



# ANNUAL REPORT

# 2023-2024

## Table of Contents

<b>Introduction</b> .....	
Acknowledgement of country .....	3
Supporting our Multicultural communities .....	4
Message from the Mayor .....	5
Message from the General Manager .....	6
Our Councilors .....	8
The administrative body .....	10
Our community vision and areas of focus .....	11
Community Strategic Plan and Objectives .....	12
Reading the Annual Report .....	13
Advent Calendar .....	14
Our region in a Snapshot .....	15
Expenditures, revenue and assets .....	16
Our financial performance .....	17
Operational plan and Delivery Program summary .....	18
<b>Developing our Built environment</b> .....	<b>19</b>
<b>Caring for our Community</b> .....	<b>37</b>
<b>Responsible Governance and Civic Leadership</b> .....	<b>55</b>
<b>Enhancing Our Natural Environment</b> .....	<b>70</b>
<b>Strengthening Our Economy</b> .....	<b>85</b>
<b>Our Disability Inclusion Action Plan (DIAP)</b> .....	<b>108</b>
<b>Statutory information</b> .....	<b>112</b>

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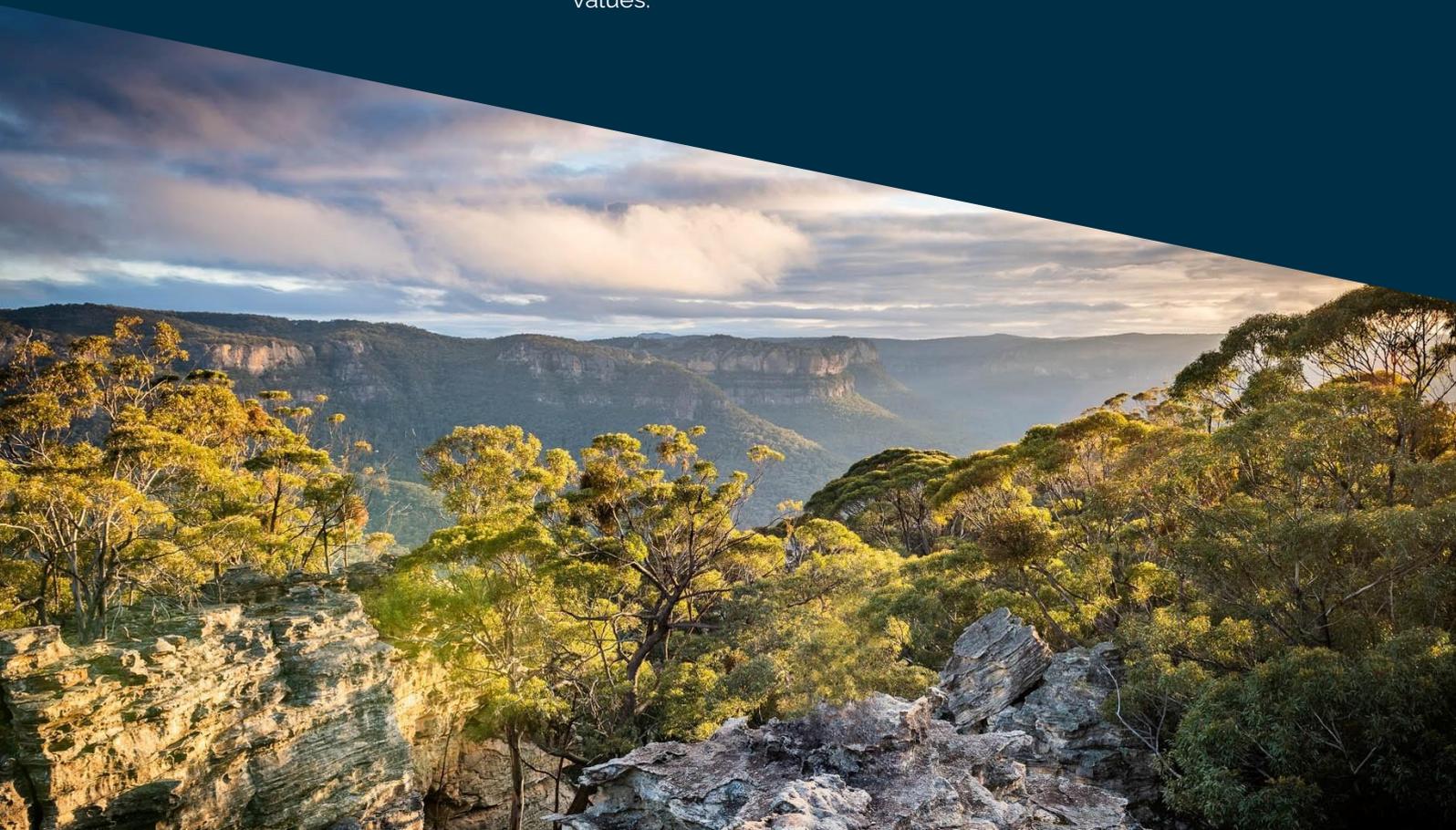
Website: Council.lithgow.com

# Acknowledgement of country.

Lithgow City Council acknowledges Wiradjuri Elders past and present of the Wiradjuri nation - the original custodians of the land on which the Lithgow's communities reside. The Council also extends our respects to our neighbouring nations.

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.



## Supporting our multicultural communities.

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

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



## Message from the Mayor.



As Mayor of Lithgow City Council, I am pleased to present the 2023/24 Annual Report. Whilst Council and our community have faced many challenges in 2023/24, we have also laid the groundwork for some exciting projects which will see our local government area transition to a brighter future.

The Council joined with other disaster-affected Councils across NSW to advocate for changes to the State Government's funding model for Disaster-Declared projects, calling for the funding to be provided upfront. Eight Natural Disaster Declarations were issued to Lithgow Council between 2019 and 2024 on the basis of damage to 26 roads across the LGA. The Council successfully received an upfront payment of 33m in May 2024 to cover 13 of the 26 submitted claims and is now awaiting further approval from Transport for NSW. Advocacy for improvements to the declaration process will continue into the future.

To transition our workforce from an economy based on coal-fired power generation to a more diverse economy, the Council began the recruitment process for the Lithgow Emerging Economy Plan (LEEP) team. The team will work in collaboration with Centennial Coal, Energy Australia and other representatives from the Future Jobs and Investment Committee (Commonwealth Government and the Commonwealth Net Zero Authority, the State Government,

## | Introduction

### | i3

Council, Western Sydney University, and the Mining and Energy Union) to advise on the impact the project may have on employment and economic activity, with focus on:

- Alternative land uses of coal mining and coal-fired power generation sites.
- Economic resilience of the Lithgow LGA and enhancing investments in alternative industries.
- Re-deployment, re-skilling, and growing adaptive capacity of the workforce in the Lithgow LGA.

Following the rollout of the Food Organics Garden Organics (FOGO) green bins it is exciting to see the community embrace the principle of diverting organic matter from landfill thereby reducing methane gas emissions and harmful toxins which pollute our environment. Early collection rates indicate that we are well on our way to removing 3000t of food and plant waste from landfills annually. Visits to the Lithgow Tip Shop have increased – never has it been more popular to visit "The Tip". It is a wonderful opportunity for the community to embrace the reuse, repair, refurbish and recycle principles of the circular economy. Lithgow is committed to being at the forefront of green initiatives and reducing waste that pollutes our unique ecosystem.

I encourage you to read this annual report and see the enormous variety of works and programs your council has undertaken in the past year to make the Lithgow region a vibrant and welcoming place for all.

***Councillor Cassandra Coleman***

## Message from the General Manager.



This report provides a summary of the Council's achievements in delivering on the actions of the 2023/24 Delivery Program and Operational Plan.

63% have been completed, 28% are ongoing, 9% have been deferred/not completed. As always, actions that are ongoing, deferred or not completed will receive extra attention in the upcoming financial year.

Key delivered outcomes over the 2023/24 year included –

### **Browns Gap Road - Reopening**

After extensive repair work on Browns Gap Road, it was re-opened to single-lane traffic on the 10th of May. Browns Gap Road has been closed since July 2022 due to rockslides and embankment failures - consequences of extreme weather events in 2021-2022. At the time, the scale of works to repair the road was outside of Lithgow City Council's operational budget and funding support was sought from the NSW State Government. Lithgow Council was successful in its application and received approval for \$6m under the NSW Government Disaster Recovery Fund.

Safety for motorists using the road is the highest priority for Council. Since the re-opening of Brown's Gap Road, the Council has undertaken survey works to identify any failures in the adjacent drainage lines that may trigger downslope embankment and slope stability. A Trigger Action Response Plan (TARP) measure has been put in place to minimise risk and ensure that the safety limit is not exceeded on the road.

## | Introduction

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### **Disaster Recovery Program**

In June, the Council, received \$33m from the NSW State Government to fund current road and infrastructure claims submitted under the Disaster Recovery Program.

The 26 roads listed for Disaster Recovery Funding, including Wolgan Gap and Megalong Valley, have stretched thin the Council's resources across multiple projects, limiting its ability to promptly execute precursive investigations and design work. The \$33m upfront payment relieved some of the financial strain, however, the final solution is still some way into the future. Lithgow is competing with thirty other local government areas to have the submitted 13 of the 26 claims approved so that the works can commence. The Council will continue to advocate for improvements to the Disaster Recovery Program.

### **New Wolgan Valley access road – a step closer**

The permanent closure of the Wolgan Road in 2022 is one of the biggest challenges faced by Lithgow City Council. From day one of the road failure, the Council worked hard to support the Wolgan Valley community by providing resources to boost morale and raise it's declining living conditions. Council has invested significant resources to conduct geotechnical engineering assessments, cost planning and quantity survey reviews, civil engineering design considerations and option evaluations for its applicational proposal. In June, after months of thorough review and consideration, an application was submitted to the NSW Government for \$326m to

fund the construction of a new access road into Wolgan Valley. If approved, Wolgan Valley works would become the largest-ever project undertaken by any regional Council within NSW.

#### **Food Organics Garden Organics (FOGO) Program**

In March, following a comprehensive engagement and education campaign, the Council rolled out 9,033 FOGO bins to residents across the LGA. In its first four months, the FOGO program collected 575.72t of plant and food waste and successfully diverted 22% of organic waste from landfills.

#### **Implementing the Floodplain Risk Management Plan**

Extreme weather phenomena of the 2021/22 financial year have caused significant damage and strain on Lithgow's stormwater infrastructure. The Council has commenced geotechnical investigations and surveys to upgrade the stormwater infrastructure in Main Street and Cupro Street and, Enfield Avenue and Main Street respectively. Additionally, the Council has committed to installing a stormwater retention basin in the Lithgow Urban Works Compound (Council Depot) to reduce downstream flooding.

#### **Clarence to Wallerawang Pipeline Project**

The proposed Clarence to Wallerawang Pipeline Project has been identified as the preferred approach for enabling water security in the Lithgow City Council Area. Significant progress has been made with Environmental Approvals, which included conducting reviews of Environmental Factors (REF), Discharge Impact Assessment and Catchment and other studies to guarantee the integrity of the work. Additionally, the Council is progressing with a tender for a detailed design that will be used in future funding applications.

With many changes occurring on the Local and State Government levels, we are optimistic about the future and look forward to working with the community to develop Lithgow LGA.

***Mr Ross Gurney***

## Our Councilors.

In the past financial year (01.07.2023 - 30.06.2024) the Council comprised of Cr **Almudela Bryce**, Cr **Cassandra Coleman**, Cr **Stephen Lesslie**, Cr **Eric Mahony**, Cr **Stuart McGhie**, Cr **Cole O'Connor**, Cr **Steve Ring**, Cr **Darryl Goodwin** as the Deputy Mayor and Cr **Maree Stratham** as the Mayor.

Councillors execute a number of vital functions to enhance cohesion between the Community and Council. Being a Councillor means:

1. Directing and managing the affairs of the Council in accordance with the Local Government Act 1993 and the Council's plans, programs, strategies and policies.
2. Providing effective civic leadership to the local community.
3. Ensuring as far as possible the financial sustainability of the council
4. Developing, endorsing and adopting the Council's Community Strategic Plan, Delivery Program and other strategic plans, programs, strategies and policies for the benefit of the local area.
5. Reviewing Council's performance and service delivery.
6. Determining the process for the appointment of the General Manager.
7. Consulting with community organisations and other key stakeholders to keep them informed of the council's decisions and activities.
8. Ensuring that the council acts honestly, efficiently and appropriately.

These are upheld by regularly holding Council meetings that are video-recorded and conducted in a democratic manner.



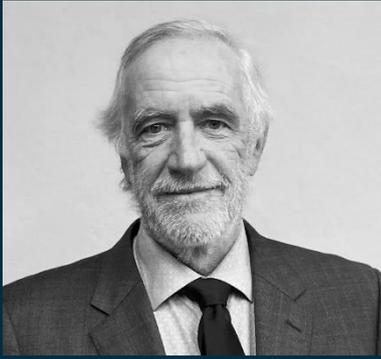
Cr Almy Bryce



Cr Cassandra Coleman



Cr Darryl Goodwin (Deputy Mayor)



Cr Stephen Lesslie



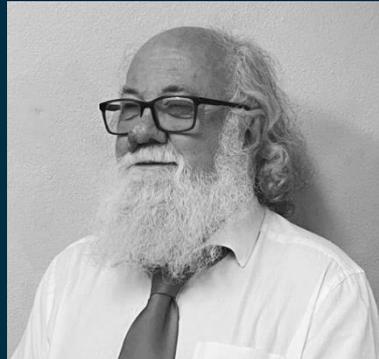
Cr Eric Mahony



Cr Stuart McGhie



Cr Col O'Connor



Cr Steve Ring



Cr Maree Stratham (Mayor)

# The Administrative body.

Councillors work jointly with the Council's Administrative Body, represented by; General Manager - **Craig Butler**, Chief Financial Officer - **Ross Gurney**, Executive Manager of Waste, Water and WasteWater - **Matthew Trapp**, Director of Infrastructure and Economy - **Jonathon Edgecombe**, Director of People and Places - **Shaun Elwood**.



**Craig Butler**

General Manager support, Mayoral support, Executive support coordination, civic events & functions, Councillor support services



**Jonathon Edgecombe**

- Transport (Works)
- Assets & Infrastructure Planning, Engineering & Maintenance
- Building & Recreation
- JM Robson Aquatic Centre
- Local Emergency Management & Infrastructure Recovery
- Economic Development
- Infrastructure & Economy Administration



**Ross Gurney**

- Financial services
- Customer service
- Records management
- Information technology
- Risk, Governance & Audit
- Property & Legal Services
- Human Resources
- Work Health & Safety



**Shaun Elwood**

- Corporate strategy
- Business improvement
- Communications
- Community development
- Cultural Development
- Tourism & Events
- Library services
- Strategic land use planning
- Urban planning
- Development assessment
- Landcare
- Environmental health
- Environment
- Ranger services
- Animal control
- Lithgow Animal Shelter
- Compliance
- People & Place Administration



**Matthew Trapp**

- Water & Wastewater Engineering & projects
- Water Treatment Plants
- Sewer Treatment Plants
- Treatment Plant & Pump
- Station Management & Maintenance
- Reticulation (Plumbing)
- Network Management & Maintenance
- Trade Waste Water, Wastewater & Waste Administration

## Our community vision and areas of focus.

Councillors and the Administration work collaboratively with state government, federal agencies and other external stakeholders to actualise the **community's vision** of developing the Lithgow LGA into...

*A centre of regional excellence that:*

- *Encourages community growth and development.*
- *Contributes to the efficient and effective management of the environment, community and economy for present and future generations.*

It is done by directing attention and action towards the following eight focus areas:

### **Representation & Cooperation**

The Council engages with other councils and levels of government to represent and advocate for community needs, and where appropriate, works in partnership to achieve this objective.

### **Community engagement**

The Council engages with its community by sharing information about its government of business, thereby providing constituents with opportunities to influence and participate in decision-making.

### **Strategic Leadership**

The Council provides strategic leadership by continuously enhancing its understanding of current and future operating environments, identifying opportunities and risks, and making decisions that align with long-term strategic plans.

### **Legislation & Policies**

The Council enforces relevant state and national legislation. Where extra support is required for its efficient and effective functioning, supplementary policies are implemented.

### **Sense of place**

The council facilitates and works with the community to develop a sense of place through branding, the promotion of local identity, and enhancement of the community's social cohesion, health and wellbeing.

### **Economic Development**

The Council facilitates economic development by working with community businesses to attract and retain investment and support sustainable economic growth

### **Service delivery and asset management**

The Council responsibly manages its finances, exemplified by its delivery of cost-effective, equitable and efficient services and assets which:

- 1) align with the long-term strategic plans and objectives identified in the Integrated Planning and Reporting Framework.
- 2) meet the community's needs.

### **Land-use planning**

The Council works with the community to create an environment that guides the use of land such that it supports the community's economic and environmental development and aligns with its values.

Council's conduct of business and commitments are additionally informed by the **Community Strategic Plan (CSP)**.

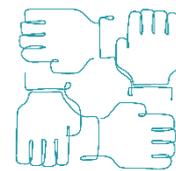
The Community Strategic Plan is written in close consultation with the community and is key to Council's integrated planning and reporting. It captures its values, stances on various topics and most importantly, vision for the future.

By committing to realising this vision, the Council ensures that developments in the Lithgow LGA reflect community needs and preferences.

In the CSP, the community identifies objectives to focus on for the next 10 years. Planning for the long term allows the community to benefit from the cumulative effects of enduring commitments. Lithgow LGA's 5 key objectives are:

### Caring for Our Community (CC)

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 (BE)

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 (NE)

To balance, protect and enhance our diverse environmental elements, both natural and built, for the enjoyment and support of both current and future generations.



### Strengthening Our Economy (SE)

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



### Responsible Governance & Civic Leadership (GL)

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



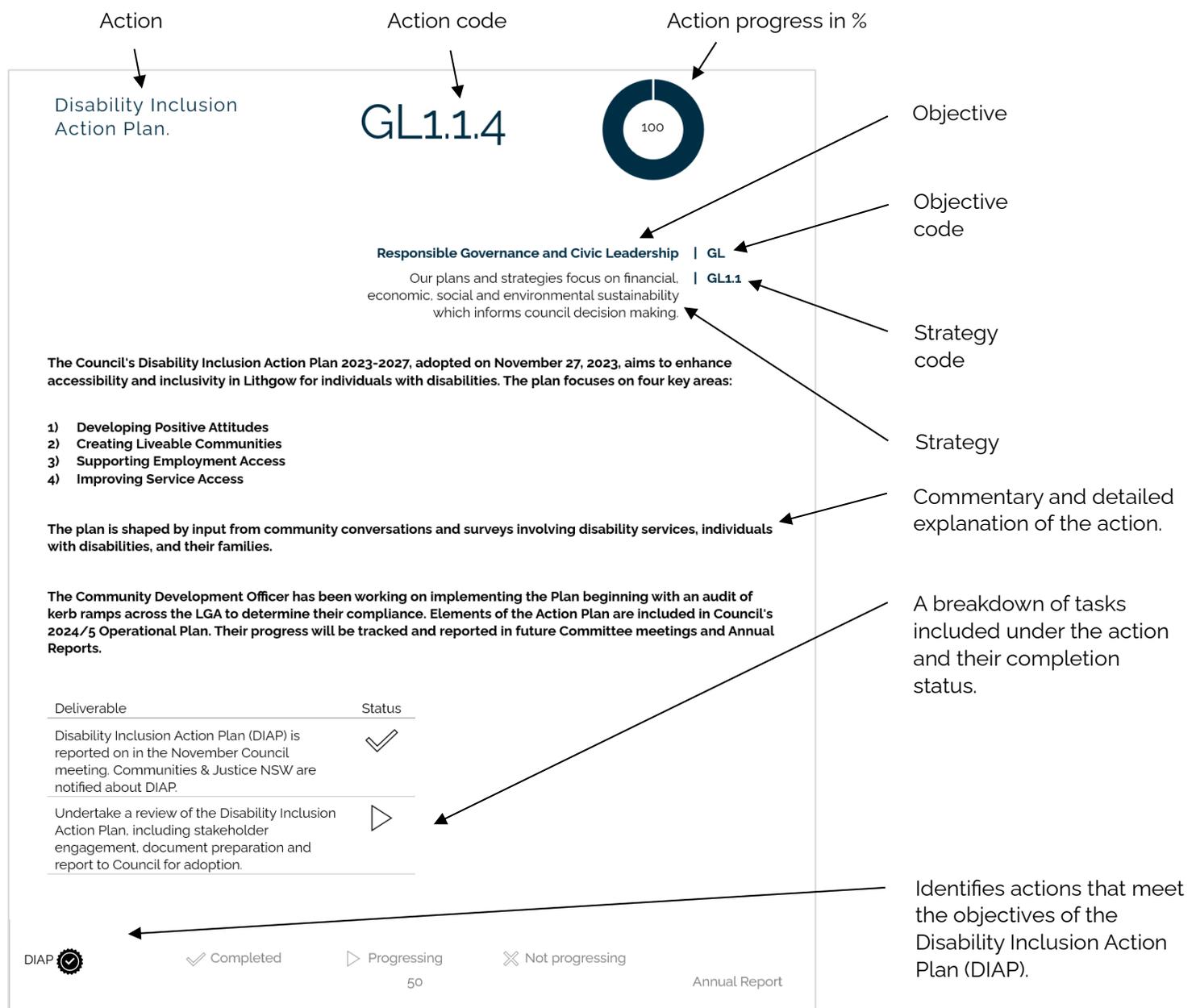
These are further subdivided into **strategies** that outline how the five objectives will be achieved.

Like objectives, strategies split into more operational components - actions. **Actions** are activities that the Council undertakes annually. By delivering on actions, the Council fulfils strategic aims which in turn, fulfil the five objectives of the Community Strategic Plan.

The Annual report is also the second half of a yearly published set of documents. At the start of every financial year, the Operational Plan sets out actions the council aims to complete. Then, after the year's conclusion, the Annual Report summarises attained progress.

A more detailed update on the progress against the 2023/24 operational plan can be found on the Council's website in July-December 2023 6-monthly report and January-June 2024 6 monthly report.

