



# Annual Report 2021



LEETON  
SHIRE COUNCIL





Leeton Shire Council acknowledges the traditional custodians of the land, the Wiradjuri people. As a community, we pay our respects to elders past and present, and to future generations. We also acknowledge and recognise the strength, resilience and capacity of all Aboriginal people of this Land.

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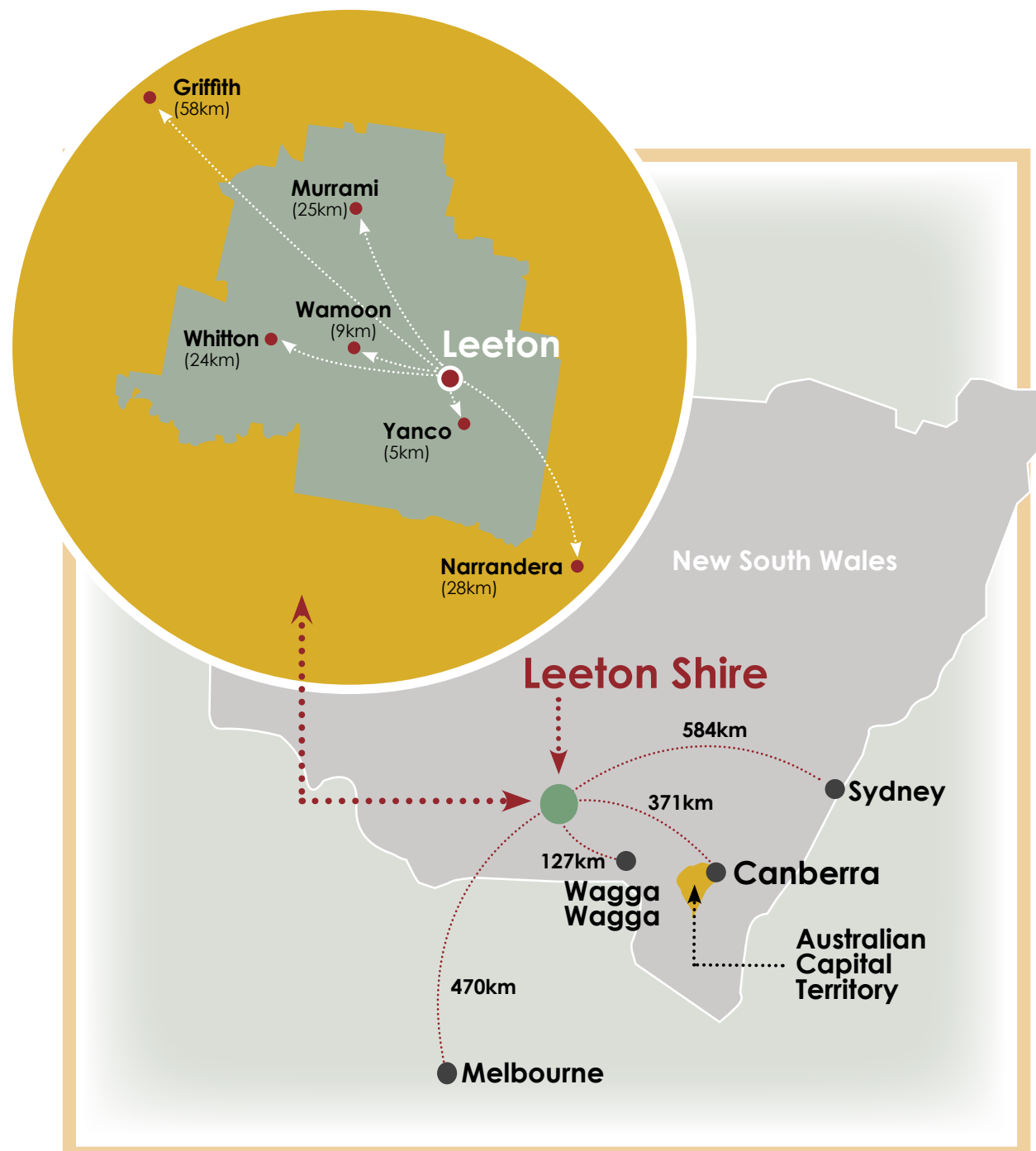
Previous page:  
Jacaranda trees line the Street  
outside the Leeton Shire Major  
Dooley Library



## Where is Leeton Shire?

Leeton Shire is located in southwest New South Wales, 584km from Sydney, 470km from Melbourne and 371km from Canberra. It is the birthplace of the Murrumbidgee Irrigation Area. With a population of 11,343 (ABS, 2020), 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.

The Local Government Area covers 1,167km<sup>2</sup> and includes the towns of Leeton, Yanco and Whitton and the villages of Murrami and Wamoon.



## Snapshot of Leeton Shire

**11,343**  
Population (ABS 2018)



Average number of children per family for families with children

**1.9**



**2,731**  
families



**49.5%**  
males



**50.5%**  
females



The median age is

**38**

Top five countries of birth of residents



**Australia**  
**Italy**  
**New Zealand**  
**England**  
**Philippines**



**5,330**  
Rateable properties  
as at June 2021

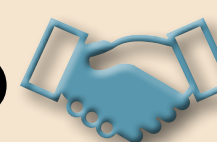
Top five languages spoken at home (other than English)



**Italian**  
**Punjabi**  
**Filipino**  
**Hazaraghi**  
**Tagalog**

**4,706**

Employed residents



**4.4%**

Unemployment rate.  
NSW average is 5%



Median weekly income per household

**\$1,190**

Gross Regional Product valued at

**\$605M**

More than

**949**

local businesses

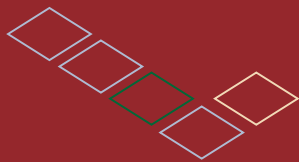


**411km**  
of local sealed road  
**362km**  
of local unsealed road

Source: Leeton Shire Council

Source: Australian Bureau of Statistics (ABS), unless otherwise indicated





# Welcome



Nancye and Darrell Martin, from Bellingin, viewing the work of local artist Dorothy Roddy at the Art in Oils: Evolution exhibition at the Leeton Museum and Art Gallery (LMAG). Nancye and Darrell are two of the more than 4,000 visitors to the LMAG during the 2020/21 financial year

## Welcome to the Leeton Shire Council Annual Report 2021.

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 2017–2021 through the actions and activities set out in the Operational Plan 2020/21.

The Delivery Program and Operational Plan (DPOP) formalises Council's commitment to the community. It documents the actions and activities Council will undertake in order to progress the objectives set out in the Community Strategic Plan (CSP): *Leeton on the Go – Towards 2030*.

*Leeton on the Go – Towards 2030* is the Leeton Shire community's plan for its future. It documents the community's vision and lists 20 goals which are grouped into six key themes:

**Theme 1. A healthy and caring community** – good health, lifelong learning, friendliness and inclusivity, safety, and access to a range of quality affordable housing

**Theme 2. An active and enriched community** – participation in sports and leisure, enjoyment in arts and culture, and valuing heritage.

**Theme 3. A healthy natural environment** – respect and enjoyment of the natural environment.

**Theme 4. A thriving economy with good jobs** – a thriving irrigated agricultural sector, strong business and employment, great attractions and events, and a vibrant town centre.

**Theme 5. A quality built environment** – reliable water and sewerage services, good transport infrastructure and services, and attractive towns and parks.

**Theme 6. Strong leadership** – politicians who act and listen, a community that speaks up and gets involved, and a community that is always on the front foot.

The activities detailed in Council's Delivery Program and Operational Plan are organised according to the same themes and goals, as are the 'Highlights for 2020/21 by Theme' and 'Our Performance by Theme' sections of this Annual Report. This is so the community and other readers can clearly see the links between Council's actions and the goals set out in *Leeton on the Go – Towards 2030*.

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 2021.

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 2020/21 financial year and we thank our community for the continued support and direction.



Leeton Shire's Community Strategic Plan: *Leeton on the Go – Towards 2030*



## Message from Our Mayor



I would like to thank our community for their input into the many consultations conducted during the year. Your ideas and opinions are encouraged and welcomed.

I am pleased to present the Leeton Shire Council Annual Report 2020/21.

As I reflect on a year that will be remembered for the COVID-19 pandemic, I'm proud that we have once again shown ourselves to be a resilient community that comes together in the face of adversity. With everyone doing the right thing, we managed to avoid infection in the Shire. Thank you.

We are also very proud of the work that has been achieved by Council, in partnership with the Councillors and the community, and I would like to acknowledge the way in which Council adapted to ensure residents could continue to access the programs and services they need to help them enjoy a quality lifestyle.

Over the past 12 months, Council has delivered a significant capital works program including playgrounds, recreation facilities and important road upgrades.

Highlights for the year include the completion of:

- Stage One of the Leeton Regional Aquatic Centre Redevelopment Project
- The Whitton Transfer Station
- Completion of upgrade works on the Whitton–Darlington Point Road Bridge
- The Leeton Showground Improvement Project
- The CBD Enhancement Project Phases 1 and 2 – Wade Avenue redevelopment.

Our advocacy on behalf of Leeton Shire continued, and I am pleased by Council's success in having five motions to the 2020 Local Government NSW Conference adopted and six motions (one a combination of two motions) to the 2021 National General Assembly of Local Government adopted.

On your behalf we asked for:

- Increased funding for drug and alcohol treatment and rehabilitation in rural and regional areas
- Local residents to have a greater say in the scope and delivery of health services in their local communities
- Support for the Inquiry into Health Outcomes and Access to Health and Hospital Services in Rural, Regional and Remote NSW
- Improved administration of the welfare component of the Seasonal Worker Programme, a Federal Government initiative providing seasonal labour to Australia's agriculture and accommodation sectors
- A revision of the visa regime to grant work rights to all bridging visa holders and the granting of amnesty to undocumented workers, specifically undocumented farm workers, to help resolve labour shortages affecting businesses in rural Australia
- A weed management plan that will protect agricultural land from incursions of well-established weeds such as Fleabane (*Conyza* spp.) and Silverleaf Nightshade (*Solanum elaeagnifolium*).

I would like to thank our community for their input into the many consultations conducted during the year. Your constructive ideas and opinions are valued and have helped shape our decisions as an elected body.

This being the final year of the Council Term and my last year as Mayor and Councillor for Leeton Shire Council, I would like to thank everyone – from community members and staff to fellow Councillors and representatives from all levels of government – for their support during my years as an elected member. All of you help make Leeton Shire the wonderful place it is today.

**Cr Paul Maytom**  
Emeritus Mayor\*

\* Title of Emeritus Mayor conferred in October 2021

## Message from Our General Manager



I am pleased to present our Annual Report 2021 and inform the Leeton Shire community of the progress Council has made towards the goals of our Delivery Program and Operational Plan.

COVID-19 has again challenged us all; however, Council has remained committed to delivering services to support our community's health, safety and wellbeing. I wish to recognise and acknowledge our local community support agencies and our own frontline staff, who have shown exceptional resilience and compassion under the challenging circumstances of the COVID-19 pandemic.

Sincere thanks to the 403 residents who participated in a Leeton Shire Community Satisfaction Survey undertaken by independent contractor Micromex Research and Consulting. We are delighted that 97% of residents rate their quality of life as good and 94% are satisfied with Council's performance. We know from this research that the community greatly appreciates Leeton Shire's local sports facilities, playgrounds and pools, library and waste management services, as well as our visitor information service, local museums, theatre and art gallery. We have also heard that you'd like to see improved local roads and drainage, faster and easier development application processes, more recreation opportunities along the river and more community engagement when making decisions. These will continue to be a focus in the next year.

The NSW Audit Office has reviewed Council's financial statements and given a clean audit opinion. Council ended 2020/21 in a strong cash position with \$47 million in reserves, of which \$36 million is ring-fenced for water and sewer services. While there were operating surpluses in Council's water and sewer funds at year end, the general fund ran at a deficit due to a one-off catch up on 10 years of landfill remediation costs, increased depreciation, and reduced income from investment earnings, water trading and income from road works contracts. Council achieved a net operating result of \$2.5 million of which \$6.9 million was capital grants and contributions, leaving a net operating deficit of \$4.4 million. Going forwards Council is going to have to work hard to keep the general fund in check, either by reducing service levels or increasing income.

Council continued its very ambitious capital works program of over \$16 million. These projects have helped create jobs and growth following the previous two years of severe drought. It is great to see the Shire start to 'bounce back' despite the added challenges of COVID-19, and maintain its reputation for being progressive and a great place to live, work and play.

Other performance highlights have included the processing of 174 development applications, making 23 successful grant applications to the value of \$5.3 million, loaning more than 37,600 items from the library, grading 99.9km of gravel road, resheeting 11.5km of gravel road, resealing 20.3km of sealed road and planting 166 street trees. We also issued 80 media releases and ran ten Have Your Say consultation initiatives.

As staff we are grateful to work for a cohesive and constructive team of Councillors and thank them for their direction and support. My thanks too to Council's dedicated Council staff who have demonstrated great compassion, tenacity, professionalism and a commitment to deliver on our promises to the community. I'd like to especially acknowledge the enormous dedication and service of outgoing Emeritus Mayor Cr Paul Maytom. Collectively, Cr Maytom has served 34 years on Council, 16 of those years as Mayor.

**Jackie Kruger**  
General Manager





# Highlights for 2020/21 by Quarter



## Quarter One: July–September 2020

- \$40,000 in grant funding secured to employ a part-time Project Officer to assist with the Regional Resettlement Program
- Additional CCTV cameras installed in the CBD
- New Whitton Waste Transfer Station completed and open for use
- Myall Street water main replacement completed
- Henry Lawson Cottage Committee established to oversee the management of Henry Lawson Cottage

## Quarter Two: October–December 2020

- Chelmsford Place Promenade Design Plans adopted
- Waste Management Strategy adopted by Council
- Riverina Skate Championships – The Riggz Cup
- Ageing Well Strategy 2020–2025 adopted by Council
- Showground Grandstand and Amenities officially opened
- Helson Park and Playground at Golf Course Estate officially opened
- New toilet facilities opened in Yanco's McCaughey Park
- Murrumbidgee Trails Visitor Guide launched
- FREE workshops focusing on Insights into Digital Marketing held throughout October for NSW Small Business Month
- Community engagement sessions conducted to inform Council's submission to the Inquiry into Health Outcomes and Access to Health and Hospital Services in Rural, Regional and Remote NSW

## Quarter Three: January–March 2021

- Australia Day Awards Ceremony and Community Breakfast hosted
- Leeton Regional Aquatic Centre Redevelopment – Stage 1 completed
- International Women's Day Breakfast hosted by the Leeton Shire Major Dooley Library
- Leeton Museum and Gallery building lit up in yellow in support of @EndometriosisAustralia's Endo Enlightened campaign
- Skate Park Extension Project – Stage 2 completed

## Quarter Four: April–June 2021

- Automated Water Meter Reading (Taggle) project completed
- Henry V performed at the Roxy Community Theatre to a full house over 4 nights
- A 98% increase in resource recovery achieved at the Leeton Landfill and Recycling Centre
- Draft Master Plan for the Gogeldrie Weir Recreation Reserve developed
- New playground equipment installed in Noel Pulbrook and Enticknap Parks
- Festival of Cultures: Flavours of Leeton Multicultural Gala held at the Leeton Museum and Gallery
- Make Music Day hosted at the Leeton Skate Park
- Council participated in the Western Riverina Careers Expo
- Community Satisfaction Survey results indicate high levels of satisfaction with both Councillors (92%) and Council administration (94%)

For more information on Council's achievements please go to 'Highlights for 2020/21 by Theme' overleaf, 'Our Performance by Theme' on page 47, 'Our Performance by Community Satisfaction Rating' on page 80 and 'Our Performance by Status of Actions' on page 81.

### Highlights

Top images, clockwise from top left: Leeton Showground Grandstand nearing completion; Official opening of the Whitton Waste Transfer Station; Newly named Leeton Regional Aquatic Centre; Members of our Filipino community

Bottom images, from left to right: Olly Weston at the expanded Leeton Skate Park; Whitton Town Centre Mural



	A Healthy and Caring Community	An Active and Enriched Community	A Healthy Natural Environment
<b>Highlights and Lowlights</b>	<ul style="list-style-type: none"> <li>Ageing Well Strategy 2021–2025 adopted and implementation commenced</li> <li>Leeton Shire Housing Strategy 2021 drafted</li> <li>Leeton Early Learning Centre assessed as 'Meeting the National Quality Standard'</li> <li>Leeton Out of School Care assessed as 'Exceeding Minimum Requirements of the National Quality Standard'</li> <li>NAIDOC Week flag raising ceremony conducted</li> <li>Skate Park Extension Project – Stage 2 completed</li> <li>Shared pathway along Racecourse Road/Acacia Avenue completed</li> <li>Continued advocacy about the lack of doctor availability at times at the Leeton Hospital Emergency Department</li> <li>Community Safety Strategy delayed with focus on COVID-19 support instead</li> </ul>	<ul style="list-style-type: none"> <li>Works on the \$1.996 million Showground Grandstand and Amenities Project completed</li> <li>Leeton Regional Aquatic Centre Redevelopment – Stage 1 completed</li> <li>Sporting Walk of Fame works commenced</li> <li>Henry V production presented at the Roxy Theatre</li> <li>Leeton CBD Facade Painting Project – Stage 1 completed</li> <li>Roxy Redevelopment received development approval</li> <li>Secured \$1 million from the Murray Darling Basin Economic Development Fund for Roxy 'associated works'</li> <li>Achieved a Highly Commended for the Leeton Museum and Gallery "Water by Design: The Leeton Water Story" exhibition</li> <li>COVID-19 continued to impact on our ability to host and/or attend events</li> <li>Leeton Regional Aquatic Centre Redevelopment – Stage 2 yet to be completed</li> </ul>	<ul style="list-style-type: none"> <li>Whitton Transfer Station construction completed</li> <li>Waste and recycling education continued</li> <li>New waste cells constructed at Leeton Landfill and Recycling Centre</li> <li>Work on a closure plan for the site at Yanco Landfill commenced</li> <li>Waste Management Strategy, which includes a closure plan for Leeton Landfill, adopted</li> <li>Secured \$50,000 in funding for the Weed Action Program</li> <li>Masterplan for the Gogeldrie Weir Public Recreation Area commenced</li> <li>98% increase in resource recovery at the Leeton Landfill and Recycling Centre</li> <li>15.5% increase in household recycling</li> <li>12.5% decrease in waste disposed at landfill</li> <li>Adopted an Energy Masterplan</li> <li>9.7% decrease in household water usage</li> </ul>

