2023 to June 2025	Supplier registered with Local Government Procurement
Shell Energy Pty Ltd	Retail Electricity Supply Agreement – Large Market Accounts	\$840,000 The above is the estimated value for a 2 year period.	1 January 2023 to 31 December 2024	Supplier registered with Local Government Procurement
Shell Energy Pty Ltd	Retail Electricity Supply Agreement – Unmetered Street Lighting	\$465,000 The above is the estimated value for a 2 year period.	1 January 2023 to 31 December 2024	Supplier registered with Local Government Procurement
I2R	Electrical upgrade, relocation and VSD installation for the Lower-Level Raw Water Pump Station	\$204,162.59	22 August 2022 to 30 June 2023	Open Market Quote – Targeted to MIA region

Legal Proceedings

Local Government (General) Regulation 2021 – cl 217(1)(a3)

In 2022/23, there were no legal proceedings for debt recovery of rates and water charges. Council was involved in legal proceedings as follows:

Type of Proceedings	Cost	Amount/Activity	Status	Result Successful
Public liability claims against Council – 3 claims, all of which were personal injury/public liability	\$9,553.50	Defence costs – Mills Oakley Lawyers	In progress	
Adjudication Claim by Omnistruct (Leeton Pool Builder) after Council withheld payments to cover the cost of defective pipework that the builder failed to repair	\$22,177.71	Response preparation – Fielding Robinson Lawyers	Closed	Adjudicator directed Council to pay the builder \$299,152.51 plus the adjudication fees of \$33,033.78

Works Carried out on Private Land

Local Government Act 1993 – 67, 67(2)(b), 67(3)

Local Government (General) Regulation 2021 – cl 217(1)(a4)

During the 2022/23 year, Leeton Shire Council made no resolutions under Section 67 of the *Local Government Act 1993* to carry out or subsidise work on private land.

External Bodies that exercise functions delegated by Council

Local Government (General) Regulation 2021 – cl 217(1)(a6)

As per legislation, delegations fell to the following external bodies:

Name of External Body	Delegated Function
Rural Fire Service	Oversee the delivery of a Rural Fire Service within the local government area and discharge Council's obligations under the <i>Rural Fires Act 1997</i> and <i>Local Government Act 1993</i>
State Emergency Services	Oversee the delivery of the State Emergency Service within Leeton Shire and discharge Council's obligations under the <i>State Emergency Service Act 1989</i>

Companies controlled by Council

Local Government (General) Regulation 2021 – cl 217(1)(a7)

Leeton Shire Council did not hold a controlling interest in any corporations, partnerships, trusts, joint ventures, syndicates or other bodies during 2021/22.

Local Government (General) Regulation 2021 – cl 217(1)(a8)

The table below describes Leeton Shire Council's participation in corporations, partnerships, trusts, joint ventures, syndicates and other bodies during 2021/22.

Name of Organisation	Function
Country Mayors Association	The Association represents rural and regional member councils in NSW. It is a forum to discuss shared issues and make representations to other levels of government.
Leeton Local Emergency Management Committee	This Committee is responsible for an all-agencies comprehensive approach to emergency planning in the Leeton Shire local government area. The membership of this Committee is made up of Emergency Services and other agencies with functional responsibilities.
Leeton–Narrandera Aerodrome Management Committee	This Committee is responsible for policy formulation and setting of guidelines for management matters at the Leeton–Narrandera Airport.
Leeton Local Traffic Committee	This Committee exists primarily as a technical review committee which advises Council on some traffic-related matters. The Committee is made up of representatives from Council, NSW Police and Roads and Maritime Services.
Local Government New South Wales	Local Government NSW is the peak industry association that represents the interests of NSW general and special purpose councils. In being a member, Council is also represented at the Australian Local Government Association (ALGA).

Name of Organisation	Function
MIA Zone Liaison Committee (Rural Fire Service)	This Committee advises the State Bushfire Coordination Committee on bushfire prevention in the Leeton Shire LGA; promotes the coordination of policies, practices and strategies relating to bushfire management; and prepares a Bushfire Management Area Plan and oversees its implementation.
Murray Darling Association Region 9	This group represents local government and community views on the major natural resource management issues of the Murray Darling Basin. It seeks to influence the policies of governments as they relate to conservation and sustainable development within the Basin.
Riverina and Murray Joint Organisation	The Riverina and Murray Joint Organisation (RAMJO) is a voluntary regional organisation of 11 councils in the Riverina and Murray Region established under the <i>Local Government Act 1993</i> , which takes a regional approach to addressing issues shared by local councils.
Western Riverina Arts	Western Riverina Arts (WRA) is a not-for-profit organisation that works in partnership with our member councils: Narrandera Shire Council, Leeton Shire Council, Griffith City Council and Murrumbidgee Shire Council to support, develop and promote the Arts in the Western Riverina.