## Reading the Annual Report



# 2023-24 advent calendar

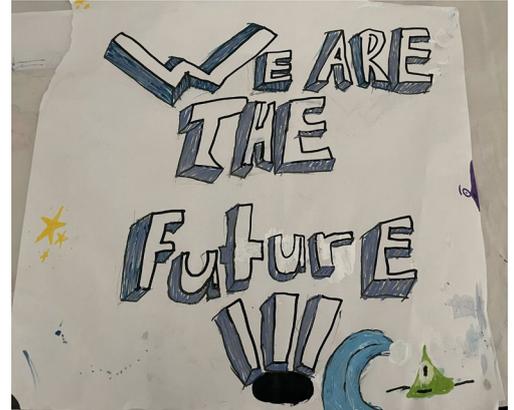
A celebration of the significant achievements and outcomes in our Community.



**MAR** Roll out of Food Organics, Garden Organics (FOGO)



**MAY** Opening of the Cullen Bullen Sewerage Plant



**APR** Youth Summit



**DEC** Re-opening of the Rejuvenated Union Theatre



**AUG** Waste-2-art. Well done Zig-Zag Primary School!



**JUN** Kremer Park Grand Stand Opening



Photo by Jorg Lehmann

**JAN** Forged by Fire celebration



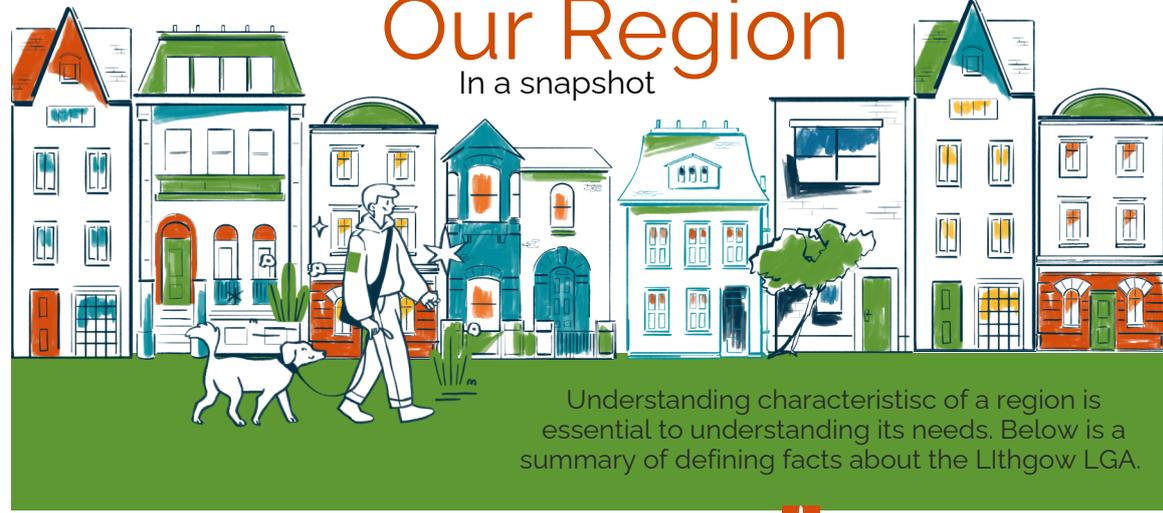
**MAY** Lithgow libraries - Western NSW Business Awards finalists



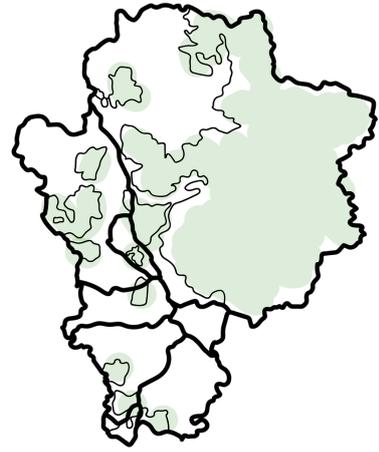
**MAR** Unveiling of Wallerawang Library's New Facade

# Our Region

In a snapshot



Understanding characteristic of a region is essential to understanding its needs. Below is a summary of defining facts about the Lithgow LGA.



4567 square km of land area.



20,724 population.



1.75 billion Gross Regional Profit (GRP).



1 Animal Shelter.

55 parks and reserves.



50.71 % National Park Land.



8613 local jobs.



Largest Industry by employment - Health (12.7%).

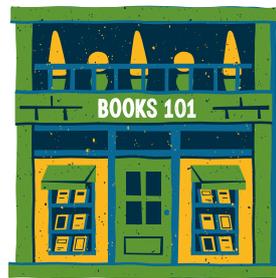
975 km of roads.

1430 local businesses.



1 Museum.

3 libraries.



11 sports fields.

1 Aquatic Centre.



14 cemeteries.



12.7% employed in mining



1 Information Centre.



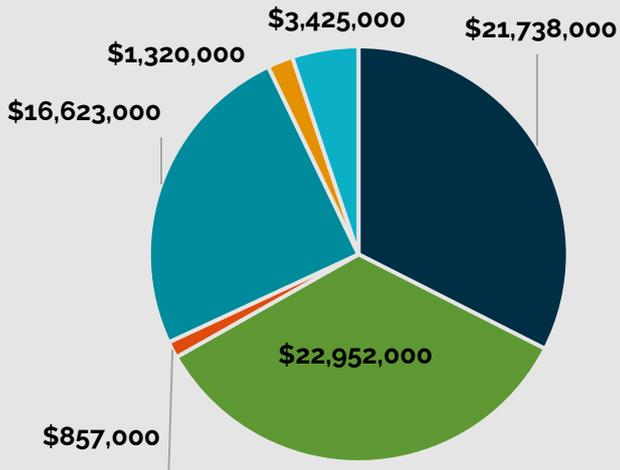
9246 employed residents.

12.1% employed in construction



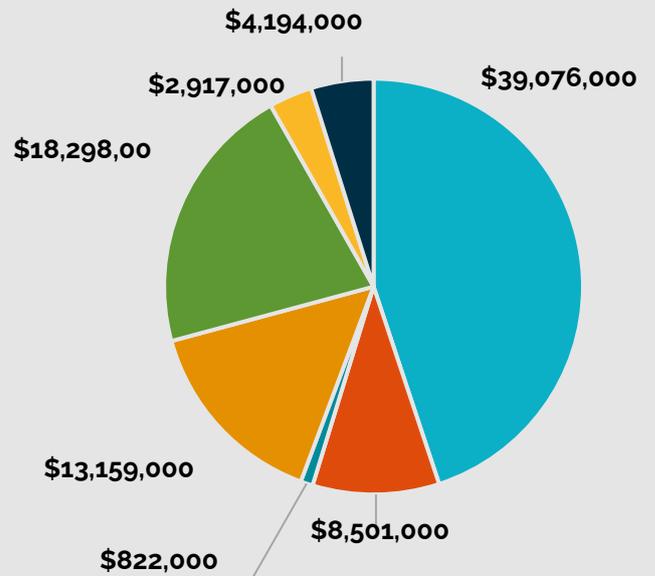
11.5% employed in administration and safety

Expenditures in 2023/24 expressed in \$



- Employee Costs
- Materials and Contracts
- Borrowing Costs
- Depreciation
- Other Expenses
- Net loss on assets

Revenue in 2023/24 expressed in \$



- Rates and Annual Charges
- User Fees and Charges
- Other Revenue
- Operating Grants
- Capital Grants
- Interest and Investment Income
- Rental Income

Asset values



Roads  
\$297.9m



Buildings \$63.4m



Stormwater drainage  
\$36.1m



Footpaths  
\$15.8m



Bridges \$28.5m

	Purpose	Ratio	Achieved/ Failed
<b>Operating performance ratio</b>	Measures Council's achievement of containing operating expenditure within operating revenue.	3.03%	✓
<b>Own source operating revenue ratio</b>	Measures fiscal flexibility – the degree of reliance on external funding sources such as operating grants and contributions.	62.38%	✓
<b>Unrestricted current ratio</b>	Assesses the adequacy of working capital and its ability to satisfy obligations in the short term for the unrestricted council activities.	2.67	✓
<b>Debt service cover ratio</b>	Measures the availability of operating cash to service debt including interest, principal and lease payments.	3.15	✓
<b>Rates and annual charges outstanding percentage</b>	Assesses the impact of uncollected rates and annual charges on Council's liquidity and the adequacy of recovery efforts.	6.02%	✓
<b>Cash expense cover ratio</b>	Indicates the number of months a Council can continue paying its immediate expenses without additional cash inflow.	16.58 months	✓

### Financial report

A detailed breakdown of the Council's financial position, operations and progress, reported in accordance with the Local Government Act, 1993, is included in the Council's Financial Report. To locate the Financial Report with audited financial statements, please visit the *Strategic Plans and Reports* section on the Lithgow Council website.

## Operational plan and Delivery Program summary.

| Introduction

| i12

	Total number of actions	Percentage of actions completed
<b>Developing our Built Environment</b>	19	58%
<b>Caring for Our Community</b>	20	75%
<b>Responsible Governance and Civic Leadership</b>	17	59%
<b>Enhancing our Natural Environment</b>	16	69%
<b>Strengthening our Economy</b>	24	54%

Sections below provide a detailed and complete breakdown of all actions under the 5 objectives.



## DEVELOPING OUR BUILT ENVIRONMENT

**We will work to ensure** new residential development areas have all necessary infrastructure in place.

**We will encourage and implement** progressive urban design, sensitive to environmental and heritage issues and maintaining local character.

**We will work in partnership** with all levels of government to plan and deliver roads and public transport infrastructure at the right time and the capacity needed to support our growth.

**We will advocate** for sustainable transport options linking the Central West and Western Sydney to the Marrangaroo Urban Release Area.

**We will plan and build** shared pathways and link activity centres.

**We will plan and deliver** water, sewer and waste infrastructure that supports growth and sustainability.

**We will develop** quality and affordable multi-purpose sporting and recreational facilities which encourage active, healthy lifestyles.

**Our parks and public spaces will be** inviting, accessible, creative spaces for the enjoyment of families and visitors to our area.

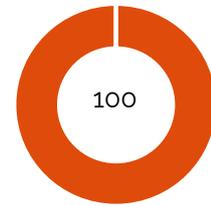
**We will maintain and upgrade** our community buildings and structures to meet the needs of the community and ensure commercial viability.

**We will realise** more new, affordable homes in Lithgow and other established urban centres.

**The diverse housing needs of our community will be met** through active partnership with development.

Manage and develop Council's property portfolio.

# BE1.1.1

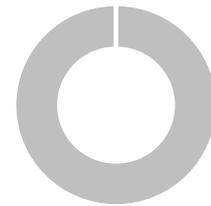


## Developing Our Built Environment | BE

We will work to ensure new residential development areas have all necessary infrastructure in place. | BE1.1

Prepare, review and implement environmental and heritage development plans and strategies.

# BE1.2.1



## Developing Our Built Environment | BE

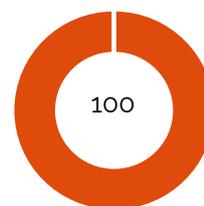
We will encourage and implement progressive urban design, sensitive to environmental and heritage issues and maintaining local character. | BE1.2

**Council's strategic planning team has finalised key planning studies and plans including the Foundations Development Control Plan and Floodplain Risk Management Study and Plan.**

Deliverable	Status
Urban Waterways and Riparian Area Strategy.	✓

## Implement the CBD Revitalisation Plan.

# BE1.2.2



### Developing Our Built Environment | BE

We will encourage and implement progressive urban design, sensitive to environmental and heritage issues and maintaining local character. | BE1.2

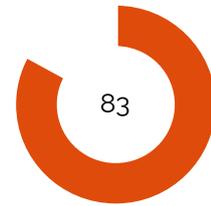
**Draft design plans have been prepared early in the year for the consultation with the Tourism Committee.**

**In the second half of the year, we engaged with you, and collated community responses into final reports that inform the Main Street Renewal Project construction tenders.**

Deliverable	Status
Commence Main Street CBD Footpath Revitalisation.	✓
Submit applications and apply for funding where applicable to delivery projects in the CBD Revitalisation Plan.	✓
Develop a program of events to activate the CBD and Cook Street Plaza.	✓
Install/provide Christmas decorations in Cook Street Plaza, Lithgow and CBD's of Wallerawang and Portland.	✓
Maintain and activate the 'Made in Lithgow Lighting Installation' in Cook Street Plaza.	✓
Develop a rotational program for the Main Street Banners based on significant events and 'shop Lithgow' promotions.	✓

Our roads and associated infrastructure will ensure connected and efficient movement through the Lithgow region.

# BE2.1.1



## Developing Our Built Environment | BE

We will work in partnership with all levels of government to plan and deliver roads and public transport infrastructure at the right time and the capacity needed to support our growth. | BE2.1

The Capital Works Program experienced a delayed start due to mid-January storms. Despite the setback, 83% of all major civil capital works were completed within the financial year.

Jerry's Meadow Road and Anarel Road were completed as part of Storm Recovery Works, and notable improvements were made to the road and stormwater assets. The line marking program was completed despite minor delays due to contractor availability.

Works on Atkinson Street were discontinued due to a withdrawal in funding but will proceed once a funding opportunity arises. Charles Street Bridge, Geordie Street Causeway and Red Hill Bridge projects were carried over into the 2024/25 financial year. The upgrade to Glen Davis Causeway has also been moved into the new financial year to ensure that the project captures the full access needs of the community.

Deliverable	Status
Amien Street, Lithgow.	✓
Renewal of Atkinson Street and State Mine Gully Road.	✓
Brays Lanes, Wallerawang.	✓
Bridge Street, Lithgow.	✓
Coalbrook/Geordie Street repair and renewal.	✓
Corderoy Place, Wallerawang.	✓
Divert water from roadways by implementing the Rural Roadside Drain Reformation Program.	✓
General Asset Transport Maintenance Special Rate Variation	
Undertake high risk road safety signage & barrier improvements.	✓



✓ Completed

▷ Progressing

✗ Not progressing

Develop and implement the Transport Maintenance Management Project.	✓
Undertake preventative maintenance to sealed roads conditions 2, 3 and 4.	✓
Maintenance Special Rate Variation Program - Develop enhanced, evidence-based asset management program.	✓
Glen Davis Causeway - Detour & Construction.	✗
Kerb & Gutter Renewal Program - Divert water from roadways by renewing kerb and gutter in various locations across the LGA.	✓
Main Street, Wallerawang.	✓
Regravel 3.5km of Jerrys Meadow Road, Sodwalls.	✓
Regravel and seal Peach Tree Road, Megalong Valley.	✓
Repair and renew Saville and Purcell Streets, Portland.	✓
Reseal and remediation of sections of pavement to Megalong Place, Kanimbla.	✓
Resheeting of Anarel Road, Sodwalls.	✓
Roads Renewal Special Rate Variation Program - Sunny corner Road Portland.	✓
Wolgan Road Realignment - Studies and construction.	✓
Wolgan Road, Lidsdale.	✓
Charles Street Bridge, Rydal.	✗
Geordie Street Causeway replacement.	✓
Implement the Pothole Repair Program.	✓
Red Hill Road Bridge, Palmers Oaky.	✗
Regional Roads Safety Improvements Program - reconstruct/upgrade regional, high-priority road assets.	✓



✓ Completed

▷ Progressing

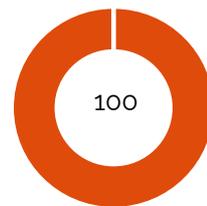
✗ Not progressing

Submit applications and apply for funding where applicable to deliver projects identified in the Transport Major Works Program.



Recognise and act on the potential for Lithgow to act as a hub for improved rail services to the east and west.

BE2.2.2



**Developing Our Built Environment | BE**

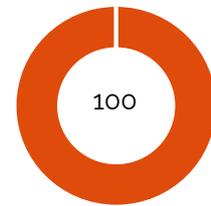
We will advocate for sustainable transport options linking the Central West and Western Sydney to the Marrangaroo Urban Release Area. **| BE2.2**

**Lithgow Council continues to advocate on behalf of the community for a balanced focus on efficiency improvements to local transport networks, particularly road and rail. The Lithgow Emerging Economies Project (LEEP) identifies the Lithgow Region in a good position to support a hydrogen or green power conversion facility for the state's rolling stock. Such a project would naturally increase the flow of workers and thereby the reliance on rail networks.**

**A working party has been formed to address this matter. Its members are experts from the University of Technology, Greenspot, Transport for NSW and University of Western Sydney.**

Implement the footpath construction program.

BE2.3.1



Developing Our Built Environment | BE

We will plan and build shared pathways and link activity centres. | BE2.3

Deliverable	Status
Footpath replacement & maintenance program.	✓
Active Transport Plan - Walking & Cycling Projects	
New footpath construction - Barton Avenue, Wallerawang.	✓
New footpath construction - Castlereagh Highway, Cullen Bullen.	✓
New footpath construction - Hartley Valley Road, Vale of Clwydd.	✓
New footpath construction - High Street, Portland.	✓
New footpath construction - Maple Crescent, Lithgow.	✓
New footpath construction - Pindari Place, Wallerawang.	✓
Submit applications and apply for funding where applicable to deliver projects in the Active Transport Plan.	✓



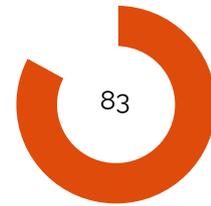
✓ Completed

▷ Progressing

✗ Not progressing

Provide a secure and reliable water reticulation system to residents of the Lithgow LGA.

# BE2.4.1



## Developing Our Built Environment | BE

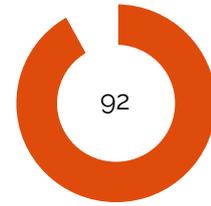
We will plan and deliver water, sewer and waste infrastructure that supports growth and sustainability. | BE2.4

**Works are continuing across various projects to deliver a resilient water source for the community. It includes projects such as the Clarence to Wallerawang Pipeline Project and works on the existing treatment plant.**

Deliverable	Status
Dam Safety Compliance.	✓
Develop a Business Case for the Clarence to Wallerawang Pipeline Project.	✓
Environmental Approvals for the Clarence to Wallerawang Pipeline Project.	✓
Oakey Park Water FP - Differential Pressure Transmitters replacement.	✗
Oakey Park Water FP - Clear Water and Backwash Pumps.	✓
Investigation and community consultation on the works required to upgrade, replace, remove the Tarana raw water supply system.	✓
Tender to design and construct Clarence to Wallerawang Pipeline Project.	✓
Concrete pits to cover flow meters at QE Park, Oakey Park Head Works and tow at Payne Street Portland.	✓
Oakey Park NBN Connection to the flow meter.	✗
Water Mains Renewal - Lidsdale Street, Wallerawang.	✓

Provide a secure and reliable sewer reticulation system to residents of the Lithgow LGA.

# BE2.4.2



## Developing Our Built Environment | BE

We will plan and deliver water, sewer and waste infrastructure that supports growth and sustainability. | BE2.4

**Significant works have been completed on the new SPS and reticulation systems.**

**Relining from Laurence Street to Bunnings Laneway was completed. 70 grade 4 and 5 manholes were repaired, and 2 vents were replaced. Lithgow Sewage Treatment Plants was decommissioned, marking the completion of stage 1.**

**Ongoing works include repairs of sewage defects identified under the Illegal Connections Program and multiple system installations at various sites.**

Deliverable	Status
Annual Sewer Vent Replacement Program.	✓
Tweed Mills Sewerage Pumping Station high voltage upgrade.	✗
Annual Sewer Mains Relining Program.	✓
Annual Sewerage Testing for Illegal Connections Program.	✓
Design and commence construction on the new Sewerage Pumping Station for South Bowenfels.	✓
Lithgow Correctional Sewer Pumping Station Inlet - Muffin Monster installation & switchboard upgrade.	✓
Replace Maddox Lane, Wallerawang Sewerage Pumping Station.	✓
Undertake annual Sewer Manhole and Assessment program to assess condition and collect data for inclusion in the Asset Register and System.	✓
Old Bathurst Road - Stage 2 Installation and civil works of new pumps and receiver manhole.	✓

✓ Completed

▷ Progressing

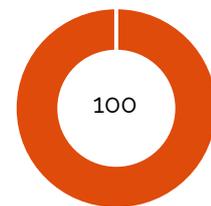
✗ Not progressing

East Portland Sewerage Pumping Station bypass upgrade and decommission of High Street Sewerage Pumping Station. ✓

Design and commence construction of inlet works for Lithgow Sewerage Treatment Plant. ✓

Manage and prepare playing fields ensuring their availability except in exceptionally wet weather conditions.

BE2.5.1



Developing Our Built Environment | BE

We will develop quality and affordable multi-purpose sporting and recreational facilities which encourage active, healthy lifestyles. | BE2.5

Sporting fields are in fantastic condition and have been maintained to a very high standard. The Team have improved these facilities through automated irrigation, and the purchase of a large RMX 500 Roller Mower attachment which increased efficiency and savings on water.

With community consultation, a master plan was developed for Sporting precincts with the initial study made available to the Council Administration for review in July 2024.

As resolved at the Council meeting held 25 November 2024, financial information pertaining to the property lease with Lithgow Golf Club Limited is summarised below.

- Lithgow Golf Club Limited generated a profit of \$39,828 and recorded net assets of \$414,433, including \$268,460 in cash and cash equivalents for the financial year ended 30 June 2024.
- In accordance with the lease agreement, 20% of any profit is to be paid to Council and \$7,965.60 was received during 2024/2025.
- Council received \$9,795.50 in rental income from Lithgow Golf Club and received \$3,802.71 in fees and water and sewer charges.
- Council remains responsible for the maintenance of the grounds and retains ownership of the assets, incurring \$567,351.86 in maintenance costs, depreciation and rates and annual charges.

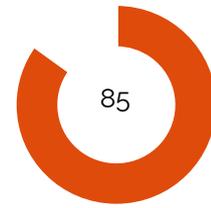
✓ Completed

▷ Progressing

✗ Not progressing

Implement the Recreation Major Works Program.

BE2.5.2



Developing Our Built Environment | BE

We will develop quality and affordable multi-purpose sporting and recreational facilities which encourage active, healthy lifestyles. | BE2.5

The regular maintenance was successfully executed. Completed works include Kremer Park Grandstand and Lithgow Hockey Facility upgrade.

