



Our Place Our Future

Delivery Program 2022/23 – 2025/26
Operational Plan 2024/25

6-MONTH JULY – DECEMBER
REPORT 2024 - 2025

Acknowledgement of Country

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



Message from the General Manager

I commenced as General Manager on 1 July 2024 and I am delighted to present the 2024/25 July to December 6-month report. The report highlights the Council's progress towards completing our Delivery Program / Operational Plan priorities.

I spent my first week as General Manager in Canberra, attending the Local Government National General Assembly with the Mayor. The visit to Canberra provided the opportunity to meet with Federal Government Ministers and opposition leaders. This highlights the importance of the Council's advocacy efforts to improve resource allocation by other levels of government to the Lithgow Local Government Area.

Key projects commenced, progressing or completed include:

- Concept design and environmental assessment for Wolgan Valley access while we await the funding application outcome.
- Endorsement of a 12-month action plan for the economic transition (LEEP).

- The Clarence to Wallerawang Pipeline project to ensure future water security.
- \$16.6m spent on the 2024/25 capital works program.
- The Halloween and Christmas events.
- Induction and training of the new Council from October to December.

I would like to acknowledge and thank our Mayor and Councillors for their commitment to our community, as well as our teams for their dedication to delivering outcomes that matter. The highlights, stories and challenges provided in the 6-month report are only a small representation of the many services and projects delivered over July to December 2024.

General Manager,
Ross Gurney



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The 6-monthly progress report was prepared in accordance with the requirements of the Integrated Planning and Reporting Guidelines (OLG, 2021) essential element 4.9 -

"The general manager must ensure that progress reports are provided to the council, with respect to the principal activities detailed in the Delivery Program, at least every 6 months."

All financial figures included in this report are preliminary, unaudited and subject to review as part of the audited 2023/24 financial statements for Council.

Highlights

Relaunching history for a new Age

Unveiling of the 118-year-old Blast Furnace Park with Christmas carols



Lithgow Halloween 2024

Putting Lithgow on the map

Halloween celebrations and Lithgow Christmas Concert



A think tank of the future

Establishment of Lithgow Jobs and Investment Committee



Education for the hungry mind

1220 visitors to the Eskbank House Museum and 3759 e-book loans from Lithgow LGA libraries



Christmas Concert 2024 Featuring Chris Sebastian

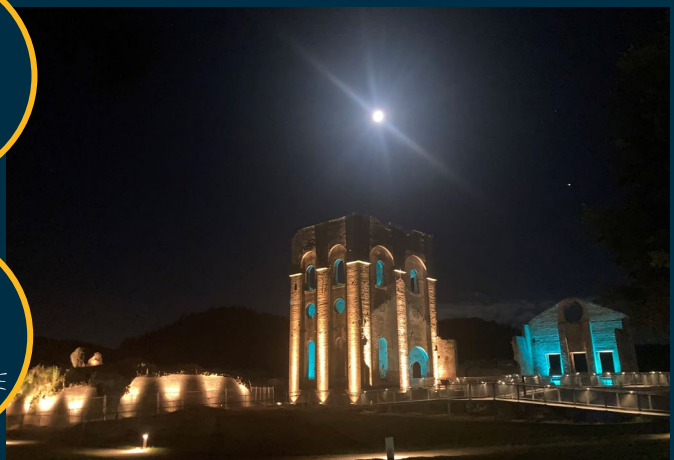
Sprouting roots

102 trees planted



Caring for all living things

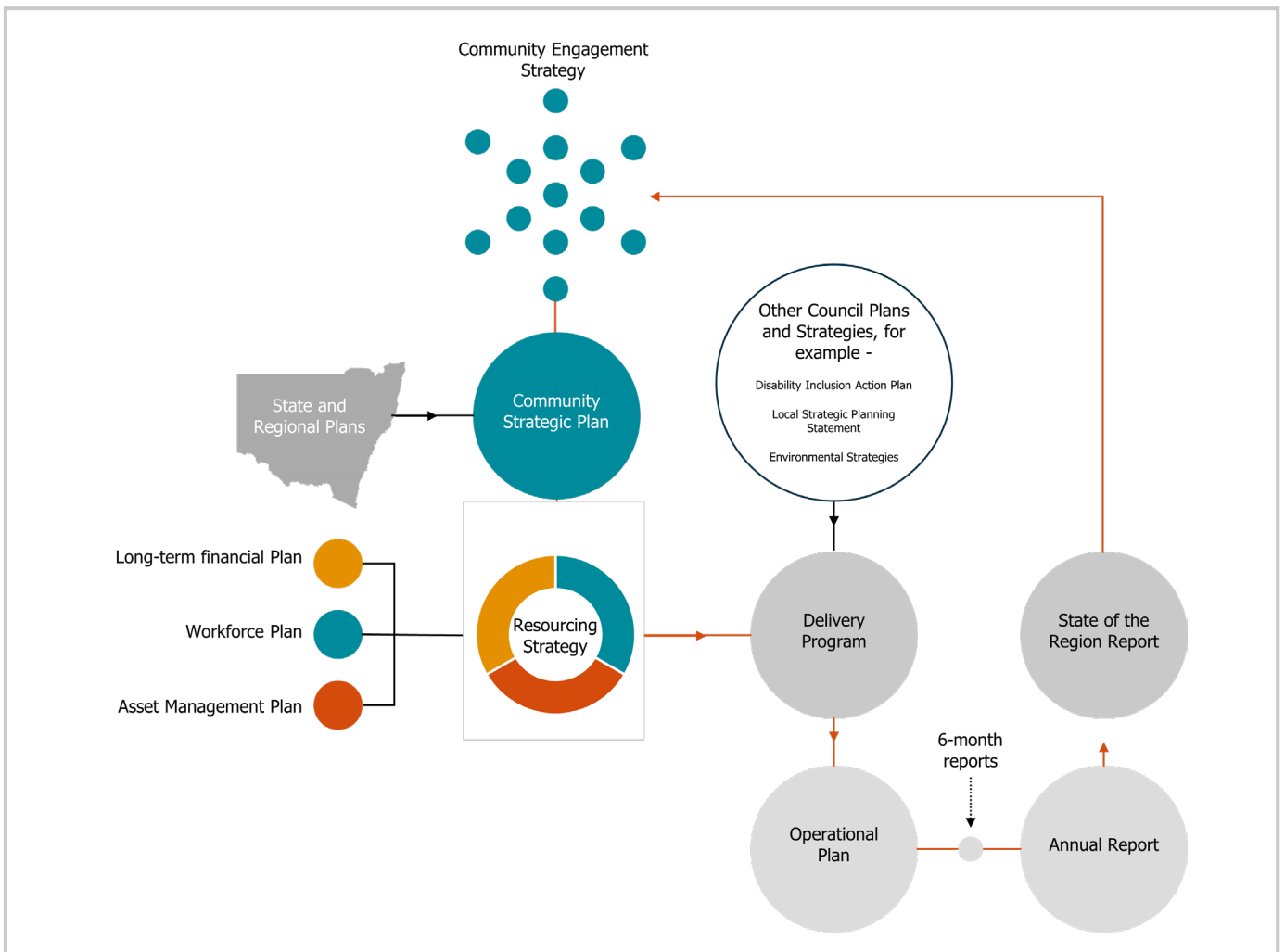
54 animals rescued and 44 returned to owners



Light Installations at Blast Furnace

Our Document Structure – Integrated Planning and reporting

The Integrated Planning and Reporting framework brings together all Council’s plans. This ensures consistency between the aims outlined in different documents, improves planning and management of Council’s resources. How the documents are integrated and brought together is summarized in the Integrated Planning and Reporting Framework to the right.



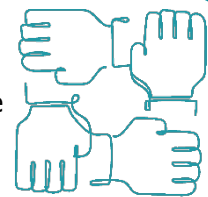
Lithgow Council’s Integrated Planning and Reporting Framework

Our Five Community Strategic Plan Themes

The Community Strategic Plan is at the top of the Integrated Planning and Reporting Framework. It is written in collaboration with the community and identifies the key focus areas the community wishes to address in the upcoming fifteen years. These focus areas are referred to as “**themes**”. In 2020, Lithgow City Council prioritised the following five key themes. For more information on the Community Strategic Plan, visit the Lithgow City Council Website → Council → Strategic Plans and Reports

Caring for Our Community (CC)

Retaining, respecting and strengthening 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)

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



Strengthening Our Economy (SE)

Providing 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)

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





Our Priorities

What we seek to deliver – our Community Strategic Plan Advocacy Priorities

Advocacy is key to local council. By advocating for causes salient to the community, Lithgow Council ensures that sufficient funding is obtained for projects. These bring us a step closer to realising community's vision for Lithgow Local Government Area (LGA).

The Community Strategic Plan identifies three advocacy priorities for the upcoming years:

Sustainable Local government

- Substantially review and reform the funding arrangements for local government to provide the sector with the capacity to meet the many challenges of the 21st century.

A diverse, strong and resilient local economy

- Finalise and rapidly implement the Lithgow Emerging Economy Plan (LEEP) – cross-government commitment, affirmative action, significant increase to the levels of funding provided for economic transformation (recognising that the task of transforming the Lithgow economy will require significant supporting funding over 7 – 10 years).
- Bring forward new employment precincts – utilise the capacity of the NSW Government to examine and then facilitate the re-purposing of the city's brownfield sites for employment purposes.
- Secure Lithgow's housing growth – resolve the issue of traffic access.

Sustainable transport options linking the Central West and Western Sydney to the Marrangaroo Urban Release Area.

- Work with Council to implement the Lithgow EV Strategy
- Improve road connections – Great Western Highway (GWH) upgrade – Advance the Great Western Highway upgrade (including addressing the matters raised in Council's submission)
- Recognise and act on the potential for Lithgow to act as a hub for improved rail services to the east and west.
- More frequent rail services between Lithgow and Western Sydney
- Consider the potential for faster and more frequent passenger rail services between Western Sydney and regional centers in the Central West



Our Advocacy Highlights

- In July the Mayor and General Manager met with senior politicians in Canberra and NSW Parliament House in November.
- Put 2025-2026 LEEP action Plan on exhibition
- Put LEEP Community Engagement Plan on exhibition
- Set a meeting between Mayor Coleman, Senator Deb O'Neill and Shane McLeod to discuss the progress of LEEP actions and highlight Lithgow's potential to the Net Zero Economic Authority.
- Commenced installation of charging units at the Eskbank Street carpark
- Provided input towards "Transport for NSW's Sydney to Central West Corridor Assessment and Strategic Regional Integrated Transport Plan".
- Held a meeting between the Mayor, General Manager and Director of Infrastructure and Economy; and the Minister for Transport, the Minister for Regional Transport and Roads, and representatives from the administration of Transport for NSW to advocate for improved rail services to the east and west.

A discussion of the LEEP Plan between the Mayor and Director of Infrastructure and Economy



What we seek to deliver – our **Operational Plan Priorities**

In line with Operational Plan Priorities, in 2024-25 we will be...

1. Implementing the 2024/25 Financial Sustainability Plan & Productivity Program actions.
2. Developing and improving technology and communications systems to meet organisation requirements.
3. Finalising and integrating Asset Management Plans with Strategic Asset Management plans which will be linked to improved Asset Management practice.
4. Meeting commitments and increasing capacity for project delivery.
5. Responding to natural disasters while working to improve resilience in our community.
6. Completing the Growth Strategy, Employment Lands Review and Housekeeping LEP
7. Implementing a community accessible online platform for Development Applications, approval information and automated Planning Certificates.
8. Establish a sustainable and focused Events Strategy.
9. Farmers Creek Integrated Catchment planning (Infrastructure/Engagement/ Restoration)
10. Progressing the Clarence to Wallerawang Pipeline Project.