Progress of Actions as at 30 June 2021  
For more information



Pages 49–55



Pages 57–59



Pages 61–63

Legend: On track Completed Needs Attention Critical Concerns

	A Thriving Economy with Good Jobs	A Quality Built Environment	Strong Leadership
<b>Highlights and Lowlights</b>	<ul style="list-style-type: none"> <li>'Country Change' magazine featured Leeton Shire</li> <li>Leeton Responsible Visitor Economy Activation Plan (2021–2023) developed</li> <li>Participated in the 'Love NSW' Marketing Campaign in partnership with other regional Councils and the Whitton Malthouse</li> <li>Murrumbidgee Trails Visitor Guide launched</li> <li>Sponsored the 'Leeton Gift Cards' – a Leeton Business Chamber 'buy local' initiative</li> <li>CBD Enhancement – Phase 1 and 2 (Wade Avenue) completed</li> <li>Community Event Guidelines developed</li> <li>Hosted Australia Day celebrations for the Shire</li> <li>Group Manager Shire Activation and Manager Economic Development positions established</li> <li>Provided \$245,215 to fund the roadworks required for safe road access into the Whitton Malt House development</li> <li>Gogeldrie Weir Masterplan commenced</li> <li>WRConnect through Gateway 3 Business Case for Inland Rail Improvement Interface Program</li> </ul>	<ul style="list-style-type: none"> <li>Graded 99.9km of gravel road (42 roads)</li> <li>Resheeted 11.5km of gravel road (9 roads)</li> <li>Resealed 20.3km of sealed road (26 roads)</li> <li>Rehabilitated three roads: McNeil Road, Merungle Hill Road and Regulator Road</li> <li>Completed the Helson Park and Playground at Golf Course Estate</li> <li>Completed upgrade works on the Whitton–Darlington Point Road (MR539) bridge</li> <li>Replaced 4,070 aged water meters with smart meters as part of the Automated Water Meter Reading (Taggle) project</li> <li>Participated in securing funding for resealing the runway, improved lighting and new perimeter fencing at the Narrandera–Leeton Airport</li> <li>Updated the Riverina and Murray Joint Organisation (RAMJO) Freight Strategy</li> <li>Constructed new toilets in McCaughey Park</li> <li>Implemented the online NSW Planning Portal</li> <li>Half basketball court installed at Gossamer Park</li> <li>Wamoon Sewerage System Project reset</li> <li>Engineering Guidelines for Subdivisions and Development Standards for Leeton Shire not yet completed</li> <li>Commenced development of a Development Control Plan</li> </ul>	<ul style="list-style-type: none"> <li>Advocated for the local community on a range of matters including water security, health, Leeton Shire's inclusion in the COVID-19 border bubble and Roxy Community Theatre grant funding</li> <li>Coordinated the annual Community Grants Program, providing \$26,502 to 27 recipients</li> <li>Donated an additional \$18,150 to 14 groups and organisations</li> <li>Carried out the annual Internal Audit program with a focus on Council's Fraud Prevention and Control Framework</li> <li>Participated in the Australasian Performance Excellence Program</li> <li>Supported the NSW Health Inquiry into Health Outcomes and Access to Health and Hospital Services in Rural, Regional and Remote NSW</li> <li>Joined the Welcoming Cities global network</li> <li>Community Satisfaction Survey revealed a very high level of satisfaction with both Councillors (92%) and Council administration (94%)</li> <li>Made 23 successful grant applications to the value of \$5.3 million</li> <li>Annual audit of WHS management resulted in a rating of 84.7%</li> </ul>

Progress of Actions as at 30 June 2021  
For more information



Pages 65–71



Pages 73–75



Pages 77–79

Legend: On track Completed Needs Attention Critical Concerns



Council's total cash and investments as at 30 June 2021 were \$46.98 million. Of this amount, \$33.63 million is held in externally restricted funds and \$11.42 million is held in internally restricted funds.

Our Status as at 30 June 2021

The net operating result, before capital grants and contributions, for the year ended 30 June 2021 is a deficit of \$4.4 million compared to a surplus of \$2.5 million for the year ended 30 June 2020.

The deficit is largely due to:

- a reduction in investment interest income against budget (low interest rates)
- a reduction in water sales income against budget (low water prices)
- a 10 year catch-up in landfill rehabilitation provisioning (\$2.5 million)
- a reduction in Transport for NSW ordered works against budget.

Cash and Investments

Council's total cash and investments as at 30 June 2021 were \$46.98 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 \$33.63 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 \$11.42 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 2021 were as follows:
  - Plant and vehicle replacement – \$2 million
  - Infrastructure replacement – \$2 million
  - Roads general – \$2 million
  - Employee leave entitlements – \$1.3 million.

Assets and Liabilities	2020/21	2019/20 for comparison
<strong>Assets</strong>		
Total current assets	\$43,183,000	\$42,613,000
Total non-current assets	\$315,951,000	\$285,891,000
<strong>Total assets</strong>	<strong>\$359,134,000</strong>	<strong>\$328,504,000</strong>
<strong>Liabilities</strong>		
Total current liabilities	\$8,232,000	\$7,808,000
Total non-current liabilities	\$6,464,000	\$3,577,000
<strong>Total liabilities</strong>	<strong>\$14,696,000</strong>	<strong>\$11,385,000</strong>
<strong>TOTAL EQUITY</strong>	<strong>\$344,438,000</strong>	<strong>\$317,119,000</strong>



Leeton Shire Council  
Image credit: G Davis

Our 2020/21 Income

For the financial year ended 30 June 2021, Leeton Shire Council's total income from continuing operations, including grant income, was \$38.5 million. Our expenditure was \$36 million.

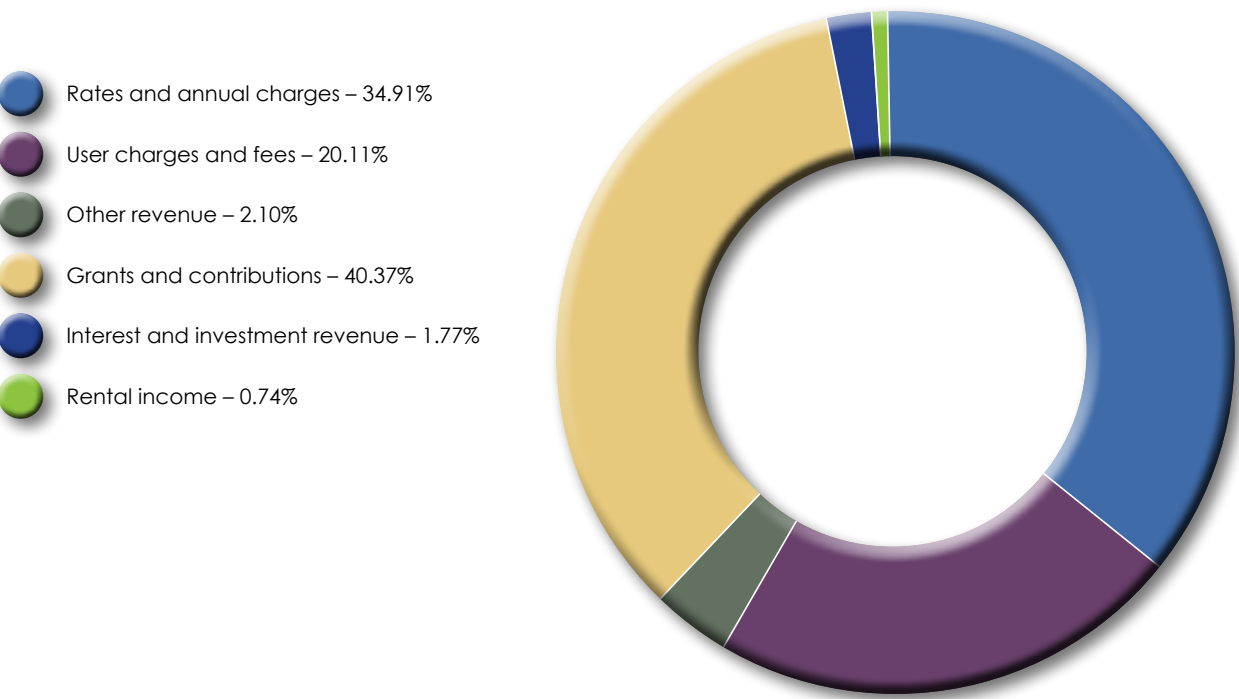
Income and Expenditure	2020/21	2019/20 for comparison
<strong>Income</strong>		
Total income from continuing operations	\$38,502,000	\$35,692,000
Total expenses from continuing operations	\$36,001,000	\$29,254,000
<strong>Net operating result (counting grants and contributions)</strong>	<strong>\$2,501,000</strong>	<strong>\$6,438,000</strong>
<strong>Net operating result (not counting capital grants and contributions)</strong>	<strong>(\$4,425,000)</strong>	<strong>\$2,503,000</strong>

Sources of Income

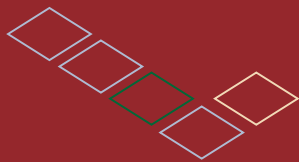
Leeton Shire Council receives the bulk of its operating income from three main sources:

- Rates and annual charges – \$13.44 million
- User charges and fees – \$7.75 million
- Grants and non-developer contributions – \$15.31 million.

A percentage breakdown of the sources of our income is shown in the graph below.







The stage is set! Council purchased the former Movie and Crate Café to allow for the expansion of the footprint of the Roxy Community Theatre during the upcoming redevelopment of the theatre. During the four-show run of Henry V the Crate Café was transformed into the Boar's Head Inn, a venue for serving refreshments to Henry V attendees

Grants and Contributions Income

In 2020/21 Leeton Shire Council received grants and non-developer contributions of \$15.31 million. The Federal Government provided \$7.3 million of this amount (\$4.6 million in Federal Assistance Grants), the State Government provided \$7.9 million, and \$108,000 was received from other sources.

Grants	2020/21 Operating Grants	2020/21 Capital Grants
<b>General purpose grants (untied)</b>		
<b>Current year allocation</b>		
Financial assistance – general component	\$1,684,000	0
Financial assistance – local roads component	\$532,000	0
<b>Payments in advance – future year allocations</b>		
Financial assistance – general component	\$1,802,000	0
Financial assistance – local roads component	\$569,000	0
<b>Total general purpose grants recognised as income in 2020/21</b>	<b>\$4,587,000</b>	<b>0</b>
<b>Special purpose grants and non-developer contributions (tied)</b>		
Domestic waste management	0	\$20,000
Water supplies	\$36,000	0
Childcare	\$142,000	\$167,000
Community care	\$18,000	\$45,000
Economic development	\$172,000	0
Employment and training programs	\$57,000	0
Environmental programs	\$2,000	0
Heritage and cultural	\$12,000	\$510,000
Library	\$1,000	0
Library	\$63,000	0
Library	\$14,000	0
LIRS subsidy	\$33,000	\$6,000
Noxious weeds	\$50,000	0
NSW Rural Fire Service	\$75,000	\$43,000
Recreation and culture	\$1,272,000	\$3,016,000
Youth services	\$10,000	0
Street lighting	\$64,000	0
Transport – Roads to Recovery funding	0	\$985,000
Transport (other roads and bridge funding)	\$1,708,000	\$511,000
Other specific grants	\$52,000	\$489,000
Roads and bridges	0	\$746,000
Transport for NSW contributions (regional roads, block grant)	\$250,000	\$137,000
Water supplies (excl. section 64 contributions)	0	\$18,000
<b>Total special purpose grants and non-developer contributions (tied)</b>	<b>\$4,031,000</b>	<b>\$6,693,000</b>
<b>Total grants and non-developer contributions</b>	<b>\$8,618,000</b>	<b>\$6,693,000</b>
<b>TOTAL GRANTS AND NON-DEVELOPER CONTRIBUTIONS</b>	<b>\$15,311,000</b>	

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.

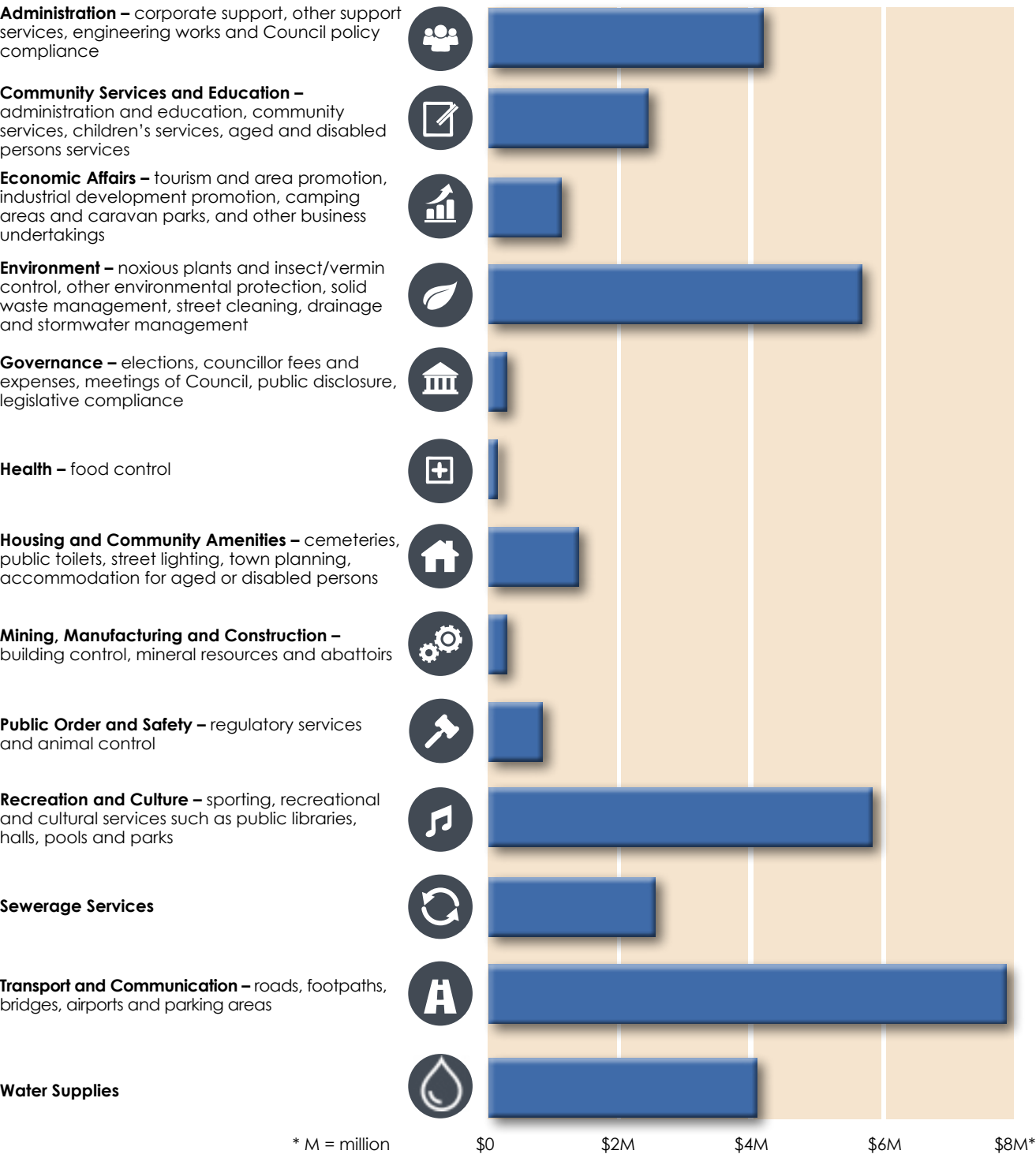
This year, Leeton Shire Council made 23 successful grant applications to the value of \$5.3 million. Some of that grant funding was received this year and is included in the table above. In other cases, Council has received notification that its application has been successful but the actual funding won't be received until a future financial year. On behalf of the Leeton Shire, Leeton Shire Council extends its thanks to all funding providers.



Our 2020/21 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 the categories defined by the NSW Office of Local Government's Code of Accounting Practice.

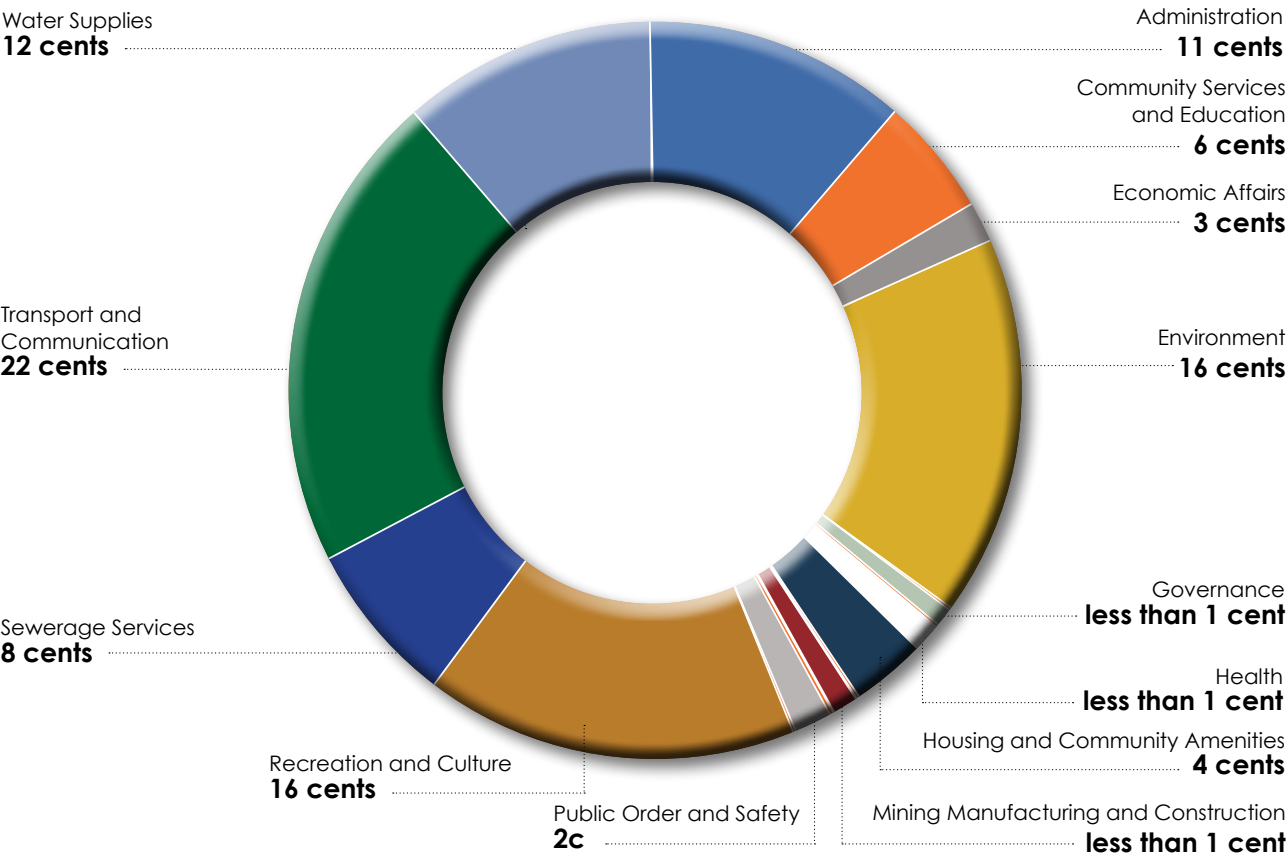
Expenditure by Council function



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 those defined by the NSW Office of Local Government's Code of Accounting Practice.