Tenders were received for the renewal of the retaining wall in Portland and the Lithgow Sporting Precinct Master Plan is in the final draft stage. Council is investigating options to undertake upgrades to Watsford/Conran Oval park furnishings and the Watford Oval irrigation system.

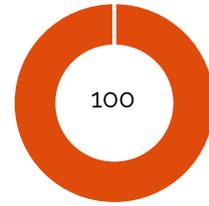
Deliverable	Status
Kremer Park, Portland, Grandstand works.	✓
Kremer Park, Portland, retaining wall renewal.	✓
Lithgow Hockey Facility Upgrade - security fencing.	✓
Lithgow Sporting Precinct Master Plan Development of the Lithgow Sporting Precinct Master Plan.	✓
Watsford Oval - Install irrigation system.	✗
Watsford/Conran Oval - Sealing of the entry and carpark.	✓
Watsford/Conran Oval - provision of new street/park furnishings.	✗



✓ Completed

▶ Progressing

✗ Not progressing

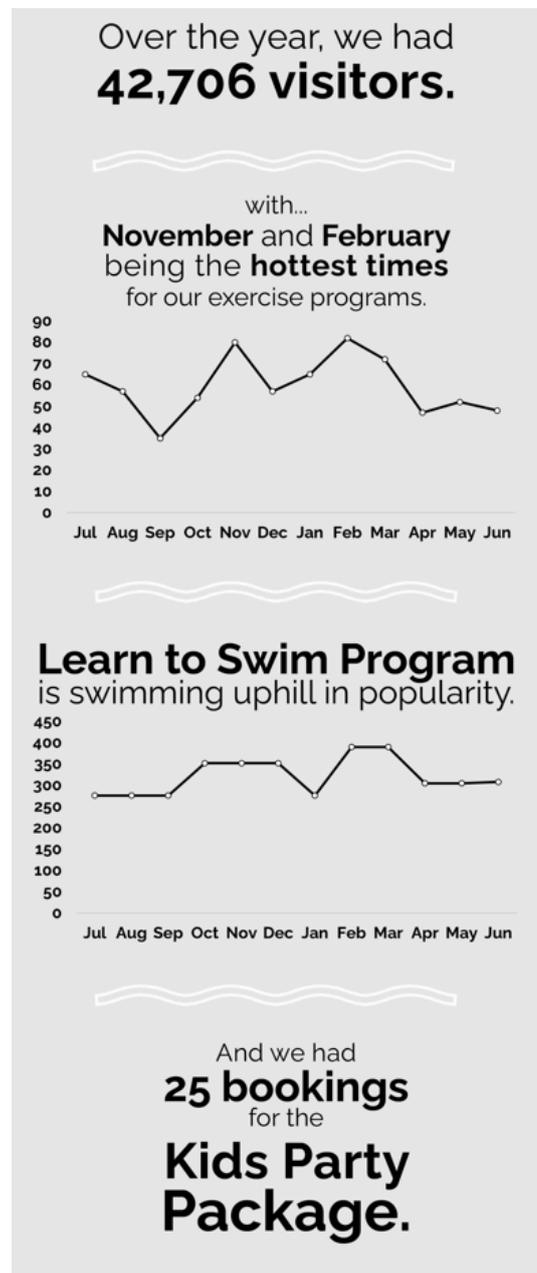


**Developing Our Built Environment | BE**

We will develop quality and affordable multi-purpose sporting and recreational facilities which encourage active, healthy lifestyles. **| BE2.5**

Centre management staff have been working through the Centre's Operational Plan. New Shade Sails were put up. The newly installed Sauna has been very popular. A shed was erected to store chemicals and other small plants and equipment.

Deliverable	Status
Replace pool covers, shade sails, lane ropes and filtration pumps.	✔



Develop and maintain gardens, parks, reserves, street trees and other public spaces.

# BE2.6.1



## Developing Our Built Environment | BE

Our parks and public spaces will be inviting, accessible, creative spaces for the enjoyment of families and visitors to our area. | BE2.6

**Our teams have been working hard to keep gardens, parks and open spaces in fantastic condition for our community and tourists.**

**Various works were completed throughout the year, including the planting of new trees, carrying out annual park maintenance and upgrading three playgrounds.**

**In collaboration with Portland Central School, we are working to redesign the school's active, recreational spaces to support students and families.**

Deliverable	Status
Blast furnace Park projection lighting installation.	▶
Bowenfels Gun Emplacement Conservation Management Plan - the development of a Conservation Management Plan to guide the preservation and future use of this State Heritage Listed Site.	▶
Improve and enhance dog park facilities in the LGA.	✓
Lake Pillans Wetlands - pathways upgrade and parking construction.	▶
Maintain and develop the Endeavour Park Precinct.	✓
Maintain and develop the Lake Wallace Foreshores.	✓
Portland Central Park Project - collaborative project with Portland Central School.	✗



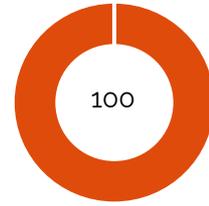
✓ Completed

▶ Progressing

✗ Not progressing

Maintain and develop our Cemeteries.

# BE2.6.2

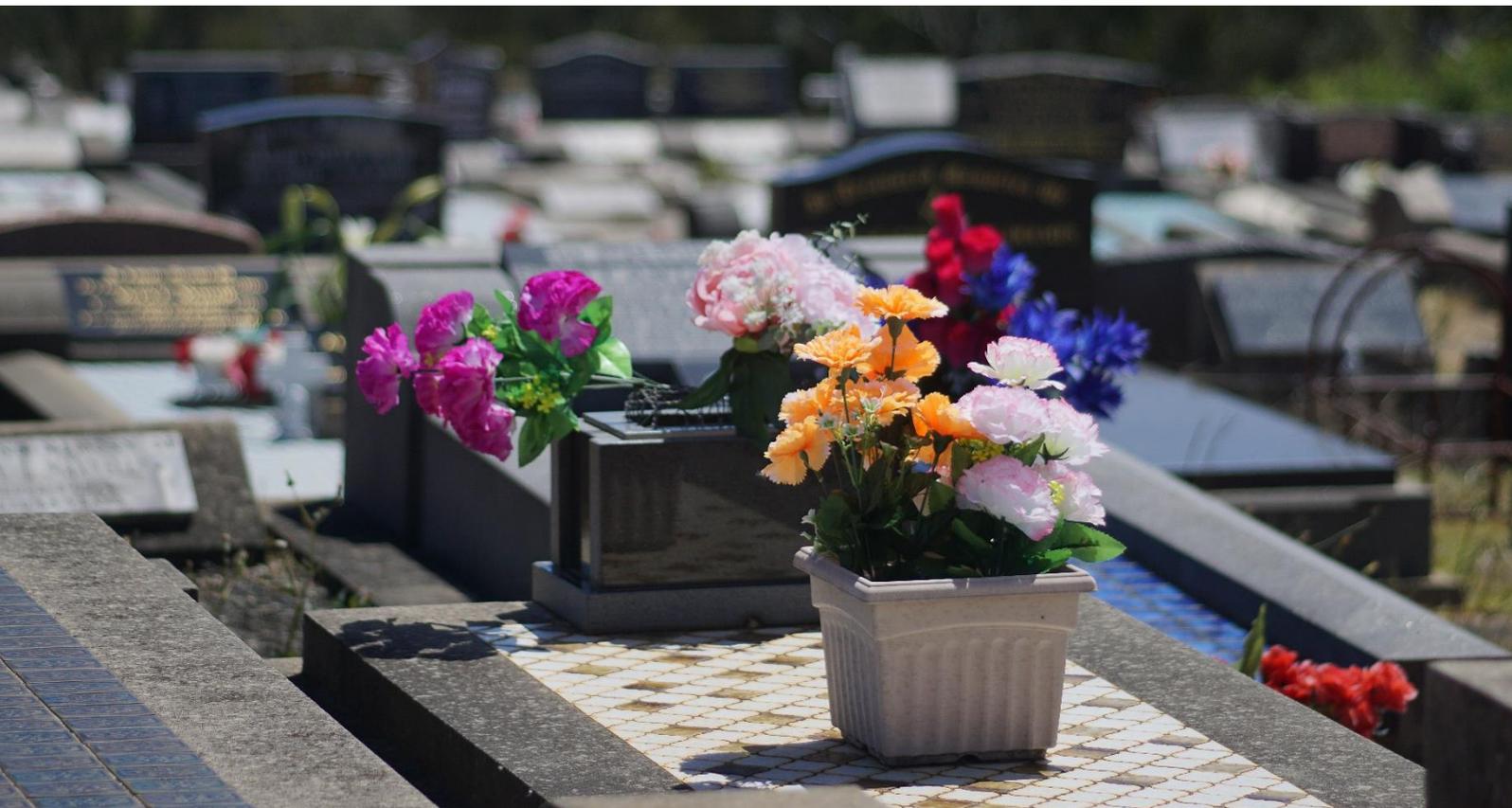


## Developing Our Built Environment | BE

Our parks and public spaces will be inviting, accessible, creative spaces for the enjoyment of families and visitors to our area. | BE2.6

**The Council has executed many capital projects for our valued cemeteries this year. All planned works were completed, including the renewal of concrete paths, expansion of the Lawn Cemetery, improvements to interment gardens and multiple cemetery fencing repairs.**

Deliverable	Status
Submit applications for funding where applicable to undertake Cemeteries projects.	✓
Through high performance and customer focus, actively pursue positive feedback regarding services provided through the cemeteries function.	✓
Undertake priority works identified in the Cemeteries Improvement Program.	✓



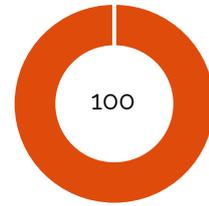
✓ Completed

▷ Progressing

✗ Not progressing

Work with local bus services to ensure bus shelters are strategically placed to meet community demand for the service.

# BE2.7.1



## Developing Our Built Environment | BE

We will maintain and upgrade our community buildings and structures to meet the needs of the community and ensure commercial viability. | BE2.7

**All scheduled works and routine maintenance have been completed for 2023/24. New bus stops have been installed in Mort Street, Lithgow, and Tweed Road, Wallerawang.**

Deliverable	Status
Maintain bus shelters to a serviceable standard.	✓
New bus shelters are constructed as required.	✓

Maintain and upgrade community buildings and structures to meet the needs of the community and ensure commercial viability.

# BE2.7.2

41



## Developing Our Built Environment | BE

We will maintain and upgrade our community buildings and structures to meet the needs of the community and ensure commercial viability. | BE2.7

**The Administration and Depot Security System was upgraded and the Portland Exeloo Toilet is at the installation stage.**

**A new store building in Lithgow is under construction. Customer service area upgrade and breakout area installation await further funding.**

Deliverable	Status
Administration and Depot security system upgrade.	✓
Provide support to rural communities impacted by Natural Disaster to develop facilities suitable to their needs.	✓
Exeloo Toilet, Cullen Street, Portland - replacement and modernisation of the old toilet block.	▶
Lithgow City Council Administration Building - Upgrade Customer Service Area.	✗
Lithgow City Council Administration Centre Building - breakout area for staff above the carpark.	✓
Construction of new store building, driveway and access points at 140 Mort Street, Lithgow.	▶
ABCD Inc. Community Hall, Clarence - construct a new community hall in Petra Avenue.	▶
Submit applications for funding where applicable to deliver projects listed in the Building Capital Works program.	✗



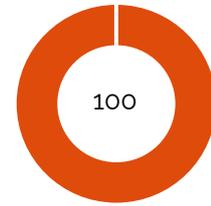
✓ Completed

▶ Progressing

✗ Not progressing

## Issue Building & Development Certificates.

# BE3.1.1



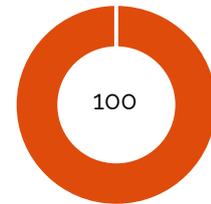
### Developing Our Built Environment | BE

We will realise more new, affordable homes in Lithgow and other established urban centres. | BE3.1

All certificates issued within timeframes.

## Process building and development applications within required time frames.

# BE3.1.2



### Developing Our Built Environment | BE

We will realise more new, affordable homes in Lithgow and other established urban centres. | BE3.1

A stylized icon of a feather with a curved tail, positioned at the top center of the table.

Number of Section 68 Solid Fuel Heater applications registered within 2 days	<b>21</b>	Number of Certificate Linen Releases requests registered within 2 days.	<b>12</b>
Number of On-site Sewer Management Applications registered within 2 days.	<b>24</b>	Number of Action Requests registered daily.	<b>3679</b>
Number of Water Applications registered within 2 days.	<b>20</b>	Number of certificates processed within 14 days.	<b>1768</b>
Number of Complying Development applications registered within 2 days.	<b>19</b>	Number of Development Applications registered within 2 Days.	<b>191</b>
Number of Section 96 Modifications of Consent applications registered within 2 days.	<b>None made</b>	Number of Construction Certificates registered within 2 days.	<b>135</b>
Number of Quotes for applications issued on request.	<b>36</b>	Number of Sewer Applications registered within 2 days.	<b>21</b>

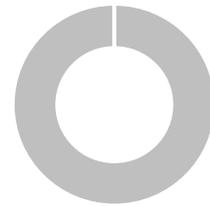
✓ Completed

▷ Progressing

✗ Not progressing

Number of On-site  
Sewer Management  
Applications registered.

BE3.1.3



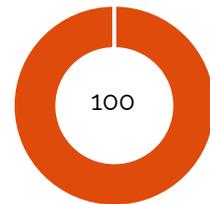
Developing Our Built Environment | BE

We will realise more new, affordable homes in Lithgow and other established urban centres. | BE3.1

**19 properties were inspected for non-compliance this year and 63 inspections from a minimum of 25 were carried out in 2023-2024.**

Planning agreements are  
negotiated and  
administered according  
to the adopted policy.

BE3.3.1



Developing Our Built Environment | BE

The diverse housing needs of our community will be met through active partnership with development. | BE3.3

**The Council has not engaged with any new planning agreements. All reporting requirements have been met for the existing, ongoing agreements.**



## CARING FOR OUR COMMUNITY

**We will provide** a range of needs-based, flexible and accessible services, buildings and facilities.

**We will manage** and provide public places that promote physical activity and sport & recreational facilities that are accessible to achieve safe and healthy lifestyles.

**We will improve** access, participation and inclusion for everyone.

**We will build** resilient and inclusive communities.

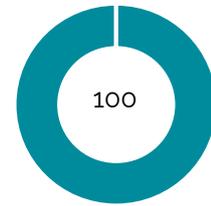
**We facilitate** social inclusion and neighbourhood programs to strengthen community connections.

**We will work to ensure** that health, education and community services will meet our identified needs.

**We will maintain a focus** on lifelong learning and collaborating to delivery a range of innovative programs and services.

Upgrade and maintain our Libraries to meet changing needs of the community.

CC1.1.1



Caring For Our Community | CC

We will provide a range of needs-based, flexible and accessible services, buildings and facilities. | CC1.1

**Lithgow Library building and refurbishment works have been finalised with success. This will see the building fit for purpose well into the future by providing flexibility to change as required without requiring extensive refits.**

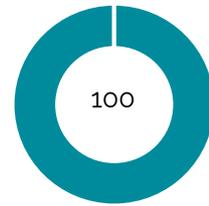
Deliverable	Status
Identify and submit applications for funding where applicable to deliver projects.	✓
Install quiet study booths.	✓
Renew and seal the library roof.	✓
Undertake a major internal upgrade and fit-out of the Lithgow Library to improve the facilities for Library users.	✓
Upgrade Picture Book Storage.	✓
Upgrade the Local History Archive Room Compactus to increase space in the Local Studies area on the Mezzanine level of the Library.	✓



✓ Completed

▷ Progressing

✗ Not progressing

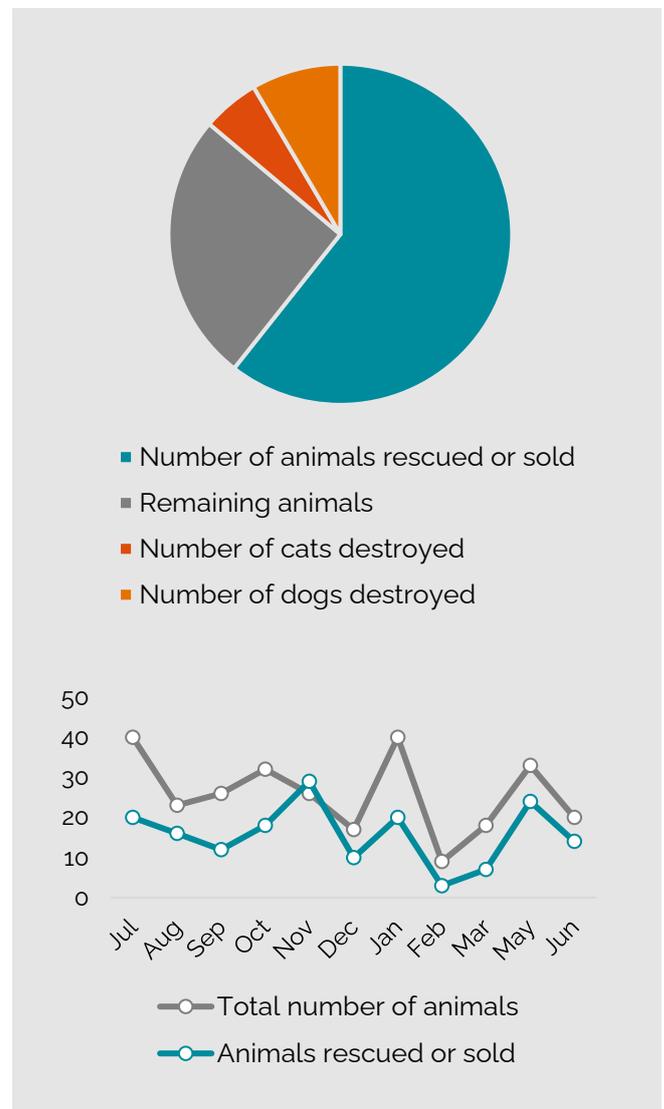


Caring For Our Community | CC

We will provide a range of needs-based, flexible and accessible services, buildings and facilities. | CC1.1

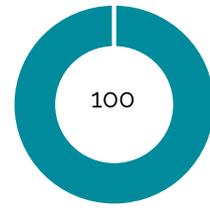
The team are working with GHD Consulting to develop a design for the new Animal Shelter. Layout plans are being drawn up and considered to best address the needs of the animals and the community.

Deliverable	Status
Submit applications for funding where applicable to deliver projects to improve animal welfare at the Lithgow Animal Shelter.	✓
Undertake relevant studies to identify the best options for upgrade/renewal of the Lithgow Animal Shelter ensuring legislative and compliance requirements are met.	✓



Manage Community halls and theatres.

CC1.1.3



Caring For Our Community | CC

We will provide a range of needs-based, flexible and accessible services, buildings and facilities. | CC1.1

This year, in addition to previously managed venues, the council has taken on Vale Hall, Albert Street & Cullen Bullen Halls. We are thrilled and proud to have hosted so many diverse and exciting events.



4

Crystal Theatre Bookings

9

Civic Ballroom Bookings

3

Mac Scott Hall Bookings

8

Hermitage Hall Bookings

2

Union Theatre Gallery Bookings

8

Vale Hall Bookings

12

Union Theatre Bookings



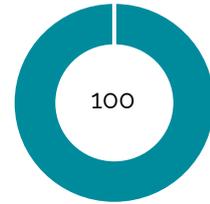
Live local at the Union Theatre.

✓ Completed

▷ Progressing

✗ Not progressing

# CC1.4.1



## Caring For Our Community | CC

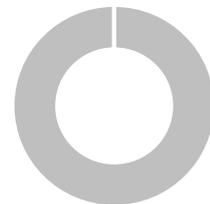
We will manage and provide public places that promote physical activity and sport & recreational facilities that are accessible to achieve safe and healthy lifestyles. | **CC1.4**

**Works have been ongoing to improve the quality of received images. Infrastructure upgrades have improved bandwidth and the change to wireless access points enhanced management of video footage.**

Deliverable	Status
Requests from police for CCTV footage are processed.	✓

Impound abandoned articles from public places in accordance with the Impounding Act.

# CC1.4.2



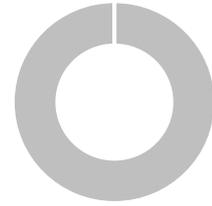
## Caring For Our Community | CC

We will manage and provide public places that promote physical activity and sport & recreational facilities that are accessible to achieve safe and healthy lifestyles. | **CC1.4**

12 articles impounded in 2023/24.

Parking patrols.

CC1.4.3



Caring For Our Community | CC

We will manage and provide public places that promote physical activity and sport & recreational facilities that are accessible to achieve safe and healthy lifestyles. | CC1.4

Protect people, property and the environment from exposure to natural hazards and build resilient communities.

CC1.4.4



Caring For Our Community | CC

We will manage and provide public places that promote physical activity and sport & recreational facilities that are accessible to achieve safe and healthy lifestyles. | CC1.4

**During 2023-24, the Council endorsed a Continuous Improvement Program for playground assets. Assessment of playground assets includes inspecting Signs developed for supervision whilst visiting and/or using the playground.**

**Council undertook:**

- **Henrietta Park at Wallerawang (Signage installed)**
- **Gun Emplacement at South Bowenfels (Change to entrance signs)**
- **Blast Furnace at Lithgow - Train Siding (Risk Assessment of Signs)**

**The program implementation will continue into future years with more recreational areas and equipment assessed throughout the LGA. It will contribute to better management of risks by informing users and visitors of the relevant safety considerations.**

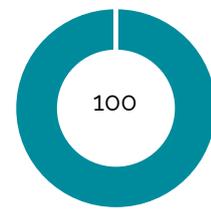
✓ Completed

▷ Progressing

✗ Not progressing

Develop community plans and strategies.

CC2.1.1



Caring For Our Community | CC

We will improve access, participation and inclusion for everyone. | CC2.1

The Multicultural community in Lithgow faces challenges due to the absence of specialised services. The challenge was taken on by the Community Development Officer (CDO). Efforts were first focussed on TAFE groups, increasing engagement via LINC's interagency network and the reintroduction of LINC's Multicultural Funday.