Our progress in the last six months

1. Implementing the 2024/25 Financial Sustainability Plan & Productivity Program actions.

The Financial Sustainability Plan and Productivity Program split into five focus areas:

1. Responsible and sustainable income and spending
2. Investment in Infrastructure
3. Financial and Asset Management
4. Intergenerational Equity
5. Ongoing productivity improvements

Information on these will be published as part of Council's Audited Annual Financial Statements and summarised in the Annual Report.

2. Developing and improving technology and communications systems to meet organisation requirements.

Council committed to a variety of actions to meet the organisation's technological requirements. These included:

- Replacing computers and servers that cannot be updated to Windows 11
- Completing the transition to PABX Cloud-based telephone management system
- Introducing Enterprise Asset Management Mobility
- Commencement of the inventory module update to enhance efficiency
- Ensuring that all licensing is up-to-date
- Sending out requests to suppliers for the replacement and relocation of library's camera system
- Providing iPads to depot staff
- Supplying IT equipment to the elected Councillors
- Moving Council's Disaster Recovery Network to Cloud

3. Finalising and integrating Asset Management Plans with Strategic Asset Management plans which will be linked to improved Asset Management practice.

Assessments of road conditions have commenced and will inform the road works program for the next ten years. Consultant reports were received in December 2024 with recommendations on future actions for Open spaces, Transport, Buildings and Stormwater. These will be presented for adoption in 2024 and will inform the revision of the Asset Management Plan.

4. Meeting commitments and increasing capacity for project delivery.

1. The Council applied for funding under the Growing Regions program to deliver the second stage of this project and renew the footpath between Eskbank Street to Cook Street Plaza. For more information on the Main Street Footpath replacement (Stage 2) see [page 31](#).
2. Establishing Project Director Oversight Group (PDOG)
In response to loss of funding for the Main Street Footpath Replacement (Stage 2), the Council established a Project Delivery Oversight Group (PDOG) to ensure comprehensive governance of all projects being delivered by council, including projects funded by both state and federal Governments. Already this group is leading changes to Council's project management processes. Continued monitoring and reporting will also ensure that Councillors are directly informed on the delivery programs and risks associated with key projects. The Council has also increased the capacity of the infrastructure project management team to meet grant project delivery timeframes and commitments.
3. The Council increased the capacity of the infrastructure project management team to meet grant project delivery timeframes and commitments. For more information, go to [page 9](#) - What we seek to deliver – our Community Strategic Plan Advocacy Priorities.

5. Responding to natural disasters while working to improve resilience in our community.

Council continues to work on road assets damaged in the 2022 natural disasters and the following years. The following works were completed in the last six months:

- Glen Davis Road repairs
- John Mackey Drive repairs
- Pipers Flat Road Repairs

Wolgan Valley Road disaster project is the largest Capital Works project the Council has undertaken. Request for Tender (RFT) process closed on December 18th, 2024. A consultation was also undertaken during the reporting period with Mingaan Aboriginal Corporation on preliminary issues related to the Wolgan Road replacement project. The second half of the 2024-25 financial year will see the award of concept design and environmental assessment technical advisor, Estimated Environmental Planning and Assessment Regulation (EPAR) application approval and road alignment multi-criteria assessment completion. For more information visit *Key Projects* → *Wolgan Gap Disaster Response* on the Council's website.

Safety of Browns Gap Road was closely monitored in the last six months, with a single traffic lane opening made possible on days when the road was deemed safe for use. Slope instability due to rainfall is constantly reassessed via weekly monitoring. Future works on the Browns Gap Road will include a data collection period until March 2025, followed by complete stormwater pipe relining and the installation of catch netting to stabilise the slopes.

6. Completing the Growth Strategy, Employment Lands Review and Housekeeping LEP

An employment lands review was completed in Partnership with the Department of Regional NSW. It was presented by the Chamber of Commerce at the recent Lithgow Investor Forum. The review will inform the Lithgow Emerging Economy Plan. A draft Employment Lands Strategy was delivered by Hill PDA to Council in October 2024. It will guide Council's Growth Management Strategy and will assist with funding applications for Round 3 of the Regional Housing Strategic Planning Fund. For more information, see task Growth Management Strategy to include: 1) Employment Lands/Centres Review 2) Local Housing Strategy 3) Rural lands and Rural Residential Study on [page 64](#).

7. Implementing a community accessible online platform for Development Applications, approval information and automated Planning Certificates.

The Council committed to a series of system improvements in the last six months. In July of 2024 Council staff attended a workshop to identify improvements to the usability of the State Planning Portal. In June 2025, the CIA Live project will commence, with one of the deliverables being a portal that will allow community users to access

property information including approvals and certificates, as well as rates information.

8. Establish a sustainable and focused Events Strategy.

An events strategy is being developed and will be presented in March. It will provide directions for future events across the Seven Valleys and reinforce commitment to return on investment to drive visitor economy.

9. Farmers Creek Integrated Catchment planning (Infrastructure/Engagement/ Restoration)

September 2024 saw the installation of a concrete flow meter upstream of Farmers Creek.

Farmers Creek Precinct Masterplan Request For Quote (RFQ) 2017 is being prepared for update and review. A meeting was held with WaterNSW to develop a program of projects specific to Farmers Creek.

A regular Farmers Creek Landcare Group was created, multiple community workshops and education events were hosted by the Landcare Coordinator to raise awareness around the environment, threats to biodiversity and local species.

10. Progressing the Clarence to Wallerawang Pipeline Project.

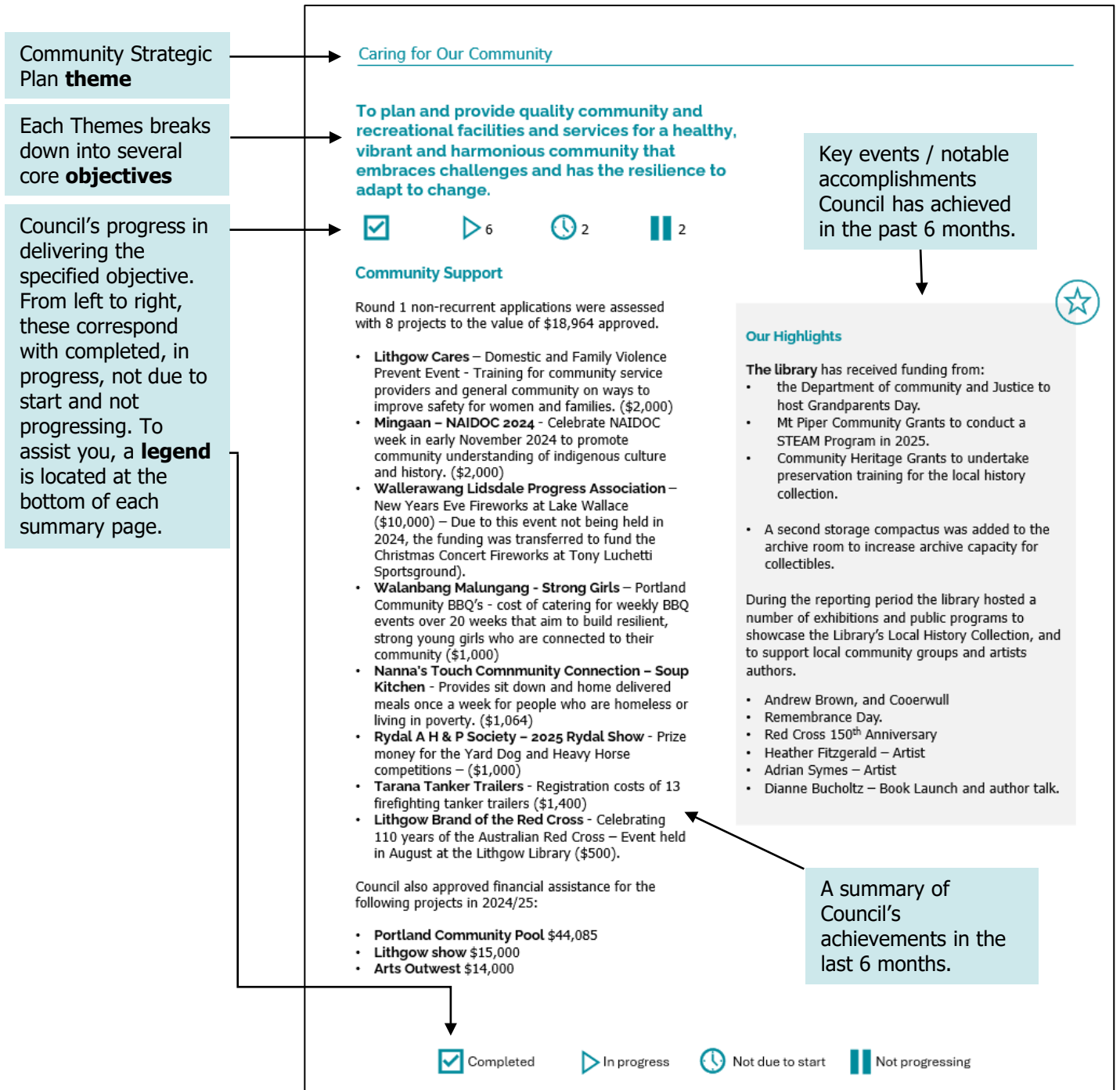
The Clarence to Wallerawang Pipeline project is key to Lithgow's transition from coal to environmentally sustainable new industries. The project involves redirecting water from Clarence to protect and conserve the Wollangambe River and decrease reliance on the 110-year-old Farmers Creek Dam, thereby protecting our natural environment and ensuring future water security.

In the last six months,

- The Council drafted a Review of Environmental Factors (REF) that will ensure adequate protection of the local flora and fauna during project completion.
- A Detailed design tender is being prepared for market alongside funding applications for the design of the pipeline and a new water treatment plant (WTP) to service the LGA.
- A Drinking Water aQuaCity Impact Assessment (DWQIA) was finalised for a final council review after incorporating environmental advice from the ecological team. Proposals are to complete an aquatic ecology report for the Wollangambe River.

How to read this document

This six-month report is organized by themes outlined in the Community Strategic Plan (Developing Our Built Environment, Caring for Our Community, Responsible Governance and Civic Leadership, Enhancing Our Natural Environment and Strengthening Our Economy). The first couple of pages provide summary and highlights. Proceeding these are tables detailing specific actions and tasks the Council committed to in the last six months.



How to read this document

Each **objective** subdivides into **strategies**. These are indicated in bold.

Strategies further subdivide into **actions**. Actions are the goals Council seeks to achieve in the upcoming year, in this case from July 2024 until June 2025.

Depending on the action, it may further split into specific **tasks**.