Expenditure by Council function – cents in the dollar



For further information on Council's finances, please see the *Annual Financial Statements for the Year ending 30 June 2021*.

The replacement of ageing water mains was a key focus for the Water and Waste Water team in 2020/21. The work continues in 2021/22





Due to COVID-19, the NSW Council elections were postponed from 2020 to 2021 and the term of the current Council was extended for an additional year and 3 months.

## 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 many other pieces of legislation which direct how Council carries out its functions within the community.

## Council Elections

Local Government elections are generally held in NSW on the second Saturday in September every four years. At Local Government elections voters in each Local Government Area elect Councillors to their local council.

Due to COVID-19, the NSW Council elections were postponed from 2020 to 2021 with the term of the current Council being extended for an additional year and 3 months. The next local Government elections will be held on 4 December 2021 and the term will be 3 years.



From left to right: Cr Sandra Nardi, Cr Tony Ciccio, Cr Tracey Morris, Cr Michael Kidd, General Manager Jackie Kruger, Cr Peter Davidson, Mayor Cr Paul Maytom, Cr Tony Reneker, Deputy Mayor Cr George Weston, Cr Paul Smith

## Our Councillors



**Cr Paul Maytom,**  
Mayor  
Elected to Council  
1987

### Section 355 Committees

- Leeton Shire Men's Shed
- Whitton Courthouse and Historical Museum Committee

### Advisory Committees

- Infrastructure Working Group
- Leeton Local Traffic Committee
- Yanco Town Improvement Committee

### Action Committees

- Leeton Australia Day Committee

### External Committees

- Murray Darling Association
- Narrandera-Leeton Airport Management Committee

\*The Mayor is a voting member of all committees of Council



**Cr Peter Davidson**  
Elected to Council  
2010

### Advisory Committees

- CBD Enhancement Advisory Committee
- Infrastructure Working Group
- Leeton Tree Advisory Committee
- Leeton Weeds Committee



**Cr Sandra Nardi**  
Elected to Council  
2016

### Section 355 Committees

- Light Up Leeton Committee
- Yanco Community Hall Committee

### Advisory Committees

- Roxy Community Theatre Advisory Committee
- Roxy Redevelopment Committee
- Yanco Town Improvement Committee

### Action Committees

- Leeton Youth Committee



**Cr George Weston,**  
Deputy Mayor  
Elected to Council  
1995

### Section 355 Committees

- SunRice Festival Committee

### Advisory Committees

- CBD Enhancement Advisory Committee
- Gogeldrie Weir Recreational Facilities Committee
- Community Grant Funding Committee
- Henry Lawson Cottage Committee
- Leeton Shire Heritage Committee

### Action Committees

- Leeton Australia Day Committee

### External Committees

- Leeton Business Chamber
- Murray Darling Association



**Cr Michael Kidd**  
Elected to Council  
2004–2008  
Elected to  
Council 2012

### Advisory Committees

- Infrastructure Working Group
- Roxy Community Theatre Advisory Committee
- Roxy Redevelopment Committee



**Cr Tony Reneker**  
Elected to Council  
2016

### Advisory Committees

- Audit, Risk and Improvement Committee
- Community Grant Funding Committee

### Action Committees

- Leeton Australia Day Committee

### External Committees

- MIA Zone Liaison Committee (Rural Fire Service)
- Narrandera-Leeton Airport Management Committee



**Cr Tony Ciccio**  
Elected to Council  
2016

### Section 355 Committees

- Murrumbidgee Community Hall Committee

### Advisory Committees

- Henry Lawson Cottage Committee
- Infrastructure Working Group
- Leeton Local Traffic Committee
- Leeton Weeds Committee



**Cr Tracey Morris**  
Elected to Council  
2012

### Advisory Committees

- Audit, Risk and Improvement Committee
- CBD Enhancement Advisory Committee
- Community Grant Funding Committee
- Roxy Development Committee

### External Committees

- Leeton Business Chamber



**Cr Paul Smith**  
Elected to Council  
2016

### Section 355 Committees

- Whitton Courthouse and Historical Museum Committee
- Whitton Community Hall Committee

### Advisory Committees

- Community Grant Funding Committee
- Gogeldrie Weir Recreational Facilities Committee
- Whitton Town Improvement Committee

### External Committees

- Narrandera-Leeton Airport Management Committee

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 2020/21, 11 Ordinary Council Meetings and one Extraordinary Meeting were held.

Council Meetings attended

Councillors	Ordinary Meetings Attended	Extraordinary Meetings Attended
Mayor Cr Maytom	11	1
Cr Ciccia	11	1
Cr Davidson	11	1
Cr Kidd	10	1
Cr Morris	11	1
Cr Nardi	10	1
Cr Reneker	9	1
Cr Smith	10	1
Deputy Mayor Cr Weston	11	1

Council's Committees

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

Councillor Expenses

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

Local Government (General) Regulation 2005 – cl 217(1)

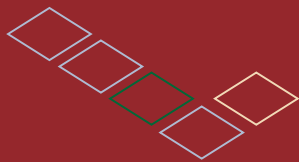
The total amount expended during 2020/21 on Mayoral and Councillor fees, the provision of facilities, and the payment of expenses was \$175,347. The details are provided below:

Councillor Fees, Expenses and Facilities	Amount
Councillor fees (\$12,160 x 9)	\$109,440
Mayoral allowance (excluding Councillor fee)	\$26,229
Motor vehicle – Mayor (Business use)	\$8,298
Councillor Travel and accommodation	\$8,275
Council meeting and sundry expenses	\$8,867
Councillor training and skills development	\$3,400
Telecommunications	\$3,163
Seminars and conferences	\$5,580
Memberships	\$367
Material and consumable purchases	\$1,012
Florist expenses	\$716
Carer expenses	Nil
Interstate visits	Nil
Overseas visits	Nil
Office equipment	Nil
Spouse/partner expenses	Nil
<b>Total</b>	<b>\$175,347</b>

Waste and Recycling Coordinator Guy Retallick (standing) outlines proposed expenditure on Waste projects for Councillors at a budget workshop







Community members and visitors enjoying Make Music Day. Two well-known Sydney acts, Jannah Beth and True Vibenation, took over the Skate Park in Leeton's Rotary Park to entertain attendees with free live music on Sunday 20 June 2021. Make Music Day was delivered in partnership with the Department of Planning, Industry and Environment and Create NSW as part of the Festival of Place



Citizen of the Year  
Lorraine Kefford with Mayor  
Cr Paul Maytom

Below right: Mayor Cr Paul  
Maytom (left) with William  
Ingram (centre) and Achiever of  
the Year Karen Davey

Below far right: Sportsperson of  
the Year Harry Rudd (left) and  
Junior Sportsperson of the Year  
Charlie Lamont (right) with  
Cr Tony Reneker



Above: Australia Day  
Ambassador, Donna Ciccio

Right: Kurrajong, a provider of  
disability services and support,  
was awarded Organisation of  
the Year

### 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.

### Our Community's Goals

The community's goals and the strategies to achieve them are documented in the Community Strategic Plan Leeton on the Go – Towards 2030.

### Australia Day Awards

The 2021 Leeton Australia Day Awards recognised, celebrated and acknowledged the achievements and positive contribution community groups and individuals make to our community. Awards were presented at the Australia Day Ceremony on 26 January 2021 to:

- |   |   |
|---|---|
| Lorraine Kefford<br><b>Citizen of the Year</b>                  | Karen Davy<br><b>Achiever of the Year</b>           |
| Australian Art Deco Festival Leeton<br><b>Event of the Year</b> | Kurrajong<br><b>Organisation of the Year</b>        |
| Tamika Rourke<br><b>Young Achiever of the Year</b>              | Harry Rudd<br><b>Sportsperson of the Year</b>       |
| Charlie Lamont<br><b>Junior Sportsperson of the Year</b>        | Bob Parsons<br><b>Lifelong Citizen of the Shire</b> |





*Congratulations to the Leeton Shire residents who became Australian Citizens in 2020/21. Mayor Cr Paul Maytom (to the right of both photographs) is with the Semananda family (below top) and the group of residents who became citizens on Australia Day 2021.*

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 the 2020/21 year, Council hosted two citizenship ceremonies, one on Australia Day (26 January 2021) and one on Australian Citizenship Day (29 September 2020), and welcomed 16 new citizens.



Community Grants Program

**Contributions and Donations**  
Local Government (General) Regulation 2005 – cl 217(1) (a5)

Community Strengthening Grants

Council's Community Strengthening Grants Program is made available annually for community projects. In 2020/21, funding was provided to the following groups.

Organisation	Purpose	Amount
Leeton Can Assist	Cover medication costs for cancer patients	\$1,000
Yanco Wamoon Football Club	Construct a concrete slab at the canteen	\$2,000
Writer in Residence – Auspiced by the Historic Hydro Motor Inn	Phase 3 of the Writer in Residence Program	\$1,000
Leeton Aviators Club	Install air-conditioning in the clubhouse	\$1,000
Leeton Family and Local History	Establish a website	\$2,000
Leeton Family and Local History	Restore the original 1911 colour map of North Yanco Station	\$1,300
Leeton Show Society	Concrete footings for covered outdoor area	\$1,000
Riverina Riding Club	Purchase sand for the dressage arena	\$1,000
Whitton Town Improvement Committee	Purchase a community noticeboard	\$2,000
Yanco Wamoon Ladies Auxiliary	Purchase an industrial deep fryer	\$1,000
Leeton Shire Men's Shed	Upgrade electrical connections for machinery	\$828
Leeton Show Society	Permanent display cabinet in the Arts and Crafts Pavilion	\$2,000
Kurrajong	Drama production	\$2,000
Yanco Agricultural High School P&C	100th Centenary Gala Day in 2022	\$1,000
1st Leeton Scout Group	Kitchen equipment and compasses	\$620
Leeton Aviators Club	Repaint clubhouse (external)	\$1,750
Riverina Vintage Machinery Club Inc.	Upgrade PA system	\$1,000
Leeton Rainbow Pride Collective Inc.	Purchase a coffee machine for fundraising	\$749
<b>TOTAL</b>		<b>\$23,247</b>



Members of the 1st Leeton Scout Group make use of new kitchen equipment purchased through Council's Community Grants Program



## Quick Response Grants

Council provided funding in the form of Quick Response Grants to the following organisations in 2020/21.

Recipient	Purpose	Amount
Murrumbidgee Police District	Cover costs of childcare while running an Indigenous Mentorship Program	\$500
Leeton Motor Sports Club	Repair the racetrack	\$1,000
Leeton Rainbow Pride Collective	Purchase a banner for NAIDOC Week	\$185
Leeton High School	Run a student car awareness program	\$570
<b>TOTAL</b>		<b>\$2,255</b>

## Youth Development Grants

Council awarded the following Youth Development Grants during 2020/21.

Recipient	Amount
Mason Boardman	\$250
Sari Leighton	\$250
Connor Holden	\$250
Kian Henman	\$250
Raith Henman	\$250
<b>TOTAL</b>	<b>\$1,250</b>

## Other Contributions and Donations

Recipient	Amount
Whitton Malthouse (road shoulder widening at entrance)	\$245,215
Bush Bursary Program (student doctors)	\$3,300
Murrumbidgee Trails marketing collective	\$10,000
Leeton Bidgee Classic Fishing Competition	\$2,500
Leeton Business Chamber	\$1,500
Leeton High School, MET School (Leeton Campus), St Francis De Sales Regional College, Yanco Agricultural High School – annual donation for end-of-year awards – \$100 each	\$400
Leeton Public School, Parkview Public School, St Joseph's Primary School, Wamoon Public School, Whitton Murrumbidgee Public School, Yanco Public School – annual donation for end-of-year awards – \$75 each	\$450
<b>TOTAL</b>	<b>\$263,365</b>

## Celebrating Our Volunteers

Leeton Shire Council would like to thank the 222 people who volunteered their time, skills and expertise to assist on Council Committees such as the Leeton Museum and Art Gallery, Golf Course, Whitton Courthouse and Historical Museum, Whitton Town Improvement Committee and various hall committees. Council would also like to thank those who assisted with Council programs, events and festivals in 2020/21.

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

Council Facility	Number of Volunteers
Golf Course	25
Museum and Art Gallery	25
Library	7
Visitor Information Centre	5



Our volunteers, clockwise from top left:  
Mary Walsh (left) and Denise McGrath in the Leeton Museum and Art Gallery (LMAG)



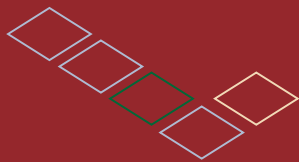
Greg Brown (left), Phil Williams (centre) with Manager Cultural Services Suesann Vos at a morning tea held to thank LMAG volunteers



Katherine Herrmann (left) and Sue Gavel, two of the many community members who volunteered to assist with Henry V  
Robyn Hutchinson (left), Erin Draper (centre) and Cr Tracey Morris also helped with the Henry V production







# Our Organisation



Customer Service Trainee Anita Fitzgerald commenced her two-year traineeship with Leeton Shire Council in March 2021. She says working at Council has expanded her knowledge considerably

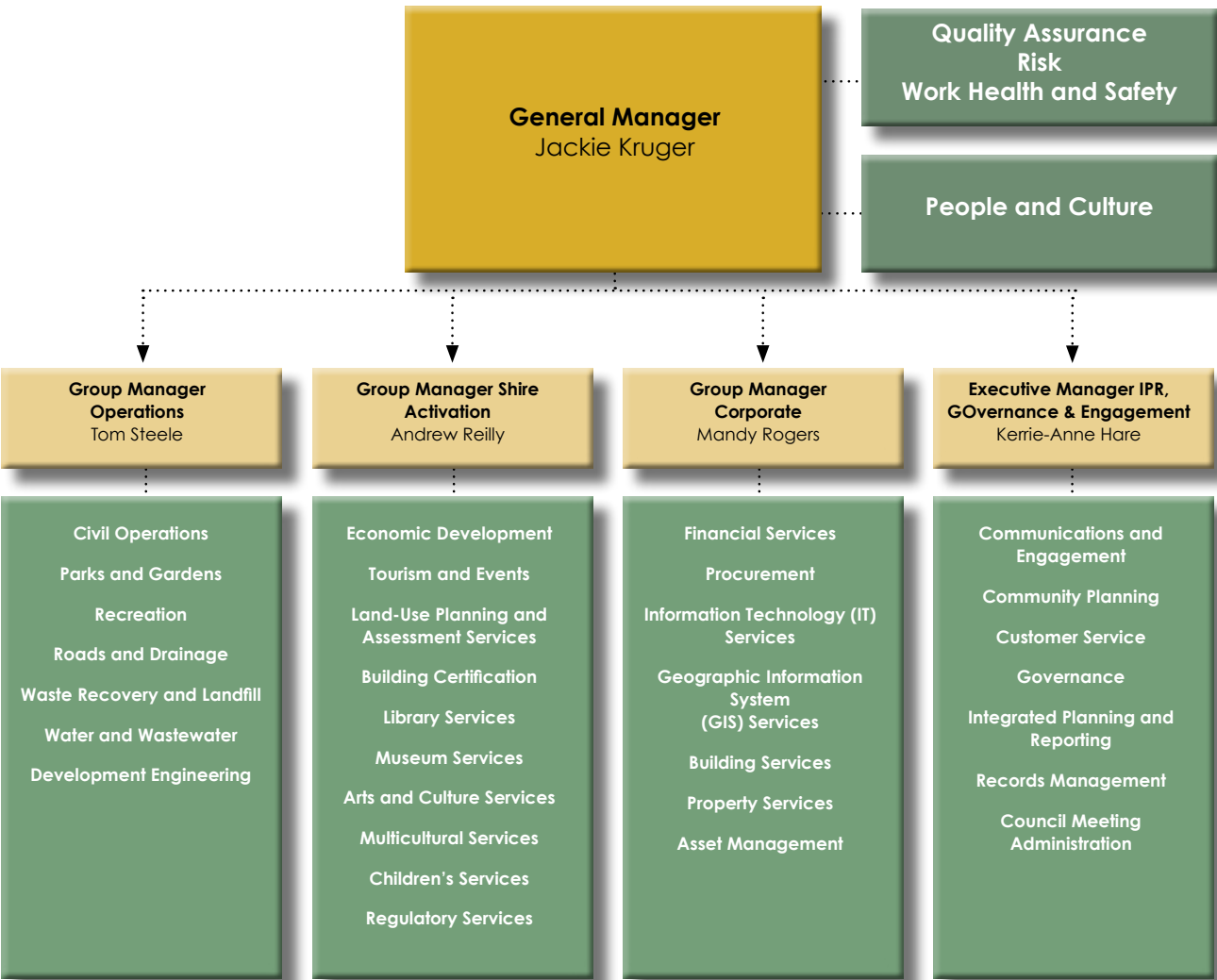
## Our Staff Mission

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 Staff Structure





## 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 Board of LG Professionals in 2018 and also serves on the Board of the Country Universities Centre, Western Riverina. She 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 recently graduated with a Masters in GIS and Remote Sensing.



### Group Manager Shire Activation

**Andrew Reilly**

Andrew commenced as Group Manager Shire Activation in April 2021. Andrew and his family are long time Leeton residents.

After commencing his early career in local government with Carrathool Shire and Tumbarumba Shire Councils, Andrew held several senior roles in agribusiness and mining both in the Riverina and overseas.

Andrew's qualifications include a Master of Commercial Law and a Bachelor of Business (Accounting and Local Government). He is a Graduate of the Australian Institute of Company Directors before returning to Council.

## Our Senior Management Team cont.

### Group Manager 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 IPR, Governance and Engagement

**Kerrie-Anne Hare**

Kerrie-Anne joined Council in July 2020, after spending 5 years at Gannawarra Shire Council in Kerang, Victoria, and 4.5 years at Moree Plains Shire Council. During her years in local government she has undertaken various roles and been responsible for managing internal and external communications, customer service, records management, organisational and community strategic planning, information technology and human resources.

Prior to entering in local government, Kerrie's career centred around education and the publishing industry. She has taught students aged 5 to 85 in a range of subjects at primary, TAFE and university level. She has also had more than 20 years' experience in writing, editing, journalism, publishing and management, and has owned and managed her own agricultural publishing company, Bolwarrah Press.

Kerrie holds a Bachelor of Education, a Graduate Diploma of Management and a Certificate IV in Training and Assessment. Kerrie grew up in the southern Riverina.