Simultaneously, through leadership in the Planet Youth Consortium, the Council formed strategic partnerships to shape the Youth Strategy. The joint effort amounted to the successful hosting of Lithgow's first Youth Summit. The Lithgow Youth Summit 2024, served as a pivotal platform for various youth stakeholders, leaders, and advocates in Lithgow to collaboratively address youth issues. It facilitated a comprehensive mapping of organisations involved in youth interventions, bolstered community engagement, and catalysed the establishment of the Youth Interagency Network.

Recognising these efforts, Youth Action, the leading advocate for youth services in NSW, Community Development Officer invited the CDO to a roundtable with Ministers Kate Washington, Minister for Families and Communities, and Disability Inclusion, acknowledging the Council's regional collaborative culture in youth initiatives.

Looking forward, the CDO will collaborate with Planet Youth to develop a Community Engagement Plan that will align with youth's evolving needs and will foster inclusive practices across Lithgow.

Deliverable	Status
Apply for funding to develop a Community Well-being Strategy.	✓
Consultation undertaken with the Multicultural community to develop consultation and engagement protocols.	✓
Develop an Aboriginal Commitment Strategy in consultation with the ATSI Community.	✓
Review and prepare to update the Youth Strategy	✓



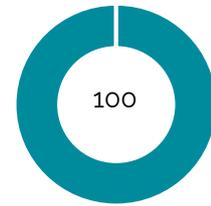
✓ Completed

▶ Progressing

✗ Not progressing

Aboriginal and Torres Strait Islander Community

CC2.2.1



Caring For Our Community | CC

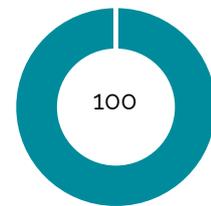
We will build resilient and inclusive communities. | CC2.2

Throughout the year, the Community Development Officer engaged with local Aboriginal and Torres Strait Islander people to support their initiatives and programs. This included attendance of the Police Aboriginal Consultative Committee (PACC) to support the Mingaan Corporation in planning and delivering NAIDOC Week, collaborating on writing media to increase awareness of Local Indigenous events and providing information and technical assistance to the Aboriginal Education Consultative Group (AECG).

Deliverable	Status
Attend meetings and provide support and assistance for the development of cultural programs.	✓
Maintain the Aboriginal Community webpage on Council's website promoting joint activities, events and key strategies.	✓

Celebrate and recognise new Australian citizens.

CC2.2.2



Caring For Our Community | CC

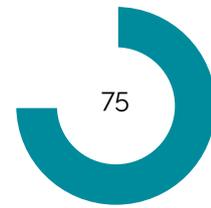
We will build resilient and inclusive communities. | CC2.2

In 2023/24, Citizenship ceremonies were held on the 13<sup>th</sup> of September 2023 and 17<sup>th</sup> of June 2024.

✓ Completed

▷ Progressing

✕ Not progressing



Caring For Our Community | CC

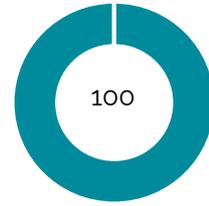
We will build resilient and inclusive communities. | CC2.2

Throughout the year 2024, volunteer achievements have been prominently recognised and celebrated within our community. Notably, volunteers were acknowledged during the Australia Day awards, highlighting their significant contributions to various initiatives and causes.

Under the Youth Changemakers program, Youth Council members have demonstrated exemplary commitment to community service through active volunteerism. Their dedication was formally recognised during both the Youth Week event and the Youth Summit 2024, affirming their role as leaders in fostering positive change.

The council is in the process of initiating discussions on developing policies concerning volunteers within our organization.

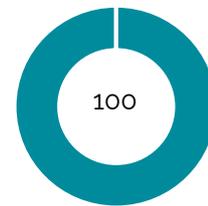
Deliverable	Status
Acknowledge achievements of Volunteers through Australia Day Awards.	✓
Celebrate National Volunteers Week.	✓
Promote opportunities for volunteering and volunteer achievements at Eskbank House Museum.	✓
Promote opportunities for volunteering and volunteer achievements at the Libraries.	✗



**The Council approved \$110,142 for the Financial Assistance Program for 25 projects. See Appendix, page 117 for further information.**

**Round 1 of 2024/5 Financial Assistance is under assessment.**

Deliverable	Status
Call for applications for Council's Financial Assistance Program from Community Organisations.	✓
Call for applications for Council's Financial Assistance Program from Community Organisations.	✓



Caring For Our Community | CC

We facilitate social inclusion and neighbourhood programs to strengthen community connections. | CC2.3

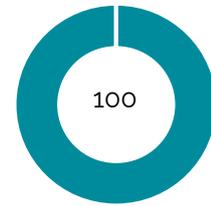
**Throughout the year, the Community Development Officer collaborated with community groups and individuals to organise inclusive events that promote social cohesion. This year, the Council secured funding for the Youth Week Program which empowered young people aged 10-24. to lead collaborative projects, thereby enhancing community engagement and fostering relationships with local stakeholders.**

**A flag-raising ceremony was held during NAIDOC Week to celebrate Aboriginal and Torres Strait Islander cultures, enhancing collaboration between Indigenous Groups and the Council and growing cultural understanding among non-Indigenous staff and community.**

Deliverable	Status
Celebrate Grandparents Day and contributions to the community by our senior residents.	✓
Celebrate International Women's Day.	✓
Celebrate Seniors Week.	✓
Celebrate Harmony Day with participation of the local multicultural community.	✓
Hold NAIDOC Week in collaboration with local Aboriginal and Torres Strait Islander community.	✓
Promote and celebrate refugees, create awareness of refugee lived experiences.	✓
Work with the Youth Council to develop a program of events to celebrate Youth Week.	✓

## Mayors Christmas Appeal.

# CC2.3.2



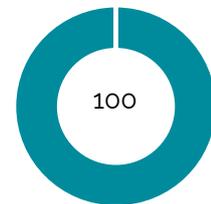
Caring For Our Community | CC

We facilitate social inclusion and neighbourhood programs to strengthen community connections. | CC2.3

**The Mayor delivered Christmas gifts to residents of Tabulam Cottage and Three Tree Lodge. Lithgow Aged Care was presented with potted flowers for its entrance to go along with this year's renovation works.**

## Lithgow Cares Partnership.

# CC2.4.1



Caring For Our Community | CC

We will work to ensure that health, education and community services will meet our identified needs. | CC2.4

**Throughout the year, the Community Development Officer has played a pivotal role as an executive stakeholder in fostering collaboration between the Council and Lithgow Cares Partnership, actively participating in meetings and providing crucial support for event delivery.**

**Under this collaboration, significant events such as Ochre Ribbon Week, two Family Fun Days, Families Week, and Child Protection Week were successfully organised.**

**The partnership also launched the innovative Paint the Town REaD project aimed at enhancing children's literacy rates, marking a significant stride in educational initiatives.**

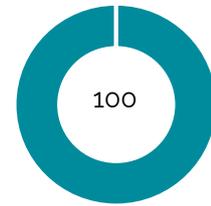
**A new event will be introduced on November 28th, building on the impactful "She Is Not Your Rehab" campaign, advocating for domestic violence eradication and community healing.**

Deliverable	Status
Provide support and attend events coordinated by the Lithgow Cares Partnership.	✓

✓ Completed

▷ Progressing

✗ Not progressing

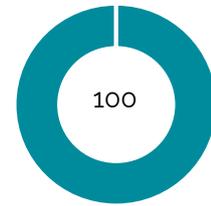


**Caring For Our Community | CC**

We will work to ensure that health, education and community services will meet our identified needs. | **CC2.4**

**The Community Development Officer's active participation in programs and activities organised by the Community Services Interagency has been instrumental in fostering community engagement initiatives. By collaborating closely with stakeholders within the Interagency, the CDO has effectively aligned initiatives with community needs, optimised resource allocation, and cultivated essential partnerships that enhance community resilience and well-being.**

**This engagement has not only assisted with addressing local challenges, but increased awareness in the community and strengthened our ability to implement sustainable solutions.**



**Caring For Our Community | CC**

We will work to ensure that health, education and community services will meet our identified needs. | **CC2.4**

**Under the leadership of the Planet Youth Consortium, the Council forged strategic partnerships with community and youth-focused services to inform its work and shape the future Lithgow Youth Strategy.**

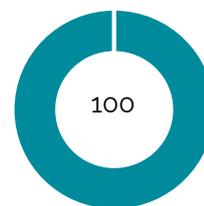
**Currently, the Community Development Officer is actively engaged with the Planet Youth team and local youth sectors to develop a cohesive Community Engagement Plan. This initiative will support the planning and implementation phases of the forthcoming Youth Strategy.**

**In collaboration with Planet Youth, the Council has:**

- **Held a domestic violence prevention event**
- **Created 2 drop-in spaces for young people, one at the Lithgow Transformation Hub and another in Bowenfels**
- **Initiated Lithgow's Young Changemakers Program to support skills development and leadership among young people**
- **Held Youth Week Event 2024 and Youth Summit 2024**
- **Facilitated School Holidays Workshops: Planet Youth will deliver workshops during school holidays by year-end, offering educational and recreational opportunities tailored to the community's youth.**

Provide relevant and engaging Library services and resources that meet community needs.

CC2.5.1



Caring For Our Community | CC

We will maintain a focus on lifelong learning and collaborating to delivery a range of innovative programs and services. | CC2.5

The recent Lithgow Library refurbishment and Wallerawang Library facelift have brought new life and style to library services. These facilities are well utilised and valued by the community with visitation up from the previous twelve months.

The new shelving arrangements have improved the visibility of Lithgow's Library Collection. Electronic resources are up-to-date and well-used. Library programs are varied and well attended and there has been a range of special events and exhibitions.

With the conclusion of the building works and refurbishment, the library can once again return to community-centred focus service delivery.

Deliverable	Status
Develop and promote the Local History Collection.	✓
Monitoring and input of new-born babies into the Dolly Parton's Imagination Library Program.	✓
Provide early literacy resources to pre-school children through Library ReachOUT Program.	✓
Provide eResource Platforms for online Library members.	✓
Provide the Home Library Service to residents in Wallerawang, Portland and Lithgow.	✓

Libraries' story told through numbers...

This year, the libraries welcomed **44,402** visitors. We held **148** Children's early literary sessions, and **87** holiday activity programs.

E-books were enjoyed by all.

Did you know that...

**E-Audio** was the most popular type of E-book Loan?

**More than 250 audio books** were requested in June this year alone!

The library team have been very busy:

**14 exhibitions**  
**257 community events** were held this year. That is more that one event for every two days!

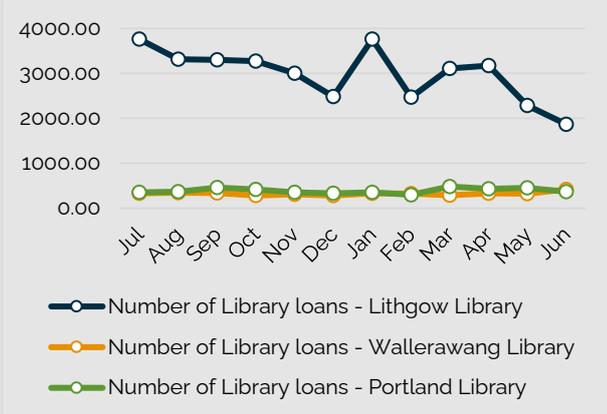


✓ Completed

▶ Progressing

✗ Not progressing

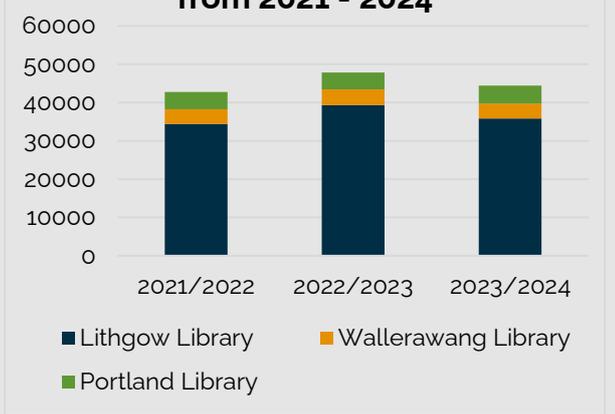
### Number of loans from Lithgow, Wallerawang and Portland Libraries in 2023/24



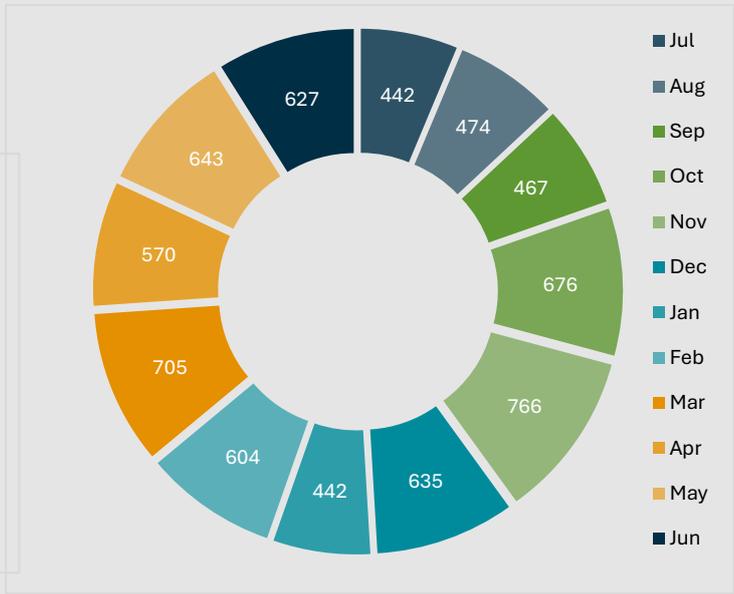
### Number of visitors to Lithgow, Portland and Wallerawang libraries



### Number of loans from Lithgow, Wallerawang and Portland Libraries from 2021 - 2024

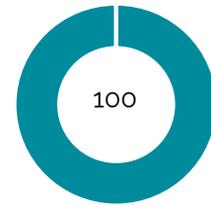


### Number of E-book loans by Month



## Community Events and programs.

# CC2.5.2



### Caring For Our Community | CC

We will maintain a focus on lifelong learning and collaborating to delivery a range of innovative programs and services. | **CC2.5**

**Audio-visual updates were installed in the meeting room and the main library area, now capable of facilitating a larger range of community events. The team are excited to make the most of these facilities in the years to come.**

**The library held 131 early literacy events with 2524 attendees across the year, expanding its program to include the Portland Library. Additionally, the library hosted 14 exhibitions and 6 author talks, the most popular being the new Bush explorer's Wollemi book and a talk from our local novelist Bruce Ryan.**

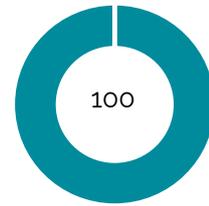
Deliverable	Status
After School activities conducted during school term.	✓
Children/Youth Activity programs conducted during school holidays.	✓



✓ Completed

▶ Progressing

✗ Not progressing



**Caring For Our Community | CC**

We will maintain a focus on lifelong learning and collaborating to delivery a range of innovative programs and services. | **CC2.5**

**The library refurbishment has addressed many of the outstanding actions from the service review. It included providing quiet spaces, a minor facade upgrade, and more accommodating event facilities.**

**A new layout of the Local History Archive was implemented this year. It enhanced the collection's accessibility through digitalisation and detailed cataloguing. This is a long-term project, the assessment and execution of which is now nearing completion.**

**The library has also been involved in Council-wide service planning to address any remaining actions and identify new directions for enhancement.**



## RESPONSIBLE GOVERNANCE AND CIVIC LEADERSHIP

**Our plans and strategies focus on financial, economic, social and environmental sustainability which informs council decision making.**

**We manage** our money and our assets to be sustainable now and into the future.

**We will continually review** our service provision to ensure the best possible value and outcomes for the community.

**Our workforce, systems and processes will support** high performance and optimal service delivery for our community.

**We work with our partners and neighbouring councils** to share skills, knowledge and resources and find ways to deliver services more efficiently.

**We will ensure** Council's decision making is transparent, accessible and accountable.

**We will be proactive and innovative** in our engagement with the community ensuring our engagement programs are equitable, accessible, inclusive and participatory.

**We will continue to manage** Council governance functions and statutory requirements.

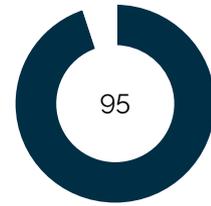


**Responsible Governance and Civic Leadership | GL**

Our plans and strategies focus on financial, economic, social and environmental sustainability which informs council decision making. **| GL1.1**

**Asset Management Plans for Transport and Open Spaces Assets have been and continue to be prepared, with expected adoption in July or August 2024. Preparation of Asset Management Plans for Buildings and Stormwater commenced in April 2024 and is expected to be completed by December 2024.**

Deliverable	Status
All policy reviews to be undertaken by 30 June 2024.	✓
Comprehensive building asset inspections program (Condition & attributes) to be undertaken.	▷
Quote preparation for stormwater & Buildings Asset Management Plan.	▷



**Responsible Governance and Civic Leadership | GL**

Our plans and strategies focus on financial, economic, social and environmental sustainability which informs council decision making. **| GL1.1**

**All reporting was completed in accordance with legislation.**

Deliverable	Status
Annual Report prepared and reported to November Council meeting and lodged with the Office of Local Government.	✓
Combined Delivery Program and Annual Operational Plan prepared and reported to Council.	✓
Commence the State of the City Report.	▶
Develop a project plan for the review of the Integrated Planning & Reporting Framework in readiness for the incoming Council in September 2024.	✓
Jan-Jun Six Monthly Report prepared and report to September Council meeting.	✓
July - December Six-Monthly Report prepared and report to March Council meeting.	✓

**Responsible Governance and Civic Leadership | GL**

Our plans and strategies focus on financial, economic, social and environmental sustainability which informs council decision making. **| GL1.1**

**The suite of Enterprise Risk Management (ERM) documents was presented to risk owners in June 2024 to educate staff on the importance of managing risk in their workplace and how to escalate where required.**

**The Enterprise Risk Committee has been re-established to manage and advise on Enterprise Risk Management within the Council. In conjunction with Vincent Consulting, the Council drafted and endorsed Strategic Risk Tolerance Statements and accepted responsibility for the Strategic Risk Register.**

**The created suite of documents also included the ERM Framework, ERM Policy and Risk Management Process Guidelines endorsed by Audit, Risk and Improvement Committee (ARIC) in November 2023.**

**The Risk Management Team continues to work on the Enterprise Risk Management system, enhancing its ability to capture and manage the risk register via process automation.**

Deliverable	Status
Close outstanding audit actions and report on compliance within the required time-frame.	✓
Continue to ensure and improve the safety and well-being of Council's workforce.	▷
Continue to meet internal Workplace Health & Safety audit Key Performance Indicators (KPI's).	✓
Emergency Preparedness and Evacuation Diagrams for Council work sites and building assets are current and well-communicated.	▷
Ensure Council's Enterprise Risk Management (ERM) Framework continues to be embedded in all operations of council. Key Performance Indicators are developed and used to assess and report to the Executive Leadership Team on the ERM Framework.	▷
Compliance with contractor management and safety requirements are improved and reported on.	▷

Documentation is reviewed. Documents and forms are made accessible via electronic means using the VAULT system.



## Disability Inclusion Action Plan.

# GL1.1.4

50



### Responsible Governance and Civic Leadership | GL

Our plans and strategies focus on financial, economic, social and environmental sustainability which informs council decision making. | GL1.1

**The Council's Disability Inclusion Action Plan 2023-2027, adopted on November 27, 2023, aims to enhance accessibility and inclusivity in Lithgow for individuals with disabilities. The plan focuses on four key areas:**

- 1) **Developing Positive Attitudes**
- 2) **Creating Liveable Communities**
- 3) **Supporting Employment Access**
- 4) **Improving Service Access**

**The plan is shaped by input from community conversations and surveys involving disability services, individuals with disabilities, and their families.**

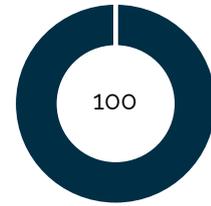
**The Community Development Officer has been working on implementing the Plan beginning with an audit of kerb ramps across the LGA to determine their compliance. Elements of the Action Plan are included in Council's 2024/5 Operational Plan. Their progress will be tracked and reported in future Committee meetings and Annual Reports.**

Deliverable	Status
Disability Inclusion Action Plan (DIAP) is reported on in the November Council meeting. Communities & Justice NSW are notified about DIAP.	
Undertake a review of the Disability Inclusion Action Plan, including stakeholder engagement, document preparation and report to Council for adoption.	



Annual Financial Statements prepared, audited and lodged with the Office of Local Government by 31 October.

# GL1.2.1



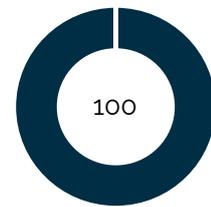
**Responsible Governance and Civic Leadership | GL**

We manage our money and our assets to be sustainable now and into the future. | **GL1.2**

**Annual Financial Statements were prepared, audited and lodged with the Office of Local Government by the extended due date of 29/2/24.**

Plant Replacement Program.

# GL1.2.2

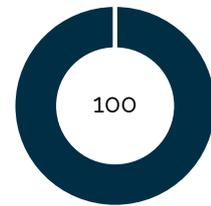


**Responsible Governance and Civic Leadership | GL**

We manage our money and our assets to be sustainable now and into the future. | **GL1.2**

**Over the 2023/24 financial year, a 24 tonne Tipper and 2 Komatsu GD655-7 Graders have been purchased with assistance from the 2023/24 SRV program.**

**Future plans include obtaining a new jet patcher to enhance the efficiency of infrastructural repairs.**



**Responsible Governance and Civic Leadership | GL**

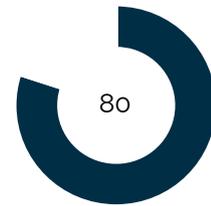
We manage our money and our assets to be sustainable now and into the future. | **GL1.2**

**Stage 1 of the Service Planning and Review Program has been completed. It builds organisational capacity by identifying suitable actions and resourcing strategies. Hence, the Service Catalogue takes into consideration service risk, service demand and service forecasting.**

**The Library refurbishment is an exemplary outcome of successful service review implementation and resolution.**



Lithgow library refurbishment expanded the range of activities and facilities visitors can utilise.