Strategy

Action

Developing Our Built Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.7.1	Work with local bus services to ensure bus shelters are strategically placed to meet community demand for the service.	Bus shelters are maintained and constructed as required.	Annual Program achieved.	50%	Council continues to work with our local bus companies on appropriate bus routes, appropriate bus stop locations, ensuring these proposals are in line with the Traffic Administration and Liaison Committee's (TALC) requirements for transport rules and regulations. A replacement bus stop was installed outside the Men's shed Wallerawang, on the corner of Commens street & Simpkins Street. A new Bus stop is proposed for Maple Crescent, Lithgow, Near Cooinda Aged Care facility

Action Code	Action	Deliverable	Target	Progress
BE2.7.2	Maintain and upgrade community buildings and structures to meet the needs of the community and ensure commercial viability.	Submit applications and apply for funding where applicable to deliver projects in the Buildings Capital works program.	Annual Program achieved.	52%

Task name	Status	Progress	Comment
BLD - Lithgow Council Admin Building - Redesign staff amenities - Male & Female change room / shower facilities & Toilet Facility upgrade	Completed	100%	Works to refurbish the staff amenities on the first floor of the Council Administration building were completed in October of this year. The works included the replacement of bathroom fittings, new tiling and replacement of light fittings.

Actions that have a badge with 'DIAP' underneath indicate actions that align with the [Disability Inclusion Action Plan](#). For more information see the linked document or flick to [Integrating Disability Inclusion Action Plan](#) section of this document.

Task



**Delivery Program
Operational Plan**

**2023/24 – 2025/26
2024/25**

**CARING FOR OUR
COMMUNITY**

To work together to support, celebrate and expand the social and cultural diversity of our community whilst promoting healthy, active lifestyles in a safe environment.

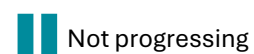
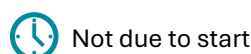
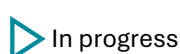
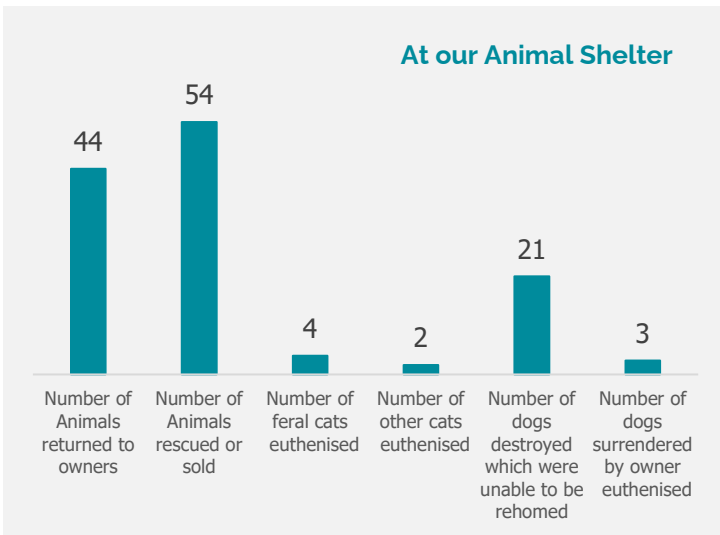


Our Highlights

- Thirty-one abandoned vehicles were impounded from public places.
- Thirteen parking patrols of the CBD and six of the school zones were conducted in the past six months

Animal Shelter

- A design has been received for a new Animal Shelter.
- A full-time animal shelter attendant has been recruited.
- Council has purchased a "puppy mobile" for the Animal Shelter.



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

Action Code	Action	Deliverable	Target	Progress
CC1.1.1	Upgrade and maintain our Libraries to meet changing needs of the community.	Submit applications for funding where applicable and deliver projects listed in the Libraries Major Projects Program.	Annual Program achieved.	75%

Task name	Status	Progress	Comment
Contribute to the ongoing upgrade of the Wallerawang Library community/meeting room to make it more suitable for community events and meetings.	Completed	100%	See page 102 .
Submit applications for funding where applicable and deliver projects listed in the Libraries Major Projects Program.	Progressing	50%	The library has received funding for Grandparents Day from Department of Community and Justice; a grant from Mt Piper Community Grants to run a STEAM (science, technology, engineering, arts, maths) program and; and a grant from Community Heritage Grants to undertake preservation training for the local history collection.

Action Code	Action	Deliverable	Target	Progress
CC1.1.2	Ensure the responsible care and welfare of animals at the Lithgow Animal Shelter.	Ensure the responsible care of animal welfare and maintenance of the animal shelter.	Annual Program achieved.	75%

Task name	Status	Progress	Comment
A minimum of 2 responsible animal education activities are undertaken.	Progressing	50%	On Wednesday 11 December, a clinic was held in collaboration with Hartley Vets as part of a joint Vaccination and Microchipping program.
Undertake relevant studies to identify the best options for upgrade/renewal of the Lithgow Animal Shelter ensuring legislative and compliance requirements are met.	Progressing	100%	Council has reviewed and chose a design for a new Animal Shelter. Future actions include seeking available funding.

Caring for Our Community

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.1.3	Manage Community halls and theatres.	Number of bookings received for community halls and theatres.	Number of bookings received for community halls and theatres.	50%	Number of bookings and revenue derived from: Civic Ballroom: 9, \$7,639.81 Crystal theatre: 2, \$1,374.55 Cullen Bullen Hall: 1, \$177.27 Hermitage Hall: 20, \$5,808.87 Union Theatre: 13, \$4,270.03 Vale Hall: 9, \$711.02

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.1.4	Develop and implement programs to increase capacity in the community and build resilience.	Increased preparedness during disaster, pandemic or crisis.	Annual program achieved.	100%	Council's Community Resilience Officer worked with the community, Council staff, service providers, government and non-government agencies, to help identify risks, build capacity and preparedness, to reduce risk and improve decision making during disasters.

We will ensure that our rural and urban villages retain and celebrate their unique character and heritage from iconic buildings to village streetscapes.

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.2.1	Implement the Heritage & Interpretive Signage Program to recognise local people, places, or events.	Interpretive signage strategy developed including dual naming proposals.	100% complete.	0%	No budget was allocated for this in 2024/25

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.2.2	Provide Heritage advice to residents on development matters.	Number of development enquiries assisted by the Heritage Advisor.	Number of development enquiries assisted by the Heritage Advisor	50%	The heritage advisor assisted with 38 development enquiries.

Caring for Our Community

We will work together to ensure that the communities of the Lithgow region feel supported, connected, and united.

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.3.1	Continue to develop and implement the Village Plans for rural and urban villages.	Develop a priority program for reviewing and updating the Village Improvements Plans.	A priority program for Village Improvements Plans has been developed.	0%	The Village Improvement Plans will be reviewed and updated in the first half of 2025.

We will manage public places that promote physical activity and sport; provide recreational facilities that are accessible and support safe and healthy lifestyles.

Action Code	Action	Deliverable	Target	Progress
CC1.4.1	CCTV system is managed and maintained to ensure monitoring of the CBD.	CCTV system is successfully managed, improved and maintained	CCTV network has been maintained and improved.	50%

Task name	Status	Progress	Comment
Requests from police for CCTV footage are processed.	Progressing	50%	Three requests for footage were received from police in six months to date
The CCTV network is improved and maintained within the Lithgow CBD and Council facilities.	Progressing	50%	Upgrades to the system and camera at Cook St Plaza were completed.

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.4.2	Impound abandoned articles from public places in accordance with the Impounding Act.	Abandoned articles were impounded.	Number of abandoned articles impounded	50%	Thirty-one abandoned vehicles were impounded from public places.

Caring for Our Community

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.4.3	Parking patrols and driver education undertaken in the CBD and School Zones.	Parking patrols in the CBD and school zones were undertaken. Education programs were conducted.	The set target number of patrols has been met.	50%	113 parking patrols of the CBD and 17 of the school zones were conducted in the past six months.

Task name	Status	Progress	Comment
A minimum of two school zone parking education programs conducted per annum.	Progressing	50%	Due to lack of resources, no education programs were conducted during the July to December period.

Action Code	Action	Deliverable	Target	Progress	Comments
CC1.4.4	Protect people, property and the environment from exposure to natural hazards and build resilient communities.	Implement the Signs as Remote Supervision capital works program.	Annual Program implemented.	50%	Remote Supervision signage was developed for the following open space recreational facilities: <ul style="list-style-type: none"> • Gun Emplacement at Bowenfels. • Henrietta Street Park at Wallerawang. • Londonderry site inspections were completed for the implementation of signs as remote supervision.

To plan and provide quality community and recreational facilities and services for a healthy, vibrant and harmonious community that embraces challenges and has the resilience to adapt to change.



6



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Community Support

Round One non-recurrent applications were assessed with eight projects to the value of \$18,964 approved.

- **Lithgow Cares** – Domestic and Family Violence Prevent Event - Training for community service providers and general community on ways to improve safety for women and families. (\$2,000)
- **Mingaan – NAIDOC 2024** - Celebrate NAIDOC week in early November 2024 to promote community understanding of indigenous culture and history. (\$2,000)
- **Wallerawang Lidsdale Progress Association** – New Years Eve Fireworks at Lake Wallace (\$10,000) – Due to this event not being held in 2024, the funding was transferred to fund the Christmas Concert Fireworks at Tony Luchetti Sportsground).
- **Walanbang Malungang - Strong Girls** – Portland Community BBQ’s - cost of catering for weekly BBQ events over 20 weeks that aim to build resilient, strong young girls who are connected to their community (\$1,000)
- **Nanna’s Touch Community Connection – Soup Kitchen** - Provides sit down and home delivered meals once a week for people who are homeless or living in poverty. (\$1,064)
- **Rydal A H & P Society – 2025 Rydal Show** - Prize money for the Yard Dog and Heavy Horse competitions – (\$1,000)
- **Tarana Tanker Trailers** - Registration costs of 13 firefighting tanker trailers (\$1,400)
- **Lithgow Brand of the Red Cross** - Celebrating 110 years of the Australian Red Cross – Event held in August at the Lithgow Library (\$500).

Council also approved financial assistance for the following projects in 2024/25:

- **Portland Community Pool** \$44,085
- **Lithgow show** \$15,000
- **Arts Outwest** \$14,000



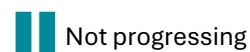
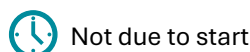
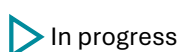
Our Highlights

The library has received funding from:

- the Department of community and Justice to host Grandparents Day.
- Mt Piper Community Grants to conduct a STEAM Program in 2025.
- Community Heritage Grants to undertake preservation training for the local history collection.
- A second storage compactus was added to the archive room to increase archive capacity for collectibles.

During the reporting period the library hosted a number of exhibitions and public programs to showcase the Library’s Local History Collection, and to support local community groups and artists authors.

- Andrew Brown, and Coerwull
- Remembrance Day.
- Red Cross 150th Anniversary
- Heather Fitzgerald – Artist
- Adrian Symes – Artist
- Dianne Bucholtz – Book Launch and author talk.





Our Libraries

360
New library
Members




**16,643
Loans**
At Lithgow Library

1660 Loans
At Wallerawang
Library

2669 Loans
At Portland Library

56 users
Of the Home
Library Service



**137 events
& programs**
Held at the libraries




**25,775
visitors**
to the Lithgow
Library

**5214
visitors**
to the Wallerawang
Library

**5384
visitors**
to the Portland
Library

3759 Loans
e-Book Loans




Under Lithgow – a collection of works by Adrian Symes



Caring for Our Community

We will improve access, participation and inclusion for everyone.

Action Code	Action	Target	Progress	Comments
CC2.1.1  DIAP	Develop community plans and strategies to ensure our communities are engaged and we are meeting the needs of our community.	Annual program achieved.	14%	Implementation of the Disability Inclusion Action Plan (DIAP) is progressing across Council departments and 2023/24 actions were reported to the NSW Government in November 2024.

