

# Annual Report 2021-2022



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“our place, our future”

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The following documents form part of the Annual Report and are available for downloading on Council's website <https://council.lithgow.com/council/ipr/>

- Financial Statements Year Ended 30 June 2022
- Disability Action Inclusion Plan 2021/22

# Introduction





Gardens of Stone National Park

# Our region at a glance

## Lithgow City Council Local Government Area



The Lithgow local government area is located on the western ramparts of the Blue Mountains, 140 kilometres from Sydney. The Lithgow Local Government area totals 4,567 square kilometres from the Capertee and Wolgan Valleys in the north, Little Hartley in the east, Tarana in the south and Meadow Flat in the west.

The major urban centre of Lithgow nestles in a valley of that name, overlooked by the sandstone escarpments of the Blue Mountains.

In addition to the major urban centre of Lithgow, the Lithgow local government area has 12 villages/ hamlets with mining or farming backgrounds. These smaller centres have proven to be attractive rural residential areas, along with the broader rural areas.

The Lithgow LGA lies almost wholly within the Wiradjuri Aboriginal nation, with the Gundungurra nation situated to the south and the Darug nation to the east.

Lithgow was previously perceived to be an inland mining and industrial centre, however, recent developments have seen Lithgow recognised as an important tourism destination, heritage centre and a desirable residential area as well.

The Lithgow local government area includes World Heritage listed National Parks and State Forests, making Lithgow an important leisure destination for Sydney residents.

Lithgow has unlimited opportunities for outdoor activities such as bush walking, mountaineering, camping, orienteering, hang gliding, horse riding, off road 4wd, fishing, sailing and water skiing.



2021/22

AT A GLANCE

9%

RESIDENTS BORN OVERSEAS

79%

RESIDENTS BORN IN AUSTRALIA

21%

COUPLES WITH CHILDREN

7.7%

ABORIGINAL & TORRES STRAIT ISLANDER RESIDENTS

4,567 km<sup>2</sup>

AREA

32%

LONE PERSON HOUSHOLDS

\$1.64

BILLION

Gross Regional Profit - 2019

1,306

LOCAL BUSINESSES

21,562

POPULATION 2022

9023

EMPLOYED RESIDENTS

47

MEDIAN AGE

13%

OLDER COUPLES NO CHILDREN

# Supporting our Indigenous and Multicultural communities

## RECOGNISING ABORIGINAL CUSTODIANS

Lithgow City Council recognises that the Indigenous people and communities have a special connection with the land in ways that are often not fully appreciated nor fully understood by the wider community. Lithgow City Council will use consultative and participatory processes that are appropriate and relevant to Indigenous people in order that the views of Indigenous people are heard in relation to matters that may have an impact on their culture and heritage.

Lithgow City Council recognises the contribution that Indigenous people may make and of the damage that may be caused to Indigenous culture and heritage from planning decisions and resultant actions. The objectives of Policy 4.8 - Consultation with Indigenous People aim to:

- Establish a policy for Council's consultation process in relation to matters that affect the Indigenous communities and groups, Indigenous heritage values and places of Indigenous significance.
- Have documented policies and procedures for managing strategic planning and development assessment processes and other community engagement processes in relation to Indigenous cultural heritage values.
- Improve the protection and management of identified Indigenous sites and cultural values within Lithgow LGA so that the relationship between the Indigenous people and those values is maintained.
- Improve the recording of Indigenous cultural heritage values within Lithgow LGA.
- Engage Indigenous people in relation to Council planning processes that have an impact on Indigenous cultural heritage values.
- Ensure communication and coordination between the Indigenous community, Council and others involved in matters that affect the Indigenous community and Indigenous cultural values.
- Improve awareness within Council of the Indigenous community and their cultural heritage and to improve awareness within the Indigenous community of Council processes and the planning process in general.
- Ensure high standards of Indigenous cultural heritage assessment are established within Council.

2016 ABORIGINAL &  
TORRES STRAIGHT  
ISLANDER  
POPULATION

1,209

living in 550  
dwellings

9.1%

HAVE A TERTIARY  
QUALIFICATION



## LITHGOW DECLARED REFUGEE WELCOME ZONE

On 23 October 2017, Council resolved to declare the Lithgow LGA a Refugee Welcome Zone. The Refugee Welcome Zone Declaration is a commitment to:

- Welcoming refugees into our community,
- Upholding the human rights of refugees,
- Demonstrating compassion for refugees and
- Enhancing cultural and religious diversity in our community.

As per Council's Community Strategic Plan (CSP) CC1 – "We feel connected and supported", Council supports refugees and new arrivals in the following ways:

- Council hosts multiple citizenship ceremonies throughout the year, including on Australia Day.
- Council organises events and festivals to celebrate Harmony Day, Refugee Week and Social Inclusion each year.

2,108

PEOPLE LIVING  
IN LITHGOW CITY  
WERE BORN  
OVERSEAS

8% arrived in  
Australia 5  
years prior  
to 2021

4.3%

SPEAK A LANGUAGE  
OTHER THAN  
ENGLISH AT HOME

# Mayor's Message

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Clr Maree Statham  
MAYOR

Over the last 12 months, the Lithgow local government area, like many in NSW continued to be impacted by the COVID 19 pandemic and rolling natural disasters due to extreme weather events. My fellow Councillors and I acknowledge the toll this has taken on many in our community and along with Council management and staff have worked to provide support and understanding of the struggles our community has faced.

1500mm of rain has resulted in major damage to infrastructure and three natural disaster declarations during 2021/22. The wet weather continues to overwhelm our waterways and groundwater systems damaging roads and infiltrating sewerage and drinking water infrastructure.

But there has also been moments of shared joy and happiness. Our communities have been able to return to normality with the relaxation of COVID restrictions and we are now able to congregate and celebrate.

In January I was pleased to preside over Australia Day Celebrations in Queen Elizabeth Park welcoming our new Australian Citizens and honouring the service to our community of those dedicated groups and individuals who volunteer and selflessly dedicate their time and resources to helping others.

Following the renovation of the Union Theatre we were pleased to host a sellout performance, the first Opera Gala with almost 300 guests attending. A quartet of soprano, mezzo-soprano, tenor, and baritone – some of Australia's finest opera singers – performed, both solo and as an ensemble, the soaring music of the world's best loved opera arias which have enchanted and moved audiences for more than a century. We look forward to attracting more performances to this quality venue.

The first of five murals to be created in the Lithgow CBD as part of a public arts trail funded by the National Recovery and Resilience Agency was completed on the toilet block at Queen Elizabeth Park. This community arts project compliments the work undertaken by the Lithgow Tidy Town's Laneway Art Project in Main Street. Programs such as this revitalise our public spaces and create a vibrant community.

As you read through this annual report, you will see the enormity of the work undertaken to ensure that the Lithgow local government area is sustainable, we acknowledge the community's aspirations and the challenges that we face moving forward. But we are working together for you and with you to build a brighter future.

# General Manager's Message

**I am pleased to present to you a balanced report of Lithgow City Council's operational activities over the 2021/22 year.**

During this reporting period a new Council was elected. They are addressing the large challenges for this Council and the community. These include:

- Renewing and maintaining all assets
- Ensuring financial sustainability so Council can deliver a diverse range of services.
- Readyng the local economy for the future with diverse job opportunities.

Like all NSW Councils and, indeed, all business; small and large, we have been forced to operate in an ever changing and challenging operating environment. We have been faced with COVID 19 restrictions, natural disasters, and global economic challenges which have resulted in rising costs and short supply of both materials and resources.

To address Council's long-term financial sustainability, an independent rating review report was completed in February 2022. The review found that there is a structural annual shortfall in Council's General Revenues of \$6.018M at existing agreed levels of service before adopting available productivity, savings and other measures.

In addition, the Lithgow local government area is facing an uncertain future. The need to transition our economy from one of mining and power is ever present. We must act now!

We have taken the opportunity over the last 12 months to meet with Council's facing similar challenges to see what steps they have taken to position their Council, their economy and their community for a future beyond mining and power generation. This has given us hope, that we can also build a brighter future for our community that provides opportunity for our youth, builds on the skillsets of our workforce and endowments of our LGA.

Council entered into a partnership with the NSW State Government (Department of Regional NSW) to engage an expert consultancy to formulate an action plan to transition the Lithgow Economy.

This is a large local government area with a wonderful and challenging landscape. The Council staff have worked very hard to provide a range of services to the community and to manage the environment. There are many challenges ahead and this Council is equipping itself with the focus and the capacity to navigate and resolve these.



Craig Butler  
GENERAL MANAGER

# Integrated Planning & Reporting Framework

THE LITHGOW CITY COUNCIL 2021/22 ANNUAL REPORT PROVIDES A SUMMARY OF ACHIEVEMENTS MADE IN THE IMPLEMENTATION OF THE 2022-2026 DELIVERY PROGRAM AND THE COMMUNITY STRATEGIC PLAN ACROSS THE 5 KEY THEMES:

- 1 Caring for our Community
- 2 Developing our Built Environment
- 3 Enhancing our Natural Environment
- 4 Strengthening our Economy
- 5 Responsible Governance & Civic Leadership (Our Council)

## FINANCIAL REPORT

It provides an overview of Council's financial position, operations and progress, and is prepared in accordance with the Local Government Act, 1993. Audited financial statements are provided under separate cover on Council's website.

## 2020/21 OPERATIONAL PLAN PERFORMANCE REPORT

The 2020/21 Operational Plan Performance Report details progress against the actions and performance measures identified in the 2020/21 Operational Plan. The Reports include a summary of 6 monthly progress and statistical data for the July - December and January - June periods.. The Operational Plan Performance Reports are available under separate cover on Council's website.

<http://council.lithgow.com/ipr>

## 1 Community Strategic Plan

A vision for future growth, development

- and the long-term sustainability of the LGA.

Reflects the priorities, aspirations and

- changing needs of our community.

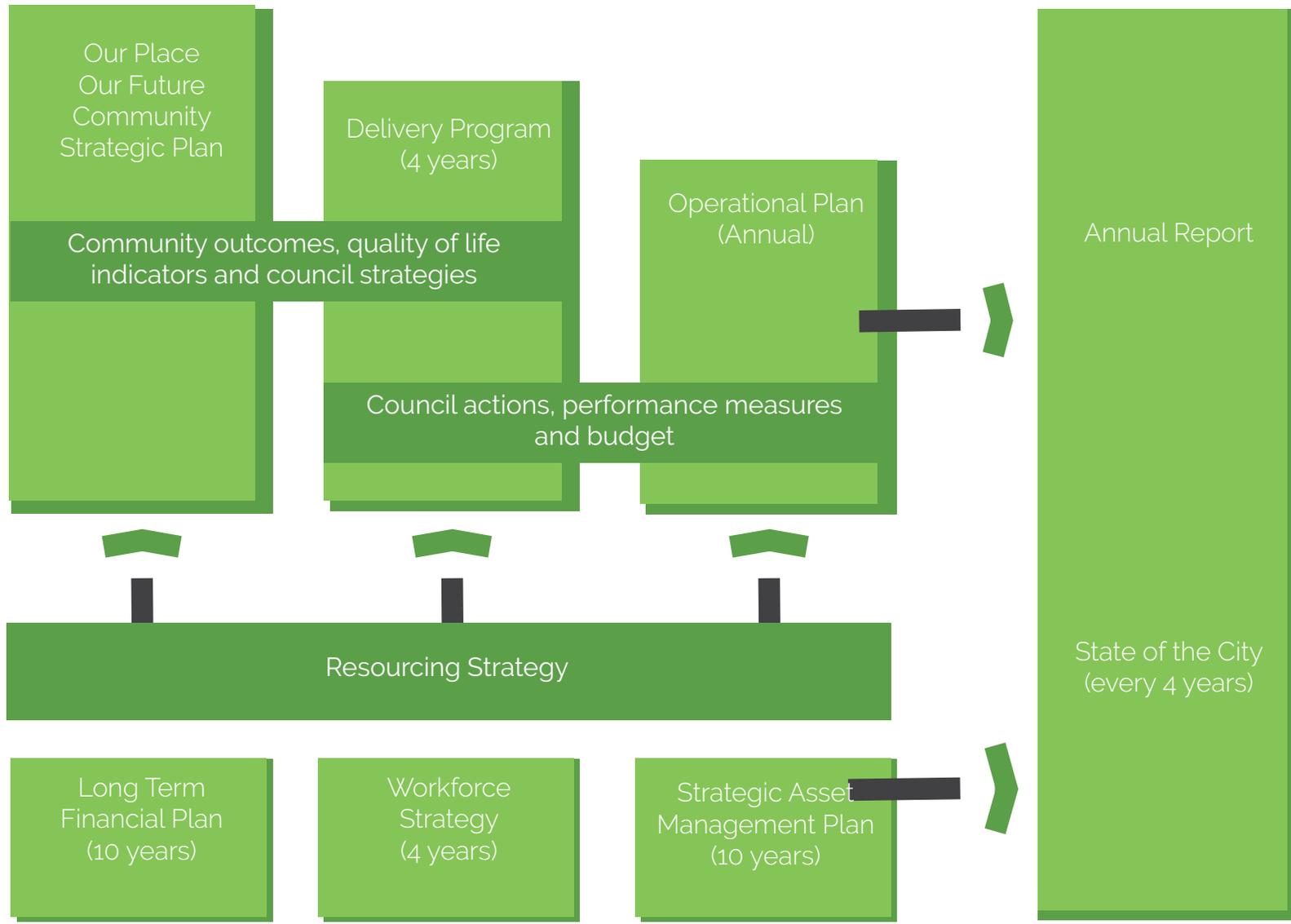
## 2 Lithgow 2040 Local Strategic Planning Statement

A 20 year strategic

- plan to set out land use directions and priorities for the future of lithgow area

## 2017-2021 DISABILITY INCLUSION ACTION PLAN REPORT

The NSW Disability Inclusion Act 2014 (DIA), requires all local government organisations to develop a Disability Inclusion Action Plan (DIAP). The Disability Inclusion Action Plan ensures Council is working to remove barriers and enable people with disability to participate equally in their communities. The 2019/20 DIAP Annual Report provides a summary of performance against key Indicators in relation to inclusion and accessibility issues identified by the community of the Lithgow LGA in the DIAP 2017-2021.



# A vision for the future

- 
- “A Centre of Regional Excellence that:
- Encourages community growth and development; and
  - Contributes to the efficient and effective management of the environment, community and economy for present and future generations.”
- 



## CARING FOR OUR COMMUNITY

We retain, respect and strengthen both our overall sense of community and the unique linked communities of groups, rural areas, villages and towns that make up the Lithgow Local Government Area.



## DEVELOPING OUR BUILT ENVIRONMENT

Providing a choice of effective public and private transport options, suitable entertainment and recreational facilities and lifestyle choices while enhancing the existing rural areas, villages and towns that make up the Lithgow Local Government Area.



## ENHANCING OUR NATURAL ENVIRONMENT

Balancing, protecting and enhancing our diverse environmental elements, both natural and built, for the enjoyment and support of both current and future generations.



## STRENGTHENING OUR ECONOMY

Providing for sustainable and planned growth through the diversification of the economic base, the development of diverse job opportunities and the provision of a broad range of formal and non-formal educational services.



## RESPONSIBLE GOVERNANCE & CIVIC LEADERSHIP

Developing community confidence in the organisation by the way it is directed, controlled and managed.

**5** key themes supported by mission statements

# Community Strategic Plan 2030 Objectives



## CARING FOR OUR COMMUNITY

- CC1 We feel connected and supported.
- CC2 There are services and facilities that meet our needs
- CC3 We feel safe



## DEVELOPING OUR BUILT ENVIRONMENT

BE1 Our built environment blends with the natural and cultural environment.



## ENHANCING OUR NATURAL ENVIRONMENT

NE1 We use our resources wisely

NE2 We understand the environment



## STRENGTHENING OUR ECONOMY

SE1 We attract new business and investment

SE2 We encourage economic growth and diversity.



## RESPONSIBLE GOVERNANCE & CIVIC LEADERSHIP

GL1 Our council works with the community

GL2 Moving towards a sustainable council

GL3 We are all valued citizens

# “our place...our future”

# Our council

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General Manager  
Craig Butler



Chief Financial & Information  
Officer  
Ross Gurney



Director People & Services  
Micheal McGrath



Director Infrastructure &  
Services  
Jonathan Edgecombe



Executive Manager Water &  
Waste Water  
Matthew Trapp

In July 2021, the local government elections planned for 4 September 2021 were postponed to 4 December 2021. The outgoing Councillors were:

- Cr Ray Thompson
- Cr Wayne McAndrew
- Cr Joe Smith
- Cr Steve Ring



Councillor Maree Statham  
Mayor



Councillor Cassandra Coleman  
Deputy Mayor



Councillor Eric Mahony



Councillor Almuldena Bryce



Councillor Cole O'Connor



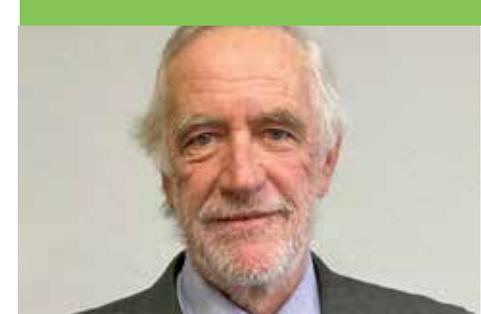
Councillor Deanna Goodsell



Councillor Darryl Goodwin



Councillor Stuart McGhie



Councillor Stephen Lesslie

# Engaging our community

## COUNCIL'S ROLE

Leader	Providing direction through planning policy
Provider	Providing services and infrastructure
Regulator	Of development, community health and safety and the environment.
Partner	With the community, government and private organisations
Facilitator	To bring together local, state and federal governments, private and community objectives to achieve the best outcomes
Advocator	On behalf of the local community
Purchaser	Or buyer of services or products
Broker	Sourcing public or private funds to provide services or infrastructure

Council's community engagement framework is based on the fundamental principles for engagement, social inquiry and justice.

- Inclusiveness and diversity
- Openness, respect & accountability
- Leadership
- Purpose
- Information sharing
- Feedback and evaluation
- Resourcing and timing

Council's engagement strategy is based on the five pillars of community engagement which can be defined as follows:



## COUNCIL MEETINGS

During the reporting period Council meetings were conducted on the fourth Monday of each month as per resolution 17-235 (14/8/17). 1 Extra-Ordinary meeting was held on 18 January, 2021.

Council commenced live streaming meetings making them more accessible to the public. All meetings are available for viewing on Council's website, with the exception of two, which are not available due to technical difficulties.

Due to COVID-19 restrictions, Council has adapted to ensure that it continues to conduct its meetings in an open and democratic manner. This has included, when required, video conferencing to comply with social distancing requirements.

**11** ORDINARY  
MEETINGS OF  
COUNCIL

**267**  
resolutions

**1** EXTRA-ORDINARY  
MEETINGS OF  
COUNCIL.

**1**  
resolution

## PARTICIPATION IN DECISIONS

Residents have the opportunity to address the Council at each council meeting as part of the Public Forum. This may include any matter listed for discussion at the meeting, or any other matter with appropriate notice.

However, due to the Covid-19 pandemic situation, public attendance was often not permitted at Council meetings. However, members of the the public were still able to address Council via live video conference or by lodging a written submission.

## SECTION 355 COMMITTEES

Council has a number of committees made up of councilors, council officers and members of the community who act on behalf of Council within the confines of the charter of the committee. Advisory committees provide advice to Council on specific subjects such as environmental or youth issues.

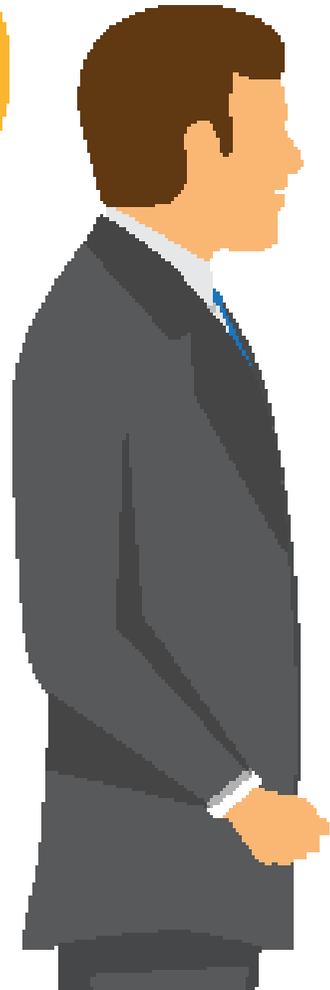
In addition to this, Council appoints or convenes temporary working parties or task forces that assist in the development of short-term projects, providing professional advice and community input.

Decisions of Council are implemented by Council's staff under the leadership and direction of the General Manager.

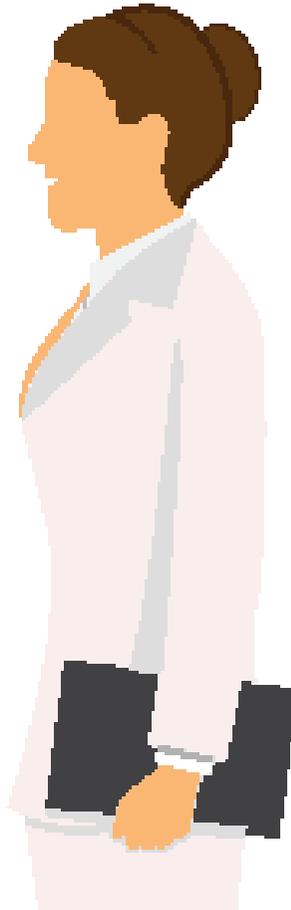
# How we communicate & engage

- council meetings**
- Focus groups**
- workshops**
- drop-in sessions**
- Information booth (display/exhibition)**
- events**

We are talking to the community about...and we'd love to hear your views.