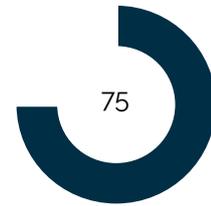
**Responsible Governance and Civic Leadership | GL**

We will continually review our service provision to ensure the best possible value and outcomes for the community. **| GL1.3**

**Stage 1 of the Service Planning and Review Program has been completed. A Service Catalogue outlining actions and resourcing strategies needed to build organisational capacity has been received. The included service plans account for service risk, service demand and consider service forecasts.**

**The Library refurbishment has been completed addressing the outstanding actions for completion in the Library Service Review.**

Deliverable	Status
Develop a priority service review program.	✓
Develop a Service Catalogue	▷
Develop Framework, methodologies and project plan for Service Delivery planning and reviews.	▷
Identify priority projects and initiatives focused on improving productivity, efficiencies and cost savings, and report on progress annually.	✓
Implement the actions identified in the Library Service Review.	✓



**Responsible Governance and Civic Leadership | GL**

Our workforce, systems and processes will support high performance and optimal service delivery for our community. **GL1.4**

The council's Workforce Strategy is due for renewal in 2026. The process has commenced this year with its initial review. Enhancing capacity in the workforce was identified as a primary target. It will be achieved by advancing recruitment and retention strategies, exploring job markets, setting aside more funding for junior and trainee staff development, and creating and modifying roles to support the Council's long-term strategic direction of the Council.

**Workforce Strategy Actions achieved in the reporting period include:**

- 5) **Manager and supervisor training in dealing with complex performance and mental health issues**
- 6) **Improvements to recruitment processes resulting in a more diverse and flexible workforce**
- 7) **Promotion and greater engagement with Council values to enhance governance capacity within new roles**
- 8) **Presentation of opportunities for staff to comment and participate in service reviews**
- 9) **Provision of organisation-wide training in psychosocial hazard identification.**

Deliverable	Status
Develop and implement the Health & Wellbeing Program to create a safe and healthy workforce.	✓
Implement the annual training plan to enhance skills and knowledge of the workforce.	▶
Implement the annual workplace immunisation program.	▶
Review Council's operational requirements to identify areas where 'Seasonal Workforce' could be utilised to meet operational targets.	✓



✓ Completed

▶ Progressing

✗ Not progressing

**Responsible Governance and Civic Leadership | GL**

Our workforce, systems and processes will support high performance and optimal service delivery for our community. **GL1.4**

**Business system development during this period included configuring the contract management system and implementing, Security Operations Centre (SOC) over the network and distribution of devices to staff members.**

Deliverable	Status
Crowd Strike Breach Prevention Managed Service - Cyber security management service and 24/7 monitoring of Council systems are implemented.	✓
Ensure all software licensing is current.	✓
Enterprise Asset Management Mobility - A field application to enable Council officers to receive and complete work orders to create and update asset information, record and complete work on found defects, complete inspection checklists, capture photos and videos has been implemented.	▶
iPads made available for staff working in the field.	✓
PABX transition to cloud - telephone management system has been upgraded to a cloud provider.	▶
PC's and servers are replaced in accordance with priority program.	✓

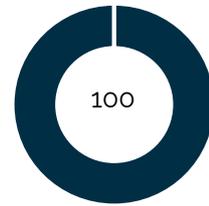


✓ Completed

▶ Progressing

✗ Not progressing

# GL1.5.1



**Responsible Governance and Civic Leadership | GL**

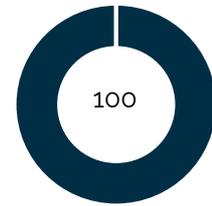
We work with our partners and neighbouring councils to share skills, knowledge and resources and find ways to deliver services more efficiently. **| GL1.5**

**The Council participated in 13 events/programs hosted by the Central NSW Joint Organisation (CNSWJO) with the aim to advocate for a reform of the current financial arrangements to better align with the 21st-century challenges.**

Deliverable	Status
Advocate for substantial review and reform of the funding arrangements for local government to provide the sector with the capacity to meet the many challenges of the 21st century.	✓
Attend the Local Government NSW Conference	✓
Participate in the activities of the Central NSW Joint Organisation.	✓

Conduct the business of Council in an open and democratic manner.

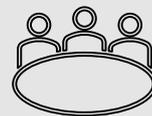
# GL2.1.1



## Responsible Governance and Civic Leadership | GL

We will ensure Council's decision making | **GL2.1**  
transparent, accessible accountable.

**17** information sessions held for councilors. 

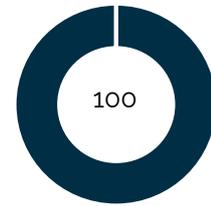
 **11 ordinary**  
**3 extra-ordinary** meetings.

average duration: **3 hours & 3 minutes.** 

 **484** passed resolutions.

Councillors will be supported in their role.

# GL2.1.2



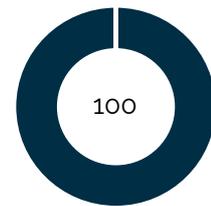
**Responsible Governance and Civic Leadership | GL**

We will ensure Council's decision making transparent, accessible accountable. | **GL2.1**

**To assist Councillors with their role, 16 training sessions were held in the 2023/24 financial year.**

Assess determine and respond to complaints in accordance with GIPA Act and procedures.

# GL2.1.3



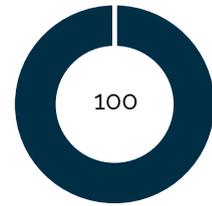
**Responsible Governance and Civic Leadership | GL**

We will ensure Council's decision making transparent, accessible accountable. | **GL2.1**

**7 formal Government Information Public Action requests were received and processed during the period.**

Implement Council's Communications and Engagement Strategy.

GL2.2.1



**Responsible Governance and Civic Leadership | GL**

We will be proactive and innovative in our engagement with the community ensuring our engagement programs are equitable, accessible, inclusive and participatory. **| GL2.2**

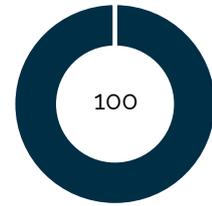
The Council has developed new ways of delivering information to the community, enhanced via the engagement of a full-time Communications Officer. Current information distribution channels include:

- Radio advertising
- Full-page fortnightly community updates in the Village Voice and Council Column
- Development of a Key Projects section on the Council website for progress updates on the Operational Plan Capital Works Program
- Utilisation of the "Our Place Our Future Have Your Say" website for community engagement projects.

Deliverable	Status
Celebrate Local Government Week by undertaking activities that focus on Council in the community.	

Provide staff with awareness, tools and knowledge to assist them in meeting their governance and statutory compliance obligations.

## GL2.3.1



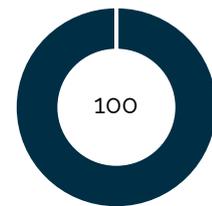
**Responsible Governance and Civic Leadership | GL**

We will continue to manage Council governance functions and statutory requirements. | **GL2.3**

**PULSE software has been utilised for sending reminders, and provision of tools and educational materials to staff, thereby assisting them with meeting statutory compliance obligations.**

Carry out governance functions, provide advice and conduct education programs to comply with legislation and best practice.

## GL2.3.2



**Responsible Governance and Civic Leadership | GL**

We will continue to manage Council governance functions and statutory requirements. | **GL2.3**

**In October 2023, the Council engaged a Governance & Risk Manager to assist with implementing an ongoing program of governance improvements regarding delegations, legislative interpretation, compliance, complaints, Uniform Commercial Code (UCCs), Government Information Public Access Act (GIPA), Public-Private Investment Program (PPIP), Copyright, Public Interest Disclosure (PID), Fraud and Corruptions Prevention Policy etc.**



## ENHANCING OUR NATURAL ENVIRONMENT

**We will minimise** the environmental footprint of the Lithgow region, live more sustainably and use resources more wisely.

**We will increase our resilience** to natural hazards and climate change.

**We will be innovative** and embrace new technologies in the management of our community's waste.

**We will ensure** planning and development activities provide a balance between the built and natural environments.

**We will protect** the Lithgow region's water supply.

**We will respect** and protect the region's Aboriginal heritage assets.

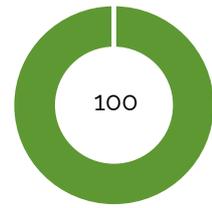
**We will protect and improve** our natural areas and ecosystems, including Hassans Walls Reserve, Farmers Creek and other water ways.

**We will deliver** sustainability and environmental education programs to local communities, groups and schools.

**We will work with** local partners and authorities to implement weed management strategies across our local government area.

Implement an inspection regime of systems and take appropriate action where systems are failing.

## NE1.1.1



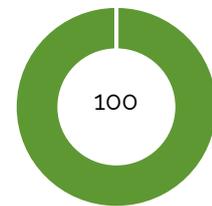
### Enhancing Our Natural Environment | NE

We will minimise the environmental footprint of the Lithgow region, live more sustainably and use resources more wisely. | NE1.1

**115 septic inspections were conducted in the 2023/24 financial year. Proactive inspections have been suspended whilst the Onsite Sewage Management Policy is under review.**

Undertake energy audits of Council buildings/facilities and consider recommendations in the Operational Plan.

## NE1.1.3



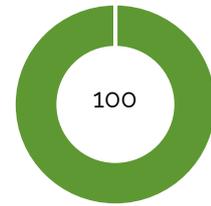
### Enhancing Our Natural Environment | NE

We will minimise the environmental footprint of the Lithgow region, live more sustainably and use resources more wisely. | NE1.1

**The Council recently engaged 100% Renewables to carry out an extensive audit on high-use energy facilities, notably the Water, Water & Wastewater Pump stations and Lithgow Libraries.**

Develop and implement a Climate Change Strategy.

# NE1.2.1



Enhancing Our Natural Environment | NE

We will increase our resilience to natural hazards and climate change. | NE1.2

The Council is working with the Central NSW Joint Organisation on the Net Zero Action Plan, Disaster Risk Reduction Program and Regional Drought Resilience Plan (done in conjunction with Oberon and Bathurst Regional Councils).

The council also participated in the Disaster Risk Reduction Program coordinated by Centroc to develop a framework for embedding actions from the Disaster Risk Reduction into the Integrated Planning and Reporting Framework.



Regions continue to experience the effects of natural disasters long after the initial event has passed.

✓ Completed

▷ Progressing

✗ Not progressing

# Implement the Lithgow City Council Waste Strategy

## NE1.3.1



### Enhancing Our Natural Environment | NE

We will be innovative and embrace new technologies in the management of our community's waste. | NE1.3

Deliverable	Status
Advance planning for the construction of primary rural transfer station in preparation for closure of all rural landfills.	▶
Implement the closures and construct a transfer station at Capertee Landfill.	▶
Install a Leachate Barrier System at Lithgow Landfill.	▶
Prepare for the closure and rehabilitation of Portland Landfill once it reaches capacity (expected in 2025).	▶
Provide the Food Organics Garden Organics (FOGO) service to the community through the roll out of Green Bins.	▶
Rehabilitation of Wallerawang Landfill.	✕
Rural landfill cell construction undertaken at Portland & Capertee landfills as needed.	✓
Undertake improvements to the weighbridge and gatehouse at Lithgow Solid Waste Facility.	▶

# 5-MIN FACT BREAK

FACTS TO "WASTE" YOUR TIME THINKING ABOUT.



**11%**

Contamination rate in recycling bins.

In the upcoming years, Lithgow LGA is expecting major changes to its Waste Management Practices.

In anticipation of future closures to rural landfill sites, as they reach maximum capacity, the Council is assessing suitable locations for a primary rural transfer station.

Preliminary assessments for the Leachate Barrier System have been completed and landform options are under review.

Additionally, preliminary concept designs have been completed for Lithgow's Solid Waste Facility.

**L** 37,770  
tonnes of waste recorded at Lithgow

**P** 3,192  
tonnes of waste recorded at Portland

**C** 564  
tonnes of waste recorded at Capertee

**GD** 66  
tonnes of waste recorded at Glen Davis

**T** 146  
tonnes of waste recorded at Tarana

**AP** 192  
tonnes of waste recorded at Angus Place

**H** 82  
tonnes of waste recorded at Hampton

**MFL** 121  
tonnes of waste recorded at Meadow Flat

## Tonnes of rubbish we have recycled at our facilities



2087kg of kerbside waste collected per capita (16.5% lower than the previous year).



253kg of kerbside recycling collected per capita (33.9% higher than the previous year).



1051 tonnes of recycling recorded per annum (4.0% lower than the previous year).

Continue to forward plan and improve the capacity and resilience of Lithgow's stormwater infrastructure in line with ongoing development and growth of the city.

# NE1.5.1



Enhancing Our Natural Environment | NE

We will ensure planning and development activities provide a balance between the built and natural environments. | NE1.5

**In 2023/24 the Council Undertook Geotechnical investigations to upgrade stormwater infrastructure in Main Street and Cupro Street, Lithgow. Surveys were also carried out for significant infrastructure upgrades around the intersection of Enfield Avenue and Main Street.**

**Geotechnical reports have been requested and approvals sought from Transport for NSW and NSW Trains. Once approved, the construction will commence in 2024/25.**

**The Council commenced the installation of a stormwater retention basin within the Lithgow Urban Works Compound to reduce downstream flooding.**

Deliverable	Status
Drainage Works Triplication of the subsurface drainage from the Main Street/Cupro Street intersection including the installation of new box culverts and inlets.	▶

Implement the Lithgow Floodplain Risk Management Plan 2023.

# NE1.5.2



Enhancing Our Natural Environment | NE

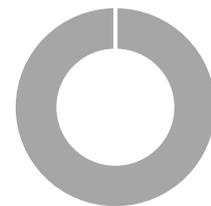
We will ensure planning and development activities provide a balance between the built and natural environments. | NE1.5

Work on the retention basin within the Lithgow Urban Works Compound marks the commencement of the multi-year, Floodplain Risk Management Plan Program. Future projects will include the delivery of a flood warning system, design work and delivery of improvements to resolve flooding issues at the intersection of the Main Street and Cupro Street intersection.

Deliverable	Status
Implement flood awareness and education program.	✗
Investigate and design an integrated flood warning system for Lithgow.	✗

Farmers Creek Riparian Study

# NE1.5.3



Enhancing Our Natural Environment | NE

We will ensure planning and development activities provide a balance between the built and natural environments. | NE1.5

With the welcoming of a new Natural Area Management Officer, the Council will commence the Farmer's Creek Riparian Study in 2024/25 financial year.

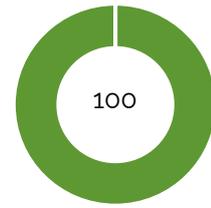
✓ Completed

▷ Progressing

✗ Not progressing

Provide safe drinking water to residents within the Farmers Creek Reticulated Supply System

# NE1.6.1



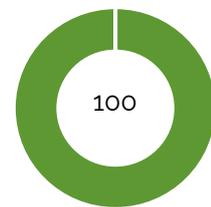
Enhancing Our Natural Environment | NE

We will protect the Lithgow region's water supply. | NE1.6

The Council continues to monitor potable water in the area with reporting undertaken to NSW Health and EPA. No exceedances of Australian Water Drinking Guidelines (AWDG) have been found during routine testing. Dirty water issues are occasionally encountered in the network, however these are within the handling capability of the reticulation team.

Purchase Water from State Water to supply to Cullen Bullen, Glen Davis, Lidsdale, Portland, Wallerawang and Marrangaroo.

# NE1.6.2



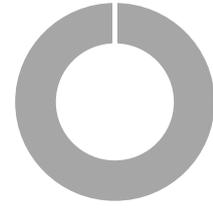
Enhancing Our Natural Environment | NE

We will protect the Lithgow region's water supply. | NE1.6

The Council continues to purchase water from WaterNSW to supplement the Farmer's Creek supply with no issues or adverse events.

Implement the Lithgow  
Community Cultural  
Protocol.

# NE2.1.1



Enhancing Our Natural Environment | NE

We will respect and protect the region's Aboriginal heritage assets. | NE2.1

**This year, the Council consulted with Indigenous communities and Elders during the preparation of environmental studies for a proposed mountain bike development at Hassans Walls Reserve and regarding preliminary plans for a new road access to the Wolgan Valley.**



Hassans Walls.

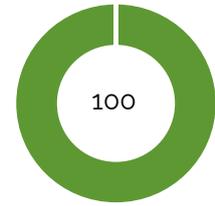
✓ Completed

▷ Progressing

✗ Not progressing

Farmers Creek Weed Management, Regeneration and Revegetation

# NE2.2.1



Enhancing Our Natural Environment | NE

We will protect and improve our natural areas and ecosystems, including Hassans Walls Reserve, Farmers Creek and other water ways. | NE2.2

Lithgow City Council partnered with Lithgow Oberon Landcare to deliver significant environmental and community projects along Farmers Creek. This included planting more than 1200 native tubestocks along the riparian corridor in Oakey Park, Saywell Reserve and near Geordie Street crossing (with the courtesy of funding by the Foundation for National Parks and Wildlife and Rotary). Work was carried out by resident volunteers and supported by professional contractors.

Furthermore, Council staff, with support from Landcare the DPI have undertaken ongoing frog monitoring as part of baseline environmental monitoring at seven locations along the creek - one of the objectives outlined in the Farmer's Creek Management Plan. Grant funding has been received to prepare a more detailed Site Management Plan for Farmer's Creek Weed management, Regeneration and Revegetation.

We are also thrilled to welcome a new Natural Areas Manager whose role will be to manage natural systems on public lands along Farmers Creek.

66 new trees planted.

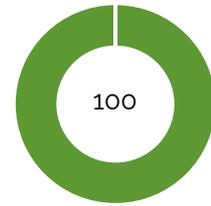
1200 native tubestocks planted along Farmer's Creek.

83 dangerous trees removed.



Comply with the Environment Protection Licenses for water and sewerage treatment plants.

## NE2.2.2



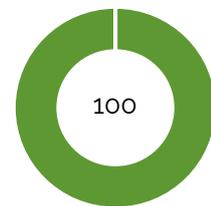
Enhancing Our Natural Environment | NE

We will protect and improve our natural areas and ecosystems, including Hassans Walls Reserve, Farmers Creek and other water ways. | NE2.2

**All incidents are reported and found in the Council safety system. All testing and reporting were completed as required. Some issues regarding faulty testing and lab equipment were discovered and timely addressed.**

Comply with the environment protection licences for Lithgow Solid Waste Facility and Portland Garbage Depot.

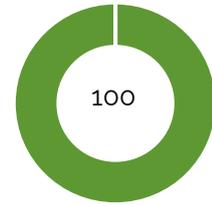
## NE2.2.3



Enhancing Our Natural Environment | NE

We will protect and improve our natural areas and ecosystems, including Hassans Walls Reserve, Farmers Creek and other water ways. | NE2.2

**Pollution Incident Response Management Plans for Portland and Lithgow were updated and formalised on 10/08/2023 and 14/09/2023 respectively. No compliance issues have been identified in the 2023/24 financial year.**



**Enhancing Our Natural Environment | NE**

We will deliver sustainability and environmental education programs to local communities, groups and schools. **| NE2.3**

**The 2023 Primary School Art Competition was successfully rolled out in July 2023, coinciding with 'Plastic Free July' and this year's theme - single-use plastics. Additionally, Waste to Art competition was held at the Union Theatre Gallery.**

**A set of pamphlets directed at residents were created to explain the correct way to use the:**

- 1. Portland Garbage Depot,**
- 2. Resource Recovery Centre,**
- 3. Transfer Stations,**
- 4. Household Chemical Cleanout and Community Recycling Centre.**
- 5. Management of construction and demolition waste**

**As part of the Food Organics Garden Organics initiative the council developed a comprehensive multi-channel education campaign.**

**The endeavour has been a success with consequently observed lower contamination levels and 575.72 tonnes of organics diverted from landfills.**

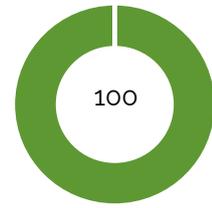
Deliverable	Status
Conduct the annual NetWaste Waste to Art Competition and Exhibition at the Lithgow Library Learning Centre	✓
Conduct the annual primary school art competition to educate children on Waste and Recycling.	✓
Undertake a comprehensive communication and engagement campaign as part of the rollout of the Green Lidded bins for Food Organics Garden Organics (FOGO).	✓



✓ Completed

▷ Progressing

✗ Not progressing



**Enhancing Our Natural Environment | NE**

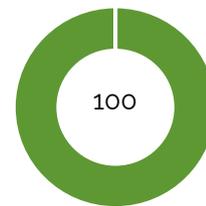
We will deliver sustainability and environmental education programs to local communities, groups and schools. **| NE2.3**

**The Landcare coordinator has undertaken workshops with Lithgow Transformation Hub, other Landcare organisations and the local community to deliver a variety of environmental education programs and workshops. Enhanced engagement via social media platforms has contributed to the success of events like the fungi workshops and contracted weed control works program.**

Deliverable	Status
Engage the community in Landcare activities through media, social media, website, Landcare newsletter and activity calendar.	✓
Minimum of four Landcare programs conducted per annum.	✓
Seek opportunities to increase funding for environmental activities, groups and projects in the area.	✓

Control environmental and/or noxious weeds.

# NE2.4.1



## Enhancing Our Natural Environment | NE

We will work with local partners and authorities to implement weed management strategies across our local government area. | NE2.4

**Both Upper Macquarie County Council and Lithgow Council have implemented a new, improved approach to weed control which will see every road in the LGA treated once every three years with funding contributions from the Special Rate Variation (SRV) program. Sodwalls, Rydal, Tarana and Hampton areas were treated in the 2023/24 financial year. Glen Alice, Glen Davis, Capertee and Palmers Oakey areas are scheduled for 2024/25 while Kanimbla and Hartley regions will be addressed in 2025/26.**

**To meet security obligations, received training to increase awareness around biosecurity practices and Machinery Hygiene.**

Deliverable	Status
A prioritised program be developed to address the backlog of Roadside Weed Management across the Lithgow LGA.	✓
A three-year rotation program across the LGA be developed and identified in the Delivery Program.	✓
Council to work in partnership with Upper Macquarie County Council (UMCC) to communicate relevant changes to the roadside spraying program with the broader Lithgow community.	✓
Council to work in partnership with Upper Macquarie County Council (UMCC) to undertake a Gap Analysis to understand the scale of the problem across the Lithgow LGA.	✓



## STRENGTHENING OUR ECONOMY

**We will attract** new business and investment.

**We will encourage** economic growth and diversity.

**We will facilitate** and provide infrastructure and land to support, residential, rural and economic growth.

**We will develop** into a "smart" city that embraces technology, innovation and entrepreneurship to support business success and improve liability.