Task name	Status	Progress	Comment
Consultation undertaken with the Multicultural community to develop consultation and engagement protocols.	Not due to start	0%	Due to resourcing constraints this action will be updated in the first half of 2025.
Implement the Disability Inclusion Action Plan (DIAP).	Progressing	40%	Implementation of the DIAP is being undertaken by Council departments.
Review and update the Youth Strategy.	Not due to start	0%	Due to resourcing constraints the Youth Strategy will be updated in the first half of 2025.

We will build resilient and inclusive communities.

Action Code	Action	Target	Progress
CC2.2.1	Engage with the Aboriginal and Torres Strait Islander Community.	Annual Program achieved.	10%

Task name	Status	Progress	Comment
Attend meetings and provide support and assistance for the development of cultural programs.	Progressing	50%	Council staff are engaging with indigenous organisations to deliver programs in January 2025 and in planning for NAIDOC 2025.
Engage with ATSI on development of new or reviewed Council policies or strategies.	Progressing	20%	Engagement meetings planned for May 2025.

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.2.2	Celebrate and recognise new Citizens.	Conduct Naturalisation Ceremonies as required.	Annual Program achieved.	50%	Naturalisation Ceremonies are being conducted as required.

Caring for Our Community

Action Code	Action	Target	Progress	Comments
CC2.2.3	Develop a strategic plan for supporting and promoting volunteering in the community.	Annual Program achieved.	17%	The achievements of Volunteers will be recognised at the 2025 Australia Day event.

Task name	Status	Progress	Comment
Acknowledge achievements of Volunteers through Australia Day Awards.	Progressing	50%	Council has called for nominations for Volunteer and Young Volunteer of the year awards which will be awarded at the 26 January 2025 Australia Day ceremony.
Celebrate National Volunteers Week.	Not due to start	0%	Planning for this event will commence early in 2025.
Promote opportunities for volunteering and volunteer achievements at the Libraries, Eskbank House Museum and other museums.	Not due to start	0%	The Council is currently developing a Volunteer Policy to be completed.

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.2.4	Promote and administer the Financial Assistance Program to community organisations.	Submissions from Community Groups advertised in April and October.	Annual Program achieved.	93%	See page 21 .

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

Action Code	Action	Target	Progress	Comments
CC2.3.1	We will work with Community groups and volunteers to deliver a program of events which foster social inclusion.	100% complete.	29%	Council has provided Financial Assistance to Mingaan for its NAIDOC celebrations in November 2024. Planning for Grandparents Day, Harmony Day, International Women's Day, Seniors Week and Youth Week will commence early in 2025.

Task name	Status	Progress	Comment
Celebrate Grandparents Day and the contribution to the	Completed	100%	Grandparents Day Storytimes were held at the three library branches.

Caring for Our Community

community by our senior residents.			Attendance at Portland was 32 which included children and adults. Blinky Bill preschool attended. Attendance at Wallerawang was 65 with Pied Piper Preschool attending along with various family members. Lithgow Storytime attendance was 35.
Celebrate International Women's Day each year.	Not due to start	0%	Planning for this event will commence early in 2025.
Celebrate Seniors Week and the contribution to the community by our senior residents.	Not due to start	0%	Due to resourcing constraints this action will be updated in the first half of 2025.
Harmony day held each year with participation of the local multicultural community.	Not due to start	0%	Due to resourcing constraints this action will be updated in the first half of 2025.
NAIDOC Week held each year with participation of council and the local Aboriginal and Torres Strait Islander community.	Completed	100%	Council provided Financial Assistance to Mingaan to support its 2024 NAIDOC event
Promote and celebrate refugees, create awareness of refugee lived experiences.	Not due to start	0%	Due to resourcing constraints this action will be updated in the first half of 2025.
Work with the Youth Council to develop a program of events to celebrate Youth Week.	Not due to start	0%	Due to resourcing constraints this action will be updated in the first half of 2025.

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.3.2	Conduct the Mayor's Appeal to provide residents of Local Aged care Facilities with Christmas Gifts.	Gifts delivered to nursing home residents.	Annual program delivered.	100%	The Mayor delivered Christmas presents to residents of Lithgow Aged care, Three Tree Lodge and Tabulam Cottages in December 2024.

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

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.4.1	Provide relevant and engaging Library services and resources that meet community needs.	Provide Library services, resources and public programs.	Annual Program achieved.	50%	Home Library service has consistent numbers with 56 registered at date 30 th November 2024. Electronic resources are becoming very popular. More funds are required to continue boosting content on the platforms to keep them fresh. New programs will commence in 2025 with a book club starting in Lithgow on Monday evenings and a children's after school program focussed on STEAM activities (funded by Mt Piper Community grants) will commence in February 2025. The library ReachOUT program attended four preschools in the previous six months which helps to increase library visibility and loans.

Task name	Status	Progress	Comment
Develop and promote the Local History Collection.	Progressing	50%	A second storage compactus was added to the archive room. Once the process of storage and housing is addressed, a call out to the community for items for collectables will take place. The cataloguing backlog project is continuing at a steady pace enabling more of the collection to be visible via the library catalogue. Making the collection via TROVE the national database is undertaken which will allow the digitised photographs to be accessed online, thereby promoting collection on a nationwide scale. Two item displays from the collection were held. These focussed on Andrew Brown, Coerwull and items related to Remembrance Day.
Provide early Literacy resources to pre-school children through Library ReachOUT Program.	Progressing	50%	The Library ReachOUT program is well received at the 4 preschools in the district. From July to December, 256 books were borrowed by an average of 50 children per month. This program puts books in homes and reinforces the library message.

Provide eResource Platforms for online Library members.	Progressing	50%	<p>Library electronic resources are becoming more popular, and loans are increasing exponentially. There are 3 eBook platforms that members can access; Libby - part of a Central West consortia, BorrowBox which is resourced from the library book budget and Indyreads which is provided by the State Library of NSW. The library also provides Global Newsbank that houses 2500 electronic newspapers from around the world and locally.</p> <p>Haynes online car manuals are an excellent resource that library members can access and Beamafilms provides a free movie streaming service. All resources are becoming more popular.</p> <p>Resourcing these platforms is expensive, and the library resource budget will need to increase in the future to keep them fresh and appealing.</p>
Provide the Home Library Service to residents in Wallerawang, Portland and Lithgow.	Progressing	50%	<p>The Home Library Service is well received in the community. Each client receives a monthly delivery of items within their interest. Part of the service is the social contact the clients receive particularly those who are still in their own homes.</p>

Caring for Our Community

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.4.2	Community events and programs are held regularly to promote the facilities and services offered by the libraries.	The set program of events and activities is delivered to the community.	Annual Program achieved.	43%	<p>In this reporting period, the libraries worked on increasing library membership and use. Programs and events were generally well attended but more work needs to be done in promoting these to the wider community.</p> <p>Visitation across all branches is good and Lithgow is recovering well after the closures for building works. No spike in visitation was observed during Halloween this year as the library was closed to the public and only used as a green room space.</p> <p>Children's services are very popular, particularly Storytime and Baby Bounce in Lithgow. Wallerawang branch also has good attendance at its story sessions. Portland's sessions are reliant on Blinky Bill attending with a group of children. More work in promoting the available programs is needed. School holiday activities are well attended at the Lithgow branch and are improving at both Wallerawang and Portland. Regular library programs - knitting and sewing groups, trivia, book club, art group and tabletop gaming continue to be popular at their relevant branches. Some new programs have been introduced at Wallerawang Library - a youth group, music group and playgroup are going well. Lithgow Library held several art exhibitions by local artists with the most inspiring one, Under Lithgow by Adrian Symes and associates attracting lots of attention.</p>

Task name	Status	Progress	Comment
10 Exhibitions and/or displays conducted annually.	Progressing	45%	Three exhibitions - Red Cross anniversary, Heather Fitzgerald artist, Adrian Symes artist and Four displays - winter, Book Week,

Task name	Status	Progress	Comment
			Biodiversity month, Halloween were hosted.
After school activities conducted during school term.	Progressing	30%	Activities were held for Father's Day and Halloween.
Children/Youth activity programs conducted during School Holidays.	Progressing	50%	42 school holiday activities were held in July and October with 1,744 in attendance.
Children's early literacy sessions are held twice weekly during school term.	Progressing	50%	There were 92 early literacy sessions across all three library branches. 1,729 children and adults attended.
Minimum of 2 Author talks conducted annually.	Progressing	30%	Dianne Bucholtz book launch was held in November 2024 and attended by 60 people. An artist talk was held by Adrian Symes with 43 people in attendance.
Monitoring and input of new-born babies into the Dolly Parton's Imagination Library Program.	Progressing	50%	A total of 57 babies were enrolled in the program from July 2024 to December 2024. Currently, 395 children are Actively participating in the program. State Government funding for new enrolments was due to finish 30 June 2024 but was extended. Once funding is removed, no further enrolment will take place

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

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.5.1	Lithgow Care's Partnership.	Provide support to Lithgow Cares Partnership	Annual Program achieved.	0%	Due to staff resourcing issues, this action will be undertaken in the second half of the year.

Action Code	Action	Deliverable	Target	Progress	Comments
CC2.5.2	Planet Youth Project.	Deliver youth initiatives in line with the Planet Youth Project.	Annual program delivered.	0%	Due to resourcing constraints this action has not been achieved during the reporting period.



**Delivery Program
Operational Plan**

**2023/24 – 2025/26
2024/25**

**DEVELOPING OUR BUILT
ENVIRONMENT**

To plan for suitable infrastructure to promote sustainable and planned growth, while enhancing the existing identity of the towns, villages and rural areas of the local government area.



Main Street footpath replacement (Stage 2)

In August 2024, the Council was informed that \$1,938,911 in Commonwealth Government Building Better Regions Fund – Infrastructure Projects Stream – Round 5 for the Main Street CBD Stage 2 was withdrawn due to Council’s inability to complete the project within the agreed timeframes. The expiration of this funding means that the project had to be re-scoped to reflect the available funds. Federal funding was but one component of this project.

How we responded – Our Advocacy

On the 26th of August meeting, the Council resolved to write to responsible ministers with the hopes of securing Commonwealth and State government Funding. For a detailed breakdown, see [page 11](#).

How we responded – Seeking funding opportunities

Additionally, the Council applied for funding under the Growing Regions program to deliver the second stage of this project and renew the footpath between Eskbank Street to Cook Street Plaza.

How we responded – Establishing Project Delivery Oversight Group (PDOG) and increasing team capacity

In response, a Project Delivery Oversight Group (PDOG) was established by Council to ensure comprehensive governance and monitoring of projects delivered by council. See [page 11](#) for more information on PDOG.

Further supported by increases in staff capacity, the Mainstreet Footpath Replacement Project was given the green light.

What we achieved – Project Commencement

Contractors commenced surveying on 2nd December in preparation for the construction of a raised pedestrian crossing at the eastern end of the Main Street to improve safety. The project is expected to be completed in June 2025.

This exciting project will breathe new life into the “Top End” of Main Street, between Eskbank Street and Bridge Street, replacing the old, slippery and cracking

pavers with a new concrete footpath with tile and decorative features. Landscaping, signage and new street furnishings along with major improvements to drainage, access to utility points, accessible parking and loading zones are all part of the works planned to start in the new year.

The planned works schedule will ensure that the benefits of the project outweigh the short-term interruptions, giving this section of the CBD a fresh new look. Works have been planned with the trading requirements of businesses in mind and will commence with the construction of the raised pedestrian crossing first to reduce impacts on businesses.