Fantastic, I have some great ideas about...



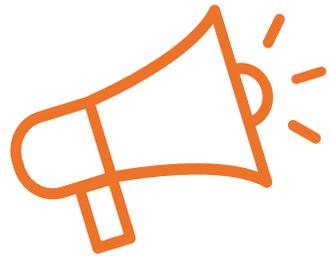
**FACE  
TO  
FACE**

Outdoor & digital signage  
Postcards  
posters  
flyers

**Media releases**  
media partnerships



22 Social media  
**SMS**



Online engagement portal



**Advertising**  
(print, tv, radio, digital)



Apps

**Website**  
blogs  
online forums  
**surveys**



Intranet

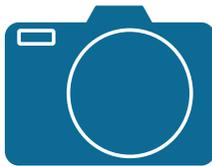
**Rates Notices**  
Community Strategic Plan  
reporting documents



direct communications  
(phone, letter, email)



Visitor information



**emails**  
eNewsletters

**Project specific activities**  
(photo competition, storytelling etc.)



# Financial summary



# Our performance

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In 2021/22, Council continued to experience a challenging operating environment. Similar to other Councils, costs continue to rise faster than revenue, making it increasingly difficult to deliver a balanced operating result. In the 2021/22 year, the Lithgow LGA was impacted by three declared natural disasters for severe weather, storms and flooding.

To address Council's long-term financial sustainability, an independent rating review report was completed in February 2022. The review found that there is a structural annual shortfall in Council's General Revenues of \$6.018M at existing agreed levels of service before adopting available productivity, savings and other measures. Council has developed two options for a sustainable future based on the findings of the review.

Council continues to implement productivity improvements and cost containment strategies as part of ongoing efficiency measures aimed at

providing best value services for our community. In the 2021/22 year, over \$2M in budget savings (against initial budget estimates) was achieved.

Council has received an extension to finalise and submit its financial statements for the 21/22 year to the OLG on 16/12/2022. Once the financial statements have been audited and lodged, Council will update this Annual Report and include a full set of its audited financial statements as required under the Local Government Act.

## **Further information**

A more detailed account of our financial performance in 2021/22 can be found in the Annual Financial Statements, which are presented as a companion document to this report.

## FINANCIAL RATIOS

The financial performance measures and benchmarks have been set by the Office of Local Government to assess the financial health of Councils. It is a requirement for Councils to report their results against each performance measure in the annual financial statements.

	Benchmark	2018/19	2019/20	2020/21	2021/22	Benchmark Met
<b>Operating performance ratio</b>						
Measures Council's achievement of containing operating expenditure within operating revenue.	0%	-3.08%	-5.01%	-2.19%		
<b>Unrestricted current ratio</b>						
Measures the adequacy of working capital and its ability to satisfy obligations in the short term as they fall due	1.5	1.93	1.68	2.23		
<b>Own source operating revenue ratio</b>						
Measures Council's degree of reliance on external funding sources such as operating grants and contributions.	73.97%	75.47%	76.01%	70.84%		
<b>Debt Service Ratio</b>						
Measures availability of operating cash to service debt including interest, principal and lease payments.	2	3.71	3.21	5.66		

## RATES & CHARGES WRITTEN OFF

During the year, in accordance with Section 428 of the Local Government Act 1993 & Clause 132 of (General) Regulation 2005 Council abandoned \$xxxx in rates and charges.

- Pensioner rebate \$
- Postponed rates -
- Other rates & charges \$

Pensioner rebates

\$

# Our revenue

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Council received income of \$xxxx million in 2021/22. The majority of this, or approximately \$xxxx million, came from rates and annual charges. An additional \$xxxxmillion was received from other levels of government as capital and operational grants. The remainder was generated from fees and user charges and other sources, including interest and investment income.

- xx% Rates and annual charges
- xx% Fees and user charges
- xx% Operating grants
- x% Capital grants
- x% Interest and investment income
- x% Other revenue
- xx% Rental Income

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# Our expenditure

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Each year, your rates go towards providing an extensive range of services and facilities to meet the changing needs of our community. In 2021/22 we spent a total of \$xxxx million on delivering services to our residents

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Cost to deliver  
services to the  
community

# Our assets

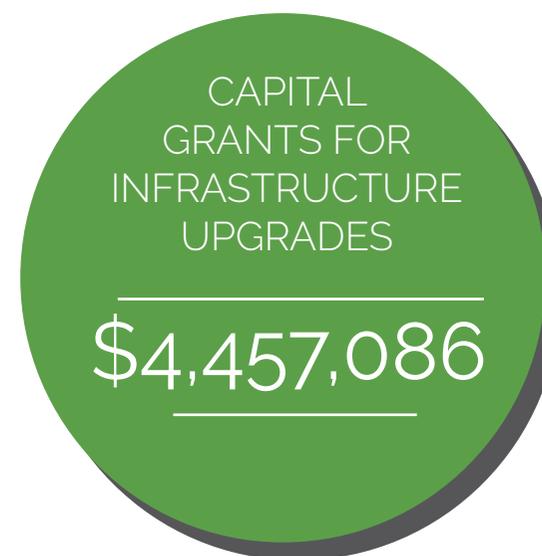
Council owns and maintains over \$520m of infrastructure assets, including roads, parks, buildings, stormwater drainage, bridges and footpaths.

The current value of these assets includes the following:

- Roads: \$285.5m
- Buildings: \$51.4m
- Stormwater drainage: \$26m
- Footpaths: \$14.4m
- Bridges: \$22.4m
- Swimming pool: \$2.4m
- Water supply: \$38.4m
- Sewerage network: \$80.2m

A diverse range of much needed local community infrastructure was delivered with the support of other levels of government through financial grants.

2021/22	
PROJECT	GRANTS \$
Cullen Bullen Sewer Scheme	256,271
Glen Davis Rural Tip Closure & Transfer Station	42,020
Portland Foundations Trunk Infrastructure	750,000
Lithgow Information & Neighbourhood Centre Revitalisation	226,747
Glen Davis Bridges	756,566
Portland/Sunny Corner Road, Portland - Safety Improvements	421,295
Kremer Park Grandstand	181,792
Streets as Shared Spaces - Made in Lithgow	220,018
Lithgow Library Parapet & Awning Replacement	215,000
Petra Avenue - Urban Sealed Roads Renewal	241,409
Dunville Loop & Genowlan Road - Capertee Valley	145,968
Farmers Creek Upgrade Works	1,000,000





# Our organisation



Exposure Control and  
Hygiene Information

SDS

1716  
Supervisor  
M...  
S...  
H...  
T...

Lithgow City council is structured into six Divisions:

- Executive
- People & Services
- Finance and Assets
- Economic Development & Environment
- Water and Waste Water
- Infrastructure Services.

The services we provide include:

- Asset management
- Capital works
- Community and cultural development
- Development assessment
- Environmental health and building control
- Recreation and open space management
- Urban planning.

Our internal services include

- Customer services
- Finance and accounts
- Human resources and organisational development
- Risk management
- Information systems
- Document management
- Governance.



## EXECUTIVE ASSISTANT TO THE OFFICE OF GENERAL MANAGER & MAYOR

# GENERAL MANAGER

### EXECUTIVE MANAGER WATER & WASTEWATER MATT TRAPP

- Water & waste water Works & projects
- Water treatment plants
- Sewer treatment plants
- Reticulation
- Trade waste
- Waste & Recycling

### DIRECTOR INFRASTRUCTURE & SERVICES JONATHON EDGECOMBE

- Roads
- Footpaths
- Plant
- Cemeteries
- Recreation & open space management
- Parks & gardens
- Lithgow Golf Course
- Sporting fields
- Asset management
- Aquatic centre
- Economic Development

### CHIEF FINANCIAL & INFORMATION OFFICER ROSS GURNEY

- Financial services
- Customer service
- Records Management
- Information technology
- Governance
- Asset Management
- Property Management

### DIRECTOR PEOPLE & SERVICES MICHAEL MCGRATH

- Human resources & organisational development
- Work health & Safety
- Risk management
- Corporate strategy
- Business improvement
- Communications
- Community development
- Cultural development
- Library services
- Tourism
- Event management
- Strategic land use planning
- Urban planning
- Development assessment
- Landcare
- Environmental health
- Ranger services
- Animal control
- Lithgow Animal Shelter
- Compliance

# What we do

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## WE PROVIDE & MAINTAIN FACILITIES SUCH AS:

- Parks and sports grounds
- Playgrounds and skateparks
- JM Robson Aquatic Centre
- Libraries in Lithgow, Wallerawang and Portland
- Community buildings and facilities.

## WE CARE FOR THE ENVIRONMENT BY:

- Managing and enhancing bushland areas
- Providing environmental and waste education and recycling services
- Responding to pollution incidents and prosecuting polluters
- Monitoring the water quality of local waterways.

## WE ENHANCE OUR COMMUNITY BY:

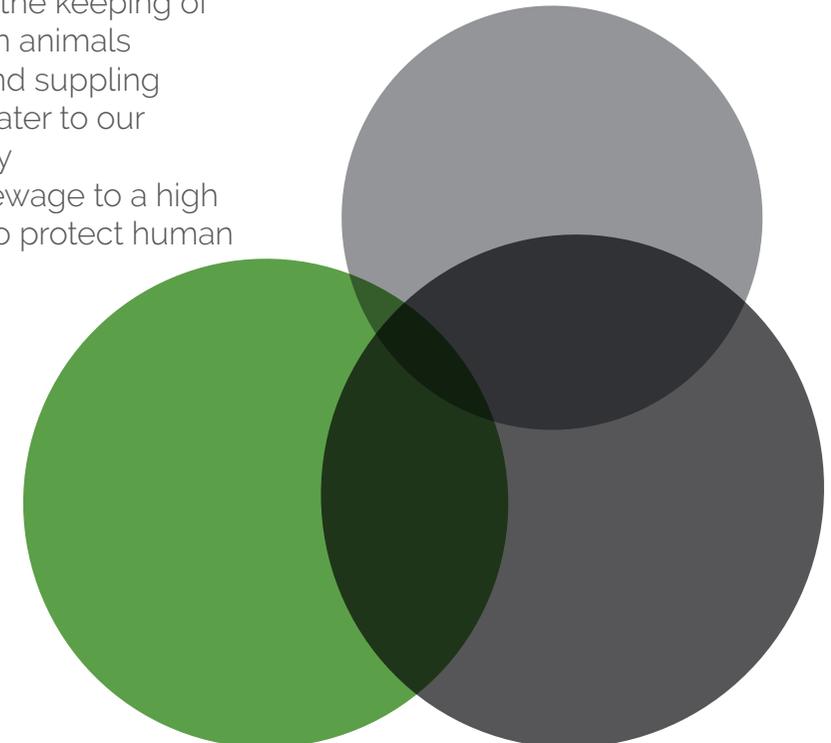
- Listening to our community views
- Holding citizenship ceremonies, Australia Day Celebrations, Seniors Week Celebrations, Halloween and more
- Offering services for seniors, young people, new migrants and people with a disability
- Providing financial assistance to community organisations
- Supporting local community groups such as sporting clubs, arts and charities
- Encouraging and promoting volunteering in our communities.

## WE CREATE A SAFER PLACE TO LIVE BY:

- Maintaining and improving roads, footpaths and stormwater drains
- Working with emergency organisations such as the Rural Fire Service, State Emergency Service and NSW Police
- Managing the keeping of companion animals
- Treating and supplying drinking water to our community
- Treating sewage to a high standard to protect human health.

## WE PLAN FOR THE FUTURE BY:

- Planning and managing the urban and rural environment
- Preserving heritage sites
- Consulting with the community about its needs
- Developing long term strategic plans for Council and the LGA.



# Our people

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## EQUAL EMPLOYMENT OPPORTUNITY MANAGEMENT PLAN

The following activities were undertaken during the reporting period to implement Council's Equal Employment Opportunity Management Plan:

- Interview and appointment processes are checked by competent staff to ensure compliance with EEO procedures.
- The integration of equal employment opportunity principles in recruitment and selection, annual performance reviews, the development of position descriptions, the development of the training plan, the ongoing maintenance of Council's training database and requirements relating to progression through Council's Salary Management System.
- New employees received Work Health and Safety Inductions and training on equal employment opportunity, harassment and bullying prevention.
- A review of employee work procedures continued to ensure that they confirm to equal employment opportunity principles.
- The Health & Wellbeing Committee continue to operate and implement the Dignity & Respect Standard Working Procedure.

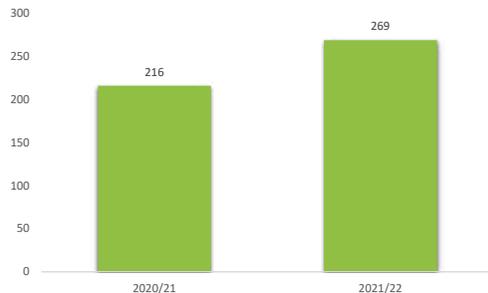
## ENHANCE EMPLOYEE ENGAGEMENT

The following activities were undertaken during the reporting period to enhance employee engagement:

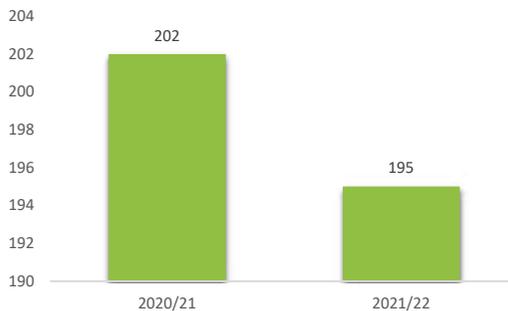
- Site visits and regular attendance at Toolbox Meetings were undertaken by executive staff to provide outdoor teams with an opportunity to discuss concerns with management and also receive information on Council activities.
- Health and Wellbeing leave was implemented.
- Emergency Special Leave was implemented.
- Special Environmental Leave was implemented.
- Improvements were made to the annual performance appraisal process although the purchase of a Performance Appraisal Module was deferred to 2020/21.
- On-going reinforcement of the Dignity & Respect Program (established in 2017) was undertaken.
- Improved consultation was undertaken with staff and stakeholders including the implementation of cross departmental project teams such as the Drought Communities Program Project Team which brought together a wide range of staff including Finance, Communications, Community Development, Water & Wastewater and Infrastructure Services.

# Our people

## CLOSING HEAD COUNT AS AT 30 JUNE



## FULL TIME EQUIVALENT AS AT 30 JUNE



Council employs 269 people made up of full-time, part-time, trainees, trainee cadets, apprentices and temporary workers.

In recent years, Council has reviewed its service delivery and identified the need to increase staffing. However, during 2021/22 there was no significant staffing increase and no new staff areas introduced.

Council achieved close to \$1M of employment expense savings by implementing cost containment strategies, including a pause on non-essential recruitment; a requirement for staff to take excess annual leave; reviewing vacant FTEs, and improved WHS practices which led to a workers compensation premium saving.

We placed emphasis on internal appointments to take full advantage of existing workforce capacity and skills.

This meant we were able to develop our staff and only recruit new staff where absolutely necessary.

## LABOUR STATISTICS FOR 25 MAY 2022

**The Number of persons directly employed the Council:**

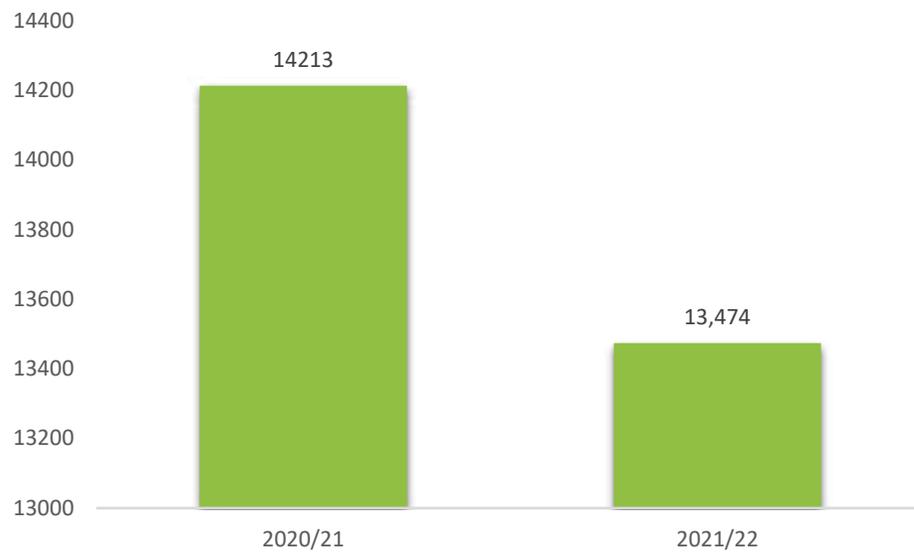
- Permanent full-time basis = 148
- Permanent part-time basis = 41
- Casual basis = 59
- Fixed- Term Contract = 19 (inclusive of 3 x apprentices and 3 x trainees).

**The Number of persons employed by the council who are "senior staff" for the purposes of the Local Government Act 1993 = 5** (Craig, Butler, Andrew Muir, Micheal McGrath, Jonathon Edgecombe and Ross Gurney).

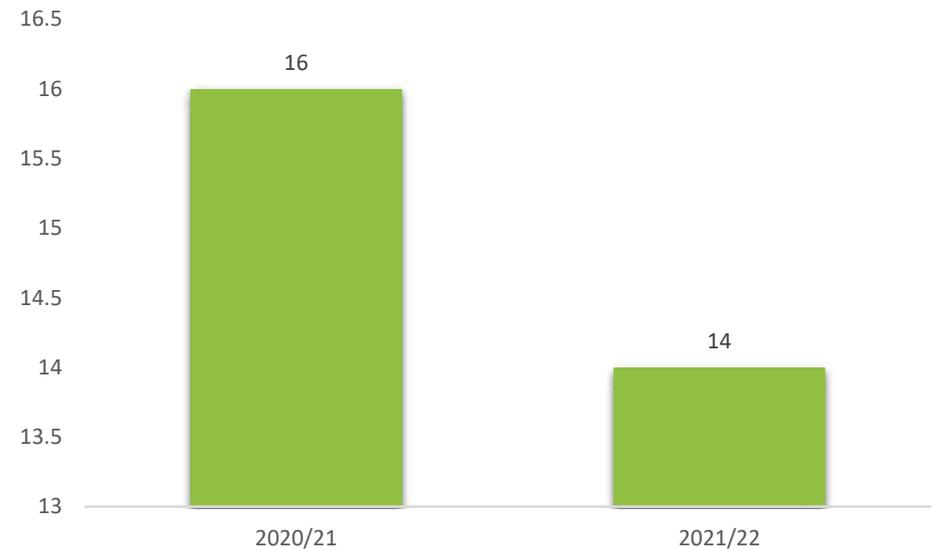
**The number of persons engaged by the Council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person = 3**

**The number of persons supplied to the Council, under a contract or other arrangement with the person's employer, as an apprentice or trainee = Nil**

## SICK LEAVE HOURS TAKEN AS AT 30 JUNE



## WORKERS COMPENSATION CLAIMS



**13** PEOPLE  
APPOINTED TO  
PERMANENT  
POSITIONS

**30** PEOPLE LEFT  
PERMANENT  
EMPLOYMENT WITH  
COUNCIL

**9** WORK HEALTH &  
SAFETY COMMITTEE  
MEETINGS

## A SAFE AND HEALTHY WORKPLACE

The following activities were undertaken during the reporting period to implement Council's Work Health & Safety Plan:

- Update traffic control signage to be fully stocked and compliant
  - Compiled signage requirement and costing for Lithgow Tar truck crew to be compliant for immediate traffic control. passed information on to Director of infrastructure services at his request. Transport Manager and Supervisors are now taking ownership of traffic control signage compliance.
- identify and develop training schedule for routine tasks such as:
  - First Aid
  - Work at Heights
  - Confined Space
  - Concrete Saw
  - Chainsaw Operation
  - Confined Space = Jetter Training = Traffic Control and Implement = HSR Training = Traffic Control create plans = Vault Incident and Investigation workshops = First Aid = Chainsaw pending = Unit of training sourced, cost \$1200.00 Purchase of training package for small plant use - concrete saw and further training dates to be organised for identified staff. SOP induction Concrete Saw developed and provided to Mechanics for meeting 16/02/2021 for review and roll out.
- Review procurement of plant document to include training and safe operation documents before plant is introduced to site.
  - SWP - WHS Plant and Equipment Procedure V1
  - Audit and review Traffic Management plans for Rural and Works Depot. Identify and implement Changes.
  - Implement Traffic Management Plans and register of TCP's with Council Roads system.