**We will celebrate** the cultural diversity and rich heritage of the Lithgow LGA.

**We will work with local creatives** and tourism partners to develop a strong tourism industry that maximizes benefits from visitors to the LGA.

**Local job opportunities will be enhanced** through employer and service provider partnership focused on the development of a local workforce with the skills required by local industry.

**We will work in partnership** to actively market the Lithgow region and our capabilities to existing and potential residents, businesses, visitors and investors.

**We will grow** our visitor economy through developing partnership and opportunities that enhance and strengthen iconic events distinct local attractions and the use of major venues.

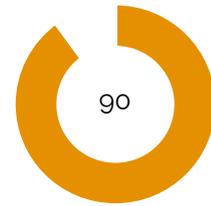
**We will host** events, festivals, sporting and cultural activities that allow our communities to connect and celebrate.

**We will seek** to host major sporting events and new events in both new and existing local facilities.

**We will continue to enhance** the built form of our streetscapes in our town centres.

## Implement the Lithgow Evolving Economy Plan (LEEP).

# SE1.1.1



Strengthening Our Economy | SE

We will attract new business and investment. | SE1.1

Throughout the year, the Council's engagement with companies like Shell and Greenspot ensured the delivery of community benefit schemes to those impacted by projects. Advocacy continues cooperation, specifically between Local and State governments. The Council continues to advocate to State and Federal Governments for a more responsible allocation of funds to projects in the economic diversification space.

A tender for reviewing Lithgow's Land Use Strategy is in progress, focusing on agri-tourism. Council representatives are also collaborating with clean energy project developers to create a unified, all-beneficial approach within Lithgow LGA. Additionally, several advocacy trips to Parliament were undertaken in hopes of securing financial support for the project, albeit with limited success.

As of date, the Council has allocated \$1.07m to LEEP development and is requesting a further \$4m per year from the government for assistance with implementation.

Deliverable	Status
Actively engage with developers proposing the construction of assets related to clean energy production, ensuring that value is added to local residents and the local economy.	✓
Advocate for cross-government commitment, affirmative action and significant increases to levels of funding provided for economic transformation.	✓
Advocate to bring forward new employment precincts utilising the capacity of the NSW Government to examine and then facilitate the re-purposing of the city's brownfield sites for employment purposes.	✓
Commence development of an Adaptive Skills Hub.	✓
Develop a business case under the Growing regional Economies Fund for a pilot project to increase STEAM skills in a regional context, across the Central West, people related factors.	✓
Direct engagement with both the NSW (Department of Regional NSW) and Australian Governments (Net Zero Economy Taskforce)	✓

✓ Completed

▷ Progressing

✗ Not progressing

to reach a consensus and gain critical buy-in regarding the governance arrangements for the LEEP project implementation.	
Engage with Centennial Coal and Energy Australia on the future of coal and the impacts to their respective workforces.	✓
Engage with the Expert Panels from the Royalties for the Rejuvenation Program to aid the economic transition of the Lithgow LGA.	✓
Redevelop the Invest Lithgow Website.	✗
Work in partnership with the Department of Regional NSW to develop a bespoke investment prospectus for the Lithgow region.	✓

## Business and Investment enquiries.

# SE1.1.2



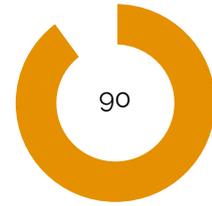
Strengthening Our Economy | SE

We will attract new business and investment. | SE1.1

**The Council has received several business enquiries in the past 12 months from the Department of Regional NSW. The Council is currently limited in its capacity to assist, however, new resources have been successfully employed for this purpose.**

Respond to business/  
investment enquiries  
and coordinate with  
other departments.

# SE1.2.1



Strengthening Our Economy | SE

We will encourage economic growth and diversity. | SE1.2

The Council's strategic planning team responded to four preliminary pre-lodgement enquiries regarding planning proposals that explore additional development opportunities on private land. Additionally, the team also continued to work closely with GreenSpot to progress the development of a final Planning Proposal.

Deliverable	Status
Register of business/investment enquiries maintained and reported annually.	✘



✓ Completed

▷ Progressing

✘ Not progressing



**Strengthening Our Economy | SE**

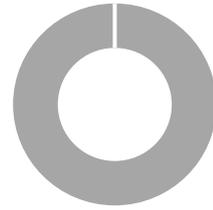
We will facilitate and provide infrastructure and land to support residential, rural and economic growth. | **SE1.3**

**The Council's Strategic Planning Team has continued work on a number of key actions from the Lithgow Local Strategic Planning Statement. These included making amendments to Lithgow's Local Environmental Plan 2014 and making preparations to brief external consultancy services on the three components of the Growth Management Strategy: Employment Lands/Centres review, Local Housing Strategy, Rural Lands and Rural Residential Study.**

Deliverable	Status
Commence development of a Housekeeping Planning Proposal to amend the Lithgow Local Environmental Plan 2014.	▶
Commence Growth Management Strategy to include: <ul style="list-style-type: none"> <li>- Employment Lands/Centres review</li> <li>- Local Housing Strategy</li> <li>- Rural Lands and Rural Residential Study.</li> </ul>	▶

Implement the Smart Cities Blueprint.

# SE1.4.1



**Strengthening Our Economy | SE**

We will develop into a "smart" city that embraces technology, innovation and entrepreneurship to support business success and improve liability. **| SE1.4**

**The deferral of the Smart Cities project was included in the Quarter Three Budget Review variations reported to the 27/5/24 Council meeting. The reasons for deferral are a lack of staff resourcing capacity coupled with the need to complete higher priority projects like the PABX transition to the cloud by 30 June 2024.**

Deliverable	Status
Construct a Smart Spaces - Chill-out Hub in Cook Street Plaza to provide a covered seating area inclusive of power and WIFI which will enable the recharge of mobile devices and mobility scooters.	X
Submit applications for funding where applicable to deliver project in the Smart Cities Blueprint.	X

## Implement the Lithgow Electric Vehicle Strategy.

# SE1.4.2



### Strengthening Our Economy | SE

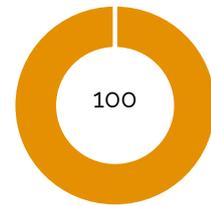
We will develop into a "smart" city that embraces technology, innovation and entrepreneurship to support business success and improve liability. | SE1.4

**Guidelines for new EV charging points have been successfully developed. More granular detail has since been added with assistance from the Central NSW Joint Organisation which identified specific site constraints and how these can be circumvented.**

Through engagement with the NRMA, a bank of fast chargers was placed within the Eskbank Street carpark. During construction, it was identified that the carpark did not have sufficient power infrastructure to support the bank. This was addressed by installing a new electricity substation nearby. The installation of charges will be completed in 2024/25.

**No further grants have been submitted for EV chargers until the current project is complete within the Eskbank Street Carpark. Once done, work will commence to identify opportunities in other localities, namely Portland and Wallerawang.**

Deliverable	Status
Develop guidelines to locate and develop EV charging points.	✓
Engage with key agencies on Electric Vehicle Infrastructure.	✓
Identify road transport constraints.	✓
Submit applications for funding where applicable to deliver projects listed in the Lithgow Electric Vehicle Strategy.	✗



**Strengthening Our Economy | SE**

We will celebrate the cultural diversity and rich heritage of the Lithgow LGA. | **SE2.1**

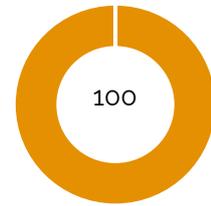
**Eskbank House Museum works to create engaging visitor experiences by delivering internally curated exhibitions and hosting events that promote our local heritage. By linking these to state and national annual celebrations such as the National Trust Australian Heritage Festival and the History Council's History Week events, the museum continues to extend its reach and attract student groups and visitors to Lithgow LGA.**

**This year, the museum hosted three heritage/history speaker events and participated in Lithgow's multi-venue weekend events such as "What's in your backyard - Locals Day Locals free day" and "Edible Garden Trail" (Transformation Hub event).**

Deliverable	Status
Expansion of children and young people school holiday and schools' education programming	✓
Submit applications and apply for funding where applicable to deliver projects listed in the Eskbank House Conservation Management Plan	✓

Promote Seven Valleys Tourism.

# SE2.2.1



**Strengthening Our Economy | SE**

We will work with local creatives and tourism partners to develop a strong tourism industry that maximizes benefits from visitors to the LGA. **| SE2.2**

**Seven Valleys Tourism has a multichannel marketing approach to advertising. Leonard's advertising has been running the Seven Valleys promotional videos, and managing ads across social media and Google platforms. Electronic Direct Mail is distributed monthly to website subscribers. Staff continue to monitor the Visitor Centre's performance and implement improvements to service delivery.**

Deliverable	Status
Customer satisfaction is measured by visitor comments on social media and surveys.	✓
Manage the Seven Valleys Visitors Centre using online tools to enable in-location visitor dispersal and spend.	✓
Seven Valleys Visitors Centre is open and operational 7 days per week.	✓



✓ Completed

▷ Progressing

✗ Not progressing

# 5-MIN FACT BREAK

## WHERE DO THE TOURISTS TO OUR VISITOR'S CENTRE COME FROM?



<b>Tas</b>	<b>204</b> Visitors from Tasmania.	<b>NT</b>	<b>51</b> Visitors from Northern Territory.
<b>NSW</b>	<b>23,227</b> Visitors from New South Wales.	<b>ACT</b>	<b>364</b> Visitors from Australian Capital Territory.
<b>Vic</b>	<b>1,280</b> Visitors from Victoria.	<b>SA</b>	<b>363</b> Visitors from South Australia.
<b>Qld</b>	<b>2,218</b> Visitors from Queensland.	<b>WA</b>	<b>465</b> Visitors from Western Australia.



**1,195,842**

people reached Lithgow's Tourism and Events Facebook Page.



**7**

film enquiries processed.



**\$63,182**

earned from souvenir sales.



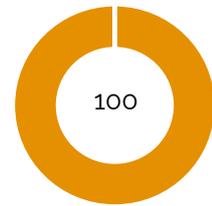
**1197**

international visitors to the Visitor Information Centre.



**1936**

visitors to the Eskbank House Museum.



**Strengthening Our Economy | SE**

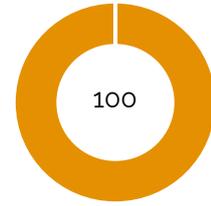
We will work with local creatives and tourism partners to develop a strong tourism industry that maximizes benefits from visitors to the LGA. **| SE2.2**

**This financial year, the Visitor Centre has seen the completion and distribution of the Seven Valleys tourist guide alongside a comprehensive re-marketing campaign with YouTube, Facebook, Instagram posts and Google Ads. This will extend the reach of promotional material. Additionally, the Seven Valleys Destination Plan was endorsed in May and will inform future the visitor Centre will undertake.**

Deliverable	Status
Develop and implement joint Council and industry tourism marketing campaigns.	✓
Develop the Seven Valleys Destination Management Plan	✓
Submit applications and apply for funding where applicable to deliver projects listed in the Destination Management Plan.	✓
Tourism staff to visit tourism member businesses on a regular basis to familiarise staff with tourism products and ensure marketing and communications are up to date.	✓

Support cultural organisations.

# SE2.2.3



## Strengthening Our Economy | SE

We will work with local creatives and tourism partners to develop a strong tourism industry that maximizes benefits from visitors to the LGA. | SE2.2

**The Council provided support to cultural organisations and aided in developing and promoting many cultural activities throughout the year.**

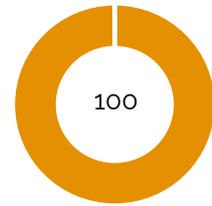
**The Community and Cultural Development Coordinator held 10 meetings with local cultural organisations, wrote support letters for projects and coordinated multiple partnership developments in the community.**

**Attendance at Arts Outwest advisory committee meetings, AGM and 50th-anniversary celebrations were leveraged to promote Lithgow's local arts and cultural activities to the wider region. Additionally, the events built new and strengthened existing networking ties and partnerships.**

Deliverable	Status
Participate in local and regional cultural networking groups.	✓
The "Lithgow Creatives" website is updated, improved and promoted.	✓

Museums Advisor Program.

# SE2.2.4



**Strengthening Our Economy | SE**

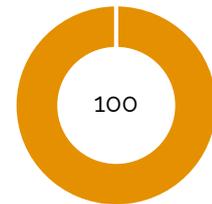
We will work with local creatives and tourism partners to develop a strong tourism industry that maximizes benefits from visitors to the LGA. **| SE2.2**

**The museum's advisors completed 20 out of 20 allocated days for visiting and assisting local museums. The Annual Regional Museums morning tea meet was a success and attended by volunteers from most of the local museums.**

Deliverable	Status
Participate in local and regional museum networking groups.	✓

Work with large industry to ensure retention and employment in the LGA.

# SE2.4.1



**Strengthening Our Economy | SE**

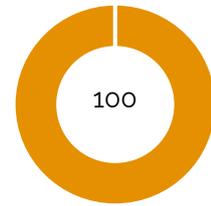
Local job oppurtunities will be enhanced through employer and service provider partnership focused on the development of a local workforce with the skills required by local industry. **| SE2.4**

**This action speaks to the heart of the Lithgow Emerging Economy Plan (LEEP). At the Ordinary Meeting of Council in February, the Council considered a governance strategy that will see Centennial Coal and Energy Australia, alongside several other industry players be key contributors to LEEP outcomes.**

**Both (Centennial and Energy Australia) have accepted the offer and will provide strategic and technical advice to the overarching governance vehicle.**

Deliver localised business growth programs and workshops to enable business competency.

## SE2.4.2



### Strengthening Our Economy | SE

Local job opportunities will be enhanced through employer and service provider partnership focused on the development of a local workforce with the skills required by local industry. | SE2.4

**Lithgow City Council successfully submitted a tender to develop a local Adaptive Skills Hub in Lithgow. Its objective is to increase the adaptive capacity of the workforce in a manner that is consistent with established metrics developed by the University of Newcastle, Australian National University and the Australian Productivity Commission. The components of this project include direct science, technology, engineering, arts, and mathematics (STEAM) teaching support to primary and secondary schools, workforce planning, Factory of the Future and micro-credentialing.**

**The Council was also successful in attracting three new incumbents to economic development and transition roles thereby increasing the program's delivery capacity.**



✓ Completed

▷ Progressing

✗ Not progressing



**Strengthening Our Economy | SE**

We will work in partnership to actively market the Lithgow region and our capabilities to existing and potential residents, businesses, visitors and investors. **| SE3.1**

**A Communications Manager has been successfully recruited for the Lithgow Emerging Economy project.**

**Investment Prospectuses have been completed for both Advanced Manufacturing and Green Manufacturing industries, with a focus on Lithgow's proximity to the ports and population of the Sydney basin.**

**These projects are supported via the Council's representation at relevant economic and tourism forums and events, like the hosting of a meet and greet with Destination NSW.**

**The Invest Lithgow site will be soon undergoing development after the key messages, stakeholders and objectives are finalised.**

Deliverable	Status
Attend economic and tourism forums to profile Lithgow and advocate for development and business opportunities within the LGA.	✓
The "Invest Lithgow" website is updated and promoted.	✗

**Strengthening Our Economy | SE**

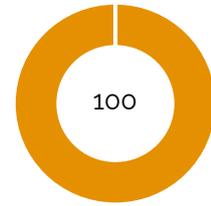
We will grow our visitor economy through developing partnership and opportunities that enhance and strengthen iconic events distinct local attractions and the use of major venues. **| SE3.2**

**Extensive work has been done on developing operational systems and a Strategic Plan for activating the Theatre and Gallery. The "Friends of the Theatre" Program was refined in the scope of its aims. The Union Theatre and Gallery has seen 16 bookings throughout the Year. These included:**

- 1) Rita the Opera**
- 2) Lithgow Comedy Festival**
- 3) Waste 2 Art exhibition**
- 4) Two show seasons held by the Lithgow Musical Society**
- 5) Stage Fright cabaret**
- 6) Youth Summit**

**Construction approval certificates have been lodged for the Union Theatre Kitchen upgrade with quotations to be submitted in the first quarter of 2024/25.**

Deliverable	Status
Develop a "Friends of the Theatre" program to ensure collaboration with local users.	▶
Submit applications and apply for funding where applicable to ensure the facility remains a high-quality cultural venue.	✕
Union Theatre Kitchen Upgrade the kitchen and cut servery through the wall to create a kiosk for serving snacks and drinks to theatre audiences.	▶



**Strengthening Our Economy | SE**

We will grow our visitor economy through developing partnership and opportunities that enhance and strengthen iconic events distinct local attractions and the use of major venues. **| SE3.2**

**The focus of Theatre and Gallery's Strategic Plan has been finetuned to:**

- 1) Showcase where possible performances presented by Aboriginal and/or Torres Strait Islander theatre companies and/or with Aboriginal and/or Torres Strait Islander actors.**
- 2) Align with the objectives of the Council's Disability Inclusion Action Plan.**

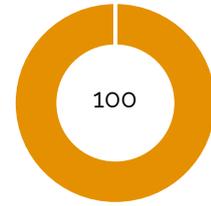
Deliverable	Status
Annual Season Program is inclusive of works for adults, families, children and young people audiences.	✓
Annual Season Program will include, where available, performances presented by Aboriginal and/or Torres Strait Islander theatre companies and /or with Aboriginal and/or Torres Strait Islander actors.	✓
Principles of Council's Disability Inclusion Action Plan are included within programming strategy.	✓



✓ Completed

▷ Progressing

✗ Not progressing



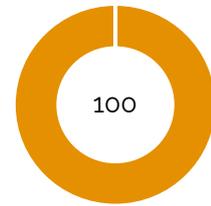
### Strengthening Our Economy | SE

We will grow our visitor economy through developing partnership and opportunities that enhance and strengthen iconic events distinct local attractions and the use of major venues. | SE3.2

Deliverable	Status
Annual program is inclusive of works for adults, families, children and young people audiences.	✓



Exhibitions have been widely enjoyed by tourists and locals alike



**Strengthening Our Economy | SE**

We will host events, festivals, sporting and cultural activities that allow our communities to connect and celebrate. **| SE3.3**

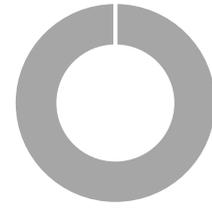
**Lithgow Halloween 2023 was delivered under budget and incorporated a dedicated rides zone, full street pedestrianisation, activation of Union Theatre and Lithgow Transformation Hub and entertainment from the Seven Valleys Live and Local program.**

**Due to inclement weather, Lithglow was postponed to the 2024-25 reporting and financial year.**

Deliverable	Status
Deliver and promote Australia Day	✓
Delivery and promote Lithgow - Lighting, entertainment and heritage festival held at Blast Furnace Park.	✓
Halloween Street Festival held in the Lithgow CBD in October.	✓

Cultural Precinct -  
Temporary Programs  
and Events.

# SE3.3.2



**Strengthening Our Economy | SE**

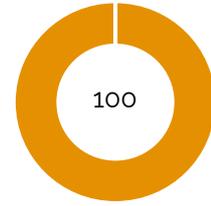
We will host events, festivals, sporting and cultural activities that allow our communities to connect and celebrate. **| SE3.3**

**An events program is under research and development. Bad weather has led to cancellations of several events like the Lithgow Transformation Hub's Painted River masterclass. The Community and Cultural Development Coordinator continues to develop a program of events for various locations around Lithgow LGA, including Main Street, Blast Furnace and other venues.**

Deliverable	Status
Develop a temporary events program for Blast Furnace Park and Lake Pillans Wetlands	X
Identify funding opportunities for events at Blast Furnace Park and Lake Pillans Wetlands.	X

LGA festivals and events.

# SE3.3.3



**Strengthening Our Economy | SE**

We will host events, festivals, sporting and cultural activities that allow our communities to connect and celebrate. **| SE3.3**

**Advice and administrative support were provided to the Ironfest event, Lithgow Show, Rydal Show, Quota Craft Market, Beatlesfest, Daffodils at Rydal, Lithgow Halloween Smart Phone Film Competition, Ridgy Didge and Glow Worm Tunnel Marathon.**

Deliverable	Status
Attract 1 new major event to the Lithgow LGA per annum.	✓
Work with community groups and local event coordinators to promote and develop events.	✓



Forged by Fire Celebrations

✓ Completed

▶ Progressing

✗ Not progressing

**Strengthening Our Economy | SE**

We will host events, festivals, sporting and cultural activities that allow our communities to connect and celebrate. **| SE3.3**

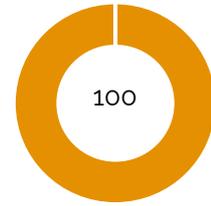
**This year, the Council was a sponsor of JetBlack 24 - mountain bike racing event held in Rydal.**

**The Council has also been working with the NSW Office of Sports Creative Concept Group to provide group sessions and training for various sports at the J.M. Robertson Aquatic Centre.**

Deliverable	Status
Attract sports coaching clinics to develop the potential of young athletes to Tony Luchetti Sports Ground, Saville Park and J M Robson Aquatic Centre.	✓
Seek opportunities to attract major sporting events to the Lithgow LGA	✓
Seek opportunities to attract major sporting events to the Lithgow Sports Precinct.	✗

## Implement the Events Attraction Package.

# SE3.4.1



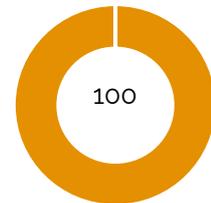
**Strengthening Our Economy | SE**

We will seek to host major sporting events and new events in both new and existing local facilities. **| SE3.4**

**The events attraction package budget was predominantly used for Beatlefest. The remaining budget assisted with the Halloween Smartphone film competition and the Jetblack 24-hour National Mountain Biking championship at Rydal.**

## Australian Caravan Club National Muster.

# SE3.4.2



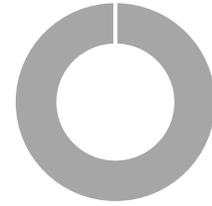
**Strengthening Our Economy | SE**

We will seek to host major sporting events and new events in both new and existing local facilities. **| SE3.4**

**The Australian Caravan Club annual Muster was held in November 2022. Since then, several alterations were made to the showground to facilitate future events of a similar nature. A sizable amount of money was injected into the local economy during the visit of over 100 caravanners to the local area.**

Promote and execute the Main Street Facade Program promoted.