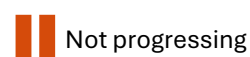
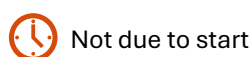
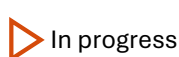
The Council will then commence replacing the pavers from the eastern end of Main Street (Bridge Street end), and along the northern (railway line) side of Main Street to Eskbank Street in January 2025.



Our Highlights

- The Council resolved to progress the South Bowenfels Subdivision development via an Expressions of Interest (EOI) process in early 2025

Improvement to the top of Main Street are anticipated to be completed by June 2025



Developing Our Built Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE1.1.1	Manage and develop Council's property portfolio.	Progress Stage 1 - South Bowenfels Subdivision development options.	Annual Program achieved.	10%	The Council has resolved to progress the South Bowenfels Subdivision development via an Expressions of Interest (EOI) process. The EOI process will commence early in 2025.

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE1.2.1	Prepare, review and implement environmental and heritage development plans and strategies.	Engage an external consultancy to identify urban waterways and riparian areas; highlight future protection, conservation and management issues and integrate the Urban Waterways and Riparian Area Strategy with green open space grid.	Environment and heritage development plans and strategies have been prepared, reviewed and implemented.	20%	RFQ has been issued for the review of Farmer's Creek Precinct Masterplan 2018, including the development of a new riparian revegetation strategy and confirmation of Farmer's Creek Strategic priorities. Completed review of masterplan and revegetation strategy due by June 2025.

Action Code	Action	Deliverable	Target	Progress	Comments
BE1.2.2	Continue to Implement the CBD Revitalisation Plan.	Submit applications, apply for funding, develop and commit to strategies to promote Lithgow CBD.	100% complete.	62%	Contract negotiated, preliminary works commenced and will continue through to mid-2025.

Task name	Status	Progress	Comment
Commence Main Street CBD Footpath Revitalisation (Stage 2).	Progressing	60%	See page 31 .

Developing Our Built Environment

Task name	Status	Progress	Comment
Develop a rotational program for the Main Street Banners based on significant events and 'Shop Lithgow' promotions.	Completed	100%	A rotational program of street banners was developed for the Main Street and will be rolled out throughout the year.
Develop a strategy to activate the CBD and Cook Street Plaza.	Progressing	50%	<p>The LCC has worked with the community, private groups and businesses to utilise Lithgow CBD to its capacity.</p> <ol style="list-style-type: none"> 1. Monthly markets were held in Cook Street Plaza 3. Halloween 'Libre de Faire' festival encompassed the main Street of Lithgow CBD with a stage and performers in Cook Street Plaza. 4. The Ulysses motorcycle club Christmas toy drive culminated in Cook Street Plaza. 5. The Lithgow Christmas tree and decorations were put up in Cook Street Plaza.
Maintain and activate the 'Made in Lithgow' Lighting Installation' in Cook Street Plaza.	Completed	100%	The Made in Lithgow installation required unplanned maintenance in October 2024. The CPU was replaced due to a malfunction, and a full service was undertaken. It is not envisaged that preventative maintenance will be required until the 2025-26 financial year.

To ensure sustainable and planned growth through the provision of effective public and private transport options, suitable entertainment and to enhance the lifestyle choices of the community.

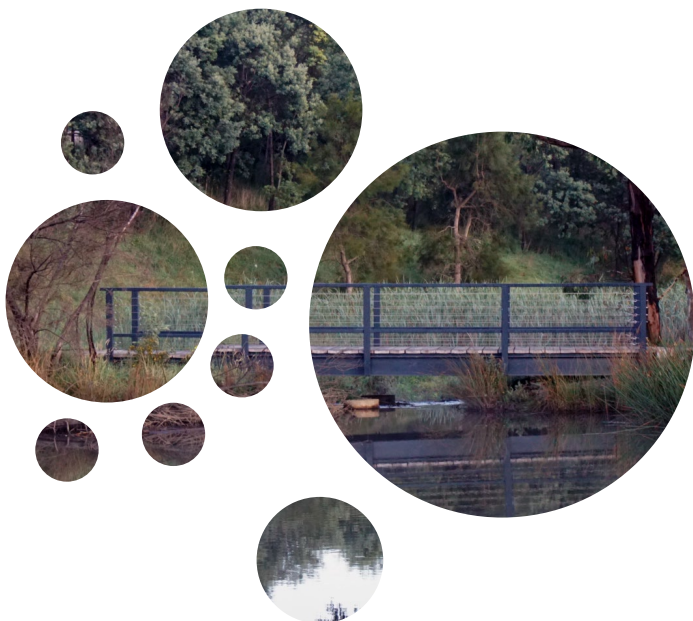


Blast Furnace Park

Lithgow's Blast Furnace is a unique heritage site that at the time of its construction in 1907 was the only producer of Australian iron and steel. The facility was the backbone of the Trans-Australian railway, Sydney's and Brisbane's water supply systems, and World War I Australian Arms production. In recent years, The Council embarked on a mission to restore Blast Furnace's character by installing light facilities to highlight its industrial facade and enhance accessibility to this landmark through a renewal of the paths and carpark. 2024 Christmas Carols marked the re-opening of the blast furnace with its refreshed look that takes visitors back to the past.

Lake Pillans Wetlands

Lake Pillans was constructed in 2011 as a source of water for cooling the blast furnace. After the closure of the facility, the lake became a popular swim spot, lovingly nicknamed "Little Coogee". In collaboration with Lithgow Oberon Landcare Organisation, The Council worked to rehabilitate Lake Pillans through landscaping, replanting, pathway widening and formalised carpark. In the years to come, these measures will protect Lake Pillan's unique ecosystem.



Our Highlights

- Christmas Carols at Blast Furnace Park

Transport program (p. 36-40) is 42% complete:

- Hill Street, Lithgow – Renewal – Complete
- Lithgow Street, Lithgow - Renewal - Complete
- Kremer Crescent, Wallerawang – Renewal Complete
- Glen Davis Road and adjoining infrastructure remediation – Complete
- John Mackey Drive, Portland and adjacent infrastructure remediation – Complete
- Pipers Flat Road, Portland and adjacent infrastructure rehabilitation – Complete

Active Transport Plan (p. 41-42) 43% complete with new pathways in Hartley Valley Road and Maple Crescent, Lithgow.

Water and Sewer Program (p. 42-46) is 45% complete:

- Lidsdale Street, Wallerawang renewal of 690m of water mains.
- Sealed the Oakey Park water FP - Complete
- Oakey Park Water FP Clear Water and Backwash Pumps – Complete
- Old Bathurst Road – Stage 2 Installation and civil works of new pumps and manhole receiver – Complete
- Replace Maddox Lane, Wallerawang Sewerage Pumping Station to enable future development in the Lidsdale area – Complete.
- Annual sewer manhole and assessment program to assess the collection data for inclusion in the Asset Register and system – Complete

Cemeteries Program (p.51-52) is 50% complete:

- Lithgow Cemetery carpark renewal and new beams constructed to complete stage 1 of the lawn - Complete



JM Robson Aquatic Centre

385 patrons
engaged in exercise programs

1752 children
participated in the learn to swim

8 bookings
of the kid's party package

22166 visitors
to the JM Robson Aquatic Centre

- Hartley cemetery boundary fence replacement. – Complete
- Portland cemetery lawn beam – Complete

Community buildings program (p. 53-54) – 52% complete

- Refurbishment of first floor amenities at the Council Administration Centre – Complete

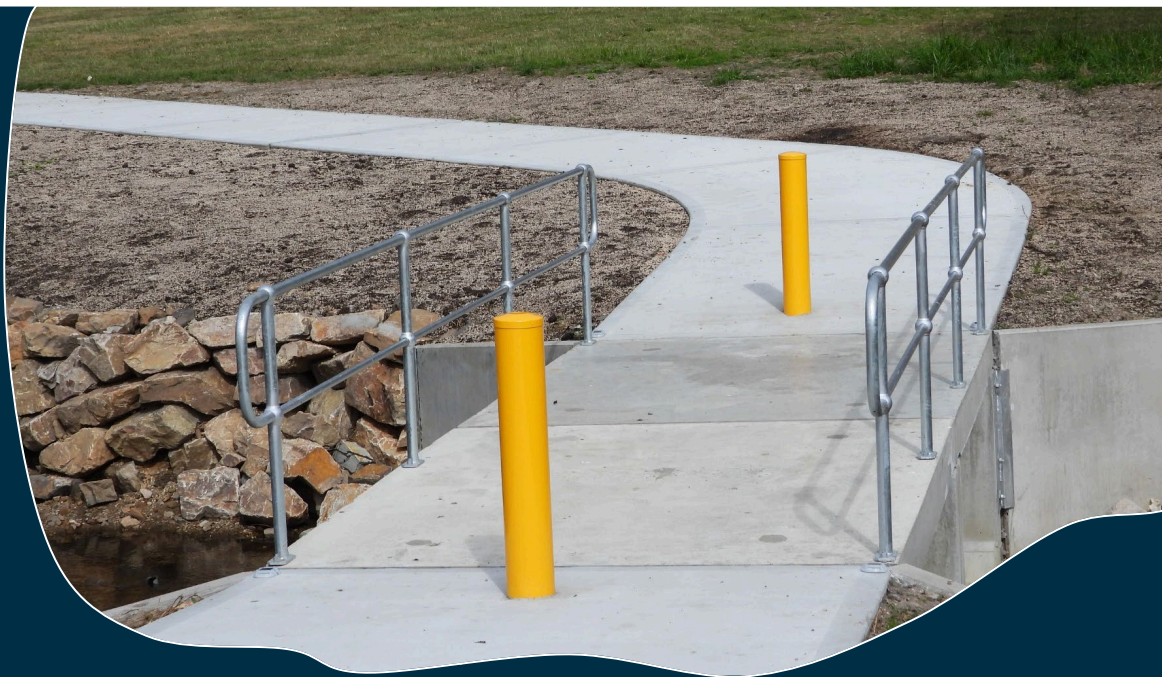
Recreation Facilities

- Drafted Lithgow Sporting Precinct Masterplan to guide future development of the Sporting Precinct.
- Developed Bowenfels Gun Emplacement Conservation Management Plan to guide future use of the site.
- 102 new trees planted
- 74 dangerous / old trees removed

Burton Street Causeway Crossing Installation and naming

Council installed a box culvert causeway crossing over Farmers Creek near Burton Street reinstating the missing link in the Farmers Creek shared pathway enabling runners, walkers and cyclists to safely cross from Lake Pillans and Blast Furnace to Chivers Close in the west.

The box culvert is designed to be inundated during heavy rain, but includes specialised handrails for community safety, which will not have a negative impact on flood levels for adjacent properties during periods



of heavy rainfall.

At the Ordinary Meeting of Council on 28 October 2024, the Council resolved to advertise the proposed naming of the causeway crossing the "George Pearce Memorial Crossing" in honour of Mr. George Pearce and his contributions to the

community. Since June 2023, the Council has been working with the Pearce family to develop a naming proposal to recognise the contribution made by George Pearce to the local community. George Pearce passed on 28 February 2022 and was a prominent local businessman who made a

significant contribution to the local economy and supported a few community groups during his lifetime.

Feedback from the community on the naming proposal will be considered by Council in early 2025.

Developing Our Built Environment

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.

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.1.1	Our roads and associated infrastructure will ensure connected and efficient movement through the Lithgow region.	2024/25 Transport program implemented.	Annual Program achieved.	42%	See below for progress with implementing the 2024/25 Transport Program.