## EQUAL EMPLOYMENT OPPORTUNITY MANAGEMENT PLAN

The following activities were undertaken during the reporting period to implement Council's Equal Employment Opportunity Management Plan:

- The integration of equal employment opportunity principles in recruitment and selection, annual performance reviews, the development of position descriptions, the development of the training plan, the ongoing maintenance of Council's training database and requirements relating to progression through Council's Salary Management System.
- New employees received Work Health and Safety Inductions and training on equal employment opportunity, harassment and bullying prevention.
- Council conducts in-house training for employees on the use of systems and processes.
- Inductions and annual refresher training is provided through on-line self paced learning in 'ELMO' .
- A review of employee work procedures continued to ensure that they conform to equal employment opportunity principles.
- The Health & Wellbeing Committee continued to meet and implement the Dignity & Respect Standard Working Procedure.
- Flexible working arrangements including working from home..
- Corporate Uniform

## ENHANCE THE KNOWLEDGE & SKILLS OF THE WORKFORCE

The following mandatory training and professional development was undertaken:

- Dignity and Respect Training
- Finance Management Training
- Diploma Procurement and Contracting
- Procurement and Contracting Conference
- Internal Audit
- Conducting Workplace Investigations
- Payroll/Tax Training
- Employment Law Seminar
- Spydus Training Civica
- First Aid
- Lifeguard Update Training
- Learn to Swim Compliance
- Austswim Update
- Accidental Counselor
- Bridge Inspection Training
- Asbestos Awareness
- Traffic Control – Stop/Slow and Implement
- Chemical Awareness
- Chainsaw Cross Cut
- Working at Heights
- Technology One Training
- ICAC Workshop
- Local Government IT Conference
- Revenue Professionals Modules
- Finance Conference
- Tourism Conference
- Handling Dangerous Dogs
- Environmental Health Practices
- CPD for Building & Development Accreditation

For Trainees/Apprentices:

- Cert IV in Heavy Vehicle Mechanics
- Cert III in Information Technology
- Bachelor of Public Health
- Bachelor of Building Surveying and Certification

## IMPLEMENT THE WORKFORCE PLAN 2017-2021

The following activities were undertaken to implement the Workforce Plan:

- The COVID 19 pandemic continued to disrupt workforce management during 2021/2022. Several temporary roles were filled due to difficulty attracting and retaining staff and changes to the way services are delivered.
- Several Service Reviews were conducted during the period in order to better align service delivery and community needs.
- The Workforce Plan was reviewed during this period based on community input into the Community Strategic Plan.

# Community recovery program



10

Projects delivery for Bushfire Community Recovery & Resilience Fund (BCRRF) Stream 1, including locally led community activities in one or more of the Disaster Recovery Outcomes.

2

Successful applications under the Bushfire Community Recovery & Resilience Fund (BCRRF) Stream 2.

Both projects better equip and develop resilience for future disaster & emergency events.

- We're Wolgan - Wolgan Valley Emergency Response & Evacuation Plan
- LEARN (Lithgow Emergency Access & Resilience Network)

\$2.161m

funding received for the EPA Bushfire Generated Tree Waste Program to address

8.7 tonnes

of fire affected dangerous trees & residual green-waste generated by the 2019-20 bushfires.

80

Individual landowners and business, public land and roadside reserves benefited.

Establishment of the Lithgow Community Resilience Network

Lithgow Readiness Rally 2021

Becoming a "Get Ready Council" Helping residents & business prepare for disasters

Flood & COVID response, management & Recovery

Pictured: February 2022, gathering at Maiyingu Marragu with Mingaan Wiradjuri Aboriginal Corporation for a Healing Ceremony for the commencement of the Bushfire Generated Tree Waste Clean-up program.

# Social & Community Wellbeing

Communicating and facilitating access to information and recovery resources is important in recovery. Council established the Community Resilience Network which brings together many local community and support organisations who collectively work to address emerging needs and connect people.

Working with Central West Media, Council delivered 'Self Care in uncertain times' as part of Women's Health Week (2021). The event, held over due to Covid-19 lockdowns, provided 40 women the opportunity to have an honest discussion, sharing real-life experiences on the impact of bushfires, social connection and disconnection, maintaining positive physical and mental health, as well as practical advice to cope with such challenging times.

As part of the 2021 Seniors Festival, Lithgow City Council and Lithgow Red Cross delivered a Get Ready Seniors talk on emergency preparedness to 39 community members. The event aimed at helping Seniors make informed choices about preparing and planning for emergencies.

In partnership with the Chifley / Lithgow Rural Fire Service (NSW RFS), coordinated a Main Street Banner campaign at the commencement of the statutory Bush Fire Danger Period (BFDP), encouraging families, friends and neighbours to use a range of Get Ready information to prepare and start a broader conversation about being aware of and prepared for all hazards.

Council coordinated the development and distribution of Mental Health Fact Sheets for the Lithgow LGA in partnership with NRRRA, Resilience NSW, NSW Health and Council, a Health Hub and Recovery Services Display at the 2021 and 2022 Lithgow Shows, Men's health week events at Clarence & Dargan and Running Stream.

Projects developed with Lithgow Information Neighbourhood Centre include a Connection and Wellbeing program offering residents sessions on Managing Stress with Mindfulness, Art Therapy, Yoga, Story Writing and Resilience – Adult Resilience Doughnut and a series of Pop Up Cafes at Glen Davis, Dargan, Running Stream and Tarana.

## **Council has and will continue to:**

- **Support** community-led activities, including community consultations, anniversary, and memorial events
- **Support** residents in the Coronial inquiry/inquest into the 2019/20 bushfires
- **Connect** communities with external agencies such as services, universities, charities and other groups.

# Environment, Animal & Agriculture

There was a re-focus on tree removal works post fire to address remaining dangerous trees in fire affected areas. The team undertook targeted post bushfire assessments under Stream A of the NSW EPA Bushfire-Generated Green Waste Clean-up program to make an application for funding under Stream B – Clean up and processing. Lithgow was one of 50 Councils eligible of a total funding pool of more than \$33 million and was announced as one of the successful 15 Councils in its application for \$2.161 million.

Council commenced the program in February 2022, gathering at Maiyingu Marragu with Mingaan Wiradjuri Aboriginal Corporation for a Healing Ceremony. The works, benefit over 80 individual landowners and businesses, as well as fire affected public lands and roadside reserves, cleaning up and processing 8,700 kilograms of material across the LGA.

The project aim was to satisfy environmental and economic outcomes by providing opportunities to beneficially repair and restore fire affected areas and the opportunity to reuse processed green waste products in our region while creating regional employment opportunities in our community. A significant aspect of the project addresses social outcomes of bushfire recovery and community resilience.

The Council, in partnership with Central Tablelands Local Land Services, Winmalee Neighbourhood Centre and the Bay Tree Nursery, delivered a Bushfire Recovery Weeds Workshop aimed at helping community members in fire affected areas to identify, monitor, and control weeds. Residents were able to gain access to expert knowledge, resources and apps to effectively and safely manage weeds.

Pop-Up cafes in fire affected communities provided free natives for community members, coordinated by Landcare, the Lithgow Community Nursery, Lithgow Information Neighbourhood Centre and Lithgow Council.



**8.7t** of fire affected dangerous trees & residual green-waste generated by the 2019-20 bushfires was removed from **80** individual landowners and business, public land and roadside reserves.

# Tourism, Local Business and Economic Recovery

Council has engaged with the business community after the bushfires organising business training with the Strengthening Business service, part of the Australian Government Entrepreneurs' Programme. Small Business workshops included: Getting Your bushfire-affected business back on track, online digital drop-ins (5 sessions delivered 16 August – 11 October 2021), networking and planning sessions and rebuild, renew, recharge as part of NSW Small Business Month - March 2022.

Council delivered an integrated capacity building framework where community groups were given high level skills to prioritise their group's work, to maximise any grant opportunities and to work proactively for the betterment of their patch. A series of workshops ranged from Top Tips to Writing Good Grants, Getting Strategic, Getting Your Project Shovel Ready and Managing and Acquiring Grants. Workshops were supplemented with deep dives into specific grants including the Reconnecting Regional NSW – Community Events Program for expression of interest applications made to Council.

Council has developed and continues to implement a local recovery and business recovery program including:

- Partnership with Western Sydney University offering FREE co-working facilities at the Maldhan Ngurr Ngurra Lithgow Transformation Hub.
- Tradies Breakfast
- A range of other business support initiatives including pop up support/information services.



Lithgow City Council and Western Sydney University, Lithgow Transformation Hub held a free “Tradies Breakfast” at the Lithgow Tin Shed inviting all trades working in the local building industry. The event was held to hear from trades that have been involved in the rebuild process following disaster events or may be involved in the future and to identify what supports they would find useful.

# Renew Exhibition

46



The ReNew exhibition, offered a collection of amazing, high-quality works that respond to the bushfires and subsequent journey to recovery and resilience. The exhibition was open to the public over three weekends with a special night viewing during the Twilight Markets on 4 December 2021 at the Annexe building at The Foundations, 30 Williwa Street, Portland. The artworks, sculptures, displays and stories represent the experience of those that live, work or study in the Lithgow Region.

# Storm & Flood

Council received registrations from 143 residents and 32 businesses for assistance and updates following the January 11 Storm and Flood event. Council's Community Recovery Officer provided assistance coordinating flood waste collection, conducting welfare checks, connecting impacted residents and businesses with supports and liaising with legal and insurance related matters.

Council recorded a storm and flood webinar with Resilience NSW, Central NSW Business HQ and Service NSW on the Storm and Flood Disaster Recovery Small Business Grant (November – December 2021 storm & floods) to help pay for costs of clean-up and reinstatement of a small business or not-for-profit organisations operations who suffered direct damage.

In June 2022, Lithgow joined 23 LGAs declared in AGRN 1025 - NSW Severe Weather and Flooding. This brought Lithgow's total active natural disaster declarations to four (AGRN 987, 996, 1012 and 1025), all of which require significant reconstruction and restoration.

Council partnered with Meta's (Facebook) Small Business Flood Relief Program providing affected small businesses with free guidance, advice and a \$200 advertising coupon to help flood-affected small businesses with recovery.

Flood recovery and information continues to be updated through Council's Flood Assistance webpage and monthly Recovery and Resilience newsletters. Media has provided advice to residents to beware of health and safety risks in flood waters and clean up.

# Rebuild

As part of the rebuild process, Council has:

- Supported the extension of Minderoo Pods lease agreements
- Assisted with DA & Rebuild enquiries
- Fast-tracked the assessment of bushfire rebuild development applications.



Farmers Creek wall collapse - January 2022.



Funky First Friday Picnic in the Park (Queen Elizabeth Park) February 2022

A young woman with long dark hair, wearing a black long-sleeved shirt, blue jeans, and a black baseball cap, stands on a grassy area. She is looking towards a young girl with long blonde hair who is holding a large, colorful hula hoop. The girl is wearing a white patterned sleeveless top and blue jeans. In the background, there is a wooden gazebo with a brown roof, a green bench, and a woman with red hair sitting on the bench. The scene is outdoors with many green trees and a building in the distance.

# Caring for our community

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“We retain, respect and strengthen both our overall sense of community and the unique linked communities of groups, rural areas, villages and towns that make up the Lithgow Local Government Area .”

---

56 ACTIONS

46 COMPLETED

10 ONGOING OR DEFERRED

# Achievements



## Lake Wallace Off Leash Area

One of four Off Leash Areas in the Lithgow LGA including Endeavour Park & Montague Street in Lithgow & Williwa Street, Portland.

**335** Animals impounded

**221** Returned to owners, rescued or sold.

Council Rangers provided free microchipping for the month of March 2022.

**46**  
SCHOOL ZONE  
PATROLS

**77**  
CBD PARKING  
PATROLS

33% of the community are  
members of the  
Library

↓ 3,162  
6,462

eBooks  
borrowed  
compared  
to in  
2020/21



# Challenges

---

During 2021 some community events & services such as Libraries continued to be impacted by COVID 19 restrictions this resulted in cancellation of annual events such as NAIDOC Celebrations and a restriction in visitation numbers at the Libraries.

During 2021/22 some of the Community challenges include:

- Affordable housing
- An ageing population
- Our youth leaving the LGA in search of employment and training opportunities
- As the economic transformation of the area proceeds, we must continue to ensure that no one is left behind in the transition.
- Generally poor health outcomes linked to the very low Socio-Economic Disadvantage (SEIFA) Index for the LGA
- The recent series of natural disasters in the LGA have witnessed a much greater impact on the disadvantaged groups in our community
- Relatively high Aboriginal and Torres Strait Islander population that brings additional challenges in terms of health care and service provision



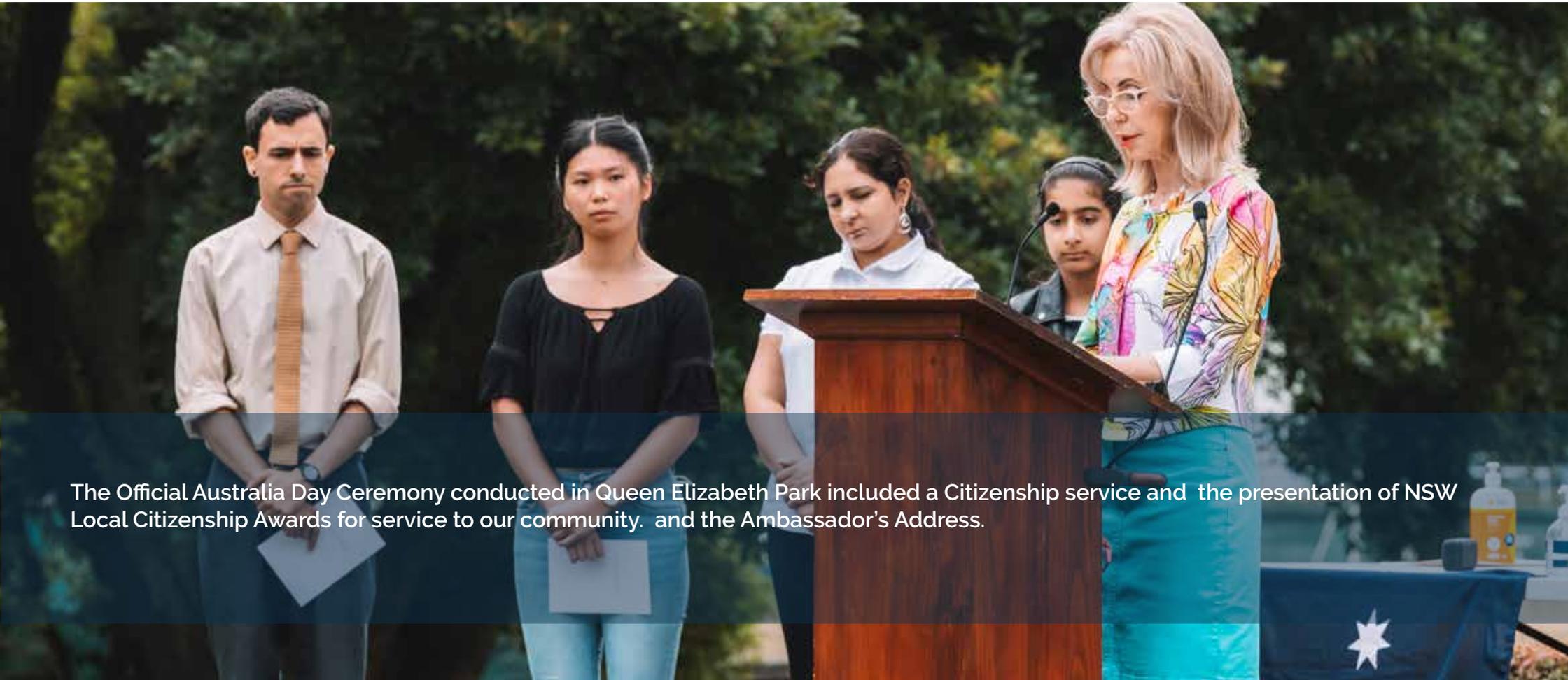
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CC1 - We feel  
connected  
and  
supported

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During 2021/22 the following assistance was provided to support the activities of our local indigenous community:

- Assisted Mingingan Aboriginal Corporation to celebrate NAIDOC in October 2021. Unfortunately due to COVID - 19 NAIDOC week events were postponed.
- Council consulted with local Indigenous groups to develop a consultation and engagement protocol.
- Council's advisory committees were re-established following the December 2021 Council elections and Council is actively seeking ATSI membership on these committees.
- 2 Naturalisation Ceremonies were held; Australia Day and in May 2022.



The Official Australia Day Ceremony conducted in Queen Elizabeth Park included a Citizenship service and the presentation of NSW Local Citizenship Awards for service to our community, and the Ambassador's Address.



A **Healing Ceremony** was conducted at Maiyingu Marragu with Mingaan Wiradjuri Aboriginal Corporation for a Healing Ceremony for the commencement of the Bushfire Generated Tree Waste Clean-up program in February 2022.



### **Harmony Day, Everyone Belongs!**

Harmony Day was celebrated with a special visit from Cristina Portilla as Key Note speaker from Lithgow City Council Community Development Officer who explained how listening to the stories of others give everybody a better understanding of everyone's culture.

Primary students were also engaged in a Social Circus activity to have fun together and discuss the manipulation circus prop's origins. Specially the students favourite: Poi, which comes from New Zealand prior to European arrival. Poi was used by Māori men to train strength and flexibility, and by Māori women as a form of entertainment.

14000 Refugees are trapped in limbo; caught in the crossfire of  
Australia's border policy and Indonesia's indifference

60

# FREEDOM STREET

A Film by ALFRED PEK

JONIAD

ASHFAQ

AZIZAH

**FREE  
SCREENING**

DATE: 25 JUNE

TIME: 4.30PM

VENUE: MALDHAN NGURR NURRA  
LITHGOW TRANSFORMATION HUB  
[MORT ST & BRIDGE ST, LITHGOW]

RSVP REQUIRED:



SULING PRODUCTIONS PRESENTS FREEDOM STREET A FILM BY ALFRED PEK MUSIC BY SEAN HAYWARD  
EDITED BY MARTIN PONFERRADA EXECUTIVE PRODUCER ALFRED PEK PRODUCERS ALEX SAWIDES WILLIAM CHEUNG



15 People attended the free screening of the "Freedom Street" documentary at Maldhan Ngurr Ngurra - Lithgow Transformation Hub held during Refugee Week.

Movie director, Alfred Pek, addressed the audience and answered questions related with the film. Cristina Portilla, Council's Community Development Officer, discussed what it means to be a refugee welcome zone. Attendees expressed interest in joining the Lithgow refugee and asylum seeker support group.

## CC1.2 - WE ARE RESPONSIVE TO THE NEEDS OF AN AGING POPULATION

The following assistance was provided to support the activities of our local aging community:

- Due to resourcing and COVID restrictions Council was unable to:
  - support the activities of the Lithgow Dementia Alliance during the reporting period.
  - Grandparents Day was unable to be held.
- The Mayor's Christmas Appeal provided gifts to residents in our local communities. With many nursing home residents unable to spend time with loved ones at Christmas, this is an opportunity to celebrate and give back to those who have given a lifetime to family and their community. Gifts were distributed by the Mayor during December 2021.
- As part of Seniors Week 2022, Author, Anne Hutchison gave a talk on her book "No Ordinary Life"; a historical biography of her parents' experience during World War 2. From war-torn Glasgow and the battlefields of France, to North Africa and a small Greek island in the Aegean Sea, to life in a German POW camp and a timber camp in the Highlands of Scotland. Finally leaving Scotland as "Ten Pound Poms", they established a new life in Australia.

### HOME LIBRARY SERVICE

COVID impacted on the personal connection provided by the Home Library Service with most of the deliveries between July and December 2021 being contactless. Deliveries to aged care facilities were left at the reception.

The number of people receiving resources from the Home Library Service reduced during the 2021 Covid lockdowns, when staff were unable to visit the aged care facilities.

From January to June 2022 however, the numbers of participants increased again back up to 65.



**Bery Angwin receiving a delivery of books from Cathy, Council's Home Library Officer.**

## CC1.3 - WE ARE A FAMILY FRIENDLY COMMUNITY

62

During 2021/22 the following activities were undertaken:

- Council provided financial assistance and other support to the Lithgow Cares Committee for family fun days and financial support to Lithgow Community projects for enhanced Covid related cleaning services at the Women and Children's Crisis Centre.

## CC1.4 - ASSISTANCE IS PROVIDED TO COMMUNITY GROUPS AND ORGANISATIONS (SEE PAGES 163-164)

## CC1.5 - CELEBRATE AND GROW VOLUNTEERING

The following activities were undertaken:

- A morning tea was held at the library in May 2022 to celebrate National Volunteers week.
- Lithgow City Council supports volunteering and with volunteer programs at the Library and Eskbank House Museum.



Mary's Kitchen Garden is one of the exciting Volunteer Programs at Eskbank House Museum. This Heritage Garden Project has been developed in honour of Mary Brown, original owner of Eskbank House and funded by a Bushfire Recovery Grant. . In June 2022, the Volunteer Team visited Vauclose House for a guided tour of the extensive gardens with the Sydney Living History horticulturists followed by a house tour.