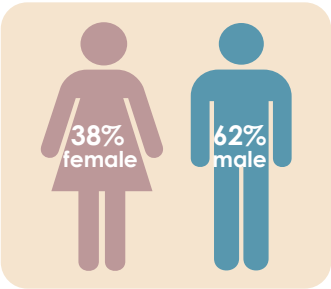


Our staff  
Top row, from left to right: William Ingram, Maddison Clyne and Justin Davidson; Grant Bridge; Rachel Cody, Susie Rowe and Zoey Lucas  
Second row, from left to right: Zac Fairweather and William Ingram; Teneal Preston Warr (school-based trainee), Kylie Knight and Brooke Schmetzer (school-based trainee); Deon Di Fiore  
Bottom rows, clockwise from left: Rachel Cody dressed as the Easter Bunny for Easter Story Time at the Library; Justin Davidson, Zac Fairweather and Bryce O'Garey; Fran Macdonald and Petra Player; Maureen Marks

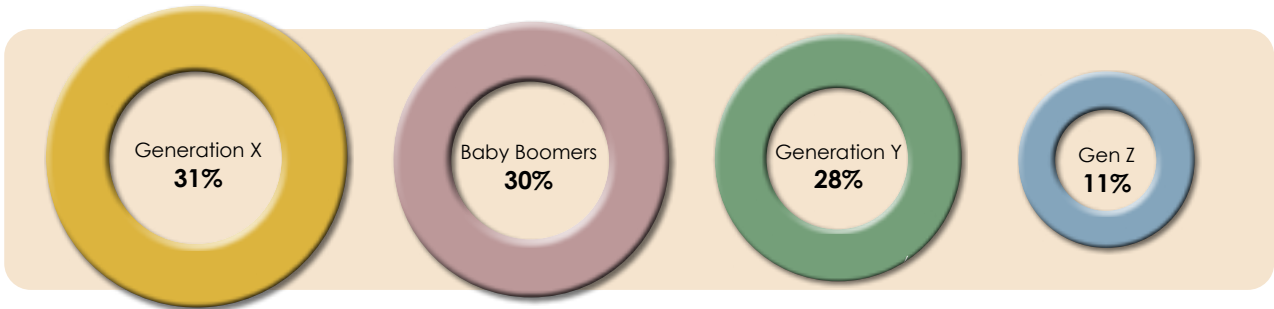
Our Staff

At 30 June 2021, Leeton Shire Council provided employment in 137 full-time equivalent roles, performed in various capacities, including:

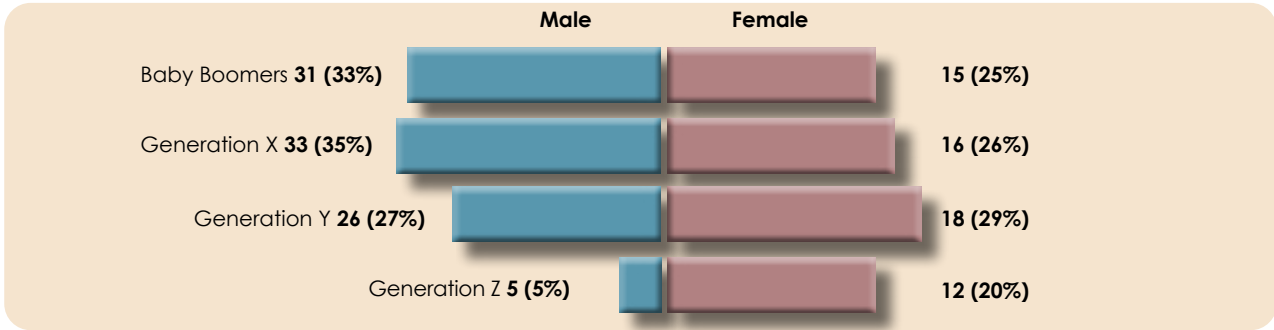
- 125 staff in full-time roles, and
- 31 staff in part-time roles.



Generational split of Council's staff

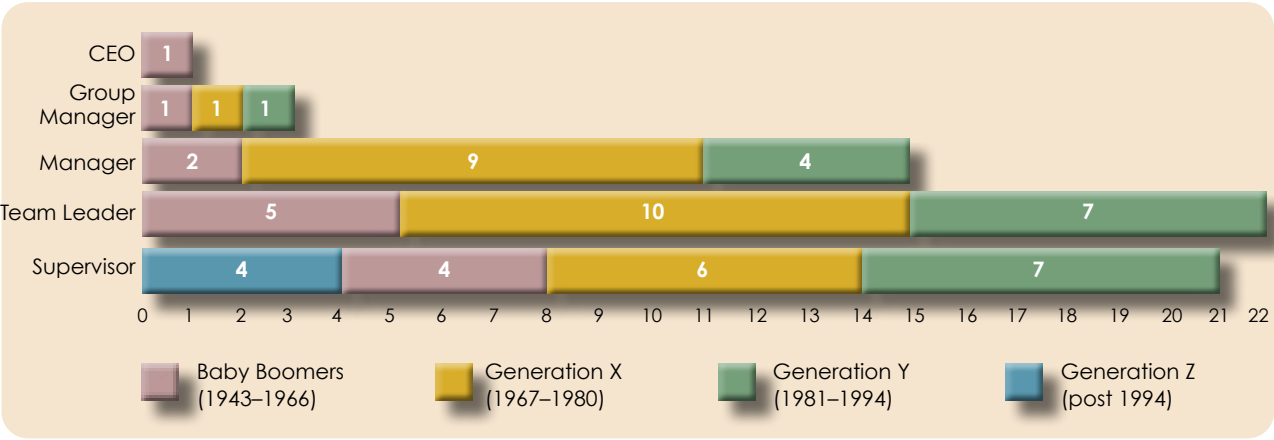


Gender by generational split



Note: The above chart sums to 100% for each gender

Position by generational split





Organisational Development

Flexible Working Arrangements

Council is proud to support its employees by facilitating flexible working arrangements to help them fulfill their professional, personal and caring responsibilities. This also means that the Council is able to create employment opportunities for more individuals within the same salary budget by hiring just the right amount of labour and maintaining an efficient and flexible workforce. During the reporting period, a number of staff worked from home for a period of several months due to COVID-19. The majority have since returned to the workplace.

Service Awards

We formally acknowledged the contribution of our employees through the presentation of service awards to 14 employees who celebrated long service milestones in the organisation. The awards were presented in late 2020.



Left to right: General Manager Jackie Kruger with Guy Retallick, Priscilla Hester, Peter Skarlis, Regina Butler, Karen Thomson and Mark Robinson

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 own energies and talents to the emerging needs of our Shire.

Continuous Improvement

Council successfully implemented the online Pulse Performance Appraisal System during the year. The online Pulse Induction program was also implemented this year, improving the efficiency and accessibility of onboarding for new recruits. This allows for new recruits to access necessary documentation and return forms online. Further improvements are being harnessed to enhance the online onboarding experience, in order to have employees more work-ready on Day 1 of their employment. The online Pulse Induction program was also implemented this year, improving the efficiency and accessibility of onboarding for our new recruits. The induction program continues to be improved.

A new salary packaging program through Maxxia has been rolled out, promoting structured employee benefits including access to remote area benefits.

Benchmarking

The Senior Management Team engaged an external research organisation to undertake a pay benchmarking exercise for the outdoor teams, and the final report was presented to employees in August 2020. Benchmarking was carried out against eight comparable Councils with the result being that our outdoor staff are being paid fairly and equitably, within a 'good' pay range relative to the sector. To further improve our pay levels relative to the market, the outdoor staff received a further 0.5% increase.

Council also participated in the Australasian Local Government Performance Excellence Program through Local Government Professionals Australia (NSW) in conjunction with Price Waterhouse Coopers. The program is aimed at providing participating Councils with comparative data that will enable them to make better management and operational decisions, prioritise and optimise resources, drive change internally, enhance strategic capacity and operational planning, and support specific service delivery enhancements.

Training and Development

We are committed to investing in our employees through training and development opportunities and recognise that building our internal capacity contributes to improving the performance of the organisation. During the 2020/21 year, 255 training sessions were presented in the Technical and Work, Health and Safety disciplines, reported on page 40. In addition, 144 training sessions were delivered in the management and professional fields, summarised as follows:

Training Category	Attendees
Contracting – various forms	15
Leadership development	8
Customer service	8
Property development	18
Local Government/Governance	6
Electronic records management	47
Professional development – Civil Engineering, Traffic Management, Finance, Human Resource Management, Childcare, Microsoft Office, Planning, Librarianship, Health Management, Procurement and Geographic Information Systems	24

All staff were invited to a briefing on the Code of Conduct, to ensure that the highest values are shared in all our administration of public funds. All staff were also requested to attend Fraud Awareness training and key staff in Finance, Procurement, Payroll, Information and Communications Technology, and Asset Management participated in risk management workshops aimed at improving Council's Fraud and Corruption Control Framework.

Work experience for secondary and tertiary students continued across a broad range of services including childcare, administration, engineering and parks and recreation. This program creates the opportunity for tomorrow's workforce to gain practical experience, as well as studying opportunities and financial reward at the start of their careers.

Traineeships were taken up in childcare and customer services, where Council is investing in the development of future talent. An apprenticeship in parks and recreation is underway.

We are committed to investing in our employees through training and development opportunities and recognise that building our internal capacity contributes to improving the performance of the organisation.

Council has continued to implement all elements of the WHS Management Plan that actively promotes continual improvement to health, safety, wellbeing and prevention of workplace injuries and illnesses of all staff.

Work Health and Safety

At Leeton Shire Council we believe that the well-being of people employed at work, or people affected by our work, is a priority and must be considered during all work performed by Council or on behalf of Council.

Leeton Shire Council is committed to:

- Promoting and protecting the physical and psychological health and safety of workers
- Providing safe and healthy workplaces
- Establishing and monitoring management systems that prevent work-related injury and illness to workers and others who can be affected by Council activities
- Establishing measurable objectives and targets for health and safety to ensure continuous improvement aimed at elimination of work-related illness and injury or safety risks
- Continually improving Work Health and Safety (WHS) performance and management systems
- Demonstrating compliance with Council's WHS obligations outlined in legislation.

Council has continued to implement all elements of the WHS Management Plan that actively promotes continual improvement to health, safety, wellbeing and prevention of workplace injuries and illnesses of all staff.

Key safety and risk initiatives undertaken during this year included:

- Organising 'Dealing with Difficult People' training, which saw the participation of 27 staff members from all areas of Council
- Ongoing COVID-19 Safety Plan updates and guideline implementation
- Publishing regular Health and Safety communications in the 'Council Connect' staff newsletter and through safety alerts
- Committing to the implementation of the Enterprise Risk Management and Project Management modules of our Pulse platform
- Conducting regular workplace inspections and observations using Vault Check and Vault Notify Applications.



Gideon Vos installing a defibrillator in the main office. The purchase and installation of 17 defibrillators across Council was one of Council's 2020/21 risk management activities

Council's WHS, Quality Assurance and Risk team, from left: Andrew Valenta, Rebecca McCallum and Peter Butler



We continue to improve our management of Work Health and Safety (WHS), as the results of our annual StateCover-facilitated WHS self-audits attest. These audits assist Councils in the evaluation and monitoring of their WHS management system and management of key hazards. In 2019 our overall performance rating was 68.2%, which was below the average for Councils in the Riverina (74%). In 2020 our performance rating improved to 79.2%, which was above Riverina Council's average, and in 2021 improved to 84.7%.

Injury Management Statistics

Our injury statistics unfortunately do not reflect the strides we continue to make in WHS management.

**Incidents without injury:** 59 (including 11 near misses) with 15 of these incidents involving the public

**Total number of injuries:** 103, with a breakdown as follows:

- Injuries to members of the public: 7
- General workplace injuries: 18 (including 1 illness – asthma attack)
- Out of School Care and Vacation Care – 50 (all third-party minor injuries with the majority occurring during Vacation Care)
- Stadium – 28 (all third-party sports-related injuries)

**Lost Time Injuries (injuries resulting in the loss of a full day or more of work):** 5

**Workers Compensation Claims:** 11 (9 physical, 2 psychological)

**Hours Lost (for the 11 Workers Compensation claims):** 974

**Average Cost of the 11 Workers Compensation Claims:** \$9,430

**Employees Returned to Work:** 11

Our Hours Lost figures are the highest they've been in six years. These figures can largely be attributed to the relative age of our workforce. To support reduction of injuries that incur lost time our focus going forward will be on identifying opportunities to mitigate the risks associated with an ageing workforce. We anticipate better injury statistics in 2021/22 as the WHS initiatives we are implementing bear fruit.

Employee Health and Wellbeing

Council once again successfully implemented its annual health program for all employees. The program consists of:

- Skin checks – predominantly aimed at Council's outdoor staff, are performed face to face by a registered nurse (melanographer) with experience and specific training in skin cancer screening
- Hearing tests – this onsite hearing test service has been operating at Council for several years. It provides Council with an opportunity to monitor and advise employees on use of hearing protection to help prevent or reduce hearing loss for those staff that work or engage in noisy environments and pastimes
- Flu vaccinations – the annual vaccination protects staff against diseases caused by the highly variable influenza virus. With COVID-19 having a strong presence in 2020/21, we saw a rise in participants receiving the flu vaccination with a total of 94 employees taking part.

At a total cost of \$6,720, the health program has proven to be a great investment for Council by contributing to the health and wellbeing of its biggest asset – its people.

At a total cost of \$6,720, the health program has proven to be a great investment for Council by contributing to the health and wellbeing of its biggest asset – its people.

With a focus on improved public safety during rain events, the stormwater grate at Waipukarau Park/Brady Way was augmented





WHS Training 2020/21

Course Name	Number of Courses	Total number of Attendees
Asbestos Awareness	2	19
Asbestos Removal	1	8
Chainsaw – Trim and Cut	1	4
Chemical-related Training	2	5
Confined Spaces (full and re-accreditation)	3	32
CPR Refresher	6	55
Dealing with Difficult People	2	27
Dial Before You Dig	1	1
First Aid	4	21
Fire Safety and Warden	2	27
Forklift	1	1
HR Licence	1	1
MR Licence	2	4
Pole Saw	1	5
Pool Lifeguard	4	6
Safe Handling of Sharps	2	7
Traffic Control	1	13
Water Treatment	2	2
White Card	1	1
WHS Committee Training	1	7
Working at Heights	2	9
<b>TOTAL</b>	<b>42</b>	<b>255</b>



Works in progress in Wade Avenue. Our WHS training helps to keep our worksites safe for our staff and the community

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

Our Community Strategic Plan, *Leeton on the Go – Towards 2030* outlines the strategic directions set by and for the Leeton community. Council tracks progress toward achieving the overall outcomes on a six monthly basis.

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 Code of Conduct complaints were made during the 2020/21 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 adopted in 2019 and can be viewed on Council's website at [www.leeton.nsw.gov.au](http://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 2020/21, Council commenced 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. We have developed a suite of policies, procedures, guidelines and templates for use when purchases are made. These ensure that 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 the course of the 2020/21 financial year, Leeton Shire Council strengthened its control over its procurement activities by:

- Implementing the Procurement Process Improvement Action Plan developed in 2019/20
- Signing up to the VendorPanel procurement platform
- Implementing the Procurement Policy and Procurement Procedures developed in 2019/20.

The first action listed in the Procurement Process Improvement Action Plan was the recruitment of personnel to manage the implementation of the improvement plan. In July 2020, Council engaged the services of a Procurement and Service Improvement Manager who was tasked with overseeing the implementation of the Procurement Process Improvement Action Plan.

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



The *Local Government Act 1993* requires all councils to appropriately manage its risks. The Office of Local Government defines risk as "the effect of this uncertainty on a council's ability to achieve its goals and objectives".

## Risk Management

All councils operate in a changing and uncertain environment. The Office of Local Government defines risk as "the effect of this uncertainty on a council's ability to achieve its goals and objectives". In this instance, effect is "the potential for an outcome that is different to what was expected or planned for".

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 risk management framework in place to identify any known and emerging risks they face and implement controls 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.

Risk management activities undertaken during the 2020/21 financial year included:

- Setting up a Project Management Office and a 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 building assets, footpaths and events management
- Commencing the implementation of the Pulse Enterprise Risk Management module to improve visibility of organisational risk, completion of mitigation actions and support risk management for projects
- Installing fixed duress buttons at forward-facing customer service locations and updating the call centre notification process to improve support if duress alarms are activated by staff
- Purchasing and implementing a mobile duress unit with 'man down' alarm and communication capability for Rangers
- Reviewing and updating the asbestos register in Vault, Council's online WHS system
- Updating Council's Pandemic sub-plan and maintaining Council's compliance with COVID-19 rules
- Reviewing Council's Confined Space Program
- Purchasing test and tag units to enable improved test and tag processes for electrical equipment
- Purchasing a noise monitoring unit to support 'ability to complete' noise level evaluations
- Conducting regular site inspections and observations
- Updating relevant property and vehicle asset registers and cybersecurity information to support effective Statewide Mutual insurance renewals.

The Audit, Risk and Improvement Committee is made up of two Councillors – one voting and one non-voting – and three independent external members (pictured). The three external members each have different areas of expertise. Bill Robertson (left) is an IT specialist, Chair Graham Bradley (centre) is a Chartered Accountant and Emerson Doig (right) is an Engineer



## Audit Management

### Internal audits

Internal audits are a mechanism used by councils to obtain independent assurance that it is performing its functions legally, effectively and efficiently and to advise on how it can improve its performance.

In 2020/21, Council:

- completed an audit of its Fraud Prevention and Control Framework. The resulting Fraud Control Framework Review Report will be presented to the ARIC in 2021/22
- continued to implement the Records Management System Improvement Action Plan. Most of the actions have been completed or have been addressed and are ongoing
- commenced implementation of the Procurement Improvement Process Action Plan
- completed the implementation of the Information Technology (IT) Systems and Processes Improvement Action Plan
- completed the implementation of the Development Assessment Process Improvement Action Plan.

### The Audit, Risk and Improvement Committee

Leeton Shire Council's Audit Risk and Improvement Committee (ARIC) was set up 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
- Any other matters prescribed by regulations.

The ARIC is comprised of:

- Two Councillors – one voting and one non-voting (to act as alternate if required)
- Three Independent external members (voting), one of whom is the independent chair of the committee.

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

The ARIC met four times in 2020/21. Under its guidance, Leeton Shire Council:

- reviewed its draft 2020/21 budget and annual financial statements
- conducted its internal audit program and the implementation of audit improvement plans
- reviewed its Cybersecurity Framework
- advocated for the removal of RFS equipment and assets from Council's annual financial statements.

Internal audits are a mechanism used by councils to obtain independent assurance that it is performing its functions legally, effectively and efficiently and to advise on how it can improve its performance.



An external audit, or financial audit, is an independent examination and opinion of a council's financial statements, and whether the council is complying with accounting standards, laws and regulations.

### External Audit

An external audit, or financial audit, is an independent examination and opinion of a council's financial statements, and whether the council is complying with accounting standards, laws and regulations.

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.

### Public Interest Disclosures

The *Public Interest Disclosures Act 1994* (PID Act) sets in place a system to encourage 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 86.

### Public Access to Government Information Activity

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.