Task name	Status	Progress	Comment
Atkinson Street/State Mine Gully Road, Lithgow (Gardens of Stone Project - subject to external funding). <ul style="list-style-type: none"> Renewal of Atkinson Street and State Mine Gully Road, Lithgow, from Willes Street to the boundary with National Parks. 	Progressing	10%	Project has not yet physically commenced, but negotiation and discussion has commenced with National Parks and Wildlife Services to tie the project into the broader Gardens of Stone development. National Parks have made an initial offer to contribute to the project (both financially and through in-kind project management assistance).
Charles Street Bridge, Rydal (Fixing Country Bridges Round 2)	Progressing	95%	Most of the bridge works were completed and opened to traffic
Civil works to improve parking and install a bus stop on Portland / Sunny Corner Road, Portland (at Portland Cemetery).	Progressing	30%	Project Planning is in final stages, Tender package to be released and awarded at the January / February 2025 Council meeting.
Coalbrook/Geordie Street (including Wear Street), Lithgow. <ul style="list-style-type: none"> Repair and renew the road pavement of Coalbrook Street, Geordie Street and Wear Street with a total length of approximately 1400 lineal metres. 	Complete	100%	Project is complete, including the raising of valves and pits.
Construction of 4 x new accessible parking spaces, associated line marking, signage and kerb ramps.	Progressing	60%	Works in progress, all 4 x accessible parking spaces expected to be completed and opened for use by 14 March 2025
Continued advocacy for improved processes to Disaster Recovery Funding.	Progressing	50%	Council continues to work closely with its Disaster Recovery funding partners to see Lithgow's claims approved and for more reasonable application process to be applied to all councils, particularly those in regional areas.

Developing Our Built Environment

Task name	Status	Progress	Comment
Divert water from roadways by implement the Rural Roadside Drain Reformation Program.	Progressing	50%	Works are ongoing as part of Council's 'business as usual' process of clearing rural roadside drains. Works delivered in the past six months are: <ul style="list-style-type: none"> • Browns Gap Road • Hartley Vale Road • McKanes Falls Road • Hampton Road • Martins Road
Funding sourced for the Wolgan Road Disaster Recovery Project and project delivered. 1) Appoint planning approval consultant. 2) Prepare Environmental Impact Assessment, relevant technical studies. 3) Design new road on preferred alignment. 4) Undertake SEARs process with Department of Planning, Industry and Environment	Progressing	35%	Environmental studies have commenced on the site. The funding application is still being assessed by Transport for NSW.
General Asset Transport Maintenance Special Rate Variation Program. <ul style="list-style-type: none"> • Develop and implement the Transport Maintenance Management Project. • Undertake preventative maintenance to sealed roads condition 2. • Undertake preventative maintenance to sealed roads condition 3. • Undertake preventative maintenance to sealed roads condition 4. 	Progressing	30%	Works are progressing with the roads assessed and marked out with the expectation that civil works will commence in mid-January, starting from Hartley Valley.
General Asset Transport Maintenance Special Rate Variation. <ul style="list-style-type: none"> • Undertake high risk road safety signage & barrier improvements. 	Progressing	70%	An audit of the signs and barriers in the Glen Alice area with sign ordering and installation will take place in early 2025.
Geordie Street Causeway - replacement (Resources for Regions Round 9). Commission a feasibility analysis and detailed	Progressing	95%	Report in final draft stage, final report to be presented to Strategic Review Committee for discussion in April 2025. Public exhibition period

Developing Our Built Environment

Task name	Status	Progress	Comment
design of a concrete, single span bridge to replace the existing concrete causeway on Geordie Street, Lithgow.			expected in May 2025, and final document expected to be presented to Council for adoption in June 2025
Glen Davis Causeway (AGRN1012). <ul style="list-style-type: none"> • Detour & Construction. • Causeway repair & construction. (Subject to grant funding approval). 	Not Progressing	0%	<p>Project removed due to inability to complete project. Funding redistributed to other projects identified under the AGRN 1012 program.</p> <p>New grant applications have been submitted for this scope of work under the Australian Government's Safer Local Roads and Infrastructure Program.</p>
High Street, Portland- renewal.	Progressing	90%	The stabilization, preparation and sealing works were completed. The road is still to be line marked.
Hill Street, Lithgow- renewal.	Completed	100%	Completed
Implement the General Asset Transport Maintenance Special Rate Variation Program. <ul style="list-style-type: none"> • Develop enhanced, evidence-based asset management program. 	Progressing	40%	Cost assessments of the road conditions have commenced and will inform the works program for the upcoming 10 years.
Implement the Pothole Repair Program.	Progressing	60%	Potholes continue to be repaired across the LGA.
Installation of a traffic splitter island at the approach to Kirkley Street Roundabout.	Progressing	60%	Construction in progress, works expected to be completed and open for traffic by 17 March 2025
Installation of a traffic splitter island at the intersection of Portland/Sunny Corner Road and Ilford Street, Portland.	Progressing	60%	Construction in progress, works expected to be completed and open for traffic by 17 March 2025
Kerb & Gutter Renewal Program. <ul style="list-style-type: none"> • Divert water from roadways by renewing kerb and gutter in various locations across the LGA that have been affected by tree roots, have come to the end of their life cycle or other damage. 	Progressing	60%	<p>Replacement of kerbs, gutters and crossings has occurred over the past six months, including the following locations:</p> <ul style="list-style-type: none"> • Ferro Street • Lithgow Street • O'Connor Street • Peachman Avenue • Laurence Street • Gray Street • Burton Street
Kremer Crescent Wallerawang - renewal.	Completed	100%	Completed

Developing Our Built Environment

Task name	Status	Progress	Comment
Limestone Creek Road, Portland - renewal.	Progressing	75%	Works started with the clearing of roadside vegetation, opening up of drains and application of the road base. Sealing is due to take place at the end of January 2025
Lithgow Street, Lithgow-renewal.	Completed	100%	Completed
Martins Road, Rydal- renewal and upgrade.	Progressing	75%	Project on track, civil works are almost complete with sealing booked in for the end of January.
Portland Street, Portland-renewal.	Progressing	95%	Works due to start in late January 2025
Red Hill Road Bridge, Palmers Oaky (Fixing Country Bridges Rd 2)	Progressing	45%	Piling work was completed and beam launching is about to commence
Rehabilitation of Blackheath Creek Road and adjacent infrastructure.	Not Due to Start	0%	Awaiting works approvals from Transport for NSW
Rehabilitation of Coxs River Road and the adjacent infrastructure.	Progressing	95%	Sealing works were completed with only line marking remaining to complete the project.
Rehabilitation of Cuthill Road, Hampton, and the adjoining infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW.
Rehabilitation of Glen Alice Road, Glen Alice.	Progressing	95%	Only sealing works remain to be completed.
Rehabilitation of Glen Davis Road and the adjoining infrastructure.	Completed	100%	Completed
Rehabilitation of Hampton Road from Rydal to Hampton, and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW.
Rehabilitation of Magpie Hollow Road and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW
Rehabilitation of Portland Sunny Corner Road and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW
Rehabilitation of Sodwalls Road and the adjoining infrastructure.	Not Progressing	0%	Awaiting works approvals from Transport for NSW
Remediation of Browns Gap Road and the adjacent infrastructure.	Progressing	50%	Ongoing monitoring of ground movements with works proposals due in March 2025.
Remediation of Fields Road and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW.

Developing Our Built Environment

Task name	Status	Progress	Comment
Remediation of John Mackey Drive, Portland and the adjacent infrastructure.	Completed	100%	Completed
Renew Blackmans Creek Road.	Completed	90%	Completed
The rehabilitation of Pipers Flat Road and the adjacent infrastructure.	Completed	100%	Completed
The rehabilitation of Range Road and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW.
The remediation of Dark Corner Road and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW
The remediation of Hartley Vale Road, Hartley.	Not due to start	0%	Awaiting works approvals from Transport for NSW
The remediation of Lowther Siding Road and the adjacent infrastructure.	Not due to start	0%	Awaiting works approvals from Transport for NSW.
The remediation of Mid Hartley Road and the adjacent infrastructure.	Not due to start	0%	Awaiting funding from Transport for NSW
The renewal and reseal of Cox's Street Lane, Portland.	Not due to start	0%	This project is on hold until the required funds can be confirmed.
Undertake Line marking in various locations.	Progressing	50%	Line marking was undertaken on Magpie Hollow Road, Hampton Road, Lithgow Street, Inch Street, Railway Parade, Young Street and others. The second stage of the program will commence in February.

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.2.1	Advocate for improved road connections.	Advance the Great Western Highway upgrade.	Annual Program achieved.	50%	The Council provided input into "Transport for NSW's Sydney to Central West Corridor Assessment and Strategic Regional Integrated Transport Plan". A visit by the Minister for Regional Transport and Roads is being planned for early 2025.

Developing Our Built Environment

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.2.2	Recognise and act on the potential for Lithgow to act as a hub for improved rail services to the east and west.	Advocate for more frequent rail service between Lithgow and Western Sydney. Consider the potential for faster and more frequent passenger rail services between Western Sydney and regional centres in the Central West.	Annual Program achieved.	50%	In recent months, The Mayor, General Manager and Director of Infrastructure and Economy met with the Minister for Transport, the Minister for Regional Transport and Roads, and several representatives from the administration of Transport for NSW to advocate for improved rail services to the east and west.

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.3.1	Implement the footpath construction program.	Submit applications and apply for funding where applicable to deliver projects in the Active Transport Plan. Audit kerbside pram and accessibility ramps for compliance and improve/replace in accordance with a priority program.	100% complete.	43%	Council's Main Street footpath replacement program has commenced and due for completion by 30 June. The upgrade of the Lithgow Street footpath outside the Lithgow Valley Plaza is scheduled to commence in February 2025.

Task name	Status	Progress	Comment
Audit kerbside pram and accessibility ramps for compliance and improve/replace in accordance with a priority program.	Not Progressing	0%	Asset Inspection Officer – Transport commenced employment on 24 February 2025. Audits to commence in mid-March 2025, with repairs undertaken as identified.
Finalise the redesign and construction of the Burton Street Causeway Bridge.	Not Progressing	90%	See page 35 .

Developing Our Built Environment

Task name	Status	Progress	Comment
Footpath replacement & maintenance program. <ul style="list-style-type: none"> Replace sections of footpaths that are damaged or at the end of their life cycle to ensure the areas are safe and meet the needs of the community. 	Progressing	60%	Various sections of the footpath were repaired and/or replaced in areas of Lithgow, Portland and Wallerawang.
Implement the Active Transport Plan - Walking & Cycling Projects - New footpath construction. <ul style="list-style-type: none"> Hartley Valley Road, Vale of Clwydd. 	Completed	100%	The new pathway in Hartley Valley Road Lithgow was completed in November of 2024. It will enhance access for the whole community along Hartley Valley Road. Future works will include the planting of new street trees in place of the ones removed to make way for the new pathway.
Implement the Active Transport Plan - Walking & Cycling Projects - New footpath construction. Maple Crescent, Lithgow.	Completed	100%	The new pathway to Maple Crescent was completed in November of 2024. A bus stop upgrade will be finalised in the coming months with a shelter and improve access.
Undertake planning and design works for the GWH shared pathway between Mudgee Street, Bowenfels and Main Street, Lithgow.	Progressing	15%	A local procurement process is complete, awarding this package of works to a local civil engineering contractor. Preliminary works have commenced, with detailed surveys commencing in March 2025.