- The Youth council met monthly until the December 2021 Council election. Due to resourcing the Youth Council did not continue to meet during Jan-Jun 2022. This will be revisited in 2023/24.
- Council and the NSW government worked together to present the Create Lithgow Youth Opportunities program for our young people. Create Lithgow is an opportunity for young people aged 12 to 25 to explore the creative industries. COVID-19 made the delivery and completion of the workshops difficult. Therefore, it is hoped that the program will restart in 2022/23 subject to funding approval.
- Youth week 2022 was held on 9 April 2022 at Tony Luchetti Showground. Activities included:
  - Sporting workshops with Lithgow City Rangers Soccer Club and Bathurst Giants AFL.
  - Entertainment was provided by youth bands; Madam Fatale, Trash Baby and local bands.
- The Lithgow Drug Action Team (LDAT) met regularly during the reporting period to implement initiatives in line with the Planet Youth project.. Planet Youth engaged a Social Media Manager and Project Manager to design and delivery school holiday programs.



“Tuppence provided the folk duo harmonies and heartstring tugging and headlining. Lithgow family band, Hollow Point, blew us away with their selection of classic rock covers.

Corin Shearston, Drummer from Trash Baby

@LithgowlgaYouth  
[www.youth.lithgow.com](http://www.youth.lithgow.com)

Image courtesy - Youth Photographer, Ronan De Vries

## CC1.7 - WE SUPPORT AND PROMOTE GENDER EQUALITY AND EMPOWERMENT OF WOMEN AND GIRLS

64

The Women's Advisory Committee (WAC) met bimonthly and worked to promote the advancement of women in the LGA. WAC hosted the International Women's Day #BreakTheBias event at Eskbank House Museum. Guests shared their life experiences which helped to positively portray how a group of women can be actively part of their community, and still have shared experiences of racism, prejudice, and bias. Moreover, diverse women's stories inspired the audience to reach out and acknowledge them for speaking up.



“I would like to thank the event panel of Ella Zorz, Emily Seliscar, Rachel Nichols and Glenda Phipps for being progressive, strong, smart, resilient women who reject a singular view of the world, who dream big or small but make things happen, inspiring us on their way.

Mayor, Maree Statham

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CC2 - There  
are services  
and facilities  
that suit our  
needs

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## CC2.2 - WE PROVIDE A RANGE OF HEALTH SERVICES WHICH MEET THE NEEDS OF THE COMMUNITY

- The Community Development Officer regularly attends Interagency Meetings. Interagency meetings are a collaboration between services and agencies in the local area. The building of these relationships increases Council's understanding of community issues as well as increasing understanding within the community of Council's roles and responsibilities.
- The Mayors Mental Health Task Force did not meet during 2021/22.



# Our libraries



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## Tovertafel - Magic Table

The aim of the Tovertafel is to promote engagement in physical movement, stimulate the brain and increase social interaction for people of all ages and abilities. The Tovertafel assists people with cognitive disabilities and dementia. With Tovertafel there is no cultural or language barrier, there is only a connection to others. Kids old and young love it!

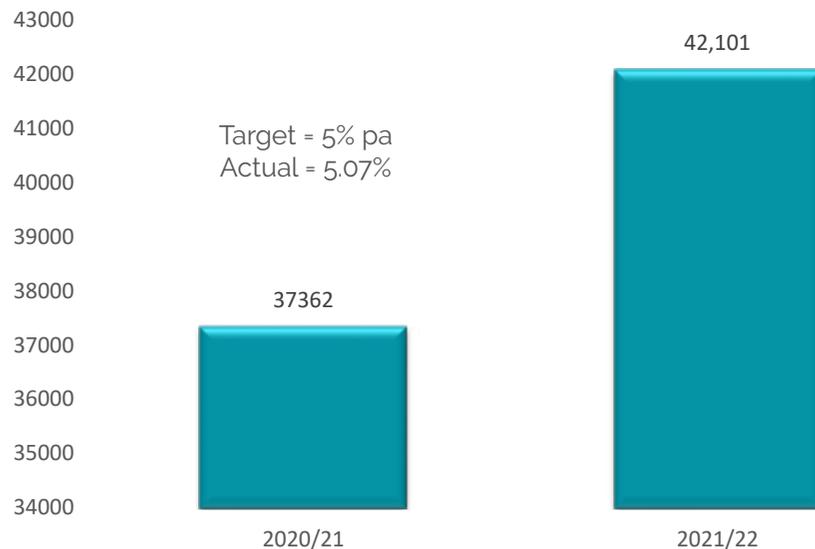
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## CC2.3 WE PROVIDE LEARNING OPPORTUNITIES WHICH MEET THE NEEDS OF THE COMMUNITY

**6,821** MEMBERS  
**31%** OF  
POPULATION

Target = 50% of population

- Library membership has remained steady, with 31% of the community library members.
- There are many non-members who utilise the facilities & services at the library including: PC usage, photocopying, printing, Justice of the Peace services, local studies research and general research.
- The current active membership of the Library is 6,821 inclusive of 282 reciprocal borrowers who makeup 4.28% of active members.



Total loans for 2021/22 including e-resources was 42,101.

- There were 4,702 e-book, e-audio and e-magazine loans. In August 2021 the library added the Borrow Box platform as the primary e-Resources supplier.
- 582 Reciprocal borrowers.
- 91 requests received for InterLibrary Loans.

**32,683**

LIBRARY VISITORS  
ACROSS ALL 3  
BRANCHES

Although Library Services have continued to be impacted by COVID-19 restrictions, the Library has adapted providing online programs and resources for the community. During 2021/22:

- All computer use within the library has reduced since COVID lockdowns as people have found alternative ways of accessing the internet. New PC's were installed in December and it is hoped that will generate new interest in using the library computers by the public.
- COVID has impacted on the number and type of community events held. Online Heritage Week presentation was held in October 2021. The Tovertafel Magic Table launch was held in all branches during November 2021. Regular programs such as knitting, sewing and tabletop games were held weekly when COVID restrictions allowed.
- Two author visits were held in Lithgow with regular Kim Kelly proving popular with her audience and new author Alicia Thompson gathering some new fans.
- The Heritage Festival talk in May had 20 participants and the Lithgow Community Orchestra held a concert in the library with 90 people in attendance.
- The library provided relevant and engaging library services and resources that meet community need. The following displays here developed and conducted:
  - Art by Roderick Heath
  - Dollhouses display by Mandy Clarke
  - World War II music posters in April 2022
  - Ken Wilson's wood art in June 2022.
  - Local history material for History Week 2022
- Storytime is held at all Library branches weekly. Storytime at Lithgow and Wallerawang libraries is going very well with increasing attendance each week. 614 children have attended in the twelve months. This follows on from a very large promotional campaign within the school network.
- However the Baby Bounce program was temporarily suspended.
- Since February 2022 many children's activities have resumed. A very successful Easter school holiday program was delivered with a total attendance of over 400 people.

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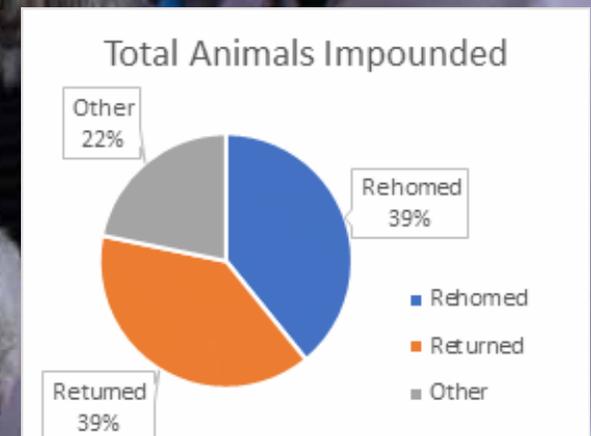
CC3 - we feel  
safe

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Rangers ensure all animals are microchipped and registered prior to departing the Lithgow Animal Shelter, in compliance with the Companion Animals Act 1998, and the regulation of 2018.

Rangers conducted regular patrols of sporting fields and recreational facilities including Lake Wallace. They provide education to the community regarding dogs off leash on sporting fields which is prohibited and ensure that owners are aware they MUST collect their animals' droppings.



During 2021/22 the following Crime Prevention and Safety Strategies were undertaken.

- All reports of graffiti are removed from public areas within 5 working days.
- The CCTV System was managed to ensure the monitoring of the CBD with the CCTV cameras at library reinstated. A new server with additional storage installed.
- 12 requests from the Police for CCTV footage were processed.
- The community development officer collaborated with Lithgow Cares Partnership to increase awareness and understanding of domestic violence issues. Planning commenced on a "Lithgow Trauma Informed Recovery Conference".
- 7 Abandoned articles were impounded. However, a number of abandoned vehicles/articles that were investigated and moved prior to removal dates by the owner.
- No meetings of the Crime Prevention Committee were held during the reporting period. Following the December 2021 Council election, the Crime Prevention Committee has been reconstituted and will recommence meetings in July 2022.
- All meetings of the Bushfire Management Committee and the Local Emergency Management Committee attended. Tangible outcomes as a result of Council's attendance include the delivery of pop-up COVID testing and vaccination hubs in Lithgow and the implementation of a roadside bushfire hazard reduction program through Lithgow's rural areas. Council's advocacy in this space has also included targeted action to obtain funding and make feasible a holistic review of roadside bushfire hazards to better inform Council's hazard reduction program
- Parking patrols were conducted throughout the year. Patrols did not meet target, due to COVID lock down restrictions and operational requirements of staff.
- Traffic Authority Local Committee Meetings are held on the first Thursday of the month or when urgent action is required and are conducted in accordance with the adopted terms of reference

**12** POLICE  
REQUESTS FOR  
CCTV FOOTAGE  
PROCESSED

**7** ABANDONED  
ARTICLES WERE  
IMPOUNDED

**73** CBD PARKING  
PATROLS

**15** SCHOOL ZONE  
PARKING PATROLS

An aerial photograph of a rural landscape. A wide, reddish-brown dirt road curves through the scene, bordered by a dense line of green trees. To the left of the road, there are several small, dark ponds and scattered trees. The background shows a mix of green grass and more trees under a clear sky. The overall scene depicts a developing or maintained rural environment.

# Developing our built environment



Old Western Road, Rydal

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“Providing a choice of effective public and private transport options, suitable entertainment and recreational facilities and lifestyle choices while enhancing the existing rural areas, villages and towns that make up the Lithgow Local Government Area.”

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50 ACTIONS

25 COMPLETED

25 ONGOING OR DEFERRED

# Achievements

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12,800

PEOPLE VISITED  
THE AQUATIC  
CENTRE

446

PARTICIPATED  
IN EXERCISE  
PROGRAMS

494

CHILDREN  
ENROLLED IN  
LEARN TO SWIM  
4TH QUARTER

JM ROBSON  
AQUATIC  
CENTRE

Cullen Bullen  
Sewerage Scheme

DESIGNS BEING FINALISED FOR  
DPE APPROVAL. CLEARING AND  
SITE PREPARATION PROGRESSING.

Lithgow Library  
Facade

EXTERIOR BUILDING WORKS  
COMPLETED

Bridges

2 WERE RENEWED IN RYDAL AND  
CAPERTEE AT TURON GATES

# ROADS

## Clarence

- Ray Crescent - bitumen sealed 3, 430m<sup>2</sup>
- Petra Avenue - 8, 453m<sup>2</sup>

## Meadow Flat

- Thompsons Creek Road - bitumen sealed 17,730m<sup>2</sup>

## Hartley Vale

- Hartley Vale Road - bitumen sealed 2,800m<sup>2</sup>

## Portland

- Purchase Street Lane - bitumen sealed 1,200m<sup>2</sup>

## Lithgow

- Stephen Street - bitumen sealed 3,400m<sup>2</sup>
- Enfield Avenue - bitumen sealed 1,040m<sup>2</sup>
- Second Street - bitumen sealed 750m<sup>2</sup>
- Clywdd Street Lane - bitumen sealed 750m<sup>2</sup>

## Tarana

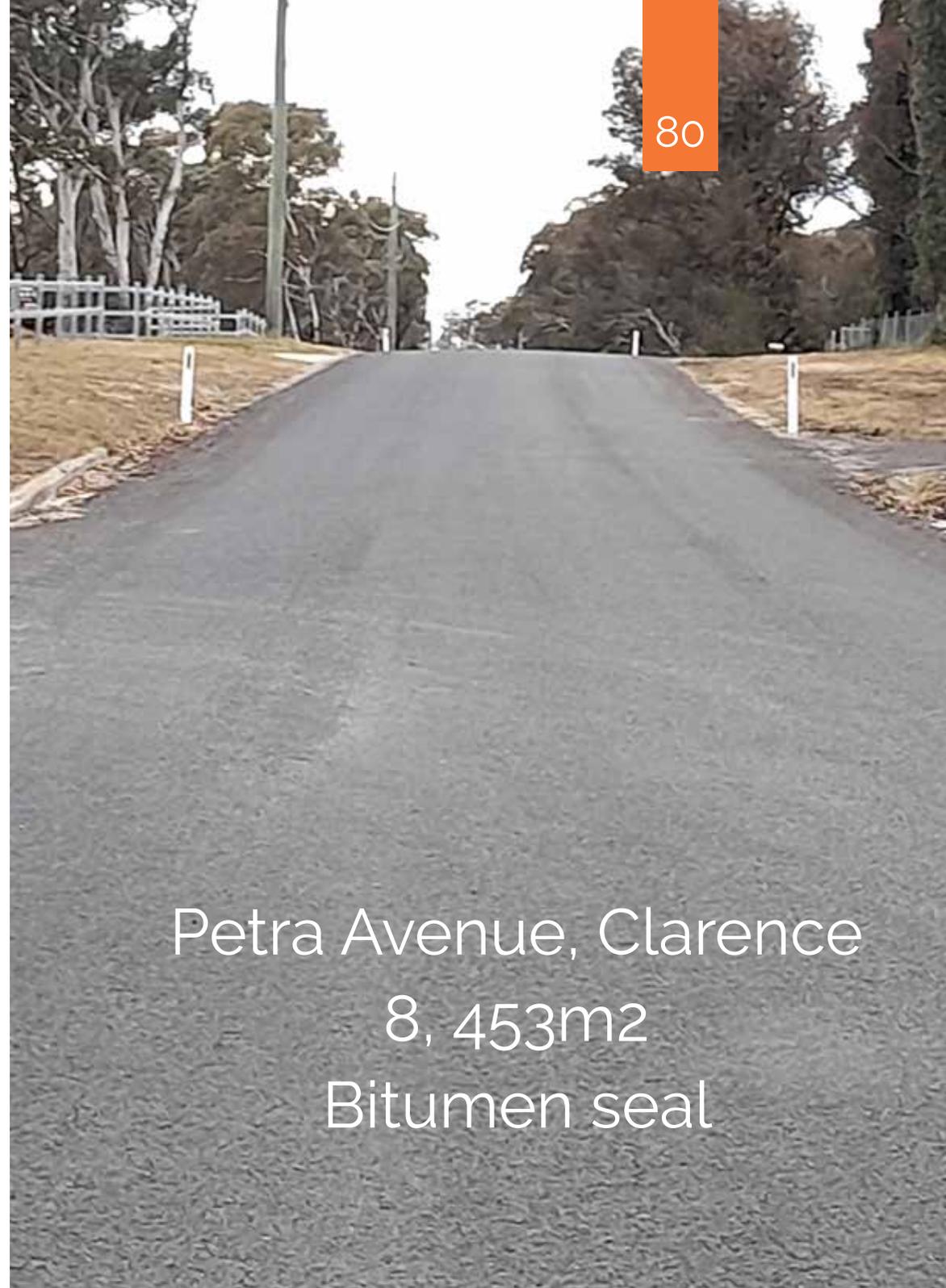
- Sodwalls / Tarana Road - bitumen sealed 28,000m<sup>2</sup>

## Wolgan

- Wolgan Road - bitumen sealed 1,000m<sup>2</sup>

## Ganbenang

- Cullenbenbong / Glen Chee Road - bitumen sealed 1,400m<sup>2</sup>



Petra Avenue, Clarence  
8, 453m<sup>2</sup>  
Bitumen seal

# Challenges

Lithgow City Council faced perhaps its most difficult year in recent history over the course of 2021/22. Not only did our local government area experience the highest yearly rainfall in recorded history, the effects of COVID continue to plague our operation. As a brief summary, this organisation has faced the following challenges.



**Flooding-** The Lithgow LGA suffered through over 1,500mm of rainfall in 12 months. With water tables entirely saturated, the integrity of road pavements is deteriorating and defects are clearly presenting in road surfaces. These challenges are presenting throughout most of NSW. This commonality is resulting in its own challenges, with all road-related contractors engaged across the state and material shortages in all quarries and asphalt production plants.



**Staff shortages-** With significant federal and state infrastructure investment, there is a distinct shortage of professional, skilled and unskilled labour across the country. Council regularly advertises for positions without success, requiring readvertisement of positions and long-term vacancies within the organisation. This increases the organisation's reliance on contract labour, creating further pressure in light of our weather challenges detailed above.



**Geography-** One of our greatest endowments is Lithgow's magnificent landscapes. However, given the mountainous terrain, some transport assets are built into embankments and in other precarious locations. The significant rainfall has contributed to geotechnical instability in some areas. The design process for restoring these assets has been a protracted process as a result of the complicated nature of each location. Council continues to work with geotechnical experts in Sydney to prevent further erosion and instability as the design progresses.



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BE1 - Our built  
environment blends  
with the natural and  
cultural environment

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Council's cemeteries team provides the following service:

- Coordinating the management, maintenance and development of the LGA's cemeteries including contractor and project management.
- Liaising with funeral directors, monumental masons and gravediggers in the delivery of services within the cemeteries.
- Ensuring that contractors and members of the public adhere to related policies and procedures.
- Maintaining accurate cemetery records and mapping.
- Assisting members of the public in plot reservations.
- Assisting members of the public with design and purchase of memorial plaques.
- Assisting members of the public with finding plots of family members.
- Processing and approving applications for burials and permits to erect monuments.
- Administration of all cemetery related activities.

21

Cemetery requests were processed for maintenance at cemeteries across the LGA. Due to the extended wet weather, Council is experiencing subsidence to a number of graves, General mowing and ground maintenance such as fencing is also being impacted as a result of the ongoing rainfall experienced.

Lithgow City Council is responsible for managing and maintaining 14 Cemeteries including:

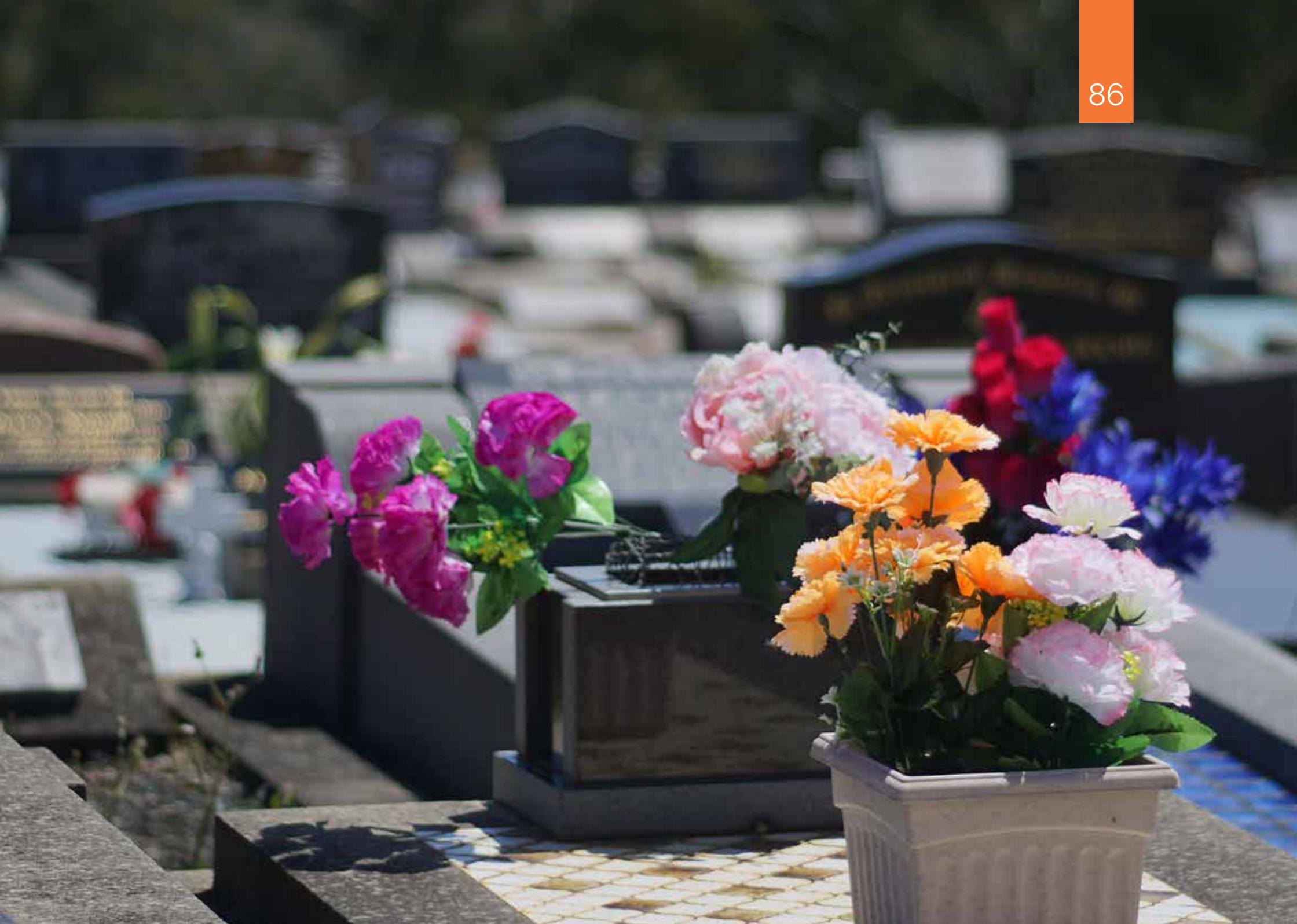
CEMETERY	NO. BURIALS/ INTERMENTS	CEMETERY	NO. BURIALS/ INTERMENTS
Capertee	2	Lowther	2
Cullen Bullen	2	Meadow Flat	1
Dark Corner	1	Palmers Oaky	Nil
Glen Alice	1	Portland	10
Hartley	3	Rydal	Nil
Lithgow	88	Wallerawang	8
South Bowenfels - GWH - Closed		South Bowenfels - Old Bathurst Road - Private	

14

CEMETERIES

118

BURIALS  
INTERMENTS





During 2021/22 Council experienced a number of delays with the development of its cultural and recreational facilities as follows:

- Grant funding applications were unsuccessful for:
  - The Installation of play equipment at Kiddle Park (Church Street) and Lake Lyell
  - The installation of change room/shower facilities and redevelopment of the bottom floor external carpark at the Lithgow Council Administration Centre.