Equal Employment Opportunities Management Plan

Local Government (General) Regulation 2021 – cl 217(1)(a9)

Leeton Shire Council, through its policies and programs, aims to provide an environment where employees and others in the workplace are treated fairly and with respect, and are free from unlawful discrimination, harassment, vilification and bullying.

Council has endeavoured to translate intent into action in the following ways:

- Considering flexible working arrangements which provide the opportunity for flexibility for staff, enabling them to balance work and family responsibilities
- Utilising a Consultative Committee as a mechanism to consult with employees during the development and review of People and Organisation Development policies, programs and practices
- Continuing to promote Council's employment opportunities to workplace diversity in our recruitment practices by targeting recruiting partners who can source quality candidates from diverse backgrounds
- Partnering with community organisations to provide development and engagement opportunities for all people
- Supporting staff through the Employee Assistance Program and the People and Culture team
- Offering Wellbeing and Resilience Programs.

Remuneration – General Manager

Local Government (General) Regulation 2021 – cl 217(1)(b)(i), (ii), (iii), (iv), (v)

As at 30 June 2023, Leeton Shire Council's General Manager's remuneration package consisted of:

Component	Value
Salary	\$256,766.00
Bonus or performance payments	Nil
Employer's contribution to superannuation	\$ 26,960.46
Non-cash benefits – Private use of motor vehicle	\$10,000
FBT on non-cash benefits	Nil
TOTAL	\$293,726.00

Remuneration – Senior Staff

Local Government (General) Regulation 2021 – cl 217(1)(c)(i), (ii), (iii), (iv), (v)

As at 30 June 2023, no other Leeton Shire Council staff fit the *Local Government Act 1993* definition of 'senior staff'.

Statement of total number of persons who performed paid work on Wednesday 23 November 2022

Local Government (General) Regulation 2021 – cl 217(1)(d)(i), (ii), (iii), (iv)

Categories of Staff	Number of staff
Persons employed by the council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contract	180
Full-time Equivalent Persons (FTE)	157.6
Persons employed by the council as senior staff members	1
Persons engaged by the council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person	3
Persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	0

Stormwater Management Services

Local Government (General) Regulation 2021 – cl 217(1)(e)

During 2022/23, Leeton Shire Council levied a Stormwater Management Service Charge (SMSC) on eligible residential properties and eligible properties in the business rating category. A total of \$90,950 was raised through these charges.

These funds were used to extend the urban stormwater drainage network along Ashton Lane and Corbie Hill Road.

Coastal Protection Services

Local Government (General) Regulation 2021 – cl 217(1)(e1)

The requirement to report on coastal protection services does not apply to Leeton Shire.

Companion Animals Activities

Local Government (General) Regulation 2021 – cl 217(1)(f)
Companion Animals Act 1998
Companion Animal Regulation 2018

Monies received from the Companion Animals Fund were expended on the provision of Companion Animal Management and Control services (details below). A total of \$351,610 was spent on Companion Animal Management and related activities.

Council's pound data collection returns and dog attack data for the 2022/23 financial year were lodged with the Office of Local Government (OLG) on 20 October 2023.

Community education programs carried out and strategies the council has in place to promote and assist the desexing of dogs and cats

Council's programs and strategies to promote and assist the registration, microchipping and desexing of dogs and cats included:

- Conducting community education programs by way of media releases, social media posts, participation in interviews with the media, reports to Council, Councillor briefing sessions, distribution of educational material and extension services provided to pet owners in person by Council's Rangers during daily operations
- Offering an ongoing subsidised microchipping program which allows members of the public to have their companion animals microchipped at a substantially reduced rate (\$32 for one animal or \$24 for more than one animal). This year, 214 animals were microchipped, up from 192 animals in the previous financial year.
- Hosting free microchipping days (two were hosted in 2022/23 with 199 animals microchipped)
- Deferring the registration of cats and dogs for owners who wish to have their pets de-sexed until after the animals are de-sexed so the owners can benefit from the lower de-sexed animal registration rate.

Strategies in place for complying with the requirement under s 64 of the CA Act

In order to seek alternatives to euthanasia for unclaimed impounded animals, Council:

- has entered into rehoming agreements with 'Hounds on the Rebound' and 'Pets Haven'
- microchips any animal going to a rescue organisation at no cost
- does not charge for animals adopted from the Pound by members of the public (apart from registration fees) and provides free microchipping
- has a dedicated Facebook Page for the Pound
- includes on its website pictures of impounded dogs and cats, regularly updated, in order that the owners may claim the dogs or that they may be rehomed.