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.4.1	Provide a secure and reliable water and sewer reticulation system to residents of the Lithgow LGA.	Deliver the 2024/25 water and sewer major works program.	Annual Program achieved.	45%	Review of Environmental factors for the Clarence to Wallerawang Pipeline works is near completion. A Detailed design tender is being prepared for market alongside funding applications for the design of the pipeline and a new Water Treatment Plant (WTP) to service the LGA.

Task name	Status	Progress	Comment
Annual Sewer Vent Replacement Program.	Progressing	10%	Contractor engaged and the vents for replacement were identified. The works will be completed in 2nd half of 24/25.
Annual Sewerage Testing for Illegal Connections Program. Undertake smoke testing of	Progressing	60%	The contract for smoke testing was awarded to Interflow Pty in August 2024 and involves smoke testing up to

Developing Our Built Environment

Task name	Status	Progress	Comment
sewer mains to assess compliance of property connections.			200 properties in Lithgow Mainstreet and Landa Street in Bowenfels. the reports were submitted and are currently under review by Council.
Complete operational projects associated with the potable watermains operations.	Progressing	10%	Tender requests for the Watermains cleaning project are currently being undertaken. Responses will be evaluated and assessed and reported to the January Council meeting with a recommendation.
Complete replacements, fabrications and installations at Cement Works SPS.	Progressing	25%	Kwik Electrical has been engaged to commence switchboard replacement and upgrade. These works will be completed in early January.
Dam Safety Compliance.	Progressing	30%	Safety and Risk report is being completed by Public Works NSW as the Dam Safety Engineer. Additional consultants will be appointed to assist with provision of information to Public Works NSW to complete the assessment.
Design and commence construction of inlet works for Lithgow Sewerage Treatment Plant.	Not due to start	15%	The Tender for Lithgow Inlet Works Stage 2 was awarded to Precision Civil at the Council meeting in 22/07/2024. A detailed site investigation survey was carried out to find the optimal location for the new facility. A geotechnical survey of the Lithgow Sewerage Treatment Plant is also underway.
Design and commence construction on the new Sewerage Pumping Station for South Bowenfels.	Progressing	10%	A Design & Construction Tender was issued on 15 November 2024. The Engineering team from Council prepared a detailed scope assessment with two pricing options. It is expected that up to four sewage pumping Stations will be decommissioned upon project completion increasing energy efficiency and reducing Operational Expenses associated with the running Pumping Stations.
East Portland Sewerage Pumping Station bypass upgrade and decommission of High Street Sewerage Pumping Station.	Progressing	90%	Robustness of the operational bypass was tested. Minor civil works and site restoration was completed. Scope review for the decommissioning of the stations will commence in mid-January 2025.
Environmental Approvals for the Clarence to Wallerawang Pipeline Project.	Not due to start	30%	As of 19 December 2024, Lithgow City Council is in the final stages of drafting the Review of Environmental Factors (REF) for submission. The Drinking Water AquaCity impact Assessment was finalised for a final council review

Developing Our Built Environment

Task name	Status	Progress	Comment
			after incorporating ecological advice. The team is Awaiting proposals to complete an aquatic ecology report for the Wollangambe River. It is expected that once the proposed pipeline is commissioned the 30 megalitre flow of water into the river will cease. This may cause issues for various endangered species such as the Macquarie Perch. The Ecology report will be finalised by the end of March.
Oakey Park NBN Connection to the flow meter (Civil and electrical works).	Progressing	75%	During the September 2024 shutdown, the flowmeter was installed alongside a concrete flow meter pit at the upstream of Farmers Creek.
Oakey Park Water FP - Leak Seal.	Completed	100%	The clarifier was drained during the shutdown and upon further inspections the crack at the clarifier was sealed using a durable epoxy coating. This remedial action by Council helped to increase the asset lifespan as we plan to build a new Water Treatment Plant.
Oakey Park Water FP - OPWFP Clear Water and Backwash Pumps Replacement - Pump	Progressing	10%	Strip and Survey Report was conducted. FITT Resources was awarded the Contract, due to favourable Value for Money and previous success with the installation of the clear water pump 1.
Oakey Park Water FP - Replacement of 3 existing scraper motors and gear boxes with modern VSD drives.	Progressing	30%	Aging infrastructure requires specialist contractors to replace the flocculation paddles at the Oakey Park Water Treatment Plant. Murray Engineering was awarded the contract.
Oakey Park Water FP - Differential Pressure Transmitters replacement.	Progressing	45%	A detailed scope review was conducted by Council to ensure that the new Differential Transmitters will integrate well with the aging infrastructure and the latest software technology. New manifolds and materials were procured and Awaiting delivery in January 2025.
Oakey Park Water FP Clear Water and Backwash Pumps.	Completed	100%	September shut down presented an opportunity to complete installation of clear water pump number one at Oakey Park Water Treatment Plant. Other completed tasks include the Installation of new Valves, and new Variable Speed Drives to ensure reliability of clean water supply to the community.
Old Bathurst Road - Stage 2. Installation and civil works of	Completed	100%	To reduce impact of Sewer overflows at Governor Gipp's Road, the Council

Developing Our Built Environment

Task name	Status	Progress	Comment
new pumps and receiver manhole.			utilised the existing Sewage Pumping Station as a receiver Manhole and as additional storage. A new wet well pumping Station with new pumps was installed to meet the high elevation required to pump sewage to Magpie Hollow Sewage Pumping Station.
Relining or potential replacement of sewer mains and other fixtures on the Sewer mains throughout the LGA.	Progressing	15%	To date, Interflow has commenced CCTV works on the proposed Council assets in the Lithgow area alongside pipe condition assessment reports. Interflow will aim to finalise the condition assessment early in January with the intent of commencing relining works towards the end of the month. Works are expected to be finalised at the end of March. An additional scope for CCTV and Clean has now been added for the Bowenfels area.
Renew and replace crane systems at each pumping station.	Progressing	10%	Quotation requests are underway for the assessment of current carnage use across assets. contractor will be appointed in new year
Renewal of the Marrangaroo Reservoir.	Not due to start	0%	Project is yet to begin
Replace Maddox Lane, Wallerawang Sewerage Pumping Station to enable future development in the Lidsdale area.	Completed	100%	The commissioning of the Wet Well was completed and a new Sewer Rising Mains installed along Ian Holt Drive. new properties along Ian Holt Drive were connected to the low-pressure sewer. Council is expected to save some cash after decommissioning the old sewage pumping Station at Maddox Lane
Sewer mains program for operational projects and works in the sewer reticulation network.	Progressing	15%	Sewer mains operational projects include smoke testing for illegal connections, Sewer Manhole assessment and repair. A request for quote was sent out both tasks, and the evaluation committee is yet to award the contract.
Tarana Water System. Investigation and community consultation on the works required to upgrade, replace, remove the Tarana raw water supply system.	Progressing	20%	Consultation package to be provided to Council with feedback to be gathered from Tarana customers on the water system.
Tender to design and construct Clarence to Wallerawang Pipeline Project.	Progressing	20%	Funding Application was submitted for the Detailed Design of the Clarence to Wallerawang Pipeline. Detailed Design work is to be undertaken prior to

Developing Our Built Environment

Task name	Status	Progress	Comment
			construction to minimise risk, redefine and refine scope of works.
Tweed Mills Sewerage Pumping Station high voltage upgrade.	Progressing	20%	Central Trade Group was engaged to commence the Tweed Mills electrical project. The works will commence in 2025.
Undertake annual Sewer Manhole and Assessment program to assess condition and collect data for inclusion in the Asset Register and System.	Completed	100%	Council engaged FITT resources to repair up to 50 Grade 5 (requires immediate attention) and 20 Grade 4 Manholes. This is an ongoing project expected to increase the asset life of critical infrastructure.
Upgrade Sludge Lagoon 1 for use to allow for redundancy in sludge stabilisation, sludge storage, and breakdowns in mechanical dewatering system.	Progressing	15%	Three quotes were received from different contractors and are in the process of being evaluated.
Water Mains Renewal. • Lidsdale Street, Wallerawang - 690m water mains.	Completed	100%	Mckenzie Street, Hume Avenue and Oxley Street works were completed. All trenches were backfilled and hot mix installed. The next stage will be completed early January and will include disinfection, testing and transferring.

Developing Our Built Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.5.1	Manage and prepare playing ensuring their availability except in exceptionally wet weather conditions.	Playing fields are available for use except in exceptionally wet weather conditions. Submit applications and apply for funding where applicable to deliver projects in the Recreation Major works program.	Playing fields were managed and available for use.	67%	The recreation team was consistent in keeping all playing fields available to our sporting organisations and individuals. The Council continue to work with all Sporting organisations, listening to their concerns or suggested improvements for their individual sports.


Task name	Status	Progress	Comment
Lithgow Sporting Precinct Master Plan. Develop a plan to guide future development of the Sporting Precinct.	Completed	100%	A Sporting Precinct Master Plan was developed by an independent consultant and handed to Council. This involved Community and Council Consultation on the needs and wants of our sporting organisations. Council is happy with the final Master Plan and will use this document to investigate options for improvements.
Playing fields are available for use except in exceptionally wet weather conditions.	Progressing	50%	Council has continued to maintain sporting fields for use by sporting organisations and individuals.
Submit applications and apply for funding where applicable to deliver projects in the Recreation Major works program.	Progressing	50%	Council recently engaged a consultant to develop a Sporting Precinct Master plan for Lithgow, this involved community & Council consultation and an extensive review of our Sporting facilities in the Lithgow area. One important factor was the outdated field lighting across our Sporting Fields. Council is actively seeking suitable lighting designs and costs estimates for each site. This strategy will enable the Council to actively seek funding to improve our Sporting Fields in accordance with a prioritised action plan.

Developing Our Built Environment

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.5.2	Develop and operate the JM Robson Aquatic Centre.	Submit applications and apply for funding where applicable to deliver projects in the Recreation Major works program.	Annual Program achieved.	50%	To date the Centre has been running well and Council has seen consistent patronage. In the past six months, 385 patrons engaged with the exercise programs, 1752 children participated in the learn to swim program, kid's party package was booked 8 times, and 22,166 patrons visited the JM Robson Aquatic Centre.

Task name	Status	Progress	Comment
Submit applications and apply for funding where applicable to deliver projects in the Recreation Major works program.	Progressing	50%	Council has been working with the Central NSW Joint Organisation, and investigating site specific, energy / cost saving initiatives. From these investigations, it was found that Lithgow Aquatic Centre could benefit from installing Heat Pumps to the Outdoor facility with Gas as a back-up. Confirmation from Energy companies is still required to ensure that there is enough power supply to achieve this. Council will continue to work and investigate energy & cost saving initiatives.

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

Action Code	Action	Deliverable	Target	Progress	Comments
 DIAP	Develop and maintain gardens, parks, reserves, street trees and other public spaces.	Submit applications for funding and where applicable and deliver projects listed in the Recreation Major Works program.	Annual Program achieved.	52%	See below.