These projects were deferred for consideration in the 2022/23 budget.

- The sealing of the carpark area at the entrance to Marjorie Jackson Oval was delayed due to extensive wet weather and deferred to 2022/23.

The following projects were completed or on track.

- The renewal of the carpark at the Lithgow Golf Club,
- Renovation and extension of the staff meal room at the Wallerawang Parks and Gardens Shed.
- Structural assessment of Councils large buildings was undertaken and required works completed for the Administration Centre, Lithgow Library, Hartley Building and Ashley Grandstand.
- The funding deed for the renewal of the Kremer Park Grandstand was signed in June 2022. Preparation of a scope of works and tender documents commenced. This project will be undertaken in 2022/23.
- The Rydal Toilet was fabricated and Council was awaiting final approvals and acceptance of applications for installation in early 2022/23.
- Anewexeloo was installed at Watsford/Conran Ovals.

#### **Council Depot Automatic rear gates**

This project is part of the Depot Store building re-build, the entire project is progressing however delays were experienced due to flood planning and finalising development application approvals.



**Lithgow Pump Track** was officially opened on Saturday 18 December 2021 in front of a crowd of bike enthusiasts of all ages.

“What I like about this pump track is that it can be ridden by cyclists of all ages and skill levels – you don’t need a special kind of bike to ride. Kids, teenagers, and even middle-aged dads have been riding it.

Lithgow City Council General Manager, Craig Butler at the Launch of the Lithgow Pump Track

The Lithgow Pump Track was officially opened by State Member for Bathurst, Paul Toole MP and Lithgow Council General Manager, Craig Butler. The opening included entertainment by Local DJ Jum Wubble and Rider demonstrations. A display of bicycles by Renshaw’s Bikes Lithgow and a sausage sizzle provided by Lithgow Headspace.

Like the adjoining Adventure Playground, this competition level facility will be a major drawcard for Lithgow tourism. Lithgow Pump Track is designed and constructed by Common Ground Trails, one of Australia’s foremost pump track designers and construction companies

- The Lithgow pump track responds to the needs identified in Lithgow Youth Strategy 2016-2020.
- The track is constructed of precision earthworks with an asphalt overlay to build a progressive riding track.
- The flow and form achieved ensures absolute best riding experience for all ages and all abilities – all year round.
- The track is moulded into the natural Endeavour Park slope near the newly constructed Adventure Playground.
- The design consists of 700 sqm of riding surface that is graded for beginner, intermediate and advanced riders.
- The relatively steep topography of the site allowed for an exciting and challenging track that will please and challenge riders of all skill levels.
- Funded under the NSW Governments Stronger country Communities Program Round 3.



In 2019 structural issues were identified with the original 1940s façade and awning at the Lithgow Library that required removal. Council received grant funding from the NSW Government's Resources for Regions Program to replace them.

The design of the new facade is a nod to Lithgow's former iron and steel industry, incorporates genuine Lithgow bricks from Lithgow's brickworks and the use of Corten steel, a finish that is designed to show surface rust.

While Corten steel, which rusts over time, has been widely used elsewhere for a number of years, this is the first time that Corten has been used in a commercial building in Lithgow. The repurposed Lithgow bricks give an edgy contemporary look to the façade. The works included new verandah posts and a pressed metal awning lining as seen in other Main Street facades. The work was undertaken by local builder Dean Horten.

New desks, cabinets and seating were also installed inside the Library and the bus shelter was re-instated in front of the Library.



Council was been fortunate to receive funding from the NSW Government's Bushfire Community Recovery & Resilience Fund to undertake improvements to Lithgow's Civic Ballroom so it can be used as an evacuation centre in times of crisis.

The Civic Ballroom is a valued community asset, with a rich history, and Lithgow Council is excited to be offered funding to improve and maintain this structure with the aim of converting it to a facility that can assist local citizens during emergency events.

The scope of works include:

- Replace Iron roof on the Civic Ballroom for longevity of the asset
- Turret stabilisation
- Sand and renew the floors including the foyer, main hall and the dining room.

Delays occurred with this project as the facility was inundated with water during the flooding event, ongoing repairs were required which will be covered under insurance.



Through the NSW Government's Stronger Country Communities Fund, Council received grant funding to install a ground-mounted solar panel system at the JM Robson Aquatic Centre.

Due to the weight of the system, the panels were unable to be installed on the Aquatic Centres roof. Therefore, a ground-mounted system was installed in a seldom-used part of the centre, toward the north of the site requiring the removal of trees and realignment of fencing.

The Aquatic Centre site is one of Council's highest energy users. The installation will significantly reduce operating costs, allowing Council to divert funding to other maintenance priorities.

Additionally, having this environmentally sustainable source of energy on site will reduce Council's carbon emissions and potentially feed the electricity grid during times of low consumption.



Through the opportunities offered by the Natural Disaster Relief and Recovery Arrangements, a joint funding initiative of the Commonwealth and State Governments, Lithgow City Council delivered the construction of a new causeway at Cullenbenbong in the Kanimbla Valley.

The Cullenbenbong Road causeway failed because of a significant rainfall event in March 2021. What was previously a low-lying causeway supported by an array of small pipes washes been reconstructed to a much higher standard at a cost of \$300,000.

The Lithgow local government area had three active natural disaster declarations, all of which required significant asset reconstruction and restoration. This impacted the delivery of Council's normal works program, with planned projects being delayed for the completion of these unplanned, but urgent projects. However, the reconstruction has provided the opportunity to improve the resilience of local assets in the wake of these disasters.

# Community Mural Project

Queen Elizabeth Park Toilet Block Mural is the first of five murals to be created in the Lithgow CBD with key locations to still be identified. The program is funded by the National Recovery and Resilience Agency. The five murals are to represent people, place and planet to progress a public arts trail in Lithgow over a two year period.

This project was a collaboration with students from Lithgow High School, project partner Sharon Howard from the Gang Gang Gallery, Deb Bardon from the Lithgow Transformation Hub, Lithgow City Council and Mandy Schone-Salter, Mural Artist.

“Lithgow Council are very pleased to have had the opportunity to work with this artist, and members our community, to achieve something rather special. Lithgow is known for its prominent sense of place and community spirit. These murals further strengthen our ties to culture and heritage. Council looks forward to future opportunities to revitalise public places in new and innovative ways.” said Mayor Maree Statham.

Mandy Schone Salter is an artist from the Blue Mountains who has collaborated with many Councils and even our own local art gallery, Gang Gang. The artist sat down with at least 30 Lithgow High students to brainstorm what the mural should include. The students came up with the idea of the Lithgow panther as it is popular local folklore with many alleged sightings over the years.



“These murals further strengthen our ties to culture and heritage. Council looks forward to future opportunities to revitalise public places in new and innovative ways.

Mayor Maree Statham

Council has been concerned for some time that a high proportion of existing on-site wastewater systems in Cullen Bullen are failing to meet the required operational and performance objectives.

Evidence of failure includes:

- Sewage from septic systems running onto neighbouring properties.
- Sewage on flat sites ponding, resulting in complaints of smell, mosquitoes and a public health and safety risk.
- The overflow from septic tank absorption trenches discharging into stormwater drainage systems resulting in contamination of watercourses.
- Discharge of grey water into stormwater drainage systems resulting in contamination of watercourses.

In order to address these issues, Council has opted to construct a low pressure sewerage transportation system to overcome the terrain. The low pressure system is a common method of sewerage transportation where the community has previously relied upon on-site systems such as septics. Construction of the Sewer Scheme is anticipated to be completed by December 2022. The following actions have been completed.

- Concept designs of Sewerage Treatment Plant and the Low Pressure Scheme.
- A Review of Environmental Factors
- Acquisition of land for the sewerage treatment plant.
- Tenders for design and construct of the Low pressure sewerage design and Sewerage Treatment Plant were awarded with designs being finalised for DPE approval. Clearing and site preparation was progressed with fencing and other works to commence in early 2022/2023.

This project is co-funded by the NSW government's Resources for Regions project through Infrastructure NSW and Lithgow City Council with \$4,800,000 coming from Resources for Regions

**73%** of onsite wastewater management systems inspected are failing

Will provide connection to over **90** residential properties

Using a real discount rate of **7%**, the total project generates a new present value of over **\$4.2m** with a benefit cost ratio of **1.45**



# Cullen Bullen Sewer Scheme

# Water loss management program

8,500  
Smart Meters  
installed

6  
Metered  
standpipes

In order to reduce water loss sustainably it is important to know where and when excess water is being consumed within the network whether that is on the customer side of the meter or the Council reticulation. Council has been working to review and monitor the water usage in the Lithgow LGA through various projects and efficiency creation in the water and sewer networks such as smart meters and leak detection.

The Lithgow area is divided into zones for reporting and recording water usage purposes and allows Council to determine high water usage or potential waste in the system on both the customer and Council sides of the reticulation. The real time data recording allows for Council to actively monitor the water system and ensure waste of one of our best assets is minimised.

#### Smart Meter

In 2018/19 Council commenced preparation for the replacement of water meters with Smart Meters as proposed in the Water Loss Management Plan. This reduces the amount of non-revenue water which currently equates to between 30-36% of the amount of water that Council purchases and treats. Council's target is to reduce this to below 15% over the coming years. Across the network approximately 8500 smart meters have been installed and allows Council to monitor flows in real time across the network. The smart meters and the associated Aqualus system, previously known as MiWater, allows Council and residents to track their usage over time and enables notification of leaks once the resident signs up for the service. This has allowed Council to reduce leaks largely across the LGA and reduce excess water usage or water waste on the customer side where usage and consumption is recorded.

#### Initiatives

Lithgow City Council has been working with the Department of Planning and Environment to complete a comprehensive leak detection survey across the Lithgow City Council water reticulation. The works were undertaken in the 2022 calendar year and noted a number of small leaks across the system which have all been rectified upon finding the issue areas. The works were completed via non-invasive ground surveying, utilising electronic listening technology to locate and log leaks. The leak detection program is phase 2 of the Regional Network Leakage Detection Project, as part of the NSW Government's \$12.5 million Regional Leakage Reduction Program. Leakage across the network in the LGA is reviewed as an ongoing piece of work to ensure Council mains and reticulation is working efficiently and water wastage is minimised. This project is funded by DPIE Water and has provided Council with valuable information to assist with prioritising asset maintenance works.

#### Wallerawang No.1 Sewerage Pumping Station renewal

Wallerawang's sewerage infrastructure was renewed to cope with additional flows from new development in Wallerawang. The upgrade will deliver more efficient equipment which will reduce the running costs of the plant and provide greater storage volumes in the case of emergencies and shutdowns. This is better for the environment, as well as being more cost-effective. A new, larger well, was constructed and installed with increased emergency storage and a new valve configuration to improve operations and ensure the plant is operating to modern standards.



A new Sewerage Pumping Station Wetwell and valve pit was installed onsite.

# Enhancing our natural environment



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“Balancing, protecting and enhancing our diverse environmental elements, both natural and built, for the enjoyment and support of both current and future generations.”

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**19** ACTIONS

**8**  
COMPLETED

**11** ONGOING  
OR  
DEFERRED



1,000  
trees planted

# Achievements

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## LANDCARE ACTIVITIES UNDERTAKEN ALONG SIDE LITHGOW OBERON LANDCARE

Over 1,000 trees planted in the district, including expanding forage and habitat plants for the Purple Copper Butterfly.

We have also carried out several frog surveys, observing a range of local species including; Common Eastern Froglet (*Crinia signifera*), Banjo Frog (*Lymnodynastes dumerilii*), Peron's Tree frog (*Litoria peroneii*) and Spotted Marsh Frog (*Limnodynastes tasmaniensis*). All resident in Farmers Creek.

Native revegetation plantings were undertaken at Lake Pillans Wetlands and the along Vale of Clwydd Creek. 14 people attended the Mycology May Fungi Foray. The find of the day was a Cordyceps - fungus that infects an insect and then feeds on its body to create a mushroom.

# Challenges

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This past year has been difficult with many issues from the natural environment effecting the operations of Water, Waste and Sewer.

Many of the issues faced across the area were due to the large amount of rainfall effecting our waste management processes at landfills, large volumes of nutrients and debris being washed into our drinking water storages and the infiltration and flooding of assets in the lower areas such as sewer mains and pumping stations.

The Council water supply from Farmer's Creek Dam No.2 was severely impacted from a large volume of nutrients and debris washed into the water supply and causing the make up of the water to change to a point where Council could no longer treat to drinking water standards. This then left Council in a position where a boil water alert was issued until treated water could flush through the system and Council could ensure water quality returned to drinking water standards. This issue was compounded by the WaterNSW supply failing between the Oberon Dam and Duckmaloi Treatment Plant and halting water supply from Council's supplementary source. The natural environment has become a large problem with groundwater also playing a part as aquifers and underground storages in the natural environment fill and eventually have to find relief or discharges which could be anywhere in the LGA. This has been found on some occasions where a water main was thought to be leaking but it was found to be groundwater exiting the aquifer into properties.

The natural environment and intense rainfall events that occurred this year have also had adverse effects on the Council sewerage system with overloading on the aging infrastructure. Both groundwater infiltration and illegal connections to Council's sewer reticulation caused overloading and excessive amounts of stormflows entering the sewer system. In these cases Council has difficulty controlling the flows and treating the wastewater due to flows exceeding system capability. Council infrastructure was also damaged due to the natural environment, specifically in the sewerage system. Many sewerage assets are in the lowest position in a catchment so sewer can drain to this point without pumping which can be nearby waterways and creeks. This year we experienced events of large erosion due to the rainfall and our assets becoming exposed and in danger from further damage or the inability to service.

The natural environment caused issues in the management of waste throughout the LGA. As the local waste management provider, Council owns and operates the local landfills which require waste to be stored, covered and moved in landfills. The excessive rainfall and conditions made management in all sites difficult as Council must manage the water on each site to ensure it is not polluted and excessive water is able to meet the appropriate guidelines. This was increasingly difficult with the large volumes of surface water and also groundwater exiting the underground aquifers into these sites. The excessive water has become such an issue at one of our rural sites that the site will be closed to ensure proper water management is able to occur.

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NE1 - We use our  
resources wisely

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# Waste services

Lithgow City Council is responsible for

- Lithgow Solid Waste Facility
- Portland Landfill
- Wallerawang Landfill
- Capertee Landfill
- Waste Transfer Stations at: Tarana, Meadow Flat, Angus Place, Hampton and Glen Davis.

LITHGOW SOLID WASTE FACILITY  
TONNES OF WASTE RECEIVED

44,205

2020/21

44,155

2021/22

2,441 KG  
KERBSIDE WASTE COLLECTED  
PER CAPITA

287 KG  
KERBSIDE RECYCLING  
COLLECTED PER CAPITA

1,139 T  
CO-MINGLE RECYCLING PER  
ANNUM

8.8%  
AVG. MONTHLY  
CONTAMINATION RATE

9 services missed from  
collection

4 Green waste  
collections held

2 Bulk waste collection  
held

1 Chemical collection  
held

15% of waste  
diverted from landfill at  
kerbside collection

WASTE  
EDUCATION

- Get Grubby for Families.
- Online workshops Living with Less and Menu planning - Avoid Food Waste
- Waste2Art

135 penalty infringement notices issued for incident dumping in council waste facilities.



# Waste Services

During 2021/22 Council undertook the following activities to manage waste and recycling:

- The power supply at Lithgow Solid Waste Facility was upgraded. This included the raising of the overhead power lines to allow truck access to the new Resource Recovery Centre.
- A new security fence and gates were installed at Hampton Transfer Station.
- The staff amenities at Portland Landfill were upgraded. This required the power and water supply to be upgraded, maintenance of the existing sheds and a general tidy up of the compound. The new demountable meal room and toilet will be installed at the beginning of 2022/23.
- The following rehabilitation works were undertaken at Wallerawang Landfill:
  - Installation of environmental controls - drains and dams
  - Shaping and capping works were completed.
  - Hydroseeding was completed.
  - Access works for ongoing maintenances were undertaken.
- New landfill cells were created for Capertee, Portland and Wallerawang.
- The Lithgow Resource Recovery Centre building was completed. Final earthworks and asphaltting are to be completed prior to set up for operation in 2022/23.
- Consultation is occurring regarding the location of the Glen Davis Transfer Station. The Landfill Closure Plan was submitted to the EPA for approval for rehabilitation of the old landfill site.
- The Draft Waste Strategy was completed in June 2022. Internal review of the strategy commenced prior to presentation to Council for endorsement for public consultation in early 2022/23.



Farmers Creek wall reconstruction following the January Flood event

### **Stormwater Drainage**

Council's urban drainage improvement program saw to the removal of street trees in Stewart Street, Lithgow prior to the replacement of defective kerb and gutter infrastructure to be undertaken in 22/23.

Additionally, Council necessarily repaired lengths of the Farmers Creek channel post-disaster in Jan-Feb 2021, and further cleared contributory infrastructure post-storm event (see p109 and pp47-48).

Part of Council's rural drainage infrastructure was renewed through the upgrade of the Range Road - Pipers Flat Road intersection.

Due to significant rain a proposed stormwater upgrade in Marrangaroo, which involves the installation of a new stormwater drainage channel along the western boundary of the village was postponed. This work is still proposed, with the unspent funding being carried forward for completion in the 2022/23 financial year.

### **Boil Water Alert - March 2022**

Due to excessive rainfall and highly turbid water in the Farmer's Creek catchment in March 2022, Council and NSWHealth placed a Boil Water alert over the city of Lithgow until it was proven that the potentially out of spec water was removed.

The issues experienced caused unsafe water to be produced. A collaborative effort between the Council, WaterNSW, NSW Health and the Department of Planning and Environment was undertaken to improve water treatment and supply. Council was temporarily supplied by the WaterNSW Fish river scheme as the due to highly turbid water in the Farmer's Creek Dam once the Boil Water alert was removed (see p102).

# Strengthening our economy





Portland

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“Providing for sustainable and planned growth through the diversification of the economic base, the development of diverse job opportunities and the provision of a broad range of formal and non-formal educational services”

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34 ACTIONS

22  
COMPLETED

12 ONGOING  
OR DEFERRED

# Achievements

## Tourism

### \$12,790

Souvenir sales at Visitors Centre

### 18,395

VISITORS TO  
THE VISITOR  
INFORMATION  
CENTRE

### 16,250

from NSW

### 2,145

from OTHER STATES

### 153

TOURISM  
OPERATOR  
MEMBERS

### 45

Responses to the annual Visitor's  
Centre Visitor Satisfaction Survey  
undertaken in April - June

### 38

VERY  
SATISFIED

### 6

SATISFIED

### 1

NEUTRAL

“a wealth of information on Lithgow and surrounds. We recieved very helpful service and lots of

“Extremely helpful staff and excellent range of pamphlets.

“Friendly and proffessional staff ready to assist you. Rest rooms clean and tidy, will definitely stop here  
“Very welcoming staff, nice mining lamp and good information services

820

VISITORS TO  
ESKBANK HOUSE  
MUSEUM

6

FILM INQUIRIES  
PROCESSED

3

RESIDENTS  
ACCESSED THE  
HERITAGE ADVISOR  
PROGRAM

# Challenges

COVID-19 restrictions have continued to impact the community with visitation to the area reduced due to border closures and lockdowns.

The primary challenge affecting Lithgow's economic forecast is the anticipated transition from coal, and coal-related industries. Of the total 8,690 jobs in the Lithgow LGA, approximately 968 of these are in mining and 444 in the electricity sector, representing a total 16% of the local workforce. With government introducing policy targeted at reducing emissions and increasing the viability and adoption of alternative, green energy generation, we have already witnessed several mine and power station closures around the state, notably in Wallerawang.

Lithgow must identify its competitive and comparative advantages, enablers and constraints to economic growth, and thereby those industries most likely to successfully diversify our economy and reduce our sensitivity to shocks. Early findings have identified that Lithgow must address gaps in education pathways to introduce complete programs in targeted disciplines such as STEM (science, technology, engineering and mathematics), but also increase the adaptive capacity of our workforce generally.