In 2022/23, Council returned 89 of the 186 dogs impounded to their owners and transferred 91 to rehoming organisations. This represents a 97% return to owner/rehoming rate of impounded dogs, up from 95% in 2021/22.

Off-Leash Areas

Council provides an off-leash area at the former caravan park site on Brobenah Road, Leeton and the development of an additional area is being finalised at McCaughey Park, Yanco.

Capital Works Projects

Office of Local Government Capital Expenditure Guidelines

Council undertook major capital works with a value of \$13,009,106. These projects included:

Project	Amount
Land and Buildings	\$4,358,159
Parks and Recreation Assets	\$1,109,385
Plant and Equipment Purchases	\$1,363,476
Roads Bridges and Footpaths	\$2,921,022
Sewer Infrastructure	\$2,142,925
Stormwater Drainage	\$194,816
Waste Infrastructure	\$60,384
Water Supply System	\$858,941
TOTAL	\$13,009,106

Compliance with the Carers (Recognition) Act

Carers Recognition Act 2010 – s 8(2)

Leeton Shire benefits from Home and Community Care Services delivered through Temora Shire Council's Pinnacle program. Leeton Shire also benefits from Community Transport Services delivered through Narrandera Shire Council. Leeton Shire Council does not, itself, provide services directed at carers and/or people being cared for by carers.

In 2022/23 Council met its obligations under the Carers (Recognition) Act through a range of initiatives and programs. This included supporting workplace flexibility for employees with carer responsibilities.

Implementation of Council's Disability Inclusion Action Plan

Disability Inclusion Act 2014 – s 13(1)

Leeton Shire Council continued to progress the scheduled actions of its *Disability Inclusion Action Plan* (DIAP). Actions undertaken in 2022/23 included:

- Consulting with people with disabilities and their carers, disability service providers and members of the community in the development of a new DIAP
- Adopting new 2022-2025 DIAP
- Lodging the required information relating to implementation of the DIAP with the Minister for Disability Services
- Offering a free Home Library Service delivery to residents who are housebound, live in assisted living, are carers or who live with disability
- Consulting wheelchair users in the design of the Roxy Community Theatre Redevelopment in relation to access to upstairs and seating arrangements
- Coordinating a mobility scooter workshop
- Repairing footpath defects identified via Council's inspection program and/or in response to notifications by members of the community
- Developing a new Active Transport Plan to replace the existing Pedestrian Access Mobility Plan (PAMP). The Active Transport Plan will guide the development of practical transport solutions that support the active transport needs of pedestrians and cyclists, including older people and pedestrians with mobility and vision impairments

- Purchasing ramp and matting for events. Used at ANZAC Day to provide access across grass at Cenotaph
- Inviting Kurrajong, MyPlan Connect and GPSO participants to Youth Week activities
- Kurrajong participants joining participating in pickleball comp after come and try activities
- Providing information to Kurrajong staff on food options at the Chill n Grill event to assist in their risk management and planning for participants with swallowing issues
- Developing and using an checklist to assess and improve accessibility and inclusion at Chill n Grill. This included marking the location of disabled parking on the map, creating a drop off/pick up zone and providing a Disability Coordinator for the event to support people with disabilities and their carers.

Planning Agreements in Force

Environmental Planning and Assessment Act 1979 – s 7.5(5)

Leeton Shire Council entered into one planning agreement during 2022/23. This planning agreement relates to the Yanco Solar Farm.

Recovery and Threat Abatement Plans

Fisheries Management Act 1994 – s 220ZT(2)

Leeton Shire Council is not identified as having responsibility under any Recovery and Threat Abatement Plan.

Inspections of Private Swimming Pools

Swimming Pools Act 1992 – s 22F (2)

Swimming Pools Regulation 2018 – cl 23

Leeton Shire Council implemented its swimming pools inspection program as per the following table.

Project	No. of inspections
Tourist and visitor accommodation	0
Premises with more than two dwellings	0
Inspections at single dwelling premises that resulted in a Certificate of Compliance being issued under s 22D of the <i>Swimming Pools Act 1992</i>	30
Inspections at single dwelling premises that resulted in a Certificate of Non-Compliance being issued under cl 21 of the <i>Swimming Pools Regulation 2018</i>)	12
Number of swimming pools inspected	30
Number or reinspections conducted	12
Total number of pool inspections conducted	42

Section 7.11 Fixed Levies and Section 64 Contributions

Environmental Planning and Assessment Act 1979

Environment Planning and Assessment Regulation 2021 cl 218A(1)

During 2022/23, Leeton Shire Council collected \$392,000 towards its Section 7.12 Fixed Levy Plan. The balance at 30 June 2023 was \$1,112,000. No funds were expended in this financial year.