There are a number of open access documents available including: Council plans and policies, Code of Conduct, Access to Information Policy and Guide, 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 86.

### 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.

All Councillors and senior staff are required to complete a Form 26 Register of Interest Primary Return when elected or appointed, in accordance with the *Local Government Act 1993*. The Pecuniary Interest Register for previous years is available for viewing at Leeton Shire Council's main office. As per GIPA Act requirements, the 2020/21 Returns of Interest can be viewed on Council's website.

### Community Engagement

Leeton Shire Council is committed to engaging with residents, businesses, stakeholders and Council officers as it plans services, policies and facilities. Involvement in the planning and 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 for planning
- adds value to projects and the outcomes they seek to achieve.

Community consultation is an ongoing commitment. Our 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.

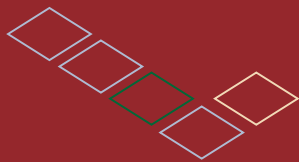
For more information on Council's 2020/21 Community Engagement Program, please see pages 78 and 79.



Leeton Shire Council is committed to engaging with residents, businesses, stakeholders and Council officers because community engagement ensures that priorities and projects are appropriate for current and future needs.

Manager Special Projects  
Adrian Edgcome-Lucas  
consulting members of Leeton  
Fire and Rescue NSW regarding  
the concept design for the  
Chelmsford Place Promenade





Council installed a new concrete path in Rotary Park, Leeton, to enable residents and visitors to skirt around the extended skate park

Details of the key actions we took in order to progress the goals set by the Leeton Shire community are outlined in the following pages.  
The information is organised according to the themes and goals set out in the *Leeton on the Go – Towards 2030 Community Strategic Plan*.

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## GOAL 1

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that focuses on being healthy:**

- 1a. Provide exercise opportunities to increase fitness and wellbeing**
- 1b. Advocate for the availability of appropriate health and social services.**

A healthy and caring community (previous page):

Top image:  
Library Assistant Rachel Cody with students from Wamoon Public School

Middle images, from left to right:  
Angela Stevens making use of the courts in the Leeton Indoor Stadium

Ken Dachi (left) with Wagga Wagga-based comedian Dane Simpson

Katinka Vos (left) with local artist Lee Blacker-Noble

Bottom images, from left to right:  
COVID-safety promotion on our newly installed electronic billboard

Monica Armanini, Jarrah Penfold, Sarah Graham and Anita Fitzgerald representing Council at the Western Riverina Careers Expo

Customer Service Trainee Bianca Smith serving Patricia Singh

Right: Local boys making use of the exercise equipment in Rotary Park

## Theme 1: A Healthy and Caring Community

### A community that focuses on being healthy

Council took the following key actions during 2020/21 to deliver on these commitments:

- Advocated for quality health services in the Leeton Shire through the Local Health Advisory Committee and direct engagement with Murrumbidgee Local Health District management
- Completed 95% of the Leeton Skatepark Extension Project, with lighting and signage due to be installed in July 2021. This project was funded under the Stronger Country Communities Fund – Round 3
- Sponsored a student nurse as part of the NSW Rural Doctors Network's Bush Bursary Country Women's Association (NSW) Scholarship Program. Under this program, Council provides funding to assist selected medical students with costs associated with their studies. In return, the students spend two weeks on placement in Leeton Shire. Council normally sponsors two students but COVID-19 restrictions prevented one student from undertaking the placement
- Provided accommodation and support to two University of Wollongong student doctors undertaking a ten-month placement in Leeton. This year is the eleventh year Leeton Shire has supported the Wollongong University of Medicine Student Doctor Program
- Submitted a motion advocating for increased funding for drug and alcohol treatment and rehabilitation in rural and regional areas to the National General Assembly for Local Government. The motion was adopted and is now part of the National General Assembly's advocacy platform
- In partnership with Leeton Connect, set up 'Leeton Connects with Kindness' to supported aged, isolated and disadvantaged through COVID-19 lockdowns
- Promoted COVID safety to community on an ongoing basis
- Successfully submitted the following motions for inclusion in the Local Government NSW (LGNSW) advocacy program:
  - That LGNSW calls for NSW Health to retain ownership of its National Disability Insurance Scheme (NDIS) and State owned Aged Care Facilities
  - That LGNSW supports the Inquiry into health outcomes and access to health and hospital services in rural, regional and remote NSW
  - That LGNSW advocates for the Local Area Health Committee (LHAC) model to be revised to give local residents a far greater say in the scope and delivery of health services in their local communities.





GOAL 2

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that embraces lifelong learning:

- 2a. Provide a range of quality and affordable education opportunities from early childhood to adult learning
- 2b. Provide access to information technology networks.

Theme 1: A Healthy and Caring Community

A community that embraces lifelong learning

Council took the following key actions during 2020/21 to deliver on these commitments:

- Offered quality, age-appropriate early childhood education for up to 68 children through the Leeton Early Learning Centre (LELC), with an average scheduled attendance of 86.95% and a waiting list of 118 children
- Prepared a business case for expanding the LELC to allow for a further 20-40 places
- Through the Leeton Out of School Care (LOOSC) Program, provided a total of 40 weeks of After School Care (ASC) and 10 weeks and 3 days of Vacation Care (VAC) for primary school aged children. Numbers were lower than usual as a result of COVID-19. The average scheduled attendance for ASC was 39.95% and 68.55% for VAC
- LOOSC underwent an Assessment and Rating and achieved a rating of 'meeting' the National Standard
- Offered work experience placements to a total of 21 students from St Francis De Sales Regional College, Yanco Agricultural High School and Leeton High School. The students completed work experience in areas such as Building Services, Child Care and Open Space and Recreation
- Promoted careers in local government by participating in the Western Riverina Careers Expo at Leeton High School in June 2021
- Provided traineeships to two trainees at the LELC
- Hosted a variety of activities and programs at the Leeton Shire Major Dooley Library. Across the year, more than 477 pre-schoolers enjoyed Storytime sessions at the library and a total of 3,311 people attended events, activities and programs. Due to COVID-19 restrictions, the library also offered programs online including 13 Storytime sessions, 13 baby rhyme times and 16 brain game activities
- Loaned 37,646 books and other items to 6,436 library members (approximately 57% of the total population of the Shire)
- Hosted International Women's Day Breakfast at the Library
- Provided a Home Library Service to those who find it difficult to attend the library
- Supported 21 registered students through the Country Universities Centre (CUC) – Leeton Campus, which is located at the library. The students accessed the facility on more than 300 occasions
- Provided public WiFi, a service utilised by approximately 1,581 community members and visitors.

Opposite page: Rylee Clowes (left) and Mia Carn, two of the children who receive quality, age-appropriate early childhood education at the Leeton Early Learning Centre (LELC)

Below left: Michelle Evans and Maddison Clyne with Brooke Eglinton, a student attending the Western Riverina Careers Expo

Below right: Currently, the LELC can cater for up to 68 children





GOAL 3

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that is friendly and inclusive:

- 3a. Help the community to access community services
- 3b. Provide opportunities and support for young people in Leeton Shire
- 3c. Advance the wellbeing of Leeton Shire's elderly residents and residents living with a disability
- 3d. Foster a cohesive community that welcomes new residents and values cultural diversity
- 3e. Acknowledge the Wiradjuri people and strengthen relationships with the indigenous community of Leeton Shire
- 3f. Provide cemetery services at Leeton and Whitton
- 3g. Provide a Multipurpose Community Hub to support local community groups and the residents they serve.

Clockwise from top left: NSW Seniors Festival at the Leeton Museum and Gallery William Ingram (left) and Mayor Maytom conduct the Flag Raising Ceremony during NAIDOC Week  
The Rhythm Dance Group performed at The Flavours of Leeton Multicultural Gala.  
Image credit: Camille Whitehead

Theme 1: A Healthy and Caring Community  
A community that is friendly and inclusive

- Council took the following key actions during 2020/21 to deliver on these commitments:
- Provided an online Community Directory to provide residents with easy access to information about services and community groups across Leeton Shire. There were 6,021 page views of the directory
  - Coordinated two Youth Week programs due to the 2019/20 program being postponed until the 2020/21 financial year. Events and activities included a skateboarding workshop, laser tag, graphic novelist presentation, hula hoop workshop, juggling workshop, Rubik's cube workshop, manga art workshop and a painting workshop
  - Worked with The Totem Collective and community groups to host the Riverina Skate Championships, the 17th annual Riggz Cup, at the Leeton Skate Park
  - Partnered with Creative Community Concepts to coordinate school holiday activities in Gossamer Park including laser tag
  - Commenced planning to establish a Youth Council to provide an avenue for young people to engage with Council. COVID-19 caused the planned first meeting of the Youth Council to be postponed until early in 2022
  - Developed an Ageing Well Strategy 2021–2025 that seeks to support our older residents in leading active, healthy and independent lives in a liveable community
  - Submitted the annual Disability Improvement Action Plan (DIAP) implementation report to the Disability Council NSW and met with Disability Service Providers to plan consultation for the development of a new DIAP
  - Supported the Inaugural Festival of Cultures: Multicultural Gala in partnership with Leeton Multicultural Support Group and the Murrumbidgee Primary Health Network. The festival was held in



- conjunction with the BEcoming HOME: stories of Leeton's Migrants and Refugees exhibition
- Partnered with the Leeton and District Local Aboriginal Land Council and Parkview School to establish the Leeton Association of Community-Builders (LACB), which aims to coordinate community-based interventions in Wattle Hill
  - Supported Multicultural NSW in launching its Regional Resettlement Pilot Program, which has a focus on secondary settlement. The pilot has the dual aims of supporting regional communities and employers to attract and retain newcomers, as well as connecting migrants and refugees in Western Sydney with employment and lifestyle opportunities in regional NSW
  - 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
  - Hosted two citizenship ceremonies at which 16 candidates became new citizens
  - In partnership with the Leeton and District Local Aboriginal Land Council (LALC), celebrated NAIDOC Week with an official flag raising event. Celebrations included a colouring competition which was organised through the local schools
  - Maintained the Leeton and Whitton Cemeteries and commenced the construction of additional plinths in the Leeton Lawn Cemetery
  - Continued to auspice staff (grant funded) for Leeton Connect and the Leeton Multicultural Support Group
  - Commenced a tidy up of Whitton Cemetery which will continue into 2021/22
  - Secured additional land for future expansion of Leeton Cemetery for \$1
  - Managed the Leeton Multipurpose Centre, leasing office space to four tenants and hiring out rooms on a casual basis to 43 hirers on 379 occasions.

Women from Leeton's Filipino community attending the Multicultural Gala and the BEcoming HOME: Stories of Leeton's Migrants and Refugees exhibition

Youth Week participants showing off the results of one of a variety of Youth Week activities conducted by the Leeton Shire Major Dooley Library

Below top: Ganga Budha (left) and the Leeton Multicultural Support Group's Kerrie Ross enjoy the Multicultural Gala and BEcoming HOME exhibition  
Below bottom: Participants in the autumn school holiday activities at the Leeton Major Dooley Library





## GOAL 4

### Theme 1: A Healthy and Caring Community

#### A community that is safe to live in and move about

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that is safe to live in and move about:

- 4a. Advocate for and support initiatives to reduce crime
- 4b. Advocate for and support road safety initiatives
- 4c. Monitor and maintain Leeton Shire's street lighting and CCTV networks
- 4d. Reduce Leeton Shire's risk from natural disasters
- 4e. Provide animal control services across Leeton Shire
- 4f. Public health is maintained across Leeton Shire
- 4g. Facilitate pedestrians and cyclists to get around safely.

Council took the following key actions during 2020/21 to deliver on these commitments:

- Supported the Murrumbidgee Police District's Bunbinga Mawang (we all, all together) – Leeton Indigenous Mentorship program. The program included topics such as caring and supportive relationships, conflict management, responding to crises and trauma care
- With funding from Transport for NSW, organised a variety of road safety activities including 'What is Your Plan B' campaign, a Child Restraint Workshop, 'Slow Down Around Town' campaign, Driver/Mobility Scooter Workshop and a drink driving campaign.
- Supported the Rotary Youth Driver Awareness Day which was held over 4 days with 355 attendees
- Installed 14 new CCTV cameras across the CBD including in the Sycamore Street car park, taxi rank, Post Office, Skatepark and Gossamer Park
- Submitted a Floodplain Management Grant Application for the funding required to implement physical mitigation measures. Unfortunately, the application was unsuccessful as Leeton flood risk is deemed 'low'
- Returned to their owners or rehomed 238 of the 269 dogs impounded during the year
- Carried out the annual Arbovirus mosquito trapping program. Arbovirus was not detected
- Coordinated Ross River Fever education campaigns due to its high presence in the region
- In line with the Pedestrian Access and Mobility Plan (PAMP), installed shared pathways along Ellendon Place to Petersham Road and Racecourse Road to Acacia Avenue
- Upgraded the shared pathway along Almond Road to Grevillia Street and carried out minor works on a shared pathway along Canal Street
- Repaired footpaths along Oak Street and Palm Avenue
- Installed four ramps and one raised pedestrian crossing in Wade Avenue. These works were funded through NSW Stronger Country Communities Fund.



Road Safety Officer Stephanie Puntoriero with participants in an On the Road 65+ Workshop

## GOAL 5

### Theme 1: A Healthy and Caring Community

#### A community that enjoys good housing

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that enjoys good housing:

- 5a. Support the community to access a range of quality and affordable housing
- 5b. Expand the range of residential opportunities across the Shire
- 5c. Safeguard housing standards to promote healthy living and a healthy environment.

Council took the following key actions during 2020/21 to deliver on these commitments:

- Monitored the provision of the Leeton and District Eventide Homes to provide self-care units to eligible pensioners. At 30 June 2021, all 14 Eventide Homes units were occupied
- Endorsed a Draft Housing Strategy for the Shire (noting the draft is being further developed)
- Approved 38 Development Applications for dwellings/residential development including:
  - 3 for the erection of units – dual occupancies
  - 22 for the erection of a dwelling house
  - 3 for the installation of a transportable dwelling
  - 2 for the demolition of a dwelling house
  - 1 unit installed in an existing shed
  - 1 shed for use as a temporary dwelling
  - 1 for multi-dwelling housing – 3 or more units
  - 1 for a granny flat
  - 1 for a relocated dwelling house
  - 2 for secondary dwellings
  - 1 that includes the demolition and construction of new dwelling
- Issued 31 Construction Certificates for dwellings including:
  - 5 for the erection of dual occupancy – 2 units (1 of them issued by a private certifier)
  - 20 for the construction of a dwelling house (7 of them issued by private certifiers)
  - 1 for a granny flat
  - 2 for a secondary dwelling
  - 1 for a unit in existing shed
  - 2 Section 68 Approvals for transportable buildings (issued for portable buildings in lieu of a Construction Certificate)
- Approved 33 new dwellings in accordance with Building Sustainability Index (BASIX) requirements. Houses approved for a BASIX Certificate are energy and water efficient.



Manager Planning, Building and Health Francois Van Der Berg (left) working with Town Planner Sarah Sharman





## GOAL 6

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that participates in sports and active leisure:**

- 6a. Offer access to a range of quality sporting facilities**
- 6b. Support local sport and recreation clubs to remain viable.**

An Active and Enriched Community (previous page):

Top images, clockwise from top left: Attendees at an International Women's Day event at the Leeton Shire Major Dooley Library

Gerard and Angus Simms enjoy the redeveloped Leeton Regional Aquatic Centre

Henry Lawson Cottage, is the cottage in which Henry Lawson lived for a period of 20 months  
Image credit: G Davis

Mayor Cr Paul Maytom (left) and Wiradjuri artist Veronica Collins at the opening of her Reflections in Time Exhibition

The newly opened Showground Grandstand

A social mixed netball game underway at the Leeton Indoor Stadium

Bottom images, left to right:  
Despite COVID-19 the balloons rose over Leeton Shire at Eastertime

Early visitors to the Museum's Water by Design: the Leeton Water Story

Right: Leeton Highschool held its swimming carnival at the Leeton Regional Aquatic Centre on 5 February 2021

## Theme 2: An Active and Enriched Community

### A community that participates in sports and active leisure

Council took the following key actions during 2020/21 to deliver on these commitments:

- Maintained the Leeton Town Ovals Complex which includes No. 1 Oval, home of the Leeton Greenies Rugby League Football Club, Leeton United Football Club and the Leeton Phantoms Rugby Union Club
- Maintained the Mark Taylor Oval – the main cricketing facility in Leeton Shire – and the Yanco Sports Ground
- Completed and opened the new Showground Grandstand and amenities. The new grandstand includes seating for 200 people, change room facilities, toilets, a canteen with a cool room, a lift, and a glass-enclosed function room
- Commissioned a condition and renewal report for the Whitton Pool
- Completed Stage 1 of the redevelopment of the Leeton Public Swimming Pool. The facility, newly named the Leeton Regional Aquatic Centre, now has a 10 lane 50m Olympic pool, a learn-to-swim area, a splash pad, improved disabled access, a kiosk and updated change rooms
- Provided a free bus service on weekends and public holidays to take young people from Leeton to the Whitton Swimming Pool during the part of the season that the Leeton Swimming Pool was closed for redevelopment
- Continued to manage and operate the Leeton Golf Course with the help of 25 active volunteers. A total of 17,744 rounds of golf were played (a 14% increase on 2019/20 figures) and membership numbers remained strong
- Assisted with securing full funding for the development of a new Golf Clubhouse
- Maintained and operated the Leeton Indoor Stadium. Despite COVID-19, participant numbers remained strong. New netball posts were purchased and fitted. There was a total of 25,123 participants (a 75% increase on 2019/20 figures)
- Assumed responsibility for the Leeton Tennis Courts
- Installed a hydration station in Waipukurau Park
- Continued planning for the Sporting Walk of Fame, a project aimed at celebrating the achievements of Leeton local sporting legends by cementing their legacies in the pavement outside Leeton's Number 1 Oval
- Provided support in submitting an application to Stronger Country Communities Fund Round 4 for the Yanco Sports Ground Female changerooms and kiosk upgrade and expansion.