Additionally, if we are to stimulate local economic growth, there must be sufficient housing available to ensure the value add from these new industries is captured locally. This housing requires the construction of key enabling infrastructure such as roads, water and sewer networks to ensure its viability, requiring significant financial investment. Lastly, it is essential that Lithgow undertake an analysis of planning constraints, including supply and demand, to ensure that our limited availability of land is used for the most employment-intensive purposes possible.

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SE1 - We attract  
new business and  
investment

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875

Planning  
Certificates  
Processed

10

Building Certificates  
Processed

20

Subdivision Certificates  
Processed

# Lithgow Evolving Economy Plan

**In 2020/21 Council entered into a partnership with the NSW State Government (Department of Regional NSW) to engage an expert consultancy with support from a local reference group to formulate an action plan to transition the Lithgow Economy from one based on coal and electricity generation to other, yet to be determined, business and industry sectors - the Lithgow Evolving Economy Plan (LEEP).**

With the support of the New South Wales government Lithgow council has embarked on the Lithgow Emerging Economy Project (LEEP). This project will build on previous work (such as the Lithgow Regional Economic Development Strategy pp121-122) and will involve the engagement of high level consultants expert in economic transition to provide a roadmap for Lithgow's future economy.

The development of LEEP has explored Renewable Energy as part of the future of Lithgow. The challenge of course is understanding and ensuring that there can be a resultant positive impact upon employment. With the assistance of the Lithgow Community Power Project the LEEP Strategic Reference Group consisting of a number of key local stakeholders (e.g. Greenspot, Thales, Energy Australia, Centennial Coal, Western Sydney University) received a presentation from Professor Andrew Blakers who is a leading expert on renewable energy. Professor Blakers is of the view that areas included in the Federal electorates of Hume and Calare (including the Lithgow local government area) have strong endowments making them ideal locations for renewable energy developments. It is interesting, despite Lithgow not being included in the State government's renewable energy zones, that big battery proposals are being developed and a feasibility study is to be commissioned by Delta Electricity for a pumped hydro development. There is interest from some of the participants in the strategic reference group in setting up a subgroup to specifically look at renewable energy as an opportunity.

In November 2021, Australia's media was dominated by the issues of COP26, net zero emissions and the need for economies to transition. Mayor Ray Thompson was interviewed by NHK, Japan's national broadcaster, seeking to gain insight into an Australian community dealing with change in the face of a low carbon future.

Mayor Thompson explained "While we must continue to support our traditional industries, the reality is the transition for Lithgow from an economy based on coal mining and thermal power generation has already begun. Job losses in coal mining and the closure of the Wallerawang Power Station have placed Lithgow at the front and centre of the economic transition from coal mining to new industry sectors."

On current estimates coal mining in the Lithgow area has a finite life of less than 20 years and the Mount Piper Power Station closure has been brought forward to 2040.

Mayor Thompson added "While we absolutely look to the levels of government to provide leadership, resources, support and funding for the transition, the council is not waiting and we are vigorously planning for the future of the local government area."

Councillors and Council's Executive Team visited Muswellbrook Shire Council & Singleton Council to examine some of the initiatives taken to prepare those areas for the transition from coal mining and energy production. These visits concentrated on sharing information, the potential for collaboration between council's with similar industry profiles and on the set up of the Upper Hunter Economic Development Board as well as funding and investments relating to their future funds.

Following the December local government election, the new Council turned its full attention to working with the consortium of specialists to position Lithgow as a global example of a city that successfully transitions to a broad-based, modern economy with a diversity of job opportunities. This is recognition that the city's current supply of high paying jobs in mining and electricity generation will diminish over the next decade.

Mayor Maree Statham said "The LEEP team will shape the vision through which we will reinvent and invigorate Lithgow's economy. It will provide a clear pathway for attracting investment, new businesses and diverse, skilled jobs, including for young people and workers currently in the coal and energy sectors."

"A new future for Lithgow and its seven valleys (see pp125-126) will leverage our unique competitive advantages. These include endowments that support new forms of energy production, infrastructure such as rail and highways, a solid base of the right sort of human capital, knowhow and a pivotal location in Australia's energy and transport system."

"Lithgow is the link between the fast growing Western Sydney to our east, and the broad Central West and Orana to the west. We are well positioned to take advantage of regional economic opportunities such as the new airport in Western Sydney, inland rail and a renewable energy zone," Mayor Statham said.

The LEEP team visited Lithgow in February and early April 2022 for consultations with:

- Council, the NSW Government, Lithgow District Chamber of Commerce and business and community leaders, such as the Lithgow Community Power Project. They gained understanding of the current economic, social and environmental base, growth projections and opportunities.
- Leading employers in the region, including Energy Australia, Centennial Coal, and Thales, and visited key sites such as Greenspot's Wallerawang redevelopment, Mt Piper power station, Foundations Portland, and Lake Lyell.

LEEP is exploring:

- Ways to leverage Lithgow's reputation as an energy provider for NSW with a switch to scaled-up renewable energy, taking advantage of existing infrastructure, including transmission lines and water resources.
- Opportunities to become a hub for the circular economy will also be explored, along with the creation of precincts specialising in advanced manufacturing, transport and logistics, health and aged care. The potential of agribusiness and tourism are also be assessed.

Issues such as the need for affordable housing, high quality schools and higher education in the region to attract skilled workers and grow the community will also be considered, alongside initiatives to make Lithgow a great place to live and work.

The LEEP Action Plan is scheduled to be delivered in late 2022.

# Lithgow Regional Economic Development Strategy update

## LITHGOW REGIONAL ECONOMIC DEVELOPMENT STRATEGY 2018 - 2022

*A diverse robust economy, a skilled workforce  
and an attractive lifestyle creating opportunities  
for all and a community sharing its outstanding  
natural environment and heritage with the world.*

In April 2022, the Department of Regional NSW commenced an update of the Regional Economic Development Strategy (REDS). [Regional Economic Development Strategies \(REDS\)](#) are strategic documents with the objective of identifying priority areas for investment to drive growth and jobs in communities across regional NSW. In 2018, the Government facilitated the development of REDS for regional economies across NSW.

The [Lithgow Regional Economic Development Strategy 2018-2022](#) sets out a long-term economic vision and associated strategy for the Lithgow local government area.

The Strategy sets out a vision for the region, the strategies, and early stage actions required to achieve the vision. The six Strategy elements identified in the REDS for the Lithgow region link directly to the opportunities presented by the region's endowments and specialisations and aim to address some key regional risks and barriers to growth.

The update of the Lithgow REDS will:

- Highlight where progress has been made against key strategies and actions identified in the Lithgow REDS.
- Identify and assess the impacts of major changes to the economy, including recent 'shocks', trends and key government and council investments.
- Identify key strategic opportunities and vulnerabilities for engine and emerging industries, as well as local endowments. Consider changes and broader trends.
- Develop strategies and actions to support business and employment growth, with reference to relevant enablers.
- Review, affirm and adjust key economic development strategies to set the foundation and strategic focus for future work to develop new REDS.

The update of the Lithgow REDS is expected to be released in the second half of 2022.

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SE2 - We encourage  
economic growth  
and diversity

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### Lithgow VIC Visitors



Visitation numbers at the Lithgow Visitors Centre have increased slightly in 2021/22 but, are still impacted by COVID.

Pictured: Donkey Mountain

### Lithgow Tourism Destination Management Plan Key outcomes in 2020/2021 were:

- Due to COVID 19, Halloween 2021, was held online with a Best Dressed Costume Photographic Competition and the annual SF3 Lithgow Halloween Smartphone Film Competition.
- In May 2022, the community celebrated the return of LithGlow to the Blast furnace with over 1,000 people attending.
- The Opera Gala event was sold out at the newly refurbished Union Theatre.
- Council secured:
  - The Ridgy Didge Running Event to be held at Hassans Walls Reserve in August 2022.
  - The Australian Caravan Muster to be held at Lithgow Showground in October 2022.

# THE *Seven Valleys*™

**LITHGOW • WOLGAN • KANIMBLA • CAPERTEE • MEGALONG • HARTLEY • TARANA**

## **A joint Council and Industry tourism marketing campaign.**

Prior to the advent of the current wave of COVID-19 a digital marketing campaign had been developed as the next tourism push for the Lithgow local government area. The program, topically titled 'Seven Valleys', was developed to take the form of Google ads, banner ads, re-marketing (from the banner ads), social media paid advertising. This was to be directly linked to click throughs to the new tourism website which already has the Seven Valleys theme incorporated into it.

The initial plan was to follow the 'Seven Valleys' campaign up with another campaign over late spring and summer, coinciding with Halloween, Christmas and the school holidays. Whilst it was necessary to postpone the campaign, Lithgow Tourism and the Lithgow Regional Marketing Committee (LRMC) saw the need to maintain the momentum of previous campaigns and the position of Lithgow as being a natural destination close to Sydney.

In preparation for post lockdown opportunities the Seven Valleys campaign was launched to get into the homes of those in lockdown. The campaign was targeted as aspirational for the end of lockdown. The overarching intention was to get a campaign into the digital marketplace to take advantage of the opportunities that will inevitably arise.

Marketing opportunities for tourism included:

- Maximising the exposure following the filming of the Channel 7 SAS Australia program in the LGA to encourage bloggers, vloggers, travel writers and travel shows.
- Boosting social media posts specifically designed to reach target markets.
- Development of a monthly subscriber newsletter linked to the Lithgow Tourism Website to motivate repeat visits to the LGA.
- The suite of destination movies had their end-frames updated to coincide with a concerted campaign to encourage people back to the tourism area and to tie in with the current marketing campaign of 'Seven Valleys'.

# Eskbank House Museum

Visitation



During 2020/21:

- A number of exhibitions and public programs were held during the reporting period:
  - Waste to Art Exhibition.
  - Hosted International Women's Day event (see p64).
  - Development of themed displays - War, Childhood, Industry, Faith, Royals.
  - Make Home Bushfire Safe workshop delivered by Steven Houghton.
- Mary's Garden - Volunteers continued to develop the Kitchen Garden (see p62).
- Design work was finalised during the reporting period for repairs to roofing and the loft stairs. Works to be undertaken in 2022/23.
- The Museum collaborated with the Lithgow Library Learning Centre which hosted Heritage author talks by Christine Stewart and Peter Baker.

### Collection Care & Management

Care of the collection is an ongoing process. During the year most of the large objects were relocated from the loft into the workman's cottage.

The preservation needs of significant Lithgow Pottery work documents, glass plate negatives, stereograph photos, postcards and photographs were assessed in consultation with the museum advisor Tegan Anthes.

Cataloguing is continuing with an emphasis on discovering the provenance and gathering of items related to each other by donor. Several new donations have been received and catalogued

Engagement strategies include development of permanent themed displays related to the history and heritage of the Lithgow greater region.

Development and production of corflute display boards describing the individuals connected to the Eskbank Estate, Iron and Steel, and to Eskbank House was undertaken. These are located in the breakfast room and form a powerful introduction to the history of the museum.

### Promotion of the Museum

A Museums and Heritage Sites - Lithgow and Surrounds pamphlet was developed.

Social media has been used with great success to engage with the public locally and further afield. There has been great interest in artworks and in Mary's Garden. Ongoing post themes - New to the Collection, Mary's Garden, In Eskbank House Museum grounds, Visitors to the house, To commemorate ANZAC Day.

Waste to Art promotional material including media releases, posters and social media images was produced.



An aerial photograph of a town. The foreground is dominated by a large, vibrant green field. In the bottom center, there is a bright blue swimming pool. The town itself is a mix of residential houses and larger commercial or institutional buildings, with a grid-like street pattern. A road runs vertically through the center-right of the image. The overall scene is bright and clear, suggesting a sunny day.

# Governance & civic leadership



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“Developing community confidence in the organisation by the way it is directed, controlled and managed.”

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31 ACTIONS

22  
COMPLETED

9 ONGOING OR  
DEFERRED

# Achievements

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## Communication

### eNewsletters

- Council Connections distributed weekly.
- Lithgow Business & Tourism Matters distributed monthly

**406** Media releases distributed to local & regional media and published on Council's website, Facebook and in eNewsletters

**25** Council Columns produced & published in the Village Voice

**07** Formal GIPPA requests received & completed

**11** Ordinary meetings of Council held

**267** Resolutions

**1** Extra Ordinary meeting of Council held

**1** Resolution

**10** Councilor Briefing Sessions held (see pages 157-158)

# Certificates & applications

**283** Development applications registered

**43** s96 Modification of Consent applications registered

**211** Construction Certificates registered

**245** Quotes for applications

**07** Complying Development Applications registered

**2,216** Certificates processed

**30** s68 Solid Fuel Heater applications registered

**3,955** Action requests processed

**64** Onsite Sewer applications registered

received & processed by  
our Customer Service Team

# Challenges

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Council faced a number of Governance challenges in the 2021/22 year and adapted its systems and processes in response. Challenges which arose during the year included:

- Covid-19 lockdowns to October 2021 required Council to adapt and respond to changes in its operating environment, for example:
  - many staff were working remotely and works crews were split to ensure continuity of business, and
  - an extension was granted by the Office of Local Government for staff to complete the 2020/2021 financial statements due to disruptions from the Covid lockdown and local infections.
- Council's staff resources were stretched due to multiple natural disaster declarations following rain events and flooding.
- In July 2021, the local government elections planned for 4 September 2021 were postponed to 4 December 2021. The change of date significantly impacted Council's governance operations in planning for the end of the Council term and the commencement of a new term, as well as the timeframe to review and update the Integrated Planning & Reporting Framework.
- Difficulty in attracting and retaining suitably qualified staff and contractors led to the deferral or re-phasing of some Governance Operational Plan actions, including the implementation of the asset field works mobility solution and completion of strategic land use plans.



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# GL1 - Our council works with the community

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Opera Gala at the Union Theatre - May 2022

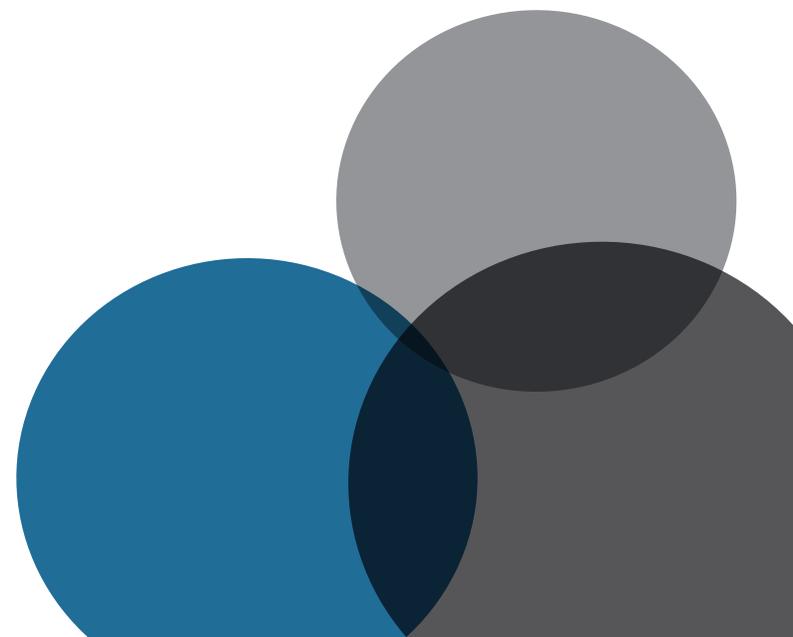
# Planning for a brighter future

- Stage 4 of the **Lithgow Floodplain Risk Management Study** and Plan was presented to the Floodplain Risk Management committee for ranking of options.
  - The **Local Housing Strategy** was deferred to 2022/23.
  - Work has commenced on the writing of the **Draft Rural and Rural Residential Strategy** by Council officers.
  - Council is working collaboratively with Transport for NSW and Department of Planning and Environment to resolve the traffic impacts and access arrangements onto the Great Western Highway as part of the Traffic Study for the **Marrangaroo Urban Release Area** and commence a planning proposal to implement the Marrangaroo Masterplan.
  - Planning progressed on an **Evacuation Plan for the Wolgan Valley** with the draft scope of works pending feedback from stakeholders before being issued for quotation.
  - The **Integrated Water Cycle Management Strategy** is progressing and nearing completion of key items in Q1 22/23. The water security options assessment is nearing completion with the identification of the works required and concept designs to work through the best options for Lithgow LGA. Presentation on the progress and next steps including community consultation to be prepared and given to executive staff. Asset Renewal program to be completed following revaluations of the above ground assets. All information to feed into a capital and renewal plan with costings and future pricing for water and sewerage.
- Council continued to conduct business in an open and democratic manner.
- All Business Papers and Minutes for Council were produced in accordance with the Code of Meeting Practice.
  - Council meetings were live-streamed for the public on Council's website.
  - Policies continued to be reviewed by staff throughout the year



Council engaged Micromex Research to assist with identifying community priorities (p141) for the future of the Lithgow LGA, this was followed up by a Visioning Session (p142) with Councillors in February. The results of this engagement formed the development of Council's Integrated Planning and Reporting Framework which was adopted in June 2022.

Councilor Visioning  
Session 23 Feb 2022



# What did our community say...

## MOST LOVE ASPECTS OF LIVING IN LITHGOW



Sense of  
community/friendly  
people



Natural  
environment/beautiful  
area/scenery



Relaxed  
lifestyle/peaceful



Convenient/central  
location

## WHAT RESPONDENTS WOULD LIKE TO SEE CHANGED



Upgrading/maintaining  
roads



Economic development  
& tourism/attract  
more business/job  
opportunities



More/better  
shopping options

## PRIORITY ISSUES FOR THE NEXT 10 YEARS

Economic development  
& tourism/attract  
more business  
and people/job  
opportunities



Upgrading/maintaining  
roads



Services and facilities  
for children/youth



The shift to energy  
efficiency/alternative  
energy

**Council engaged Micromex consulting to undertake a telephone survey and an online survey of the community to:**

- Understand and identify community priorities for the Lithgow LGA
- Identify the community's perceived quality of life
- Identify the community's level of agreement with statements regarding the Lithgow City Council area
- Gauge level of support towards a range of future Council projects and initiatives
- Understand the community's level of resilience in relation to significant events.
- A total of 401 resident telephone interviews were completed. Respondents were selected by means of a computer based random selection process using Australian marketing lists and SamplePages and are representative from across the local government area. The survey was made available online with 72 members of the community participating.

# Councillor priorities

## RETAIN



Sense of  
community/  
friendly people



Natural  
environment/  
beautiful area/  
scenery

## CHANGE



Upgrading/  
maintaining roads  
& infrastructure



Economic  
development &  
tourism/attract  
more  
business/job  
opportunities

## PRIORITIES



Economic  
development &  
tourism/attract  
more  
business and  
people/job  
opportunities



Upgrading/  
maintaining roads

Land/housing  
availability &  
affordability

Micromex Research & Consulting engaged Councillors in a workshop on 23 February to discuss the findings and future actions from the community survey. The session addressed three board themes:

- Where are we now
- Where do we want to be in 10 years
- How will we get there.

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# GL2 - Moving towards a sustainable council

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# Solar panels - JM Robson Aquatic Centre



# Service Review Framework

## An Integrated Approach

The Service Planning Framework is integrated in our Integrated Planning and Reporting process providing a connector between individual and organisational performance.

### People

- Workforce, employee engagement, values, behaviours, performance management, learning and development, Work Health & safety.

### Planning and Reporting

- Integrated Planning, reporting, measuring and engaging with the community.

### Process Improvement

- Service focus, service reviews, continuous improvement.

### Outcomes

- A service based approach to planning
- An integrated process for planning and budget development.
- Consideration of service delivery to inform budget needs.
- Increased community and employee engagement in relation to planning and



Council continues to implement the Service Planning Framework and undertake process improvement to identify efficiencies, improve organisational performance and work towards ensuring that your council is 'Fit for the Future'.

During 2021/22 Council has undertaken the following Service Reviews:

- Completed the following Service Reviews:
  - Libraries
  - Customer Service which included:
    - An upgrade of the Customer Request Management System commenced to improve the capture of customer requests and improved customer experience and reporting.
    - Customer Service training for all staff.
  - Recreation Service

## Responsible Financial Management

- Council utilises Western Sydney Region of Councils (WSROC) and Local Government Procurement arrangements/ contracts to minimise tendering costs where possible.
- The full \$550,000 value of Council's plant replacement has been delivered in the 2021/22 financial year. However, there have been some challenges which have affected Council's plant replacement program.
  - 6 - 12 months delays on delivery. This is being addressed through early procurement.
  - Lower plant replacement budget than required. This is being addressed through a review of plant with a view to increase utilisation or remove low utilisation plant, and the review of the economic model used to charge plant across the organisation
  - Additionally, Council's plant and fleet maintenance requirements extend to the management of the red fleet RFS assets. In close consultation with the RFS, these assets were also maintained to their satisfaction.

## IT Systems

- Council continued to implement new systems to increase efficiencies and reduce costs. Upgrade of the Customer Request Management System and Human Resources Modules are currently in development.
- Council continue to work to ensure the integrated of our computer systems and data security.