# SE4.2.1



Strengthening Our Economy | SE

We will continue to enhance the built form of our streetscapes in our town centres. | SE4.2

The Façade program has been postponed due to budget constraints.

Implement the CBD Revitalisation Action Plan.

# SE4.2.2



Strengthening Our Economy | SE

We will continue to enhance the built form of our streetscapes in our town centres. | SE4.2

Traffic Study and final designs were completed in 2023. Assessment and preparation of tender documents are underway. However, the work is not in a position to progress further due to funding.

Deliverable	Status
CBD Revitalisation - Stage 2.	▶
CBD Revitalisation - Stage 3.	✕



# DISABILITY INCLUSION ACTION PLAN

Lithgow City Council's Disability Inclusion Action Plan (DIAP) is informed by the social model of disability, where inclusion is defined as:

**"All citizens having the same opportunities to access enjoyable experiences and to be part of their community in a way that is meaningful to them".**

People with disabilities form a diverse population, with a range of requirements for support and through their multiple intersecting identities based on their race, ethnicity, gender, sexual orientation, age, culture, religion, migration status, and socioeconomic background.

Consequently, the purpose of the Lithgow City Council Disability Inclusion Action Plan 2023 – 2027 is to set out strategies and actions to guarantee that people with disability can fully take part in day-to-day community activities without restrictions.

In this year's annual report, we highlight Council's actions that aim meet our goal in becoming an inclusive and accommodating community.

Read our **Disability Inclusion Action Plan 2027** under:

*Council* →

*Strategic Plans and Reports* →

*Other Planning Documents*

Action	Page	DIAP deliverable	Status
Our roads and associated infrastructure will ensure connected and efficient movement through the Lithgow region.	22	New Mobility parking spaces: Wallerawang Library Wolgan St, Portland, near the doctor's surgery Near Anglican Church, Portland Roy Street, near St. Paul church.	✓
Implement the footpath construction program.	25	A 620-lineal 1.2-metre-wide footpath was constructed along James Parade from the intersection of Barton Avenue.	✓
		Council continued to develop the Farmers Creek Walkway/Cycleway with more than 2,500 metres of a new shared pathway, constructed in recent years.	✓
Implement the Recreation Major Works Program.	29	Accessible public toilets have been installed on Farmers Creek at Watsford/Conran Ovals.	✓
Develop and maintain gardens, parks, reserves, street trees and other public spaces.	31	Lake Pillans Boardwalk, which had been burnt in the 2019 bushfires was replaced with a new boardwalk.	✓
		Lake Wallace – Accessible Fishing Platform was completed with an accessible pathway and parking space.	✓
		Future playground designs are considerate of universal principles for accessible public infrastructure.	▶
		Access to playgrounds is reviewed.	▶
Maintain and upgrade community buildings and structures to meet the needs of the community and ensure commercial viability.	34	New fully accessible and self-cleaning toilets have been installed at: Pioneer Park in Main Street, Lithgow; Kremer Park playground and skatepark, Portland Tweedie Park playground and skatepark, Wallerawang.	✓
		Identify ways of improving accessibility to the Administration Centre.	▶
Upgrade and maintain our Libraries to meet changing needs of the community.	38	Lithgow Library purchased a Tovertafel or Magic Table designed for people with dementia or cognitive disabilities to provide stimulation, exercise and social interaction.	✓
		Ensure that the furniture layout accommodates the needs of individuals with disabilities.	✓
		Library signage is clear and understandable.	✓

✓ Completed

▶ Progressing

✗ Not progressing

		A Hearing Loop is installed in the Lithgow Library and Council's Customer Service Area.	
		Inclusion of quiet downtime spaces as a sensory accommodation tool.	
Develop community plans and strategies.	43	People with Disabilities have a voice in the Council.	
		Community Engagement Plans for Disaster Resilience incorporate disability considerations and are communicated in an accessible manner to individuals with disabilities.	
Financial Assistance Program.	46	The Council's Financial Assistance Program aligns with disability and inclusion principles.	
Provide relevant and engaging Library services and resources that meet community needs.	51	6, 607 large print books and 2, 875 audio books were loaned out from the inclusive collection of Lithgow Library. A large number of these loans are distributed via the Home Library Service to residents of local aged care facilities and private homes for people with mobility issues. 11,095 eBooks, eAudio, eMagazines & eFilms were loaned.	
Community Events and programs.	53	Plan regular Storytime and activity sessions for children with Disabilities.	
		Implement and promote inclusive event guidelines across all council events.	
		Diversification of event offerings to be inclusive of individuals with disabilities.	
Disability Inclusion Action Plan.	59	Develop an Accessible Communication Guide for the Council.	
Workforce Plan.	63	Staff undertake mental health and awareness training.	
		Enhance inclusion by promoting work opportunities for individuals with Disability.	
		Provide options for existing staff to request adjustments to support their individual needs.	
Information Technology & Communication Systems.	64	Review documents and forms on the Lithgow Council Website for compliance with accessibility guidelines.	
		Update the Council's videos to include captions.	
		Improve image descriptions on the Council's website.	
		Incorporate text-resizing feature into the Council's website.	
		Improve WCAG compliance rating to 95%.	
Waste Education.	81	Suitable line marking and signage have been developed for the Resource Recovery Centre.	

Promote Seven Valleys Tourism.	92	The car park at the Lithgow Visitor Information Centre was upgraded to include a mobility parking spot.	✓
Deliver localised business growth programs and workshops to enable business competency	97	Raise awareness of local businesses regarding the needs of people with disabilities.	▷
Union Theatre Program Strategy.	100	A new two-level backstage wing was constructed at the Union Theatre incorporating new change rooms, storage and amenity rooms and elevators making much of the theatre wheelchair accessible for patrons and performers.	✓





# STATUTORY INFORMATION

Local Government Act 1993 – Section 428(4)(c) | A1

Local Government Act 1993 – Section 428(4)(d)

### Introduction

This Modern Slavery Statement is provided by Council in accordance with Section 428 (4) of the NSW Local Government Act 1993.

This Statement outlines Council's commitment to combatting modern slavery and the measures we have implemented during this reporting period to reduce the risk of our procurement activities resulting in or contributing to human rights violations.

### Organisational Structure and Supply Chain

Council's compliance with Modern Slavery is being supported regionally through the Central NSW Joint Organisation. All supplier details have been provided to the Joint Organisation for risk assessment to be embedded into an ongoing working program. CNSWJO has a dedicated resource to support procurement including compliance with Modern Slavery Legislation.

A central database has been developed using information on suppliers provided by member Councils. The database identifies medium and high-risk suppliers.

Council recognises the importance of taking steps to ensure that goods and services procured by and for our council are not the product of modern slavery.

Our supply chain includes a variety of suppliers, contractors, partners. Council's highest categories of spend include fuel, electricity, bitumen, construction material and IT licences.

### Policy

Council has taken the following action to outline its commitment to preventing and addressing modern slavery in all its procurement activities, Council:

- Included a position statement in Council's Statement of Business Ethics which is published on Council's website.
- Inserted modern slavery clauses into Council's Request for Tender & EOI conditions documents and Purchase Order terms & conditions.

- Inserted a Modern Slavery Tender Schedule to the Tender Commercial Response Schedules.

### Steps taken

To ensure that goods and services procured by and for Council during the 23/24 year were not the product of Modern Slavery, Council:

- sought and implemented legal wording through the Joint Organisation to insert into Goods and Services Contracts and Procurement Specification Documentation;
- assessed suppliers' responses to modern slavery provided for each procurement process and the quotations and tenders received;
- is currently undertaking a risk assessment of active suppliers Councils through the Joint Organisation in terms of modern slavery; and
- the risk assessment will be updated accordingly with an embedded regional program monitoring existing contractors and assessing new contractors.

## Environmental upgrade agreements.

**Statutory information | Appendix**

Local Government Act 1993 - Section 54(d) | **A2**

Council did not enter into any Environmental Upgrade Agreements during 2023/24.

## Statement of all external bodies that exercised functions delegated by council.

**Statutory information | Appendix**

Local Government (General) Regulation 2021 – Section 217 | **A3**

There were no functions delegated by Council to external bodies during 2023/24.

## Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which council held a controlling interest.

**Statutory information | Appendix**

Local Government (General) Regulation 2021 – Section 217 | **A4**

Council participation		Holding a controlling Interest
<p>Council was a party to the following Partnerships, Cooperatives, Joint Ventures and other bodies throughout 2023/24:</p> <ul style="list-style-type: none"> <li>• Central West NSWJO</li> <li>• Lithgow Community Health and Dolly Parton Imagination Library</li> </ul>	<ul style="list-style-type: none"> <li>• Netwaste</li> <li>• State Library of NSW</li> <li>• Communities and Kids (LINC) - partnership ceased April 2024</li> <li>• Service Australia</li> <li>• Sydney Catchment Authority</li> </ul>	<p>The Council did not hold a controlling interest in any company, partnership, trust, joint venture or syndicate in 2023/24.</p>

**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 yield (excluding GST) is provided below.

	Ad Valorem \$	Yield (GST EXCL) \$
Designated Lithgow areas	\$273,721.61	\$273,721.61

**Special Rate Variation**

IPART approved Council's Special Rate Variation (SRV) application in full to commence on 1 July 2023.

The approved overall increase to land rates for the 2023/24 year was 45.78% (including 3.7% rate peg) which equates to \$6.2m in income.

The Council has limited the increase in the residential, farming and business (general) rating categories to 27.7% (including the 3.7% rate peg) with the balance of the increase

(approximately \$3M) to be levied against the business power generation sub-category, mining category and a new quarrying business sub-category or sub-categories.

The council sought the special variation to:

- improve its financial sustainability
- maintain its existing services

- reduce its infrastructure backlog and increase its infrastructure renewals.

Works which have been funded through special rate variation are listed below.

**Drainage infrastructure renewal**

	Amount \$
Peach Tree Road - Drainage Replacement	\$179,623.00
<b>Total</b>	\$179,623.00

**Transport renewal works**

	Amount \$
Sunny Corner Road Portland	\$200,739.00
Corderoy Place, Wallerawang	\$54,485.00
Brays Lane, Wallerawang	\$237,922.00
Main Street, Wallerawang	\$792,962.00
<b>Total</b>	\$1,286,108.00

## Written off rates and charges.

Statutory information | Appendix

Local Government (General) | A6  
Regulation 2021 - Section 132

Type of Rate/charge	Amount (\$)
<b>Pensioner Rebate - Ordinary Rates Mandatory</b>	336,733.37
<b>Pensioner Rebate - Ordinary Rates Council Policy</b>	105,772.63
<b>Pensioner Rebate - Sewerage Charges Mandatory</b>	156,414.96
<b>Pensioner Rebate - Water Charges Mandatory</b>	166,244.95
<b>Pensioner Rebate - Water Charges Council Policy</b>	254,323.60
<b>Pensioner Rebate - Domestic Waste Mandatory</b>	206,100.49
<b>Total</b>	<b>1,225,590.00</b>

## Councillor training and ongoing professional development.

Statutory information | Appendix

Local Government (General) | A7  
Regulation 2021 - Section 186

The table below outlines training and professional development councillors participated in during 2023/24 financial year.

	Training Course/ Module Completed/ conference	Cost
<b>Cr Maree Statham</b>	Psychosocial Hazards in the workplace for Councillors	\$830.00
<b>Cr Cassandra Coleman</b>		
<b>Cr Almudela Bryce</b>	CNSWJO Finances for Councillors Training (paid, not attended)	\$676.50
	Psychosocial Hazards in the workplace for Councillors	\$830.00
<b>Cr Darryl Goodwin</b>	Psychosocial Hazards in the workplace for Councillors	\$830.00
<b>Cr Stephen Lesslie</b>	Psychosocial Hazards in the workplace for Councillors	\$830.00
<b>Cr Eric Mahony</b>		
<b>Cr Stuart McGhie</b>		
<b>Cr Col O'Connor</b>	Psychosocial Hazards in the workplace for Councillors	\$830.00
<b>Cr Steve Ring</b>	CNSWJO Finances for Councillors Training	\$676.50

## Costs and expenses pertaining to provision of facilities to councillors in relation to their civic functions.

The table below outlines training and professional development councillors participated in during 2023/24 financial year.

	Councillor fees	Mayoral fees	(1)	(2)	(3)	(4)	(5)	(6)	Training	Totals (\$)
<b>Cr Statham</b>	13,224.48	28,005.36		5,838.00	1734.88		1,783.04	229.76	388.89	51,204.41
<b>Cr Coleman</b>	13,224.48			175.32				229.76	388.89	14,018.45
<b>Cr Bryce</b>	13,224.48			2,120.22				229.76	388.89	15,963.35
<b>Cr Goodwin</b>	13,224.48			3032.70			387.56	229.76	388.89	17,263.39
<b>Cr Lesslie</b>	13,224.48							229.76	388.89	13,843.13
<b>Cr Mahony</b>	13,224.48							229.76	388.89	13,843.13
<b>Cr McGhie</b>	13,224.48							229.76	388.89	13,843.13
<b>Cr O'Connor</b>	13,224.48						327.57	229.76	388.89	14,170.70
<b>Cr Ring</b>	13,224.48		461.18	615.00				229.76	388.89	14,919.31

(1) Council meeting expenses (accommodation, travel and meals)

(2) Conferences, seminars and representational/lobbying expenses (accommodation, travel and meals)

(3) Vehicle provision

(4) Membership subscription

(5) Miscellaneous expenses (meals, sundries, stationery etc)

(6) Provision of office equipment, such as laptop computer and telephones

No expenses were incurred for the provision of care for a child, or an immediate family member of a Councillor to allow the Councillor to undertake his or her civic functions. No overseas or interstate visits were undertaken by elected members in 2023/24.

Awarded contracts  
greater than \$150,000 in  
value.

**Statutory information | Appendix**

Local Government (General) | **A9**  
Regulation 2021 – Section 217

Contractor	Goods/services provided	Amount payable under the contract (excluding GST)
<b>ABAX SYSTEMS PTY LTD</b>	Library shelving as per quote	\$165,232.59
<b>All Pavement Solutions Pty Ltd</b>	Sealing of Megalong Drive, Kanimbla	\$195,011.80
<b>Bernipave Road Solutions</b>	Rehabilitation of Coalbrook Street, Lith	\$501,286.00
<b>Bernipave Road Solutions</b>	Lay Asphalt	\$312,312.00
<b>Bernipave Road Solutions</b>	Mill and Fill	\$170,135.94
<b>Bernipave Road Solutions</b>	Mill and fill of Pipers Flat Road	\$204,946.90
<b>Bernipave Road Solutions</b>	Sealing of Coxs River Road	\$166,242.14
<b>Better View Landscapes Pty Ltd</b>	Ten 02/24 Lake Pillans works	\$574,777.75
<b>CENTRAL INDUSTRIES</b>	Contract - Charles St Bridge Replacement	\$524,595.00
<b>CENTRAL INDUSTRIES</b>	Variation 1 - Seal Charles Street	\$58,590.00
<b>DEAN HORTON</b>	Restoration Works- Kremer Park Grandstand	\$319,785.00
<b>ENVIRONMENTAL PARTNERSHIP (NSW) PTY LTD</b>	Stage 2 Documents	\$169,095.00
<b>ESM Management Pty Ltd</b>	Project Management - Duncan Shumack	\$153,856.75
<b>EXELOO PTY LTD.</b>	Exeloo - Saville Park Portland Central	\$229,887.26
<b>Frontier Assembly Pty Ltd</b>	Blast Furnace Lighting & Elect works	\$420,185.90
<b>GRACEY &amp; SON EARTHMOVING</b>	Causeway reconstruction	\$196,300.00
<b>GRACEY &amp; SON EARTHMOVING</b>	Maintenance works on Donkey Steps Track	\$614,978.92
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Peach Tree Road- repairs and modification	\$184,909.55
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Replacement of damaged drainage infrastructure	\$246,695.00
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Clearing drainage lines- Hampton Road	\$212,370.00
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	New road on 3 tree Hill	\$1,140,000.00
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Re-sheeting of Peach Tree Road, Megalong	\$484,545.45
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Heavy Patching	\$225,000.00
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Remediation of Cox's River Road	\$641,139.00
<b>Gracey's Earthmoving &amp; Excavations Pty Ltd</b>	Remediation of Coxs River Road	\$531,705.00
<b>Green Civil Services Pty Ltd</b>	Road rehabilitation	\$901,299.00
<b>HENRY PLANT &amp; EQUIPMENT HIRE</b>	Rock Scaling	\$331,282.45
<b>Interflow Pty Ltd</b>	Sewer Mains Relining Tender	\$394,645.16
<b>J R RICHARDS &amp; SONS</b>	Waste Services	\$2,867,101.10
<b>JARDINE LLOYD THOMPSON</b>	2023-24 Insurance Renewal	\$921,867.71
<b>Keane Civil and Construction</b>	Stage 2 Old Bathurst Road Civil Works Inlet	\$167,479.00
<b>KOMATSU AUSTRALIA LTD.</b>	Komatsu GD-655-7 Per Quotes VP363657	\$469,600.00
<b>KOMATSU AUSTRALIA LTD.</b>	GD655-7 Grader as per Vendor panel VP563	\$469,600.00
<b>National Civil Projects Pty Ltd</b>	New Lithgow Sewerage Treatment Plant	\$463,200.05
<b>NSW PUBLIC WORKS</b>	Works on Old Coach Road, Wolgan	\$192,606.30

<b>Orange Dealership Pty Ltd</b>	Mitsubishi Fuso FV Shogun 400 C/Chassis	\$198,028.18
<b>PETERS EARTHMOVING</b>	Multiple LGA Roads - Repair Works	\$431,388.81
<b>Public Works Advisory</b>	Development of the Donkey Steps Track	\$192,606.30
<b>QMAX PUMPING STATIONS PTY LTD.</b>	Lithgow Correctional Facility SPS Renewal	\$287,782.00
<b>Road Safety Barriers Pty Ltd</b>	R&R Road Barriers	\$213,824.90
<b>Rosmech Sales &amp; Service Pty Ltd</b>	Scarab Mistral Hino 1628 Sweeper	\$387,581.00
<b>Select Civil</b>	Dry Hire & Maintenance Landfill Plant at	\$423,866.39
<b>SHUMACK ENGINEERING (NSW) PTY LTD</b>	Retaining Wall Construction	\$197,200.00
<b>SHUMACK ENGINEERING (NSW) PTY LTD</b>	Restoration works around sewer main	\$318,001.00
<b>State Asphalts NSW Pty Ltd</b>	Asphalt per Tonne	\$472,676.33
<b>STATECOVER MUTUAL LIMITED</b>	23/24 Balance of Renewal Premium with Compensation	\$455,715.58
<b>STATEWIDE MUTUAL</b>	Insurance Renewal 2024-25	\$1,129,127.92
<b>TECHNOLOGY ONE LIMITED</b>	Annual renewal Technology One suite	\$671,993.90
<b>TRACSERV TRUCKS</b>	Isuzu Hook lift Truck as per Vendor Pane	\$360,646.00
<b>TWS Evolution Pty Ltd</b>	Design & Construction of Maddox Lane sew	\$627,613.95
<b>UPPER MACQUARIE COUNTY COUNCIL</b>	23/24 Contribution - Weed Biosecurity	\$209,376.02
<b>Wassabi Group Pty Ltd</b>	Wolgan Rd Application Project Management	\$161,195.00
<b>WATER NSW</b>	23/24 Fish River Water Purchases	\$2,298,286.92
<b>Westbury Constructions Pty Ltd</b>	Library reroofing	\$186,830.00
<b>WSP Australia Pty Ltd</b>	Remediation report and works- Browns Gap	\$162,068.00
<b>WSP Australia Pty Ltd</b>	Wolgan Road alignment	\$1,166,363.64

Resolutions concerning work carried out on private land.

## Statutory information | Appendix

Local Government (General) Regulation 2021 – Section 217

Local Government Act 1993 - Section 67

In 2021, H2H Plumbing PTY Ltd was awarded a contract to construct a reticulation system that delivers sewerage from individual properties to the new Sewerage Treatment Plant (STP).

After the project's commencement, some private properties were identified as connected to the sewerage system via a low-pressure unit powered by an on-property switchboard, requiring additional

electrical work. This incurred extra cost (\$450,000), funded from the sewerage reserve. The increase was put to the Council and resolved on January 30th 2024, (item 12.2.1, minute 24.7).

Financial assistance and summary of amounts granted to financially assist others.