## GOAL 7

### Theme 2: An Active and Enriched Community

#### A community that enjoys arts and culture

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that enjoys arts and culture:**

- 7a. Provide a local theatre for performing arts and cinematic arts and events**
- 7b. Enhance artistic and cultural activity across Leeton Shire.**

Council took the following key actions during 2020/21 to deliver on these commitments:

- Maintained and operated the heritage-listed Roxy Community Theatre cinema, theatre and concert venue on behalf of the Leeton community. More than 2,000 people attended movie sessions at the Roxy Theatre in 2020/21
- In partnership with Kensington House Entertainment, supported the community production of Shakespeare's Henry V, with Leeton-grown NIDA graduate Jake Speer directing and starring in the lead role. The production, which ran for four nights, attracted an audience of 2,150
- Commissioned the development of design documentation for the redevelopment of the Roxy Theatre. The redevelopment will include upgrades to meet theatre industry standards and building compliance with new technical equipment; upgrades to meet fire safety, disability access and Work Health and Safety requirements; improved dressing rooms across two levels; a larger stage with a stage-level loading area and safer, more efficient rigging/fly systems; a new heating and cooling system; improved foyer, lounge and servery/bar areas; and a second auditorium, Roxy II.
- Collaborated with Western Riverina Arts on a number of key projects including the Make Music Day, the Australian Art Deco Festival (which was ultimately cancelled due to COVID-19), the Veronica Collins: Reflections in Time Exhibition and the Yarrowulla Festival
- Hosted a range of exciting exhibitions at the Leeton Museum and Art Gallery (LMAG) including the 'Art in Oils' Exhibition, Rotary's 80th Birthday Exhibition, Camera Club's Photographic Exhibition, To Walk in Someone Else's Shoes Exhibition, Partners in Paint and Pastel Exhibition, Fire – Water – Land Exhibition, Medieval Times of Henry V Exhibition (coinciding with the Henry V production at the Roxy Theatre), Penny Paniz Acquisitive Arts Exhibition and the BEcoming HOME: Stories of Leeton's Migrant Refugees Exhibition. More than 4,000 visitors attended the LMAG throughout the year
- Commenced planning for the Leeton Town Mural Water Tower Artwork project (Chelmsford Place)
- Commenced the Whitton Town Mural and Whitton Water Tower Artwork projects. These large-scale public artwork projects were funded through the Stronger Country Communities Fund – Round 3.

*Henry V was the last event at the Roxy Community Theatre prior to its being closed for redevelopment*



## GOAL 8

### Theme 2: An Active and Enriched Community

#### A community that values its heritage

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that values its heritage:**

- 8a. Support and showcase the history of our Shire.**

Council took the following key actions during 2020/21 to deliver on these commitments:

- Achieved a Highly Commended in the NSW Museum and Galleries Imagine Awards for the Leeton Museum and Gallery's "Water by Design: The Leeton Water Story" exhibition
- Helped Western Riverina Arts secure funding (\$60,000 over three years) through the Foundation for Rural and Regional Renewal to contract a Museum Development Officer (MDO). Within this project, benchmarking against the National Standards will begin, as will a program of volunteer skills workshops, while developing sustainability plans for each museum in Leeton Shire
- Applied for a Community Heritage Grant for \$4,000 for a significance assessment of Whitton Courthouse and Museum (outcome pending)
- Awarded \$17,100 from Council's Heritage Grants Program to seven successful applicants to assist them in conducting works on their heritage buildings
- Invested \$190,000 in updating 23 facades in the Leeton CBD area as part of the Leeton CBD Façade Painting Project Stage 1, aimed at celebrating Leeton's Art Deco heritage
- Commenced planning for the Art Deco Way Tourist Drive
- Maintained and operated the Henry Lawson Cottage on behalf of the Leeton Shire community.

*One of the 23 facades in the Leeton CBD painted as part of the Leeton CBD Façade Painting Project Stage 1*







## GOAL 9

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that respects the natural environment:**

- 9a. Provide waste management services**
- 9b. Minimise the economic, environmental and social impact of weeds across Leeton Shire**
- 9c. Advance environmental sustainability by leading at the local level**
- 9d. Promote town water conservation.**

A community that respects the natural environment (previous page, clockwise from top left):

*Nixon Frazer enjoying the Murrumbidgee River*

*The secondhand goods shop at the Leeton Landfill and Recycling Centre is an initiative aimed at reducing the tonnage of waste going to landfill*

*Photon Energy and Leeton Shire Council at a sod turning ceremony to mark the start of construction of Photon Energy's two photovoltaic power plants*

*Guy Retallick and Ryan Sharman visiting local businesses to talk about trade waste, the liquid waste discharged from any non-residential premises*

*Pelicans are among the many bird species that make Fivebough Wetlands their home*

*Right: Recycling and resource recovery at the Leeton Landfill and Recycling Centre increased by 98% this year*

## Theme 3: A Healthy Natural Environment

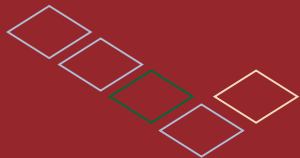
### A community that respects the natural environment

Council took the following key actions during 2020/21 to deliver on these commitments:

- Provided waste management services to the Shire. Recycling and resource recovery at the Leeton Landfill and Recycling Centre increased by 98%, largely in response to the implementation of initiatives such as mattress recycling. There has also been an increase of 15.5% in household recycling during the year
- Completed closure plans for Leeton Landfill and Yanco Closed Landfill
- Constructed a new waste cell at the Leeton Landfill
- Conducted a waste and recycling education program for school aged children to increase their knowledge of recycling and waste avoidance
- Endorsed a Waste Management Strategy
- Opened the Whitton Transfer Station
- Achieved Council's Weed Action Program targets by conducting a total of 120 inspections and 69 re-inspections
- Secured \$50,000 in grant funding from the NSW Department of Planning, Industry and Environment (DPIE) for the implementation of Council's Weed Action Plan
- Slashed 692 hectares (a 172% increase from last year's efforts) of roadside reserve to control weeds and improve safety. Consistent rainfall resulted in significant weed growth
- Submitted a motion to the National General Assembly of Local Government to develop and implement a weed management plan to protect agricultural land from incursions of Fleabane (*Conyza* spp.) to maintain the productivity of agricultural land and ensure the sustainability of regional communities. This motion was adopted, which means that the National General Assembly of Local Government incorporated the motion into its advocacy program for the year
- Developed an Energy Masterplan
- Generated 161,100kWh of solar power at the Leeton Sewage Treatment Plant
- Held a sod turning ceremony to celebrate the start of construction of Photon Energy's two photovoltaic power plants on Fivebough Road with a combined capacity of 14MWp
- In line with the Building Sustainability Index (BASIX) requirements, assessed and approved 33 new dwellings that met the minimum energy and water efficiency requirements
- As part of the Automated Meter Reading (Taggle) project, installed smart water meters and implemented the MyH<sub>2</sub>O online service to promote sustainable water use by enabling customers to track their daily water usage, compare it with average water usages and detect possible leaks. MyH<sub>2</sub>O also enables customers 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.







GOAL 10

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that enjoys our natural environment:

- 10a. Provide recreational facilities along the Murrumbidgee River within Leeton Shire
- 10b. Attract more people to enjoy key natural areas such as Fivebough Wetlands and the Murrumbidgee River.

Right: The Murrumbidgee River near Gogeldrie Weir  
Image credit: Sandi Smith  
Opposite page: Fivebough Wetlands sculpture

Newly installed 'Welcome to Fivebough Wetlands' signage



Theme 3: A Healthy Natural Environment  
A community that enjoys our natural environment

Council took the following key actions during 2020/21 to deliver on these commitments:

- Developed a draft Gogeldrie Weir Master Plan
- Continued to work with Crown Lands and the Fivebough Committee on the management of the RAMSAR-listed Fivebough Wetlands
- Installed 'Welcome to Fivebough Wetlands' signage at Fivebough Wetlands
- As part of the Love NSW Campaign, included Fivebough Wetlands and the Whitton Malthouse in a media 'famil' designed to give select journalists the opportunity to experience our region. Social media bloggers, The Blonde Nomads, wrote a blog post on their experiences called 'Road tripping the Riverina'
- Promoted and sponsored a 'Walk in the Wetlands' to celebrate the 50th anniversary of RAMSAR sites
- Counted 7,883 visitors to Fivebough Wetlands, a 35% increase on visitor numbers for the previous year
- Advocated for NSW National Parks and Wildlife Service on the management of Murrumbidgee River which included upgrades to picnic facilities at Middle Beach as well as grading works along Forest and River Drive.







## GOAL 11

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that thrives with irrigated agriculture:**

**11a. Advocate for continued access to irrigation supply for our agricultural industries.**

A community that thrives on irrigated agriculture (previous page):

Top images, clockwise from top left: The Roxy Community Theatre is a fabulous drawcard  
Image credit: G Davis

From left to right: Anthony McFarlane (Business NSW), Rob Gordon (SunRice), Mayor Cr Paul Maytom and the Hon Damien Tudehope (Minister for Finance and Small Business) at the SunRice facility in Leeton

From left to right: General Manager Jackie Kruger with Kate O'Callaghan (Southern Cotton) and David Bardos (Port of Melbourne) at a Celebrating our Farmers event

There are some excellent cafés to tempt coffee lovers in Leeton

Connie and Rosslyn Vecchie of Leeton Party and Wholesale getting into the Christmas spirit

Irrigated agriculture remains one of Leeton Shire's most important sectors

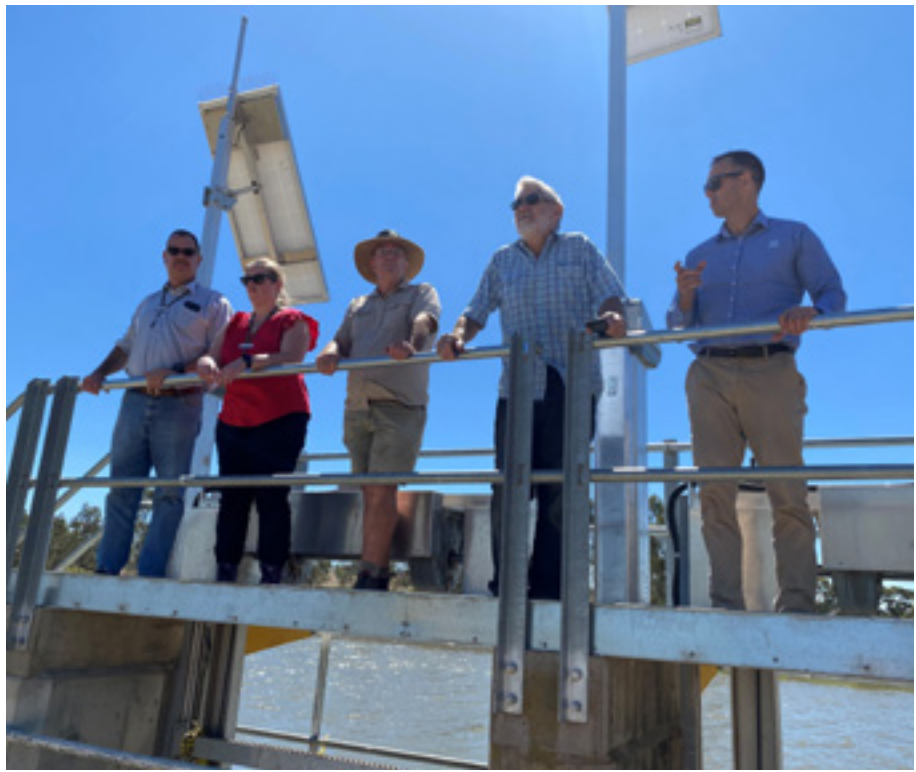
Bottom images, left to right: True Vibration and Jannah Beth wowed listeners at Make Music Day on 21 June 2021

Leeton's tree-lined main street, Pine Avenue, offers some attractive options for shoppers

## Theme 4: A Thriving Economy with Good Jobs A community that thrives on irrigated agriculture

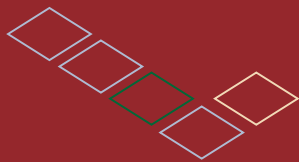
Council took the following key actions during 2020/21 to deliver on these commitments:

- Actively participated in Murray Darling Association. Mayor Cr Paul Maytom continued in his role as Chair of Region 9. Council also provided secretarial services
- Submitted a motion calling on the National Water Infrastructure Grid Taskforce and the NSW Government to inquire into the merits and feasibility of the Lake Mejum/Coolah project
- Continued to advocate for sensible water policy that supports the needs of the region. Council met with State and Federal Water Ministers and the Murray Darling Basin Authority
- Participated in the Riverina Environmental Water Advisory Group which provided a forum for Council to monitor local and regional environmental water outcomes
- Met with Murrumbidgee Irrigation to discuss matters both strategic and operational
- Provided support to the Murrumbidgee Irrigation proposal for a 5,000ML off-river storage dam at Roaches Escape
- Continued collaboration and advocacy with RAMJO, including hosting a form with Interim Inspector-General of Water Compliance, Troy Grant, in Leeton.



From left to right: Francois Van Der Berg, Sarah Sharman, Cr Peter Davidson, Mayor Cr Paul Maytom and Murrumbidgee Irrigation's General Manager – Asset Delivery Jody Rudd





Maria Nardi and Meg Rowlands in The Fabric Farm just prior to Christmas 2020. This year Council sponsored the Leeton Business Chamber's Gift Cards initiative aimed at encouraging residents to shop locally

GOAL 12

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that is strong in business and employment:

- 12a. Seek, promote and facilitate business opportunities
- 12b. Grow a skilled workforce for Leeton Shire's future.



Vance Industrial Estate houses a range of Leeton Shire businesses both large and small

Leeton is home to SunRice, the consumer brand and trading name of Riceworkers Limited, which is one of Australia's largest branded food exporters

Theme 4: A Thriving Economy with Good Jobs  
A community that is strong in business and employment

Council took the following key actions during 2020/21 to deliver on these commitments:

- Progressed plans to extend Vance Industrial Estate to the north
- Contributed \$1,500 to the Leeton Business Chamber in support of various activities including the virtual Leeton Pivotal Awards and the Leeton Gift Cards initiative
- 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
- Engaged with local businesses to provide support during COVID-19 including support to access government support initiatives
- Provided letters of support to SunRice to assist them in making funding applications
- Supported the establishment of the Whitton Malthouse, a flagship new tourism business, by providing substantial advocacy and in-kind support including investment in road safety at the entrance to the facility
- Supported Multicultural NSW in launching its Regional Resettlement Pilot Program, which has a focus on secondary settlement. The pilot has the dual aims of supporting regional communities and employers to attract and retain newcomers, and connecting migrants and refugees in Western Sydney with employment and lifestyle opportunities in regional NSW
- Developed a business case to expand the Leeton Early Learning Centre to enable it to better meet the needs of Leeton Shire employers and employees
- Promoted careers in local government by participating in the Western Riverina Careers Expo at Leeton High School in June 2021
- Provided work experience for secondary and tertiary students across a broad range of services including childcare, administration, engineering and parks and recreation
- Provided two traineeships in customer services and a traineeship in childcare. The three trainees are all doing extremely well in both their course and workplace learning
- Commenced the provision of an apprenticeship in parks and recreation.







## GOAL 13

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that has great attractions and events:

- 13a. Encourage a range of exciting and interesting events for the residents and visitors of Leeton Shire
- 13b. Attract visitors to Leeton Shire region.

A community that has great attractions and events (previous page, clockwise from top left):  
The Historic Hydro Motor Inn  
Image credit: G Davis  
What a sight: sunset over Fivebough Wetlands  
Image credit: Paul Maytom  
Leeton Shire Council's Brent Lawrence (left) with colleagues from Narrandera, Lockhart and Murrumbidgee Shire Councils at the launch of the Murrumbidgee Trails tourism marketing collective at the Whitton Malthouse  
The Leeton Sport and Recreation Precinct Parkrun is a free, friendly 5km community event held every Saturday at 8am

### Theme 4: A Thriving Economy with Good Jobs

#### A community that has great attractions and events

Unfortunately, many scheduled events which were organised had to be cancelled due to COVID-19 restrictions. The cancelled events included the Australian Art Deco Festival, Light Up Leeton, NAIDOC Week and the Leeton Bidgee Classic Fishing Competition.

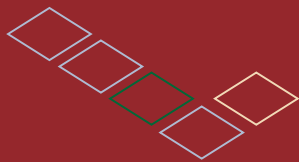
Council took the following key actions during 2020/21 to deliver on these commitments:

- Hosted two media 'famils' coordinated by Destination NSW that covered Leeton's Art Deco History, the Leeton Museum and Gallery and the Leeton Art Deco Festival
- Supported ANZAC Day commemorations, the Foodies Night Markets and the Inaugural Festival of Cultures: Multicultural Gala
- Supported the establishment of the Leeton Sport and Recreation Precinct parkrun
- Coordinated the annual Australia Day ceremony
- Launched the Murrumbidgee Trails destination guide, an initiative of the Murrumbidgee Trails marketing collective made up of Murrumbidgee Council and Leeton, Lockhart and Narrandera Shire Councils
- Supported the Whitton Malt House in submitting an application to gain approval for highway directional signage via the Major Tourism Attractions category through Destination NSW
- Distributed more than 7,399 Leeton Visitor Guides
- Operated the Leeton Visitor 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. Despite the impact of COVID-19, there were over 4,000 visitors to the VIC in 2020/21 and the VIC sold \$11,381 worth of local product and souvenirs
- Facilitated the Love NSW Media Campaign, a \$70,000 campaign jointly funded by Coolamon, Murrumbidgee, Lockhart, Narrandera, Snowy Valleys, Temora, Bland, Cootamundra-Gundagai, Hay and Leeton Councils, and the Whitton Malthouse. The campaign aims to build brand awareness for each of the destinations as part of the Visit Riverina brand with support from Destination NSW and Destination Riverina Murray
- Adopted the Leeton Responsible Visitor Economy Activation Plan (2021–2023), which will inform the development of Leeton Shire's Tourism Strategy
- Commenced planning for the 'Art Deco Way' Tourist Drive.

Left: Water by Design: the Leeton Water Story is the Museum's permanent attraction  
Right: Council's new electronic billboard was used to promote the upcoming Miss Fisher and the Crypt of Tears Exhibition







GOAL 14

Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that enjoys a vibrant town centre:

- 14a. Maintain and improve the overall appearance and functionality of the main streets
- 14b. Promote activity and vibrancy in Leeton's CBDs.

A community that enjoys a vibrant town centre (previous page):  
*New Art Deco-themed Christmas banners and decorations graced Leeton's streets in December 2020*

Below: Colourful plantings add to the vibrancy of Leeton's CBD



Theme 4: A Thriving Economy with Good Jobs

A community that enjoys a vibrant town centre

Council took the following key actions during 2020/21 to deliver on these commitments:

- Planted 166 trees across the Shire
- Completed work on the Leeton CBD Enhancement Project Phase 1 and 2 – Wade Avenue. This project focused on the redevelopment of Wade Avenue between Pine Avenue and Jarrah Street. The redevelopment incorporates angled parking, a centre median, a formal pedestrian crossing, upgraded street lighting, new pedestrian pavement on both sides of Wade Avenue and Chelmsford Place, and a new taxi rank in Chelmsford Place
- Commenced design work on the Leeton CBD Enhancement Project Phase 3 – Chelmsford Place. Phase 3 of the CBD enhancement project focuses on the refurbishment of the Chelmsford Place Promenade and seeks to realise Walter Burley Griffin's original design intention of a central town square based on symmetrical lines with a bold land axis, ornamental pools and shaded walkways
- Secured \$2 million in funding from the NSW Public Legacy Fund for the CBD Enhancement Project Phase 3 – Chelmsford Place
- Supported the Leeton Farmers and Makers Market and Yanco Village Markets, which continue to be well attended by the community. Unfortunately, several of the monthly markets had to be cancelled due to COVID-19 and associated restrictions
- Installed art deco themed banners and Christmas decorations across the Shire.