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GL3 - We are all  
valued citizens

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Australian Eco-Switch 2022  
The inaugural award for  
Suzanne Smith  
Member of the Public

Australian Eco-Switch 2022  
The inaugural award for  
Pam Day  
Member of the Public

Australian Eco-Switch 2022  
The inaugural award for  
Drew Lohr  
Member of the Public

Australian Eco-Switch 2022  
The inaugural award for  
Ray Lohr  
Member of the Public

## KEEPING OUR COMMUNITY INFORMED

Council utilises a variety of methods to ensure that information is accessible to the community.

### eNewsletters:

- The Council Connections e Newsletter was produced weekly.
- The Lithgow Tourism & Business Matters e Newsletter is delivered monthly to a business audience of over 1,400 subscribers. The newsletter provides information on workshops and business support programs.

### Media Activities

- The Council Column (in the Village Voice) and media releases were produced weekly with the exception of the Council shutdown period of two weeks over Christmas/new year.
- All media releases are published on Council's website and social media platforms and distributed electronically via Council Connections to subscribers.

### Social Media

Council manages and monitors Facebook pages for the following service areas:

- Lithgow City Council
- Lithgow Council Libraries
- Lithgow Tourism & Events
- Eskbank House Museum
- Lithgow Animal Shelter
- JM Robson Aquatic Centre
- Lithgow Youth Council.

In addition Lithgow City Council has Twitter presence and Tourism & Events Page on Instagram.

### Websites

Council manages and monitors websites for the following service areas:

- Lithgow City Council
- Lithgow Council Libraries
- Invest Lithgow
- JM Robson Aquatic Centre
- Eskbank House Museum

# How we communicate & engage

council meetings

Focus groups

workshops

drop-in sessions

Information booth (display/exhibition) events

We are talking to the community about...and we'd love to hear your views.

Fantastic, I have some great ideas about...

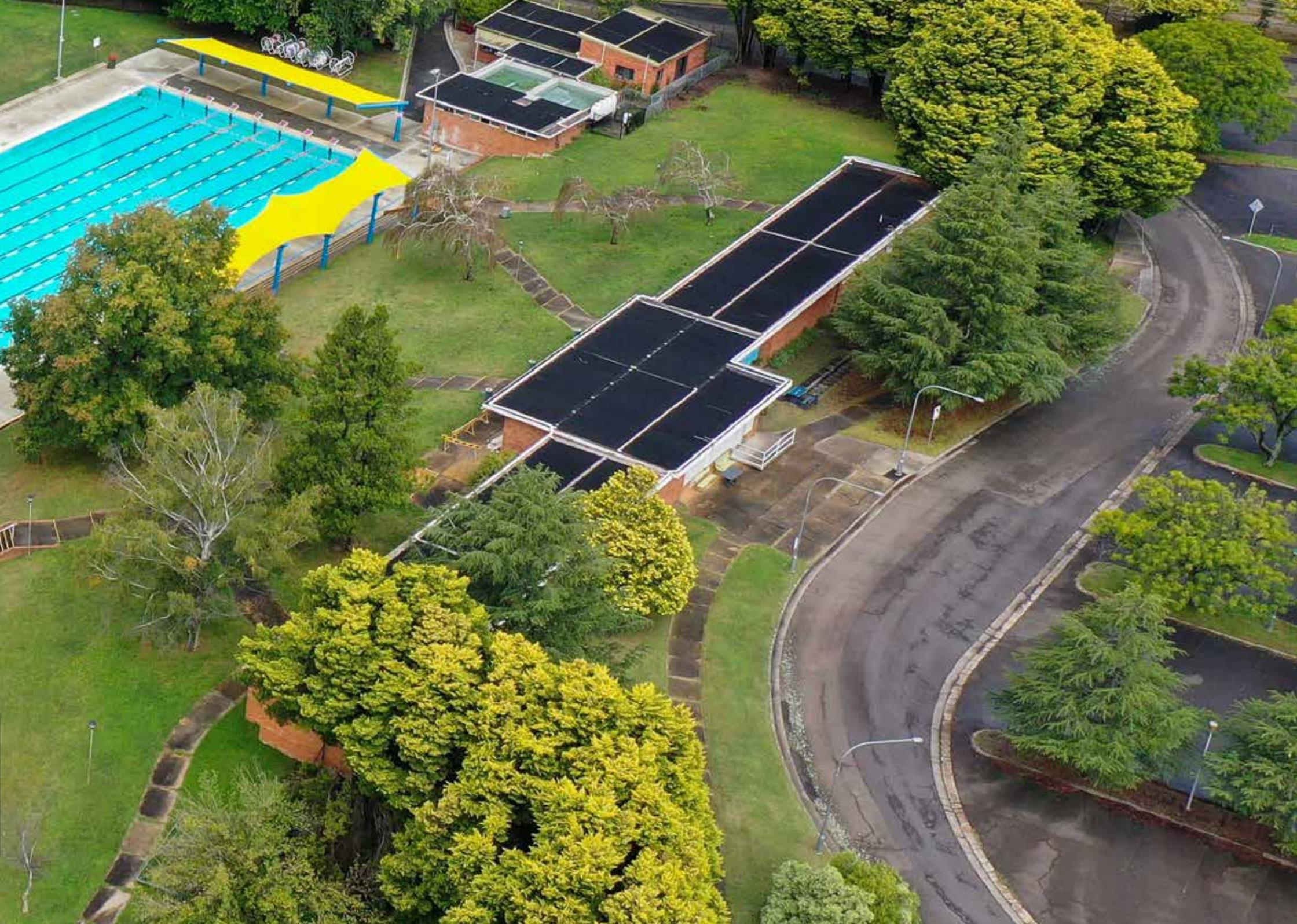


FACE  
TO  
FACE



# Statutory Information





A condition index has been used to describe the condition of each type of asset. The condition description is based on the following condition index:

CONDITION OF PUBLIC ASSETS		
CONDITION RATING	CONDITION	DESCRIPTION OF ASSET
1	New	New asset commissioned in current financial year. Rating used for depreciation reporting only.
2	Excellent	Asset is physically sound, is likely to perform adequately with low/regular maintenance, and extremely low short-term risk of failure.
3	Good	Asset is in an acceptable physical condition, is likely to perform adequately with minor maintenance and repairs, and minimal short-term risk of failure..
4	Satisfactory	Asset is in an acceptable physical condition although aging and deterioration is evident. Asset is still functioning safely, minor components require replacement/repair, with failure in the short term unlikely..
5	Worn	Asset is showing signs of moderate deterioration and possibility of assets failing to perform in the short term is possible, with no immediate risk to health and safety.
6	Poor	Asset has failed or failure is imminent with significant signs of deterioration of the asset and hazards present a possible risk to public safety

Further details of the condition of particular assets are provided in Special Schedule 7 of the Financial Statements (under separate cover to this Report). The following should be noted:

- The estimate of cost to bring public works up to a satisfactory standard is based on the condition of the asset and an adjustment for the Consumer Price Index.
- Council has adopted a strategic approach to the management of its varied and extensive assets. During 2020/21 Council continued to identify value and develop works programs for all its assets.

The following table provides a summary of legal proceedings in which Council was a party to:

LEGAL PROCEEDINGS		
MATTER	AMOUNT \$	PROGRESS OR OUTCOME
LCC v Denis Richard Cooke	8,026.08	The court found in favor of Council. Mr Cooke was fined \$5000 plus \$750 court costs.
Litigation matters regarding lease to ECEC Management Services Pty Ltd	35,135.69	Council was successful in winding up proceedings against ECEC Management Services Pty Ltd and a liquidator was appointed by the court.
Lithgow City Council ats Flynn 83 Hillcrest Avenue, Bowenfels Land and Environment Court Proceedings No. 20/121999	6,767.75	Finalised. Council was successful in defending the appeal.
Lithgow City Council ats Bell Quarry Rehabilitation Project Pty Ltd Lot 23 in DP751631 - Sandham Road, Newnes Junction Land and Environment Court Proceedings No. 2021/91361	57,785.25	Matter continuing

## Wallerawang Sewerage Treatment Plant Incident & Enforceable Undertaking

In late August 2019, workers at the Wallerawang Sewerage Treatment Plant (STP) were caused to replace a pump, which serviced a tank containing caustic soda. A fitting broke and the material leaked to a bund.

Around six weeks later the Environment Protection Authority (EPA) was called to the site by the owner of the nearby property. It was found that the material had left the bund and was on that property and had entered a small watercourse.

It was found that historically a valve had been installed so that it turned opposite to normal and that this allowed the material to leave the site of the STP. Council worked closely with the EPA to deal with this incident.

In response Council was subject to an Enforceable Undertaking.

## ENFORCEABLE UNDERTAKING ACTIVITIES DURING THE REPORTING PERIOD

Under section 253A of the Act, Council has given and the EPA has accepted the following:

Review and implementation of Pollution Incident Response Management Plans for all Sewage Treatment Plants by 30 June 2020.	These were delayed by the Covid-19 lock down but were completed by 31/12/2020.
Handling Dangerous Goods and Hazardous Materials training for all staff involved in the operation and maintenance of all sewage treatment plants by 30 September 2020.	This training was completed for all operational staff by 30/06/2020, 3 months ahead of the requested date
Appointment of 3 new positions; Asset Maintenance Planner, Water and Sewer Engineer and Wastewater Treatment Plant Operator by 31 July 2021.	WHS Officer Water & Wastewater, Asset Maintenance Coordinator and Water & Wastewater Engineer appointed.
Revision of the Operations Manual and development and implementation of Standard Operating Procedures for current facilities by 31 July 2021.	The Operation and Maintenance Manual has been revised for re-release by 31 July 2021.
\$100,000 to undertake weed eradication along the Farmers Creek Corridor delivering benefits to the environment and local community as part of the implementation of the Farmers Creek Management Plan	Jan - Jun 2021 - weed treatment undertaken by Blue Tongue Ecosystems along Farmers Creek, State Mine Creek, Lake Pillans Wetlands and Vale of Clwydd.
To present a paper on current wastewater industry skill levels, attraction, retention, training opportunity and skills development for Wastewater Treatment Plant Operators at the 2021 Water Industry Operators Association	Completed 2021

## FEES, EXPENSES AND FACILITIES PROVIDED TO THE MAYOR AND COUNCILORS

FEE, EXPENSE OR FACILITY	AMOUNT \$
Mayoral allowance	21,996
Councilor fees	98,442
Provision of a mobile phone for the Mayor	540
Provision of iPads for Councilors (including hardware)	5,700
Telephone Calls	3,240
Mayor vehicle NOTE: The Mayor paid nil lease fees for private use during the reporting period which is the amount applicable from the date Council adopted its policy on the payment of expenses and provision of facilities to Councilors.	Nil
Interstate visits	131
Overseas visits NOTE: There were no overseas visits undertaken during 2019/20	Nil
Expenses of any spouse, partner or other person who accompanied a councilor	Nil
Provision of care for a child or an immediate family member.	Nil

Council at its meeting of 27 June 2022 adopted (Min 22-123) a policy regarding the payment of expenses and provision of facilities to Councilors. A copy of [Policy 9.5 - Councillor Expenses and Facilities](#) to Councils is available on Council's [website](#)

## COUNCILLOR PROFESSIONAL DEVELOPMENT

During 2021/22 Council did not conduct an induction program for Councillors. Information was provided to Council regularly in the form of briefing sessions, memos, email & meetings.

### COUNCILLOR BRIEFING SESSIONS

DATE	TOPIC/S	COUNCILLORS ATTENDED
19 Jul 2021	<ul style="list-style-type: none"> <li>TfNSW and HDP - Great Western Highway Duplication Update</li> <li>Rural Planning Matters</li> </ul>	Cr Thompson, Cr McAndrew, Cr Coleman, Cr Goodsell, Cr Goodwin, Cr Lesslie, Cr Statham, Cr Ring.
16 Aug 2021	No session held	
20 Sept 2021	<ul style="list-style-type: none"> <li>EDE - 20/09/2021 - NSW Energy from Waste Infrastructure Plan</li> </ul>	Cr Thompson, Cr McAndrew, Cr Coleman, Cr Goodsell, Cr Goodwin, Cr Lesslie, Cr Statham, Cr Ring.
18 Oct 2021	<ul style="list-style-type: none"> <li>Fire and Rescue NSW - Local Responsibilities and Structure</li> <li>Black and Gold Cabins</li> <li>Lithgow Water Supply, IWCM, Clarence to Wallerawang Pipeline</li> <li>NSW Address Policy and User Manual (Process and Procedure)</li> </ul>	Cr Thompson, Cr McAndrew, Cr Statham, Cr Ring, Cr Goodsell, Cr Coleman, Cr Smith
5 November 2021	No Councillor Information Session held due to Caretaker mode prior to Council election.	
December 2021	No Councillor Information Session held due to Caretaker mode prior to Council election.	
17 January 2022	No session held	
8 February 2022	<ul style="list-style-type: none"> <li>Transport for NSW - Great Western Highway Upgrade</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Goodsell, Cr Mahony, Cr O'Connor, Cr McGhie
21 February 2022	<ul style="list-style-type: none"> <li>ECDEV - Energy from Waste</li> <li>ECDEV - Greenspot</li> <li>Director Introductions - Portfolios - Overview of Key Issues</li> <li>Program for IP&amp;R in the next 5 months</li> <li>Committees &amp; Terms of Reference</li> <li>Prescribed Code of Meeting Practice / Opportunities to Improve Meeting Procedures</li> <li>Business Paper Discussion</li> <li>Docs on Tap and LCC Councillor Hub</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Goodsell, Cr Mahony, Cr O'Connor, Cr McGhie

## COUNCILLOR BRIEFING SESSIONS

DATE	TOPIC/S	COUNCILOR ATTENDED
21 Mar 2022	<ul style="list-style-type: none"> <li>• Energy Australia - Pumped Hydro</li> <li>• Roadside and general mowing</li> <li>• Overview of Council Waste Management</li> <li>• Customer Service Review &amp; Charter</li> <li>• Rydal Toilet Project</li> <li>• General Business</li> <li>• Run through of the Business Paper for the March Ordinary Meeting</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Mahony, Cr O'Connor, Cr McGhie
22 Mar 2022	<ul style="list-style-type: none"> <li>• Rating Review Report</li> <li>• 2022/23 Additional Special Variation</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Goodsell, Cr Mahony, Cr O'Connor, Cr McGhie
20 Apr 2022	<ul style="list-style-type: none"> <li>• Ironfest</li> <li>• Community Strategic Plan</li> <li>• Resourcing Strategy - LTFP, Workplace Strategy, Strategic Asset Management Plan</li> <li>• Draft 2022/23 budget including key operational and capital projects fees and charges</li> <li>• Operational Plan</li> <li>• WSROC and CNSWJO</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Goodsell, Cr Mahony, Cr O'Connor, Cr McGhie
16 May 2022	<ul style="list-style-type: none"> <li>• ECDEV Proposed Pinecrest Solar Farm</li> <li>• ECDEV - Gardens of Stone State Conservation Area</li> <li>• W/W - 16 May 2022 - Clarence to Wallerawang</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Goodsell, Cr Mahony, Cr O'Connor, Cr McGhie
22 Jun 2022	<ul style="list-style-type: none"> <li>• Centennial Coal</li> <li>• Rating Review</li> <li>• HyTec Quarry Voluntary Planning Contribution and Community Grant</li> <li>• IP&amp;R Exhibition Outcomes</li> </ul>	Cr Statham, Cr Coleman, Cr Bryce, Cr Goodsell, Cr Goodwin, Cr Mahony, Cr O'Connor, Cr McGhie



## IN-HOUSE WORKSHOPS/TRAINING

DATE	TOPIC/S	COUNCILLORS ATTENDED	AMOUNT \$
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No In-house workshops/training was conducted during 2021/22

## EXTERNAL PROFESSIONAL DEVELOPMENT, TRAINING AND CONFERENCE/SEMINARS

DATE	TOPIC/S	COUNCILLORS ATTENDED	AMOUNT \$
28 February - 2 March	LGNSW Special Conference	Cr Statham, Cr Coleman, Cr Lesslie	3,352.50
22 February 2022	Councillor induction - elected Life	Cr Statham, Cr Coleman, Cr Goodsell, Cr Bryce, Cr McGhie, Cr Lesslie, Cr Goodwin, Cr Mahony, Cr O'Connor	5,200
23 February 2022	Councillor Visioning Workshop with Micromex Research for Community Strategic Plan	Cr Statham, Cr Coleman, Cr Goodsell, Cr Bryce, Cr McGhie, Cr Lesslie, Cr Goodwin, Cr Mahony, Cr O'Connor	6,435
29 April 2022	ALGWA Conference	Cr Coleman	932.50
6 June 2022	2022 National General Assembly	Cr Coleman, Cr Lesslie	1,458.38

NOTE: Includes service award, board membership, parking and meals

## SENIOR STAFF TOTAL REMUNERATION PACKAGES

FEE, EXPENSE OR FACILITY	GENERAL MANAGER C BUTLER	DIRECTORS
Total value of salary component of package	242,604	1,299,374
Total amount of any bonus payments, performance or other payments that do not form part of salary component	Nil	Nil
Employer compulsory superannuation or salary sacrifice	23,529	76,978
Total value of non-cash benefits	Nil	Nil
Total payable fringe benefits tax	4,819	19,389

Council had 5 senior staff positions throughout the year:

- General Manager, Craig Butler
- Chief Financial & Information Officer, Ross Gurney
- Director Infrastructure Services, Jonathon Edgecombe
- Director People & Services, Michael McGrath
- Executive Manager Water & Wastewater, Matthew Trapp
- Director Economic Development & Environment, Andrew Muir 1 July 2021 - 25 May 2022.

## SUMMARY OF RESOLUTIONS CONCERNING WORK CARRIED OUT ON PRIVATE LAND AND ANY SUBSIDIES RELATED TO THE WORK

There was **1** resolution passed during 2021/22 in accordance with the provisions of section 67(2)(b) of the Local Government Act 1993 relating to Council subsidising the cost of any works carried out on private lands.

Mayoral Minutes - 25/10/2021 - Emergency Electrical Repairs to Tornado Damaged Building

21 -236 RESOLVED

THAT Council –

1. note the action to support a local resident recover from severe damage to their house and property at Meadow Flat as a result of a tornado, and,
2. endorse the expenditure of \$324,37 for works on this private property at Curly Dick Road Meadow Flat

## PRIVATE SWIMMING POOLS

In accordance with Swimming Pools Act 1992 (SP Act) s22F(2), Swimming Pools Regulation 2018 (SP Reg) cl 23 Council undertook the following inspections of private swimming pools:

- 0 inspections of tourist and visitor accommodation
- 0 inspections of premises with more than 2 dwellings
- 12 inspections that resulted in issuance of a certificate of compliance under s22D of the SP Act
- 2 inspection that resulted in issuance of a certificate of non-compliance under cl21 of the SP Reg.

## CATEGORISATION OF COUNCIL BUSINESS AND THE IMPLEMENTATION OF COMPETITIVE NEUTRALITY PRINCIPLES

Council operates the following businesses:

Category 1

- Wastewater
- Water

Category 2

- Land Development

Council has complied with the principles of competitive neutrality in relation to pricing, taxation equivalents, Council rates and charges and corporate taxation equivalents. No complaints have been received in relation to competitive neutrality. A copy of the [Policy 9.3 Competitive Neutrality](#) is provided on Council's [website](#)

The Financial Statements for the Category 1 and 2 businesses are disclosed in the Financial Statements and Auditors Report 2021/22 and are available on Council's [website](#)

## BUSHFIRE HAZARD REDUCTION ACTIVITIES

Council participated in several committees and provided support through the Service Level Agreement with the Rural Fire Service.

## GRANTS AND DONATIONS

Council allocates Financial Assistance each year to assist not-for-profit groups that offer a significant contribution to the social, economic and/or environmental wellbeing of the community. In doing this, Council recognises that the community has a good understanding of community need and many good ideas on worthwhile projects that Council can support financially.

Most Financial Assistance is distributed in two funding rounds, with applications called for in April and October each year.