**Statutory information | Appendix**

Local Government (General) Regulation 2021 – Section 217 | **A11**

Local Government Act 1993 - Section 356

**Financial Assistance Round 1:**

Organisation	Project and description	Amount
<b>Lithgow Council</b>	Lithgow Arts Council awards	\$2,000
<b>Daffodils at Rydal 2023</b>	Daffodils at Rydal local art and sculpture exhibition	\$1,500
<b>Tarana Tanker Trailer Registration</b>	Tarana Tanker Trailer Registration	\$1,400
<b>Portland Golf Club Community Family Nights</b>	Community Family Night at Portland Golf Club	\$3,000
<b>Nana's Touch ASD support</b>	Nana's Touch food program	\$3,000
<b>Mingaan NAIDOC Day Celebrations</b>	NAIDOC Day celebrations	\$3,000
<b>Rydal &amp; District Agricultural Horticultural Pastoral Association Inc.</b>	Rydal Show Heavy Horse and Yard Dog Section Sponsorship	\$1,000
<b>Lithgow District Car Club</b>	Rates Reimbursement	\$1,143
<b>Muzzle Loading Gun, Rifle and Pistol Club and Lithgow Valley Archers</b>	Rate Reimbursements for Muzzle Loading Gun, Rifle and Pistol Club and Lithgow Valley Archers	\$1,055
<b>Portland Tidy Towns</b>	Portland Tidy Towns public space improvements	\$2,000
<b>Lithgow Show</b>	Lithgow show financial assistance	\$15,000
<b>Portland Community Pool</b>	Portland Community Pool financial assistance	\$44,805
<b>Total</b>		<b>\$78,903</b>

**Financial assistance round 2:**

Organisation	Project and description	Amount
<b>The Glen Museum Assoc. Inc</b>	To engage a recognised expert to assess the museum collection.	\$1,200
<b>Rainbow Lithgow auspice by LINC.</b>	IDAHOBIT Celebration	\$400
<b>Lithgow Cares Wallerawang/Lidsdale Progress Association.</b>	Community Fun days	\$1,200
<b>Wallerawang/Lidsdale Progress Association.</b>	New Year's Eve celebration at Lake Wallace	\$2,000
<b>Oakey Park Residents Association OPRA.</b>	Plantings and bollards in and around the perimeter of Zig Zag Park.	\$500
<b>Portland Tidy Towns</b>	Portland Beautification	\$800
<b>Portland District Motor Sports Club Inc/Cullen Bullen Raceway.</b>	Aluminium bench Seats	\$700
<b>Capertee Valley Landcare Inc.</b>	Glen Davis Reserve regeneration work	\$700
<b>Western Region Academy of Sport Inc.</b>	Annual operation of the Western Region Academy of Sport (part contribution)	\$700
<b>Capertee &amp; District Progress Assoc Inc.</b>	Purchase new refrigerator for the Capertee hall and waiver of lease AMT up to \$500 for 2024-25 FY	\$700
<b>Lithgow/ Portland gifts for girls</b>	Lithgow/ Portland gifts for girls Hygiene kits for Timor Leste.	\$600
<b>First Australian muzzle loading gun, Rifle &amp; Pistol Club Inc and Lithgow Valley Archers</b>	Reimbursement of rates	\$700
<b>Total</b>		<b>\$10,200</b>

## Statement of activities implemented under the Equal Employment Opportunities (EEO) management plan.

**Statutory information | Appendix**

Local Government (General) | **A12**  
Regulation 2021 – Section 217

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

- 1) Interview and appointment processes are checked by competent staff to ensure compliance with EEO procedures.
- 2) The integration of equal employment opportunity principles in recruitment and selection, annual performance reviews, the development of position descriptions, and the development of the annual training plan.
- 3) New employees receive Work Health and Safety Inductions and training on equal employment opportunity, harassment and bullying prevention.
- 4) Improved interview panel member training

## Total number of persons who performed paid work.

**Statutory information | Appendix**

Local Government (General) | **A13**  
Regulation 2021 – Section 217

Audit completed on Wednesday, February 14:

<b>Permanent full-time</b>	173
<b>Permanent part-time</b>	44
<b>Casual basis</b>	61
<b>Fixed-term contract</b>	8
Persons employed by the council as senior staff members.	19
Persons engaged by the council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person.	4
Persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee.	0

## Total remuneration packages of all senior staff members.

### Statutory information | Appendix

Local Government (General) | A14  
Regulation 2021 – Section 217

In the year 2023/24, Craig Butler was the General Manager. Matthew Trapp, Jonathon Edgecombe, Ross Gurney and Shaun Elwood were the senior staff members.

#### Statement of the total remuneration package of the general manager

<b>Salary component</b>	\$ 280,267.12
<b>Bonuses</b>	\$ -
<b>Employer's contribution or salary sacrifice to any superannuation scheme</b>	\$ 27,081.36
<b>Non-cash benefits</b>	\$ -
<b>Fringe Benefits Tax on non-cash benefits tax</b>	\$ 1,446.03

#### Statement of the total remuneration packages of all senior staff members (other than general manager), expressed as the total

<b>Salary component</b>	\$ 776,207.62
<b>Bonuses</b>	\$ -
<b>Employer's contribution or salary sacrifice to any superannuation scheme</b>	\$ 85,433.56
<b>Non-cash benefits</b>	\$ -
<b>Fringe Benefits Tax on non-cash benefits tax</b>	\$ 5,921.44

## Summary of the amounts incurred by the council in relation to legal proceedings.

### Statutory information | Appendix

Local Government (General) | A15  
Regulation 2021 – Section 217

Matter	Amount	Progress or Outcome
<b>LCC v Violet Severino</b>	\$9,171	Proceedings concern a dog attack. The stated amount includes all professional fees and Court Attendance fees.
<b>LCC v Caitlin Clark</b>	\$6,146	Fee for the extension of scope of the original fee. In preparation for a contested hearing and a subpoena to 2 witnesses regarding a dog attack matter.
<b>Lewis and Ors on behalf of the Warrabinga-Wiradjuri People #7</b>	\$10,943	LCC is a respondent to Native Title Claim Warrabinga-Wiradjuri # 7 in the Federal Court. The amount encompasses monitoring the matter, all court attendances, communications and all incidental matters.

## Public information disclosures and formal access applications.

### Statutory information | Appendix

Public Interest Disclosures Act 1994 – Section 31 | **A16**

Public Interest Disclosures Regulation 2011 - clause 4

Government Information (Public Access) Act 2009 – section 125

Government Information (Public Access) Regulation 2018 – clause 8

#### Public Information disclosures

There were nil public interest disclosures received by Council.

#### Formal access applications

During the 2023/24 reporting period, the Council received a total of 8 formal access applications.

## Private pool inspections.

### Statutory information | Appendix

Swimming Pools Act 1992 (SP ACT) – Section 22F | **A17**

Swimming Pools Regulation 2018 (SP Reg) = clause 23

Under the Swimming Pools Act 1992 and Swimming Pools Regulation 2018, it is compulsory for the Council to inspect private pools as a means of managing risk.

In 2023/24 -

- There were 0 inspections of tourist and visitor accommodations
- There were 0 inspections of premises with more than 2 dwellings
- The Council issued 13 certificates of Compliance (Section 22 of the Swimming Pools Act)
- The Council issued 7 certificates of non-compliance (Clause 21 of the Swimming Pools Regulation)

# Stormwater management.

All urban properties except vacant land that are in the residential and business categories for rating purposes, for which Council provides a stormwater management service will be charged an annual stormwater levy under Local Government Amendment (Stormwater) Act 2005 and the Local Government (General) Amendment (Stormwater) Regulation 2006.

The stormwater levy for 2023/2024 remained at \$25 per residential assessment, \$12.50 per strata unit and \$25 per 350 square metres or part thereof for businesses with a cap on business properties of \$1,500.

Income raised from the stormwater charge has been allocated to both capital and recurrent projects relating to new or additional stormwater management services including:

- Construction & maintenance of drainage systems, pipes, basins & waterways
- Stormwater treatment
- Stormwater reuse projects
- Stormwater pollution education campaigns
- Inspection of commercial & industrial premises for stormwater pollution prevention
- Stormwater pollution incidents
- Water quality
- Flood management
- Stormwater Management

Type	Stormwater charges - charge (\$)	Estimated Yield (\$)
<b>Stormwater Management Services</b>	\$ 241,295.01	\$ 241,295.01

## Companion animals.

### Statutory information | Appendix

Local Government (General) Regulation 2021 – Section 217

Companion Animals Act 1988 (CA Act) – section 64

Companion Animal Regulation 2018

In 2023/24 the council spent \$272,194.39 on companion animal management and activities.

In compliance with section 64 of the Companion Animals Act 1988 (CA Act), prior to euthanising, the council:

1) Contacted at least two rescue organisations approved by the OLG  
2) Advertised all animals through Pet Rescue, a dedicated website for Companion Animals looking for adoption

3) Promoted Animals on Social Media platforms and the Council Newsletter

These steps were often completed multiple times before euthanising.

24 dog attacks have been reported to Council.

**Lodgement of Pound Data collection returns with the OLG.**



**Lodgement of data about dog attacks with OLG.**



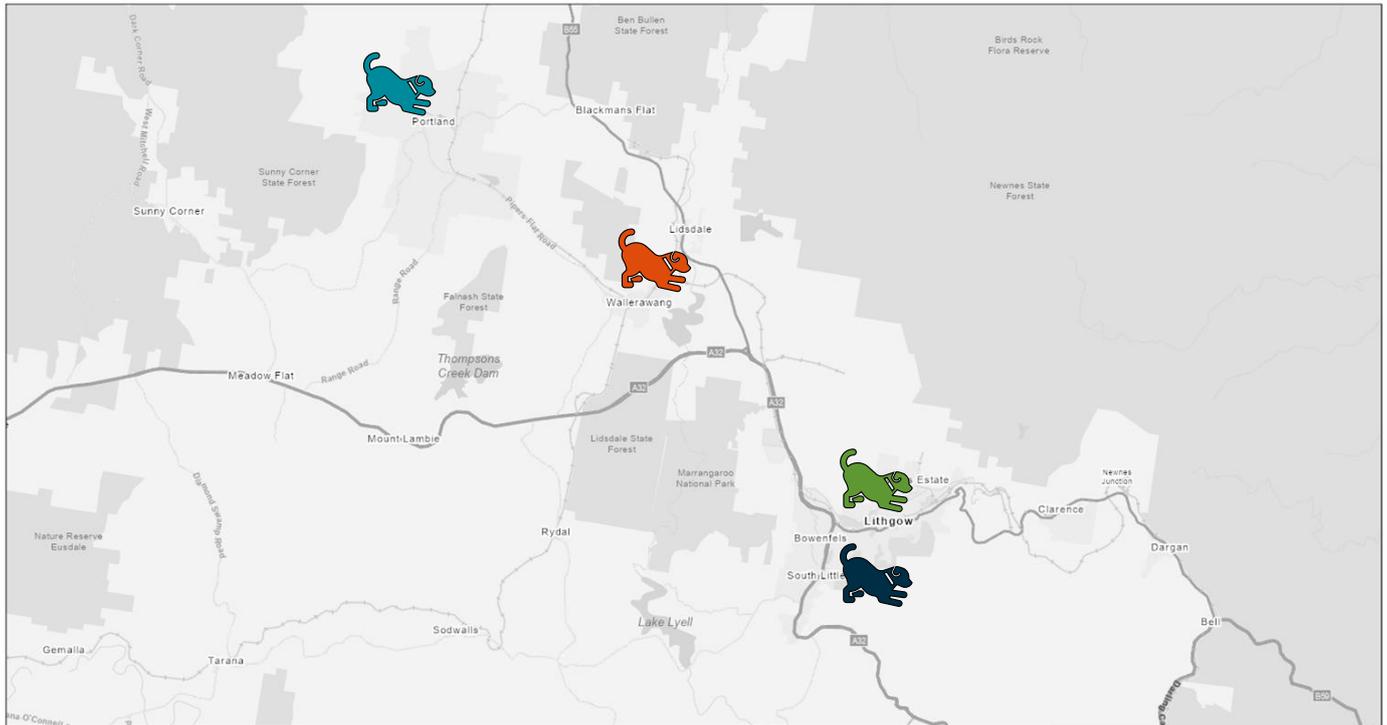
#### Animal Shelter Income sources

<b>Office of Local Government</b>	\$ 19,014.40
<b>Impounding, sale, surrender and fines</b>	\$ 52,370.33

#### Animal Shelter expenditures

<b>Employee costs</b>	\$ 173,705.12
<b>Lithgow Animal Shelter costs</b>	\$ 101,263.71

## Off-leash parks in Lithgow LGA



Montague Street, Lithgow



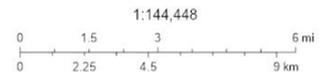
Lake Wallace, Wallerawang



Williwa Street, Portland



Endeavour Park, Lithgow



Council has completed a capital expenditure review in accordance with the NSW OLG Capital Expenditure Guidelines for the below projects.

Project	Grant funding
<b>Airlie Creek Bridge - Glen Davis Road, Capertee</b>	\$281,115.15
<b>Barton Avenue Path</b>	\$12,992.13
<b>BCRRF Stream 2 - Civic Ballroom Evacuation Facility Upgrade</b>	\$18,520.66
<b>Causeway Repair &amp; Construction - AGRN1012 23/24</b>	\$196,300.00
<b>Charles Street Bridge - Fixing Country Bridges Round 2</b>	\$36,060.42
<b>Clarence to Wallerawang Pipeline- New</b>	\$5,573.10
<b>Coco Creek Bridge - Glen Davis Road, Glen Davis</b>	\$243,544.60
<b>Community Recycling Centre</b>	\$14,856.00
<b>Cullen Bullen Path</b>	\$37,560.00
<b>Cullen Bullen Sewer Upgrade</b>	\$1,114,908.02
<b>Donkey Steps Fire Trail-Reconstruction NSW</b>	\$480,000.00
<b>Donkey Steps Maintenance</b>	\$477,902.41
<b>Eskbank House Capital Works 23/24</b>	\$108,000.00
<b>Food Organics Garden Organics (FOGO) Implementation</b>	\$439,530.40
<b>Hartley Valley Road Path</b>	\$24,023.98
<b>High Street Portland Path</b>	\$66,184.99
<b>IDA Falls Creek Bank Stabilisation-AGRN1012 23/24</b>	\$197,317.28
<b>J.M Robson Aquatic Centre</b>	\$21,648.80
<b>Kremer Park Retaining Wall Replacement 22/23</b>	\$1,173.76
<b>Lake Lyell Spillway Upgrade and Maintenance-Magpie Hollow Roads</b>	\$451,000.00
<b>Library Services - Operations &amp; Maintenance</b>	\$443,855.76
<b>Maple Crescent Path</b>	\$93,754.35
<b>Mutton Falls Road - Tablelands Way Project</b>	\$120,667.00
<b>Nat Dis - Browns Gap Road, Hartley Valley</b>	\$534,976.57
<b>Nat Dis - Glen Davis Road, Capertee</b>	\$840,305.72
<b>Natural Disaster July 2022</b>	\$190,237.22
<b>Pindari Place Path</b>	\$39,000.00
<b>R4R9 - ABCD Inc Community Hall</b>	\$64,828.03
<b>R4R9 - Main Street/Cupro Street Stormwater Drainage Improvements</b>	\$10,966.38
<b>R4R9 - Replacement of Geordie Street Causeway with Bridge</b>	\$16,681.98
<b>R4R9 - Sunny Corner - Regional Roads Safety Improvements</b>	\$186,212.79
<b>R4R9-Sewermains Relining</b>	\$400,000.00
<b>Resource for Regions Grant- Kremer Park Grandstand</b>	\$176,666.44
<b>Stormwater Basin Mort Street</b>	\$250,000.00
<b>Tony Luchetti Showground Drainage Upgrades 22/23</b>	\$45,211.58
<b>Union Theatre - Seating and Kitchen Upgrade</b>	\$143,487.61
<b>Wolgan Road Alternative Alignment Study</b>	\$1,897,052.89
<b>Total</b>	<b>\$9,682,116.02</b>

# Planning agreements compliance.

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
<b>335/05DA, Approved: 159 Lots, Dated: 14/02/2007 MOD 025/19 3 Lot Englobo Subdivision</b>	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	11/06/2006	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2023/2024	\$2500 per lot created = 159 = \$397500, Staged Development
<b>429/05DA Approved: 12 Lots, Dated: 25/07/2006, Related File: DA042/07 Strata Subdivision</b>	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 2023/2024	\$2200 per unit/lot created = 8 = \$17,600, 2 stages remaining
<b>DA238/14 Approved: 12 Lots, Dated: 22/03/2016 (Covid 2year extension on consent lapse date)</b>	For the provision of the upgrade of Glen Alice Road.	Lithgow Council & Don Saville (Director) Glen Alice Pty Ltd- Land sold 2021	\$40,000	Lot 1 DP 651340, Lot 1 and Lot 21 DP 753780 "Glen Alice" Glen Alice – Old Road Glen Davis	8/03/2016	Prior to the issue of the subdivision certificate for each Stage	No Payment in 2023/2024	\$40,000
<b>SSD_5594 Approved 21/9/2015 - Springvale, Airly and Angus Place Mines</b>	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	Lot 102 DP1240974 – 980 Castlereagh Highway, Lidsdale; Lot 7002 DP1058210 – 319 Glen Davis Road, Capertee; Lot 41 DP751636 – Wolgan Road, Lidsdale	21/09/2015	Pays Annually	Springvale \$65,881.80; Airly \$19,436.82; Angus Place-\$0 (Care and Maintenance)	Ongoing
<b>SSD-6084 Hy-Tec; approved: Quarry</b>	For Public Facilities and Infrastructure	Lithgow Council & Hy-Tec Industries Pty Ltd	\$0.025 Per tonne of quarry product sold	Lot 1 and 2 DP1005511, Lot 31 DP 1009967 and Lot	9/02/2016	Paid Quarterly and distributed to the community upon	\$33,205.96	\$0.025 per tonne - ongoing

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
			from the quarry on a quarter basis	4 DP876394, 391 Jenolan Caves Road Hartley			applications each year	
<b>SSD 07_0127 MOD 5 Invincible Colliery, Approved: Coal Mine, Dated: 2/02/2018</b>	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	7/05/2017	Paid annually, Mine is currently under Care and Maintenance	No Payment in 2023/2024	\$0.05 per tonne of product coal each financial year
<b>DA022/18 Approved: 79 Lots, Dated: 29/10/2018</b>	For community facilities and public open space Works in kind for a concrete cycle path	Lithgow Council & Rosaton Pty Ltd-Land sold 2021	\$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 2023/2024	\$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,
<b>DA228/14 Approved: 26 Lots, Dated 22/11/2016 (Covid 2year extension on consent lapse date)</b>	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	\$19,800- stage 1 paid in 2022. No additional payment in 2023/2024	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12,
<b>DA021/18, MOD039/19 Approved: 86 Lots, Dated: 1/06/2021</b>	Road Link and construction of intersection (VPA#2)	Lithgow Council & Noel Flynn	\$6,200 per lot (Total \$275,200),	Lot 1 DP1230208, 43 Hillcrest Avenue, Bowenfels	9/08/2021	Prior to the release of the subdivision certificate for the 21st lot, intersection to be completed prior to the issue of the subdivision	124000 Paid 8/1/2024	Stage 2: 409,200.00 (\$6,200 per lot outstanding)

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
						certificate for the 30 <sup>th</sup> lot		
<b>DA182/19 Approved: 19 Lots, dated: 27/05/2020</b>	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	8/07/2020	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2023/2024	Stage 2: \$46,200.00 (\$3,300 per lot) outstanding
<b>DA196/18 Approved: 34 Lots, Dated: 22/2/21</b>	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	124000 Paid 09/02/2024	No.
<b>DA094/19 Approved: 15 Dwellings, Dated: 8/10/20</b>	Community facility and Private open space	Lithgow City Council & Heinz Beckers (In Touch Systems & Research PTY LTD)	\$5,000 per dwelling/strata lot = \$75,000	Lot 402 DP 1155154, Tweed Road Lithgow, NSW 2790	9/04/2023	Prior to the issue of the subdivision certificate	No payment in 2023/2024	\$5,000 per dwelling/strata lot = \$75,000
<b>DA142/18 &amp; MOD005/19 Mod Approved: 134 Lots, Dated: 27/5/19</b>	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 2023/2024	\$830,800 (\$6,200 per lot)
<b>DA088/21 Approved: 6/04/2022</b>	Community Facilities & Cycleway	Lithgow City Council & Trinity Heights (Peter Basha/Peter Rogers)-Land Sold 6/06/2022	\$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 2023/2024	\$6,400.00 per lot for community facilities and \$27,500 for continuation of a cycleway.
<b>DA292/14, Approved: 06/10/2015 MODDA041/22</b>	Community Projects/Activities	Lithgow Council & Nu-Rock Technology Pty Ltd	\$30,000.00 at the end of the first year (Prior to the issue of	Lot 2 DP702619, Mount Piper Power Station, Boulder	16/05/23	\$30,000.00 at the end of the first year and every year	No payment in 2023/2024; -	\$30,000.00 at the end of the first year and

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
<b>Approved: 28/09/2022</b>			the Occupation Certificate) and every year after calculated with the following: \$30,000.00 x CPI time of payment /CPA date of the VPA agreement	Road, Portland NSW 2847		after calculated with the following: \$30,000.00 x CPI time of payment /CPA date of the VPA agreement	Not ready for Occupation to date	every year after calculated with the following: \$30,000.00 x CPI time of payment /CPA date of the VPA agreement
<b>DA227/22, Approved 11 March 2024</b>	Open Space and Recreational Needs Strategy for South Bowenfels	Lithgow Council and Lithgow Council	\$6,800.00 per residential allotment, totalling \$312,800.00	Lot 1 DP1268778, 10 Col Drew Drive, Bowenfels	21/08/2023	\$6,800.00 per residential allotment, totalling \$312,800.00	No payment in 2023/2024	\$6,800.00 per residential allotment, totalling \$312,800.00

## Contributions and levies.

All listed projects have been financed under the Lithgow 7.12 Contributions Plan.

Total contributions expended equate to \$638,541.29.

Total contributions received add up to \$1,561,792.82

Project Description	Public Amenity or Service	Monetary Amount Expended from Development Contributions (\$)	Value of Land Dedication	Value of Material Public Benefit Provided (\$)	Contribution Expended to Date (\$)	Temporary Borrowing	Project Status
<b>Aquatic Centre Indoor LIRS Loan repayment Loan 109</b>	-	\$78,367.00	0	0	\$78,367.00	0	Completed
<b>Wolgan Road - S94</b>	-	\$178,935.00	0	0	\$178,935.00	0	Completed
<b>Lithgow Hockey - Facility upgrades</b>	-	\$95,000.00	0	0	\$164,544.83	0	Completed
<b>Union Theatre - Seating and Kitchen Upgrade</b>	-	\$143,315.64	0	0	\$143,315.64	0	Completed
<b>Sporting Precinct - Master Plan</b>	-	\$21,840.00	0	0	\$21,840.00	0	Completed
<b>Bowenfels Gun Emplacement Conservation Management Plan</b>	-	\$32,000.00	0	0	\$32,000.00	0	Completed
<b>Farmers Creek Pathway Extension 23/24</b>	-	\$21,540.25	0	0	\$21,540.25	0	Completed
<b>Wallerawang Stadium - Resurface of outdoor Courts</b>	-	\$67,543.40	0	0	\$98,853.95	0	Completed