CBD Redevelopment Phases 1 and 2 – Wade Avenue in progress (top left) and completed (bottom right). Accessibility access ramps were incorporated throughout (top right)





## GOAL 15

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that has reliable water and sewerage services in towns:**

**15a. Supply treated water to urban areas**

**15b. Supply sewage treatment services to urban centres.**

A Quality Built Environment (previous page):

Top images, clockwise from top left: Josh Clyne and Ian Preston take a look at the Leeton Regional Aquatic Centre plans  
The extended Leeton Skate Park  
Drainage pits and pipe work being installed in the Grevillia Street car parking area  
The new 50m swimming pool under construction

Mayor Maytom (second from left) and the Hon Sussan Ley MP (middle) open the new Helson Park with the assistance of members of the Helson family

Bottom images, left to right:  
One of the new smart water meters being installed as part of the Automated Water Meter Reading (Taggle) Project  
New kerb and gutter being installed in Calrose Street

Left: An extension of the Automated Meter Reading Project, this rain gauge will be used to measure the volume of rainfall infiltrating our sewers

Right: Water mains were replaced in Myall Street, Wamoon Avenue and Coonong Avenue this year

## Theme 5: A Quality Built Environment

**A community that that has reliable water and sewerage services in towns**

Council took the following key actions during 2020/21 to deliver on these 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 Filtration Plant supplied 2,141ML of water (a 2.5% decrease on the previous year)
  - Murrumbidgee Water Filtration Plant supplied 26ML of water (a 10.3% decrease on the previous year)
  - Whitton Water Filtration Plant supplied 67ML of water (a 24.7% decrease on the previous year)
- Replaced the water mains in Myall Street, Wamoon Avenue and Coonong Avenue
- Completed a reticulated water main extension in Watsonia Lane, Leeton
- Undertook the Automated Meter Reading (Taggle) project, installing smart water meters at 99% of properties serviced by reticulated water networks. Automated meter reading enables Council to gather information that can be used for leak detection, demand management, load balancing and network planning and optimisation. The data will provide large-scale insights for better water network management, resulting in significant savings for Council and customers
- Operated sewage treatment plants at Leeton, Yanco and Whitton. Our staff received a commendation from the Department of Planning Industry and Environment (DPIE) who conducted an operational review of all sewage treatment plants. The resulting report concluded that the plants were well-managed and performing satisfactorily – "Council operators should be commended for the presentation of the Sewage Treatment Plants"
- Commenced revised detail design work for the construction of a sewage treatment plant for the village of Wamoon
- Introduced a potable water system at Gogeldrie Weir Camping Ground.





## GOAL 16

### Theme 5: A Quality Built Environment

#### A community that has good road, rail and air transport

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that has good road, rail and air transport:**

- 16a. Provide access to regional passenger air services**
- 16b. Facilitate improved freight transport productivity**
- 16c. Provide an efficient road network for the movement of people and freight**
- 16d. Support the aged and people with disabilities to shop and attend appointments**



Council graded 99.9km of gravel roads, resheeted 11.5km of gravel road, resealed 20.3km of the sealed road network and completed upgrade works on the bridge over the Sturt Canal on the Whitton-Darlington Point Road

Council took the following key actions during 2020/21 to deliver on these commitments:

- In partnership with Narrandera Shire Council, operated the Narrandera–Leeton Airport. This year, a total of 3,235 passengers utilised the Regional Express Airlines (REX) daily airline service. Numbers were down on figures for the previous year as a result of COVID-19
- Capital works/maintenance activities completed at the Narrandera–Leeton Airport included resealing of the runway, taxiway and apron areas and apron lighting. Perimeter fencing commenced
- In partnership with Griffith City Council, developed an investment-ready business case to upgrade the WRConnect intermodal freight facility at Wumbulgal. Project has proceeded through Gateways 1 and 2 of the Inland Rail Infrastructure Improvement Program. Gateway 3 business case was developed and submitted for approval. Pending Gateway 3 approval, the project will then shift to detailed feasibility and advocacy
- Completed all scheduled road rehabilitation projects. Roads which were rehabilitated included:
  - McNeil Road
  - Regulator Road
  - Merungle Hill Road
- Completed all scheduled rural road works projects including:
  - Research Road from Gladman Road to Toorak Road
- Completed all scheduled urban road works projects including:
  - Whitton Road from Canal Street to Pendula Street
  - Dooley Lane
  - Myall Street
  - Acacia Avenue
  - Palm Avenue
  - Linden Way
  - Gogeldrie Street
- Completed all scheduled urban kerb and gutter works projects including:
  - Calrose Street
  - Myall Street
  - Palm Avenue
- Graded 99.9km of gravel roads, resheeted 11.5km of gravel road and resealed 20.3km of the sealed road network
- Completed Otta Seal treatments on Tabain and Quadling Roads
- Under contract for Transport for NSW, commenced work on 11 patches of repair work along Irrigation Way
- Supported Leeton–Narrandera Community Transport in delivering community transport services by providing staff to act as drivers during the COVID-19 restrictions period. Throughout the year, in Leeton Shire alone, 14 volunteer drivers undertook 2,322 trips.

## GOAL 17

### Theme 5: A Quality Built Environment

#### A community that enjoys attractive towns and parks

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that enjoys attractive towns and parks:**

- 17a. Provide open spaces for active and passive leisure**
- 17b. Provide attractive streetscapes and town entrances**
- 17c. Provide public toilets across Leeton Shire**
- 17d. Deliver development planning services that signal Leeton is 'open for business'**
- 17e. Provide drainage networks in urban areas.**



Above: Yanco's McCaughey Park benefitted from the construction of a new toilet facility with full disability access

Below: New playground equipment was installed in Enticknap Park (left) Noel Pulbrook Park (right)



Council took the following key actions during 2020/21 to deliver on these commitments:

- Completed the development of Helson Park and Playground at Golf Course Estate
- Completed playground renewals at Noel Pulbrook Park and Enticknap Park
- Installed a half-court basketball court in Gossamer Park. This project was driven by Creative Community Concepts
- Completed the final stage of landscaping works on the Canal Street side of the traffic lights intersection (Vance Road, Irrigation Way, Canal Street and Wamoon Avenue). The landscaping consisted of decorative stone, and plantings of ornamental pears and low-level screening plants
- Commenced the Whitton Mural and Whitton Water Tower artworks
- Installed a new toilet facility at McCaughey Park
- Completed renewal/upgrade works on the Mountford Park and Leeton Regional Aquatic Centre toilet facilities
- Approved 174 Development Applications (22% increase compared to the previous year), 20 of which were subdivision applications, with a total value of \$45,628,600 (48.5% increase compared to the previous year)
- Issued:
  - 536 s10.7(2) Planning Certificates (an 89.4% increase compared to the previous year)
  - 72 s10.7(5) Planning Certificates (a 12.5% increase compared to the previous year)
  - 134 Construction Certificates (a 42.5% increase compared to the previous year)
  - 1 Subdivision Certificate (an 85.7% decrease compared to the previous year)
  - 80 Occupation Certificates (an 89.4% increase compared to the previous year)
  - 1 Complying Development Certificate (same as the previous year)
- Commenced work on a Development Control Plan which will contain the Engineering Subdivision and Development Guidelines
- Repaired nine kerb and gutter defects. Larger sections of kerb and gutter were repaired in Calrose Street and Palm Avenue, as well as a new installation in Myall Street
- Completed works on augmenting the detention basin in Vance Industrial Estate
- Completed works on the Petersham Road pipe infill
- Commenced works on augmenting the detention basin in the Telopea/Boronia Estate.





## GOAL 18

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that has politicians who act and listen:**

- 18a. Forge and maintain strong regional relationships**
- 18b. Strengthen Leeton Shire Council's governance capabilities**
- 18c. Develop and maintain strong working relationships at a Federal and State level.**

A community that has politicians who act and listen (previous page):

Top images, clockwise from top left: Helen Dalton MP at an International Women's Day event at Leeton Library

Mayor Cr Paul Maytom (left) with Senator the Hon Bridget McKenzie and Senator Perin Davey

The Hon Damien Tudenhope addresses key business leaders at Whitton Malthouse

Mayor Maytom (left) at an onsite meeting with the President of the Leeton Golf Club

Deputy Mayor Cr George Weston consults community members on plans for Chelmsford Place

General Manager Jackie Kruger (left), the Hon Keith Pitt MP, the Hon Sussan Ley MP and Mayor Paul Maytom (right)

Bottom images, from left to right: The Hon Sussan Ley MP and Mayor Cr Paul Maytom opening the new Showground Grandstand  
Deputy Mayor Cr George Weston (front), General Manager Jackie Kruger (centre) and Mayor Cr Paul Maytom attending the first virtual LGNSW Annual Conference in November 2020

## Theme 6: Strong Leadership

**A community that has politicians who act and listen**

Council took the following key actions during 2020/21 to deliver on these commitments:

- Continued to participate in the RAMJO, which brings together councils from across the region and provides an important forum for escalating local and regional issues for broader consideration. Water Policy and energy savings have been a focus for RAMJO, along with financial sustainability
- Continued its engagement with the NSW Government, the Federal Government and industry agencies to address challenges such as housing, workforce, freight and electricity costs. Meetings took place with:
  - The Hon Sussan Ley MP
  - The Hon Shane L Stone AC QC
  - Deputy Primary Minister Michael McCormick
  - Senator Perrin Davey
  - The Hon Don Harwin
  - The Hon Paul Toole MP
  - Mrs Helen Dalton MP
  - Mr Clayton Barr MP
  - The Hon Damien Tudenhope
  - The Hon Keith Pitt MP
  - Senator Bridget McKenzie
- Took part in:
  - LGNSW virtual Water Management Conference
  - LGNSW virtual Annual Conference
  - LGNSW Water Forum Conference
  - ALGA National General Assembly
  - Country Mayors meetings x 3
  - Meetings with the CEO of the Murrumbidgee Local Health District regarding planning for future health services in Leeton x 2
  - Meeting with the Regional Manager of NSW Ambulance
  - Meetings with the local police and Narrandera Shire Council x 4
- Submitted five motions to the 2020 Local Government NSW Conference (all five were adopted) and eight motions to the 2021 National General Assembly of Local Government (five were adopted).
- Hosted the Australian Local Government Women's Association 'Getting Women Elected' Forum and three general candidate information sessions in preparation for the 2021 Council elections
- Supported the professional development of Councillors through the delivery of 'Effective and Ethical Use of Social Media' training
- Commenced a review of Council's delegations register.



A RAMJO-hosted stakeholder meeting with the Inspector-General of Water Compliance Troy Grant at the Historic Hydro Motor Inn. Mr Grant is second from the left



## GOAL 19

### Theme 6: Strong Leadership

#### A community that speaks up and gets involved

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that speaks up and gets involved:**

- 19a. Encourage volunteering throughout the Shire**
- 19b. Seek input from our community on Council projects and programs**
- 19c. Provide a framework for inclusive decision-making.**



President of the Leeton Family and Local History Society Cr Tony Reneker hands a copy of the original plans of Yanco to Ian Peacock, Chairman of Yanco Museum

Council took the following key actions during 2020/21 to deliver on these commitments:

- 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*. Feedback was sought on the following:
  - Gogeldrie Weir – 52 submissions received
  - Draft Ageing Well Strategy – 36 submissions received
  - Draft Financial Hardship Policy and Draft Debt Recovery Policy – 3 submissions received
  - Draft Waste Management Strategy – 15 submissions received
  - Inquiry into Health Outcomes and Access to Health and Hospital Services in Rural, Regional and Remote NSW – 30 submissions received
  - Naming of the Leeton pool – 53 submissions received
  - 2021/22 Annual Operational Plan, Budget, Fees and Charges – 13 submissions received
  - Draft Adverse Event Plan – 1 submission received
  - Leeton Local Strategic Planning Statement – 14 submissions received
- Hosted three consultation sessions regarding the Inquiry into Health Outcomes and Access to Health and Hospital Services in Rural, Regional and Remote NSW with key stakeholder groups (Doctors, Service Providers and Councillors/General Manager) and two consultation sessions with the public to seek feedback. A total of 21 people attended
- Coordinated two community information sessions regarding the NSW Planning Portal, which hosts a range of digital planning services, mapping tools and reporting tools to assist those involved in a proposed development
- Developed a draft Volunteering Policy and Handbook
- Coordinated and supported seven Section 355 Committees, 15 Advisory Committees and three Action Groups
- Utilised the much-appreciated services of 222 volunteers. Our volunteers contribute to activities undertaken by the Leeton Museum and Art Gallery, Leeton Major Dooley Library (Home Library Service), the Visitor Information Centre, the Golf Course and the Leeton Shire Men's Shed. Additional volunteers serve on our Section 355, Action Groups and Advisory Committees
- Coordinated volunteer recognition activities including a volunteer morning tea at the Leeton Museum and Art Gallery (LMAG), LMAG monthly volunteer newsletter, volunteer Christmas party for the Visitor Information Centre volunteers, mail out of Christmas cards to all volunteers and the promotion of National Volunteer Week (17–23 May)
- 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 the Leeton Multicultural Support Group, a group that 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 organic social networks.

## GOAL 20

### Theme 6: Strong Leadership

#### A community that is always on the front foot

**Leeton Shire Council has made the following Delivery Program commitments to support the achievement of a community that is always on the front foot:**

- 20a. Strive to deliver the aspirations of the community through community leadership.**



Susie Rowe (left) and Robyn Hutchinson, two of the members of the Multicultural Support Group. The group offers a safe place of belonging for refugee and migrant families

Members of the Board of Leeton Connect, a community organisation that aims to strengthen and bring together the not-for-profit organisations and charities within Leeton Shire

Community volunteers are essential for keeping our community on the front foot. Council would like to thank those residents who volunteer their time to benefit the Leeton Shire community. The volunteers pictured here organise the weekly Leeton Sport and Recreation Precinct Parkrun. Cr Tracey Morris is on the right

Council took the following key actions during 2020/21 to deliver on these commitments:

- Worked closely with a number of organisations and government agencies to respond to community needs and progress community objectives
- Responded to the COVID-19 pandemic to keep the Leeton community safe, support local businesses, enable essential service delivery and support vulnerable community members
- Submitted 44 grant applications. Twenty-three of these applications were successful and resulted in \$5,333,844 of funding for a range of programs and projects. Ten applications were still pending an outcome at the end of the financial year
- Awarded 18 Community Strengthening Grants to a total value of \$23,247, four Quick Response Grants to a total value of \$2,255, and five Youth Development Grants to a total value of \$1,000
- Provided financial assistance to two students from St Francis De Sales Regional College to attend the 2021 Secondary Schools Student Leadership Program
- Provided financial assistance to two students from Yanco Agricultural High School to attend the 2021 NSW Youth Parliament.





# Our Performance by Community Satisfaction Rating

The overall satisfaction rating of 3.81 is the highest rating Micromex has measured for a regional council in the past 9 years.

Independent contractor Micromex Research and Consulting conducted a Community Satisfaction Survey on behalf of Leeton Shire Council in June 2021.

A total of 403 residents participated in the survey, which measured residents' satisfaction with various aspects of Council and their perceptions of their quality of life.

A similar survey was conducted in September 2019, which meant that Council could compare the data from both surveys and track changes in the community's quality of life and satisfaction ratings over time.

Some of the key results of the survey were:

- Quality of life:** Ninety-seven percent (97%, up from 91% in 2019) of those surveyed rated their quality of life in Leeton Shire as Good (26%), Very Good (44%) or Excellent (27%).
- Satisfaction with Council's performance:** Ninety-four percent (94%, up from 93% in 2019) were at least somewhat satisfied with the performance of Council administration. The overall satisfaction rating of 3.81 is the highest rating Micromex has measured for a regional council in the past 9 years.
- Satisfaction with the elected body:** The vast majority of residents (92%, the same percentage as in 2019) were at least somewhat satisfied with the performance of elected Councillors.
- Highest satisfaction ratings:** As demonstrated by a high rating out of 5, residents were most satisfied with Council's provision of: library services (4.36); ovals, sportsgrounds and sporting facilities (4.26); tourism/the Visitor Information Centre (4.20); playgrounds and parks (4.20); cemeteries (4.16); waste management (4.11); swimming pools (4.11); community and heritage buildings (4.04); and cultural opportunities such as the Roxy Theatre, museums and public art (4.00).
- Lowest satisfaction ratings:** As demonstrated by a lower rating out of 5, residents were least satisfied with: local roads (2.97); building certification and development approvals (3.21); recreational areas along the river (3.26); Council considering community opinion when making decisions (3.26); storm water drainage in rural areas (3.28).
- Levels of importance:** When asked to rate levels of importance, respondents rated water supply services (4.74) as being of most importance, followed by public safety (4.71), local sealed town roads (4.70), waste management (4.67), street lighting (4.58), Council keeping the community informed (4.57), sound financial management (4.54) and Council engaging the community when planning for the future (4.54).
- High levels of agreement:** When asked whether they agreed with a number of statements, the majority of respondents agreed that they feel safe during the day (94%), that Leeton Shire gives you a sense of living in community (85%), that people in Leeton Shire have fair opportunity to participate in community life (84%), that sporting facilities in the area meet their needs (81%) and that we are preserving an attractive urban landscape and protecting our heritage (80%).
- Low levels of agreement:** There were much lower levels of agreement with the statements: we have access to a good range of health services (25%), police services in Leeton Shire are responsive and effective (26%) and public transport is adequate for needs (38%).

For more information, please see the *Leeton Shire Council Community Satisfaction and CSP Research Results* on our website.

# Our Performance by Status of Actions

The year 2020/21 was a very busy year with staff across the organisation undertaking 192 discreet types of actions.

COVID-19 has, of course, had an impact on our activities. Although in most cases we have been able to overcome or work around the impact, the pandemic has resulted in unavoidable delays in the delivery of some of our scheduled activities.

Each of the actions Council committed to undertaking, as outlined in our Delivery Program and Operational Plan, have been allocated a status:

- On Track – the activity or project is progressing as expected
- Completed/Achieved – indicates that the project has been completed/annual program has been achieved
- Needs Attention – the activity or project needs additional input or focus to get back on track
- Critical Concerns – there are major issues associated with this activity or project

The status of activities and projects at 30 June 2021 is shown in the following table:

Status of activity or project					Total No. of Actions
Number of activities or projects	146	21	23	2	192

A total of 167 of the 192 actions Council committed to undertaking are either on track or have been achieved/completed .

Twenty-five actions were assessed as either Needs Attention (23) or of Critical Concern (2). The table below provides details on each of the 25 actions, including the actions Council is taking to address specific issues.