Under Section 64 of the *Local Government Act 1993*, Council may also levy some development for the construction of works related to water supply, sewerage and stormwater drainage works and facilities. In 2022/23, \$87,000 was collected and \$87,000 spent. The balance in the restriction at 30 June 2023 was \$31,000.

Detailed Project Description	\$ value of contributions or levies used or expended on project	Percentage of project cost funded by contributions of levies	Percentage of project completion
Leeton and Whitton Water Treatment Plant Upgrades	70,423.15	52%	100%
Leeton Sewer Treatment Plant Digester Upgrade	16,310.00	20%	100%

On-site Sewage Management

Local Government Act 1993 – s 68

Local Government (General) Regulation 2021

During 2022/23, Leeton Shire Council levied an on-site sewage management fee for 1,697 properties which consists of 795 rural and 902 urban. A total of \$18,667 was raised through the charges and is used by Council to offset the cost of an education and inspection program. 20 on-site sewage management inspections were conducted in 2022/23 as part of new system installations. No routine inspections were carried out under Council's Sewage Management Policy. Instead, efforts were directed towards developing an updated septic register and an electronic inspection system. This new system was commissioned in April 2023 and will be used to inspect every Onsite Sewage Management System within the Leeton Shire to develop baseline data and a risk rating that will inform the inspection regime. Council reviewed and adopted a new Onsite Sewage Management Policy in August 2022.

Government Information Public Access Activity

Government Information (Public Access) Act 2009, s 125(1) (GIPA Act)/

Government Information (Public Access) Regulation 2018, cl 8, Schedule 2

Under section 7 of the GIPA Act, agencies must review their programs for the release of government information at least once every 12 months to identify the kinds of information that can be made publicly available. During the reporting period we reviewed this program by examining the information currently provided on Council's website, in public areas at Council offices, in local newspapers and provided in response to requests from the public. Council's website continues to be a primary source for providing information to the public and provides timely and detailed reporting on current matters relating to Council. The most common requests for information received by Council continue to relate to development or building records, with increasing interest in developments by private certifiers, with additional information now included on Council's website.

Number of access applications received – Clause 7(b) of the GIPA Act. During the reporting period, Council received a total of four formal access applications (including withdrawn applications but not invalid applications). In addition, Council processed eight "Access to Information Requests" (informal GIPA applications) during the reporting period. Number of refused applications for Schedule 1 information – Clause 7(c) of the GIPA Act – was zero.

Public Interest Disclosures

Public Interest Disclosures Act 1994 – s 31
Public Interest Disclosures Regulation 2011 – cl 4

Under Clause 4(1) of the Public Disclosures Regulation, Council must include the following information in its Annual Report:

Public Interest Disclosures (PIDs) in 2022/23	Number
Number of public officials who made PIDs	Nil
Number of PIDs received	Nil
Number of PIDs finalised	Nil

Procurement Procedures – Anti Slavery

Local Government Act 1993 - s 428(4)(c) and (d)

No concerns were raised by the Anti-slavery Commissioner during the year concerning the operations of Council. Council is working towards taking reasonable steps to ensure that:

- a) Modern Slavery is not occurring in the operations and supply chains of Council and any entity that it owns or controls
- b) it does not use or procure any goods, plant, equipment or other materials and work or services that are the product of Modern Slavery, and
- c) it develops and implements appropriate procedures including appropriate prevention plans and other policies in order to demonstrate that it has exercised due diligence to prevent Modern Slavery in Council's operations and supply chains, and to identify and respond to an actual or suspected case of Modern Slavery.

If Council becomes aware of any actual or suspected occurrence of Modern Slavery in its operations or supply chains (or in those of any entity that it owns or controls), Council commits to taking reasonable steps to respond to and address the occurrence in accordance with the relevant code of practice/conduct or other guidance issued by the Anti-slavery Commissioner.





LEETON
SHIRE COUNCIL

Leeton Shire Council

ABN 59 217 957 665

23-25 Chelmsford Place, Leeton NSW 2705

www.leeton.nsw.gov.au

E: council@leeton.nsw.gov.au

P: (02) 6953 0911 **F:** (02) 6953 0977