Applications are then reviewed by Council's Community Development Committee which makes recommendations to Council on the projects and amounts to be funded:

- \$98,935.95 Financial Assistance was allocated in 2020/21 under section 356 of the Local Government Act:

Financial Assistance supports not-for-profit community organisations to provide worthwhile projects in the community including projects that:

- Enhance educational and employment opportunities.
- Retain, respect and strengthen our community and support the unique needs of various groups across the LGA.
- Celebrate and support diverse communities, including Aboriginal and multicultural communities.
- Focus on promoting positive health, including mental health, and wellbeing at all stages of life.
- Events or initiatives that support and celebrate the cultural and creative richness of our community.
- Projects that balance, protect and enhance our diverse environment, both natural and built

Applications were received and approved for the following projects but due to COVID 19 they did not proceed and were not funded:

- Wallerawang Kids Club - Rate Reimbursement - \$385
- Mingaan NAIDOC Day Celebrations - \$2,000
- Daffodils at Rydal - \$1,500
- Rydal Show Heavy Horse & Yard Dog Section Sponsorship - \$1,000
- Hartley Vale Cemetery - Open Day - \$1,500
- Independent Lewis Masonic Lodge Portland, Restoration of Building - \$750

## GRANTS AND DONATIONS

ORGANISATION	PROJECT	AMOUNT \$
Lithgow Show Society	2022 Lithgow Show	11,500
Portland Pool	Annual Contribution	40,000
Arts OutWest	Annual Contribution	14,000
Lithgow Cares Committee	Community Fun Days	4,000
Lithgow Information & Neighbourhood Centre	Let's Read and Count Program	3,000
Gindaay Youth Drop in Centre	After School youth programs	1,000
Western Region Academy of Sport	Annual operating grant	1,285
Greater Lithgow Arts Council	Trophies & Awards for Cultural Awards	2,000
Lithgow Dementia Alliance	Creative Dementia Workshops	3,000
Portland Tidy Towns	Beautification Project	2,000
Cullen Bullen Progress Association	Rate Waiver	1,560
	Insurances	3,325
All schools in LGA	Contribution to end of school year awards	491
Lithgow Theatre Group	Room dividers	1,500
Lithgow Tidy Towns	Art Installation & CBD Map	2,000
Lithgow District Car Club	Rates Reimbursement	1,000
Tarana Tanker Trailer	Registration	1,350
Muzzle Loading Gun, Rifle & Pistol Club and Lithgow Valley Archers	Rate Reimbursements	1,223
Lithgow Community Projects	COVID Assistance - Crisis Centre Cleaning	4,702

## PUBLIC INTEREST DISCLOSURES ACT

PUBLIC INTEREST DISCLOSURE	NUMBER OF DISCLOSURES
No. of public officials who made public interest disclosures to your public authority.	Nil
No. of public interest disclosures received by your public authority.	Nil
Of public interest disclosures received, how many were primarily about:	
• Corrupt conduct	Nil
• Maladministration	Nil
• Serious and substantial waste	Nil
• Government information contravention	Nil
• Local Government pecuniary interest contravention	Nil
No. of public interest disclosures (received since 1 Jan 2012) that have been finalised in this reporting period.	Nil
Have you established an internal reporting policy?	Yes
Has the head of your public authority taken action to meet their staff awareness obligations?	Yes

If so, please select how staff have been made aware:  
 Policy 9.9 - Protected Disclosures Policy is available on Council's website [www.council.lithgow.com/policies1](http://www.council.lithgow.com/policies1)  
 Training has been provided by the NSW Ombudsman's Office.

Local Government Act 1993 – Section 428,  
 NSW Public Interest Disclosures Act Section 31  
 and Public Interest Disclosures Regulation 2011  
 Clause 4  
 Council must report annually on its obligations  
 under the Public Interest Disclosures Act 1994.  
 The report for the year ended 30 June.

### EXTERNAL BODIES EXERCISING FUNCTIONS DELEGATED BY COUNCIL

There were no functions delegated by Council to external bodies during 2019/20.

### COMPANIES IN WHICH COUNCIL HELD A CONTROLLING INTEREST

Council did not hold the controlling interest in any one company.

## FRAUD CONTROL ACTIVITIES

**Council's Executive Leadership Team has endorsed a Fraud and Corruption Control Plan. The plan aims to:**

- reduce the potential for fraud and corruption within and against Council;
- build a culture which seeks to prevent fraud and corruption;
- explain how Council deals with suspected fraud and corruption through risk management practices; and
- provide guidance on how any suspected instances of fraud or corruption are dealt with by Council.
- Council has also completed a Fraud Risk Assessment. The Fraud Risk Assessment was reviewed in 2020, with input from the Audit, Risk & Improvement Committee.
- Council has adopted a Fraud and Corruption Control Policy (Min. No. 19-105). The policy outlines Council's commitment to the prevention, deterrence, detection and investigation of all forms of fraud and corrupt conduct. It also ensures that the appropriate mechanisms are in place to protect the integrity, security and reputation of Council.
- Council has strengthened its fraud control framework by implementing the following actions:
- A Fraud Awareness Information sheet was prepared for new starters. The Fraud Awareness Sheet has been distributed to all staff and a link to the sheet will be included in the "letter of offer" for new staff.
- A "new starters conflicts of interest declaration" form is included with the "letter of offer" for new staff.
- Existing staff are required to complete a conflicts of interest
- declaration annually.
- Existing staff are required to sign off on the Code of Conduct
- annually using the 'Elmo' on-line training module.
- All staff Code of Conduct training has been held.
- Council has included specific information on its website as to how to report on suspected fraud with a link to relevant policy.

## PARTNERSHIPS AND JOINT VENTURES COUNCIL WAS A PARTY TO

NAME	PURPOSE
Western Sydney Region of Council's (WSROC)	An organisation of councils for the sharing of knowledge, bulk purchasing, and provision of human resource services such as training, promotion of the area and driver for improvements to the region.
Lithgow Community Health and Dolly Parton Imagination Library	Books for Babies Program which provides literacy material for each newborn.
Netwaste	An organisation of councils for the purpose of sharing resources and knowledge, and co-ordinating the planning of waste issues at regional and sub-regional levels.
State Library of NSW	Provision of support service for the Lithgow Library Service.
Sydney Catchment Authority	Council entered into an agreement for the ongoing costs for the UV Disinfection Units at the Lithgow and Wallerawang Sewerage Treatment Plants.
Communities and Kids (LINC)	Weekly storytime activities at Wallerawang Library as part of the LINC Outreach program for the Wallerawang community.
Services Australia	Services Australia Access Point is available at Wallerawang Library and provides access to services such as Centrelink and Medicare via the portal equipment in the foyer of the library.

**Dolly Parton Imagination Library** is a partnership between Lithgow City Council Libraries, United Way Australia, NSW Health and the NSW Government to provide every child born in the Lithgow Local Government Area 1 book per month until age 5. Registration and the first book are presented by NSW Health at the child's first health assessment. Lithgow Library staff register the child with United Way and the family then receive via mail 1 book per month which includes reading tips and activities. The child also receives their first library card and information from the library on programs available including Baby Bounce and Rhyme Time and preschool Storytime.



## CONTRACTS AWARDED OVER \$150,000

Council resolved to award the following contacts in 2021/22 which were over \$150,000:

CONTRACT DESCRIPTION	CONTRACTOR	AMOUNT \$
Resource Recover Centre	Structen Pty Ltd	2,714,286
Cullen bullen Low Pressure Sewerage Scheme	H2H Plumbing Pty Ltd	1,668,758
Wallerawang Sewerage Pumping Station No. 1 Renewal	QMax Pumping Systems	771,680
Replacement of Bridges - Glen Davis Road	Central Industries	3,464,540
Portland Watermains Renewal and Trunk Main	Utilistra Pty Ltd	1,077,958
Repair of the Lithgow Library Awning & Facade	Dean Horton	359,912

## STORMWATER MANAGEMENT SERVICES

The following table details the amount of income received from the stormwater charge and expenditure on stormwater management services in 2020/21:

DETAILS	AMOUNT \$
Income from stormwater charges	241,234
Expenditure on stormwater management services	558,376

## SPECIAL RATES

### Parking

The special rate for parking for 150 CBD properties will continue within the designated area of Lithgow. At the Council meeting held on 26 November 2018 it was resolved:

THAT Council take the following action from the 2020/21 financial year:

1. Utilise the parking special rate for Lithgow CBD capital works and maintenance.
2. Determine a specific program of works and activities which will be funded from the parking special rate for inclusion in each year's Operational Plan.
3. Any parking special rate funds not utilised in a financial year be placed in an internally restricted reserve for future Lithgow CBD capital works and maintenance.
4. That the outcome of the program is reported to Council annually and that the program is reviewed in 5 years.

18 – 349 RESOLVED

The ad valorem rate and estimated yield is provided below.

PARKING SPECIAL RATE INCOME		
	AD VALOREM \$	YIELD (GST EXCL) \$
Designated area of Lithgow	0.733643	258,499

PARKING SPECIAL RATE - PROGRAM OF WORKS			
	BUDGET \$	ACTUAL \$	ACHIEVEMENT
CBD Street Sweeping	104,665	206,537	Completed
Main Street Footpath Reconstruction	151,703	51,962	Transfer of funds to reserves as a co-contribution to a grant application

## SPECIAL VARIATION TO ORDINARY RATES

On 13 May 2019, IPART announced that it had approved the Special Rate Variation in part for an increase of 9.0% (including rate peg). The rate increase may be retained in the Council's general income base permanently.

To ensure compliance with the provisions of s508(2) of the Local Government Act 1993, Council is required to provide information on projects funded from the Infrastructure Levy Program (ILP) during 2020/21 as follows:

TRANSPORT	
RENEWAL WORKS TO THE FOLLOWING ROADS	AMOUNT \$
Second Street, Lithgow	9,661
Enfield Avenue, Lithgow	10,624
General asset transport maintenance	517,845
<b>TOTAL TRANSPORT SRV PROGRAM</b>	<b>538,130</b>



The implementation of the Special Rate Variation Roads and Drainage programs meet the objectives of council's Strategic Asset Management Plan by:

- Facilitating the renewal of assets;
- Reducing council's asset renewal backlog;
- Providing high quality transport assets to the community.

**DRAINAGE INFRASTRUCTURE  
RENEWAL WORKS TO THE FOLLOWING  
STORMWATER DRAINAGE**

**AMOUNT \$**

Urban Drainage Improvements	30,909
General Asset Drainage - Maintenance	65,679
<b>TOTAL DRAINAGE SRV PROGRAM</b>	<b>96,588</b>

**BUILDINGS  
RENEWAL WORKS TO THE FOLLOWING  
BUILDINGS**

**AMOUNT \$**

Civic Ballroom Roof Replacement and Resurfacing	Deferred to 2022/23
Installation of solar panels - Aquatic Centre (partly phased to 2022/23)	39,319
General Asset Building - Maintenance	164,414
<b>TOTAL BUILDING SRV PROGRAM</b>	<b>203,733</b>



## COMPANION ANIMALS

The following information is provided on Council's activities during 2019/20 in relation to enforcing and ensuring compliance with the provisions of the Companion Animals Act 1998 and the Companion Animals Regulation 1999:

ACTIVITY	ACHIEVEMENT
Lodgment of pound data collection returns with the Office of Local Government	The pound data collection return for 202/21 has been provided to the Office of Local Government.
Lodgment of data relating to dog attacks with the Office of Local Government.	All dog attacks were reported on the Companion animal Register website.
Companion animal community education programs	During 2020/21, community awareness and education around individual's responsibilities for care of companion animals was achieved through the delivery of the following grant funded Responsible Pet Ownership Programs to improve desexing, micro-chipping and registration of Companion Animals across the LGA: <ul style="list-style-type: none"> <li>• Operation Cat</li> <li>• Free Micro chipping Month for Dogs</li> </ul> See page 70 for details
Strategies to promote and assist the de-sexing of dogs and cats	Promotion and participation in Operation Cat and Free Micro chipping Month.
Strategies to see alternatives to euthanasia for unclaimed animals	Council has rehoused and fostered unclaimed animals.
Off leash areas provided	A total of 4 off leash area are provided in the Local Government Area, being 2 in Lithgow and 1 in each of Portland and Wallerawang.

### 4 OFF LEASH AREAS

- Endeavour Park, Lithgow
- Montague Street, Lithgow
- Williwa Street, Portland
- Lake Wallace Recreation Area, Wallerawang

Council collects income during the year from the Microchipping and registration of companion animals and forwards this to the Department of Local Government which in turn reimburses council a proportion of these fees. Council uses this income and income derived from the impounding, sale, surrender and fines to undertake companion animal management activities. The following table shows income received in relation to companion animals and the amount of money expended on companion animal management and activities during 2020/21:

BUDGET ITEM	AMOUNT \$
<b>INCOME</b>	
Office of Local Government	28,122.40
Impounding, sale, surrender and fines	47,621.31
<b>EXPENDITURE</b>	
Employee costs	187,305.64
Lithgow Animal Shelter costs	22,214.27



**PLANNING AGREEMENTS (VPAs)**  
**Environmental Planning and Assessment Act 1979**  
 Part 7 Infrastructure contributions and finance  
 Division 7.1 Development contributions  
 Subdivision 2 Planning agreements

S.7.5.(5) of the Act requires: - A planning authority that has entered into one or more planning agreements must, while any such planning agreements remain in force, include in its annual report particulars of compliance with and the effect of the planning agreements during the year to which the report relates.

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
335/05da Approved: 159 lots Dated: 14/02/2007 mod 025/19 3 lot englobo subdivision	For community facilities	Lithgow City Council & Regional Project Management P/L - land has since been sold to Council	\$2500 per lot created = 159 = \$397500. Staged Development	Lot 1 DP 1082148. Col Drewe Drive, South Bowenfels	6/11/2006	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2021/2022	\$2500 per lot created = 159 = \$397,500. Staged Development
429/05DA Approved: 12 Lots. Dated: 25/07/2006, Related File: DA042/07 Strata Subdivision	For open space and community facilities in a residential subdivision	Lithgow City Council & PK & CA Van der Velden	\$2200 per unit/lot created = 12 = \$26400, 3 stages	Lots 119, 120 & 122 in the subdivision of Lot 406 DP 26070, Sidey Place, Wallerawang.	18/12/2006	Prior to the issue of the occupation certificate for each unit	No Payment in 2021/2022	\$2200 per unit/lot created = 8 = \$17,600, 2 stages remaining
DA238/14 Approved: 12 Lots. Dated: 22/03/2016 (Covid 2 year extension on consent lapse date) to 21/03/23	For the provision of the upgrade of Glen Alice Road.	Lithgow Council & Don Saville (Director) Glen Alice Pty Ltd	\$40,000	Lot 1 DP 651340, Lot 1 and Lot 21 DP 753780 "Glen Alice" Glen Alice - Old Road Glen Davis	3/08/2016	Prior to the issue of the subdivision certificate for each Stage	No Payment in 2021/2022	\$40,000
SSD_5594 Approved 21/9/2015 -Springvale, Airly and Angus Place Mines	Community Contribution	Lithgow Council and Centennial Coal	\$0.03 per saleable tonne of coal each financial year to be used for long-term community activities and projects		21/09/2015	Pays Annually	Springvale \$55,824.00 Airly \$39,245.10 Angus Place-\$0 (Care and Maintenance)	Ongoing
SSD-6084 Hy-Tec Approved: Quarry	For Public Facilities and Infrastructure	Lithgow Council & Hy-Tec Industries Pty Ltd	\$0.025 Per tonne of quarry product sold from the quarry on a quarter basis	Lot 1 and 2 DP1005511, Lot 31 DP 1009967 and Lot 4 DP876394, 391 Jenolan Caves Road Hartley	2/09/2016	Paid Quarterly and distributed to the community upon applications received each year	\$30,331.00 - 2021 Calendar Year	\$0.025 per tonne

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
SSD 07_0127 MOD 5 Invincible Colliery, Approved: Coal Mine, Dated: 2/02/2018	For community facilities and infrastructure for Cullen Bullen and surrounds	Lithgow Council & Castlereagh Coal (Shoalhaven Coal)	\$0.05 per tonne of product coal each financial year to Cullen Bullen Township & surrounds	Lot 1 DP180294, Lot 11 DP614429, Lots 112 & 113 DP877190 and Ben Bullen State Forest, Castlereagh Highway Cullen Bullen	5/07/2017	Paid annually	No Payment in 2021/2022 as currently the mine is under Care and Maintenance	\$0.05 per tonne of product coal each financial year
DA225/16 Approved: 25 Lots, Dated: 13/10/17	For community facilities and public open space	Lithgow Council & Tri-Firma Pty Ltd	\$150,000 (\$6000 per 24 allotment), 3 Stages - Stage 1- 2 lots (residue lot), Stage 2 -Lots 1-12, Stage 3 - Lots 13-24, prior to the release of the subdivision certificate for stage 2 & 3	Lot 64 DP1103064, Kirkley Street South Bowenfels NSW 2790	27/03/2017	Prior to the issue of the Subdivision Certificate for each Stage	\$343,180.01 (Stages 2 & 3) Receipt No. 351195, dated 24/05/2022	No
	Works in kind for a concrete cycle path 3m wide within Lot 64 DP1103064		\$4,500, prior to the release of the subdivision certificate for stage 3				Yes Works undertaken Inkind	No
DA022/18 Approved: 79 Lots, Dated: 29/10/2018	For community facilities and public open space Works in kind for a concrete cycle path	Lithgow Council & Rosaton Pty Ltd	\$6,200 per lot - 6 stages - Stage 1 - 7 Lots, Stage 2- 12 Lots, Stage 3 - 13 Lots, Stage 4- 14 lots, Stage 5- 4 lots, Stage 6- 29 lots,	Lot 2 & 3 DP1229039, 33 Magpie Hollow Road, South Bowenfels NSW 2790	28/02/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2021/2022	\$6,200 per lot - 6 states - Stage 1 - 7 Lots, Stage 2- 12 Lots, Stage 3 - 13 Lots, Stage 4- 14 lots, Stage 5- 4 lots, Stage 6- 29 lots
DA228/14 Approved: 26 Lots, Dated 22/11/2016 (Covid 2year extension on consent lapse date) to 21/11/23	Upgrade of Upper Nile Road and Glen Alice Road	Lithgow Council & Lyn and Bruce Richardson	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12,	Lot 5 DP136719, Lot 4,3,12,11 DP755796 620 Upper Nile Road, Glen Alice NSW 2849	30/04/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2021/2022	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
62/06DA Modification Mod001/20 Approved: 146 Dwellings, Dated 22/06/2020 4 stages	62/06DA Modification Mod001/20 Approved: 146 Dwellings, Dated 22/06/2020 4 stages	Lithgow City Council & Treeview Estates Pty Ltd	\$127100 map wetlands and ongoing maintenance \$151000 for bus turning circle and \$660 per dwelling = \$299,610	Lot 50 DP 1044978 9 Col Drewe Drive South Bowenfels	24/03/2020	Prior to the issue of the occupation certificate for each unit	No Payment in 2021/2022	\$660 x 146 = \$96,360 - Stage 4 Outstanding
DA021/18 Approved: 86 Lots, Dated: 29/10/2018	Community facility and public open space (VPA #1)	Lithgow Council & Noel Flynn	\$533,200 (\$6,200 per lot), Stage 1: \$124,000 (20 lots), Stage 2: \$409,200 (66 lots)	Lot 1 DP1230208, 43 Hillcrest Avenue, Bowenfels	TBA	Prior to the issue of the subdivision certificate for each stage	No Payment in 2021/2022	\$533,200 (\$6,200 per lot), Stage 1: \$124,000 (20 lots), Stage 2: \$409,200 (66 lots)
DA021/18, MOD039/19 Approved: 86 Lots, Dated: 1/06/2021	Road Link and construction of intersection (VPA #2)	Lithgow Council & Noel Flynn	\$3,200 per lot (Total \$275,200),	Lot 1 DP1230208, 43 Hillcrest Avenue, Bowenfels	08/09/21	Prior to the release of the subdivision certificate for the 21st lot, intersection to be completed prior to the issue of the subdivision certificate for the 30th lot	No Payment in 2021/2022	\$3,200 per lot (Total \$275,200),
DA182/19 Approved: 19 Lots, dated: 27/05/2020	Community facility and public open space	Lithgow Council & Kevin Thompson (Above and Below Holdings)	Stage 1: \$16,500.00 Yes; Stage 1 Paid 12/10/20, Stage 2: \$46,200.00 (\$3,300 per lot)	Lot 20 DP1176, 1043 Pipers Flat Road, Pipers Flat NSW 2790	7/08/2020	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2021/2022	Stage 2: \$46,200.00 (\$3,300 per lot) Outstanding
DA196/18 Approved: 34 Lots, Dated: 22/2/21	Community facilities and public open space Stage 2- Road Works on Maddox Lane	Lithgow City Council & Charles and Joan Applin	\$3,000 per lot = \$87,000 plus \$5,000 per lot for stage 2 (lots 2-6) = \$25,000	Lot 2 DP 574754, 111 Ian Holt Drive Lidsdale, NSW	22/09/2021	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2021/2022	\$3,000 per lot = \$87,000 plus \$5,000 per lot for stage 2 (lots 2-6) = \$25,000

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
DA142/18 & MOD005/19 Mod Approved: 134 Lots, Dated: 27/5/19	Community facility and public open space	Lithgow City Council and Sweetbriar	\$830,800 (\$6,200 per lot)	Lot 5 DP 1230208 & Lot 1 DP 1082148 (Sweetbriar) – 994, 998 and Sweetbriar Great Western Highway Bowenfels, NSW 2790	27/05/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2021/2022	\$830,800 (\$6,200 per lot)
DA269/17 Approved: 11 Lots, Dated: 5/4/2018	Community facilities and public open space	Lithgow City Council & Todd Dean Lemdean PTY Limited	\$6,000 per lot = \$66,000	Lot 14 DP 1202238, 7 Bowen Chase, South Bowenfels, NSW 2790	05/04/2018	Prior to the issue of the Subdivision Certificate	Yes, Paid \$66,000, 10/09/2021	No
DA088/21 Approved: 6/04/2022	Community Facilities & Cycleway	Lithgow City Council & Trinity Heights (Peter Basha/Peter Rogers)	\$6,400.00 per lot for community facilities and \$27,500 for continuation of a cycleway	Lot 3 DP 1268778 - 50 Kirkley Street SOUTH BOWENFELS NSW 2790	28/03/2022	Prior to the issue of the Subdivision Certificate	No payment in 2021/2022	\$6,400.00 per lot for community facilities and \$27,500 for continuation of a cycleway.

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