Theme	Operational Plan Activity	Status	Reason for Status	Corrective Actions
2	6a.06 Enhance and upgrade facilities at Leeton Swimming Pool		The slide portion of the Pool Redevelopment Project was not completed on time. The new pools were opened for part of the 2020/21 season. The pools are now in the defect period, which includes the need to attend to a leak	Defects are being attended to in time for a slightly later start to the 2021/22 season. The erection of the water slide is on hold until the facility closes in 2022
6	20d.02 Deliver Council's Work Health and Safety program		The target for lost time due to injuries is less than 20 days per 100 employees. The actual figure was 44 days	A strategy is being developed for Council's ageing workforce. A health and wellbeing program is planned for 2021/22
1	1b.01 Participate in the Local Health Advisory Committee (LHAC) and use all avenues to advocate for quality health services for the Leeton community		Staff did not participate in the LHAC, which was in the process of recruiting new members, in the latter part of the year. COVID-19 restrictions had an impact on meetings, so no initiatives or activities were coordinated	This action has been replaced in the 2021/22 Delivery Program and Operational Plan with an action that focuses on health advocacy. Council continues to support settlement and housing for hospital staff, where required









## Our Performance by Status of Actions cont.




Theme	Operational Plan Activity	Status	Reason for Status	Corrective Actions
1	<b>2a.02</b> Operate Leeton Out of School Care (LOOSC) and Vacation Care Program (VAC)		Occupancy rates were lower than usual as a result of COVID-19 restrictions	It is expected that the decrease in occupancy rates will improve once COVID-19 restrictions are lifted. Strategies to promote the service will be investigated and implemented in 2021/22
1	<b>3f.01</b> Maintain cemetery grounds in Leeton and Whitton		The target for completion of scheduled maintenance and upgrades for the year was 90%. Only 75% of the program was achieved	Resources will be reallocated to ensure a greater percentage of the maintenance/upgrade program is completed in 2021/22
1	<b>4a.03</b> Complete development of a Leeton Community Safety Strategy		No progress was made in developing the Leeton Community Safety Strategy as crime statistics are deemed too 'low' to warrant a strategy	The need for such strategy is being reviewed
1	<b>4d.01</b> Commence delivery of the Floodplain Risk Management Plan		The Floodplain Risk Management Plan cannot be delivered without funding but the application for funding was unsuccessful as Leeton is deemed 'low risk' for damage to life and property from floods	The Floodplain Management Committee will reconvene to discuss a way forward. It may be possible to apply for further grants or to undertake Council-funded studies (budget allocation allowing)
1	<b>4f.03</b> Undertake On-Site Sewer Management (OSSM) Inspection Programs		The target for completion of the inspection regime was 100%. Only 60% of the inspection regime was completed	Resources will be reallocated in 2021/22 to ensure a greater percentage of the OSSM inspection program is completed
1	<b>4f.04</b> Undertake Backyard Swimming Pool Inspection Programs		The target for completion of the inspection regime was 100%. Only 50% of the inspection regime was completed	Resources will be reallocated to ensure a greater percentage of the 2021/22 inspection program is completed
1	<b>5b.02</b> Develop a Housing Strategy for Leeton Shire		The draft Housing Strategy was endorsed for public exhibition but is undergoing further review before final adoption	The Housing Strategy will be finalised and made available to the public in 2021/22

## Our Performance by Status of Actions cont.

Theme	Operational Plan Activity	Status	Reason for Status	Corrective Actions
2	<b>6a.01</b> Maintain and improve sporting ovals in Leeton and Yanco including a lighting upgrade for Leeton No.1 oval		The lighting upgrade was not completed because grant funding to undertake the project was not achieved	A grant application for \$100,000 to undertake the project has been submitted. A decision is pending
2	<b>6a.03</b> Enhance sporting facilities at Leeton Showground through \$1.8 million improvement program		The new grandstand has been opened. Council is yet to support the Trust to develop a maintenance schedule	Council staff will support the Showground Trust with developing plans for the maintenance of the new facility
2	<b>8a.01</b> Support and enable public access to local history: <ul style="list-style-type: none"> <li>Develop and catalogue Leeton Library's local studies collection (including monographs, pamphlets and photographs)</li> <li>Attend Leeton Family and Local History Society's meetings</li> </ul>		The project to revise cataloguing of Local History Collection has been delayed due to licensing details	The licensing issue will be resolved in the first quarter of the 2021/22 financial year
2	<b>8a.04</b> Undertake activities to support Council's archival responsibilities and develop an action plan to guide this work		No progress was made by the library on this project during the reporting period	This action will be reallocated to the Records Officer in 2021/22
4	<b>11a.04.ii</b> Collaborate with Murrumbidgee Irrigation (MI) to strengthen irrigated agriculture in the MIA		The target number of meetings with MI not achieved	There will be greater accountability for reporting strategic and operational meetings with MI in 2021/22
4	<b>12a.01</b> Support and facilitate the retention and expansion of existing local business, industry and government services in the Leeton Shire		Minimal attention has been given to this action due to a handover in staff responsibilities and COVID-19 restrictions	A new Economic Development Manager position has been created and filled to undertake this and other economic development initiatives



Theme	Operational Plan Activity	Status	Reason for Status	Corrective Actions
4	<b>13a.01</b> Support the success of regional events including the Bidgee Classic Fishing Competition, the SunRice Festival, and the Outback Band Spectacular		No regional events were held or supported due to COVID-19	Physical events are dependent on COVID-19 restrictions. Alternative methods of coordinating events such as virtual will be investigated
4	<b>15a.03</b> Finalise and commence implementation of the Integrated Water Cycle Management Plan (IWCM)		The IWCM has not been completed. A Water Scoping Study is 90% complete and an IWCM issues paper has reached 75% completion	The IWCM will be completed in 2021/22. Council is also participating in a pilot to investigate IPR being the framework for best practice water management
4	<b>15b.01</b> Provide and maintain sewage treatment and effluent discharge plants and reticulation services at Leeton, Yanco and Whitton		Some concerns about coliform bacteria levels in sewage treatment finishing pond effluent were raised by the NSW Environment Protection Authority (EPA)	Short- and long-term plans aimed at addressing the coliform situation have been devised in consultation with DPIE inspectors. These plans will be submitted to the EPA
4	<b>16b.02</b> Develop an action plan for the road linkages study for WRConnect		The action plan for the road linkages study for WRConnect has not been finalised but the roads have been incorporated into the updated RAMJO Freight Strategy	The Action Plan will be finalised in 2021/22
5	<b>17b.02</b> Commence public artwork mural projects for Leeton and Whitton: • Leeton Water Tower • Whitton Water Tower • Whitton Main Street Mural		The Whitton Water Tower project is behind schedule due the key artist being caught up in Melbourne lockdown. The Leeton Water Tower project is not yet due to commence. It will be completed as part of Phase 3 of the CBD Enhancement Project – Chelmsford Place Promenade in 2021/22	No action can be taken regarding the Whitton Water Tower project until border restrictions ease
5	<b>17d.07</b> Finalise Engineering Guidelines for Subdivisions and Development Standards for Leeton Shire		Progress on developing the Engineering Subdivision and Development Guidelines was delayed as it was decided to include it in Council's Development Control Plan (DCP), which is currently under development	It is anticipated that the DCP will be drafted and presented to Council in October/November 2021

Theme	Operational Plan Activity	Status	Reason for Status	Corrective Actions
5	<b>17d.08</b> Develop Leeton Shire Development Control Plan (DCP) that includes consideration of: • heritage preservation (signage, facades, colour) • housing standards, 'Safer by Design' principles • street trees • laneway development standards • vegetation clearing regulation in non-urban areas • protecting local character		The development of Leeton Shire's first DCP has commenced but it has not been completed	Work on the DCP is continuing. It is anticipated that the DCP will be drafted and presented to Council in October/November 2021
6	<b>20c.03</b> Deliver Council's Internal Audit program		The target was to complete three internal audits during the reporting period. Only one, an audit of Council's Fraud Prevention and Control Framework, was conducted	Three internal audits are soon to commence. These are audits into Council's: • Delivery of Projects and Contract Management • Sale of Real Estate • Water Trading
6	<b>20d.04</b> Support effective and efficient local government administration through Information and Communication Technology (ICT)		The target for completion for scheduled 2020/21 ICT strategy actions completed was 90+%. Only 40% of the scheduled actions were undertaken	The outstanding ICT Strategy Actions items will be completed in 2021/22



# Statutory Information

The NSW Local Government Act and Regulation, and other legislation applying to Local Government, requires councils to report on particular matters in their annual report.

This information is considered by the State Government to be important for local communities to know about, and to help community members understand how their council has been performing, both as a business entity and a community leader.

The information that follows provides transparency and accountability for Council's activities throughout the 2020/21 financial year.

## Environmental Upgrade Agreements

### Local Government Act 1993 – s 54P

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

## Special Rate Variations

### SRV Guidelines

Leeton Shire Council did not have any special rate variations to general income in place during 2020/21.

## Rates and Charges Written Off

### Local Government (General) Regulation 2005 – cl 132

Rates and charges (interest not included) written off in the 2020/21 period included:

Item	Amount
Total Pensioner Concession	\$329,360
<b>Less:</b> Subsidy Reimbursement	(\$180,297)
Amount Written off by Council	\$0
Postponed Rates and Charges	\$4,124
Sale of land for rates	Nil
Rates debts abandoned	Nil
Special Rate Rebates	\$16,092
<b>TOTAL</b>	<b>\$169,279</b>

## Overseas visits

### Local Government (General) Regulation 2005 – cl 217(1)(a)

No overseas visits were undertaken by Leeton Shire Councillors or staff as representatives of Council during 2020/21.

## Contracts Awarded

### Local Government (General) Regulation 2005 – cl 217(1)(a2)

Details of contracts awarded by Leeton Shire Council in 2020/21 for amounts greater than \$150,000 are provided in the following table.

Contractor Name	Contract Description	Value	Tender Type
Essential Energy	Bulk Light Emitting Diode (LED) Streetlight upgrade	\$562,008	Not applicable. Part of a streetlight bulk lamp replacement program on assets owned by Essential Energy
Robert Ferguson Management	Weeds Control	\$639,896	Open Market
Milbrae Quarries Pty Ltd	Pricing commitment by supplier for the provision of quarried material.	\$1,626,594 (estimated over a two-year period)	Open Market request for pricing commitment
Ausroad Systems Pty Ltd	ISUZU Ausroad Road Patching Unit	\$468,641	Supplier registered with Local Government Procurement

## Legal Proceedings

### Local Government (General) Regulation 2005 – cl 217(1)(a3)

In 2020/21, Council was involved in legal proceedings for the recovery of unpaid rates, water usage charges, childcare and other debts recovery as follows:

Cost of item	Amount/Activity	Status
Cost of recovery	Nil	Ongoing
Number of clients referred to debt collection agency	1	Ongoing
Number of summonses Issued	0	Ongoing

## Works Carried out on Private Land

### Local Government (General) Regulation 2005 – cl 217(1)(a4)

During the 2020/21 year, Leeton Shire Council made no resolutions under Section 67 of the Local Government Act to carry out or subsidise work on private land.

## External Bodies that exercise functions delegated by Council

### Local Government (General) Regulation 2005 – 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 2005 – 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 2020/21.

**Council participation in corporations, partnerships, trusts, joint ventures, syndicates and other bodies****Local Government (General) Regulation 2005 – cl 217(1)(a7)**

The table below describes Leeton Shire Council's participation in corporations, partnerships, trusts, joint ventures, syndicates and other bodies during 2020/21.

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. Emergency services and other agencies with functional responsibilities are members of this Committee.
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).
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 Local Government Act, 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 2005 – 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 Flexible Working Arrangements in place which provide the opportunity for flexibility for staff, enabling them to balance work and family responsibilities.

Council utilises its Consultative Committee as a mechanism to consult with employees during the development and review of People and Organisation Development policies, programs and practices.

**Remuneration – General Manager****Local Government (General) Regulation 2005 – cl 217(1)(b)**

Leeton Shire Council's General Manager's remuneration package consists of:

Component	Value
Salary	\$246,447
Bonus or performance payments	Nil
Employer's contribution to superannuation	\$23,412
Non-cash benefits	Private use of motor vehicle
FBT on non-cash benefits	Nil
<b>TOTAL</b>	<b>\$269,859</b>

**Remuneration – Senior Staff****Local Government (General) Regulation 2005 – cl 217(1)(c)**

As at 30 June 2021 Leeton Shire Council had one senior staff position (as defined by the *Local Government Act 1993*) being the Director Operations. The remuneration packages for senior staff consisted of:

Component	Value
Salary	\$170,205
Bonus or performance payments	Nil
Employer's contribution to superannuation	\$13,440
Non-cash benefits	Private use of motor vehicle
FBT on non-cash benefits	Nil
<b>TOTAL</b>	<b>\$183,645</b>

**Stormwater Management Services****Local Government (General) Regulation 2005 – cl 217(1)(e)**

During 2020/21, 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 \$90,706 was raised through the charges.

These funds were used to fund Council's Floodplain Risk Management Study and Plan. This Study and Plan included the hydrological analysis of mitigation options for higher risk flood within the Leeton and Yanco areas.

The revenue raised from this charge will also fund any future projects identified in the Strategic Stormwater Management Plan.



Coastal Protection Services

Local Government (General) Regulation 2005 – 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 2005 – cl 217(1)(f); and Companion Animals Guidelines

The following is a summary of Leeton Shire Council's activities during 2020/21 relating to enforcing and ensuring compliance with the *Companion Animals Act 1998* and Regulation:

- The lodgement date of returning pound and dog attack data to the Office of Local Government was extended to November 2020.
- Monies received from the Companion Animals Fund were expended on the provision of Companion Animal Management and Control services (details below). A total of \$341,715 was spent on Companion Animal Management and related activities:
  - Payments to the Office of Local Government from fees collected: \$13,837
  - Fund monies returned to Council from the Office of Local Government: \$6,083
- Programs and strategies to promote and assist the microchipping and de-sexing of dogs and cats included:
  - community education programs undertaken by way of media releases, reports to Council, Councillor briefing sessions, educational material distribution and ongoing education provided by Council's Ranger Services
  - an ongoing subsidised microchipping program which allows members of the public to have their companion animals microchipped at a substantially reduced rate (\$29 for one animal or \$20 for more than one animal). More than 105 animals were microchipped during the year. Rangers attend pet owners' homes to carry out microchipping
  - the two scheduled free microchipping days in August 2020 and June 2021 were cancelled due to COVID-19 restrictions
- Council defers the registration of cats and dogs for owners who wish to have their pets de-sexed until after the animals are de-sexed so that the owners can receive the benefit of the lower de-sexed animal registration rate
- In order to seek alternatives to euthanasia for unclaimed impounded animals, Council:
  - has 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
  - 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
  - returned 238 dogs to their owner and rehomed 269 impounded dogs representing an 88% return to owner or rehoming rate of impounded dogs
- Council provides an off-leash area at the former caravan park site on Brobenah Road, Leeton.

Capital Works Projects

Capital Expenditure Guidelines

Council undertook major capital works with a value of \$16,212,630. These projects included:

Project	Amount
Land and Building	\$1,135,448
Parks and Recreation Assets	\$3,946,858
Plant and Equipment Purchases	\$1,359,183
Roads Bridges and Footpaths	\$5,204,321
Sewerage Network Telemetry	\$109,089
Stormwater Drainage	\$425,617
Water Supply Network	\$933,446
Work in Progress	\$3,098,668
<b>TOTAL</b>	<b>\$16,212,630</b>

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.

Implementation of Council's Disability Inclusion Action Plan

Disability Inclusion Act 2014 – s13(1)

Leeton Shire Council continued to progress the scheduled actions of its Disability Inclusion Action Plan, including:

- the required information relating to implementation of the Disability Inclusion Action Plan was lodged with the Minister for Disability Services
- a toilet facility with full disability access installed at McCaughey Park
- a new playground was completed in the Golf Course Estate with disability access pathways
- the CBD Enhancement Phase 1 included two accessible crossings, our accessible parking spaces and 14 kerb ramps were completed as part of the Wade Avenue upgrade
- works were completed on an accessible carpark at the Leeton Early Learning Centre
- two new kerb ramps (in addition to the CBD Enhancement Phase 1) were constructed and two kerb ramps were replaced as part of the footpath maintenance plan.

Planning Agreements in force

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

Leeton Shire Council did not have any planning agreements in force during 2020/21.

Recovery and Threat Abatement Plans

Fisheries Management Act 1994 – s 220ZT

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 table below. Council contracts out its inspection program. COVID-19 impacted heavily on our progress.

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 (s22D of Act)	13
Inspections at single dwelling premises that resulted in a Certificate of Non-Compliance being issued (Cl21 of Regulation)	9

Section 7.11 Fixed Levies and Section 64 Contributions

Environmental Planning and Assessment Act 1979; Local Government Act 1993

Previously referred to as Section 94 contributions, Section 7.11 levies are collected from some eligible developments for the provision or improvement of amenities or services. During 2020/21, Leeton Shire Council collected \$2,000 towards its Section 7.11 Fixed Levy Plan and spent \$32,000 on the playground in Noel Pulbrook and Enticknap Parks, bringing the balance to \$55,000. An additional \$205,000 was collected under Section 7.12 levies, bringing the balance to \$596,000.

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 2020/21, \$26,000 was collected and \$24,000 spent, bringing the balance to \$30,000.

On-site Sewage Management

Local Government Act – s68; Local Government (General) Regulation 2005

During 2020/21, Leeton Shire Council levied an on-site sewage management fee for 1,649 properties. A total of \$13,192 was raised through the charges and is used by Council to offset the cost of an education and inspection program. A total of 14 inspections were carried out. Council contracts out its inspection program, which was heavily impacted by COVID-19.

Government Information Public Access Activity

Government Information (Public Access) Act 2009 – s 125(1);

Government Information (Public Access) Regulation 2009 – cl 8 and Schedule 2

Leeton Shire Council is required to prepare an annual report on activities undertaken during the financial year related to the Government Information (Public Access) Act 2009 (GIPA). The report is provided to the Minister for Local Government and the Office of the Information Commissioner and is available for download from Council's website.

In summary, the key points contained in the GIPA Annual Report were:

- Publication of a Contracts Register on Leeton Shire Council website – updated bimonthly
- Publication of a GIPA Disclosure Log – updated quarterly
- Two formal GIPA application were received and Council provided the information in accordance with legislative requirements
- There were eight informal requests for information, all of which Council responded to with provision of the requested information.

Public Interest Disclosures

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

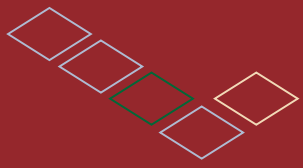
Under Clause 4(1) of the Public Disclosures Regulation, Council must include the following information in its Annual Report:

Public Interest Disclosures in 2020/21	Total
Number of public officials who made PIDs	Nil
Number of PIDs received	Nil
Number of PIDs finalised	Nil

Overleaf: Whitton Post Office. Whitton, originally named Hulong, is the oldest town in the Murrumbidgee Irrigation Area











## LEETON SHIRE COUNCIL

**Leeton Shire Council**

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