Task name	Status	Progress	Comment
Blast Furnace Park. Install a performance stage to allow for	Completed	100%	The projection lighting system was completed in November 2024. The

Developing Our Built Environment

Task name	Status	Progress	Comment
music and other performance events. Lighting upgrade to enhance the site's features to enable regular light shows to occur.			performance stage was removed from the scope of works for budget reasons.
Bowenfels Gun Emplacement Conservation Management Plan. Engage a specialist consultant to develop a Conservation Management Plan to guide the preservation and future use of this State Heritage Listed Site.	Completed	100%	Completed. CMP (Conservation Management Plan) received.
Improve and enhance dog park facilities in the LGA.	Progressing	50%	Council has been carrying out repair works when required to ensure public safety and the safety of dogs. Council will continue to carry out inspections and seek funding.
Improve infrastructure and safety of the Pontoon at Lake Lyell.	Progressing	20%	Council has put out an expression of interest to receive quotes for a CEMP (Construction Environmental Management Plan). This will form part of the compliance requirements to begin repairs on the Pathways and Pontoons. Expression of interest has gone out to contractor to carry out required works informed by engineering reports and recommendations.
Kremer Park Portland. Renew the retaining wall.	Progressing	90%	The project works to replace the existing retaining walls at Kremer Park Portland started on October of this year. The works included the placement of new wall sections and back filling behind the walls. This will improve viewing areas of the oval and safer access to the grassed areas above the new walls. Works are expected to be completed by February of 2025.
Lake Pillans Wetlands. Upgrade pathways, construct formalised parking areas and install lighting to improve safety and visitor experience. Stronger Country Communities Fund Rd 5)	Completed	100%	A formalised carpark, pathway widening and landscape works were completed during the reporting period. Lighting was removed from the scope of works for budget reasons.
Maintain and develop the Endeavour Park Precinct.	Progressing	50%	Council staff have been active as always, maintaining Endeavour Park to a high standard. Maintenance has been carried out on all facilities at the site. The park grounds & surrounds, playground, the Pump Track and our toilet amenities continue to have scheduled cleaning &

Developing Our Built Environment

Task name	Status	Progress	Comment
			<p>maintenance carried out on these sites.</p> <p>Our most recent improvement was to the Playground with the addition of rubber softfall added under the fall zones</p>
Maintain and develop the Lake Wallace Foreshores.	Progressing	50%	<p>Council staff have been maintaining Lake Wallace Foreshore and surrounds to a high standard. Council continues to receive thanks and praise for the presentation of this site.</p>
Maintain and develop the Queen Elizabeth Park Precinct.	Progressing	10%	<p>An order has been placed for the new toilet facility, in the upper area of the park near the playground.</p> <p>The new facility should be available in February 2025 for installation.</p> <p>Water, sewer and electrical service availability will be reviewed and a plan to make services available to site will be undertaken.</p>
New Master Key System for all Council and Public Assets.	Progressing	40%	<p>The upgrade of Council's physical lock & key system is progressing with the following buildings addressed to date:</p> <p>South Littleton Hall, Cullen bullen hall, Meadow Flat Hall, Hermitage Hall, Vale Hall, Capertee Hall, Glen Davis hall and toilets, Hartley building (strategic planning and risk/Gov offices), Townhall (HR), Lithgow Depot workshop, Pony Club, QE Park, Lake Pillans, 160 Mort St units, Visitor information centre, Recycle Centre, Animal Shelter, Blast Furnace and Cook Street.</p>
Portland Central Park Project. Work with Portland Central School to complete redesign of the recreation space of Portland Central School including installation of secondary equipment and activation programs to create an "active share our space school" for students and families in Portland and surrounds. Resources for Regions Round 9.	Not Progressing	0%	<p>The funding for these works was transferred to NSW Education Department. NSW Dept of Education Facilities will complete the install of the project and control the funds.</p> <p>Lithgow City Council will undertake regular inspections, and works are expected to be completed by March 2026.</p>
Submit applications for funding and where applicable deliver projects listed in the Recreation Major Works program.	Progressing	30%	<p>Council was successful in obtaining grant funding for new shade sails to go over three of our playgrounds. This will be a great addition to our playgrounds, assisting with asset protection, and providing users with much needed sun safe facilities to use.</p>

Developing Our Built Environment

Task name	Status	Progress	Comment
			These projects should be completed by Mid-2025.
Upgrade and renew aged and non-compliant play equipment in accordance with the Playgrounds.	Progressing	50%	Council has awarded two new playground projects to Moduplay. This will see two of our aged assets renewed, one being at Glen Davis community Campground and the other at Lake Lyell. Council have chosen three fantastic playgrounds designs, and a supplier was approved. The project will commence in quarter three and is expected to be completed by April 2025.
Watsford Oval. Install irrigation system.	Not due to start	0%	No funding available and the Council is holding off the project. It will be considered when the Stormwater upgrade is completed at Watsford Oval.
Watsford/Conran Oval. Provide new street/park furnishings.	Progressing	50%	Council carried out extensive works at these ovals. Currently, Council is looking to install Sandstone blocks to dress the parks and install seating at these sites.
Watsford/Conran Oval. Seal the entry and carpark.	Completed	100%	This project is now complete with formalised entry and carpark spaces.

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.6.2	Maintain and develop our Cemeteries.	Submit applications and apply for funding where applicable to deliver projects in the Cemeteries Capital works program.	Annual Program achieved.	50%	Requests for maintenance are actioned in a timely manner and are monitored/reported on monthly basis.

Task name	Status	Progress	Comment
Cemeteries Road Sealing (Resealing plus New)	Completed	100%	Carpark renewal at Lithgow Cemetery was completed.
Fencing, front boundary at Hartley & Wallerawang Cemeteries.	Completed	100%	A new front boundary fence was installed at Hartley Cemetery. Fencing for Wallerawang Cemetery will be considered in the future financial year budget.

Developing Our Built Environment

Task name	Status	Progress	Comment
Monitor and report on the number of requests for maintenance or improvement received.	Progressing	50%	Requests are received and dealt with in a timely manner. All requests are monitored and reported on monthly.
New and renewal program - Install new concrete paths to newly developed areas and renewal program to replace damaged pathways at various sites.	Progressing	50%	Footpath renewals occurring in the older sections of Lithgow and Portland Cemeteries.
New Lawn Beams for new development and extension of plots.	Completed	100%	New Lawn beams were created to complete stage one of Lawn Two at Lithgow Cemetery. Lawn beams were also created for Portland Cemetery.
New Signage to Plot locations at various sites.	Not due to start	0%	Project to be considered in the future financial year budgets.
Park furniture New and upgrade - new bins.	Progressing	50%	New bin surrounds and park chairs are being placed across LGA cemeteries in stages. Cullen Bullen and Capertee recently had bin surrounds installed to tidy up the existing amenities.
Submit applications for funding where applicable to undertake Cemeteries projects.	Progressing	50%	Council was successful in gaining funding through LRCI R4 for the renewal of the Portland Cemetery Main entrance road and drainage. This will upgrade and improve the existing amenities. Project is expected to be completed by 30 June 2024.
Through high performance and customer focus, actively pursue positive feedback regarding services provided through the cemeteries function.	Progressing	50%	customer focus and feedback were monitored through the requests from the public, ensuring high performance.

Developing Our Built Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE2.7.1	Work with local bus services to ensure bus shelters are strategically placed to meet community demand for the service.	Bus shelters are maintained and constructed as required.	Annual Program achieved.	50%	Council continues to work with our local bus companies on appropriate bus routes, appropriate bus stop locations, ensuring these proposals are in line with the Traffic Administration and Liaison Committee's (TALC) requirements for transport rules and regulations. A replacement bus stop was installed outside the Men's shed Wallerawang, on the corner of Commens street & Simpkins Street. A new Bus stop is proposed for Maple Crescent, Lithgow, Near Coinda Aged Care facility

Action Code	Action	Deliverable	Target	Progress
BE2.7.2  DIAP	Maintain and upgrade community buildings and structures to meet the needs of the community and ensure commercial viability.	Submit applications and apply for funding where applicable to deliver projects in the Buildings Capital works program.	Annual Program achieved.	52%

Task name	Status	Progress	Comment
BLD - Lithgow Council Admin Building - Redesign staff amenities - Male & Female change room / shower facilities & Toilet Facility upgrade	Completed	100%	Works to refurbish the staff amenities on the first floor of the Council Administration building were completed in October of this year. The works included the replacement of bathroom fittings, new tiling and replacement of light fittings.
Building repairs to 160 Mort Street Flats.	Progressing	20%	Council has engaged a local builder to refurbish the units. Materials, windows & kitchens are being ordered. works will begin in January and take approximately three months to complete.
Exeloo Toilet - Cullen Street, Portland. Replacement and modernisation of the old toilet block on Cullen Street in keeping	Progressing	85%	The Exeloo is in situ and the following works have been undertaken to progress installation: <ul style="list-style-type: none"> The footpath installed.

Developing Our Built Environment

Task name	Status	Progress	Comment
with the recent upgrades to Saville Park.			<ul style="list-style-type: none"> Surrounding areas have road base to level off Plumbers have run plumbing to site, waiting for RPZ to be fitted. Electricals were completed. Currently, waiting for overhead power to be connected from the power box to the mains.
Lithgow City Council Administration Building. Upgrade Customer Service Area.	Progressing	20%	An audit of available office space was undertaken to understand how to meet Council's organisational needs and establish a priority program for implementation. This includes options for the upgrade of the Customer Service Area.
Lithgow City Council Administration Centre Building - Create a breakout area for staff above the carpark.	Not due to start	0%	
Lithgow Store. Construction of new store building, driveway and access points at 140 Mort Street, Lithgow.	Progressing	95%	The new Council store building is being constructed in Mort Street Lithgow and is expected to be ready for use in February 2025. The new building will allow for safer storage of materials used by Council staff.
Provide support to rural communities impacted by Natural Disaster to develop facilities suitable to their needs: ABCD Inc. Community Hall, Petra Avenue, Clarence to lock-up stage. (Resources for Regions Rd 9).	Progressing	80%	The proposed new hall was completed up to lock up stage. Council is arranging with the community group payment for works completed.
Replace dated office furniture for new ergonomic workstations.	Progressing	40%	Consideration has been given to possible furniture layouts, with future purchases be done in accordance with identified requirements.

Diverse and affordable housing options are available for our residents throughout all life stages.



Part of ensuring affordable housing options for current and future residents involves extensive planning and advocating for improved surrounding infrastructure.

While the Council is awaiting financial support from the NSW Government to assist with Marrangaroo Urban Release Area (MURA) developments, a list of low-impact minor developments was proposed to improve traffic management in the short term. It will relieve challenges currently faced by the community before the complete implementation of the Marrangaroo Masterplan.

The Council has resolved to progress the South Bowenfels Subdivision development via an Expressions of Interest (EOI) process in early 2025.



Our Highlights

- 7 Section 68 Solid Fuel Heater applications registered
- 27 On-site Sewer Management Applications registered
- 5 Water Applications registered
- 6 Complying Development applications registered
- 47 Quotes for applications issued on request
- 7 Certificate Linen Releases requests registered
- 2301 Action Requests registered
- 888 certificates processed
- 96 Development Applications registered
- 35 Construction Certificates registered
- 2 Sewer Applications registered



Developing Our Built Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE3.1.1	Number of applications processed within the required time frames.	Applications processed within set time frames.	Applications were processed within the required time frames.	50%	The processing of certificates is ongoing with no issues. 35 construction certificates were processed.

Action Code	Action	Deliverable	Target	Progress	Comments
BE3.1.2	Number of On-site Sewer Management Applications registered.	On-Site Sewer Management Applications registered within 2 days.	On-site Sewer Management Applications have been registered.	100%	On-Site Sewer Management Applications are registered within 2-5 business and applicants are contacted to arrange inspections on the day of registration

Planning and development of new suburbs will provide for a mix of housing types.

Action Code	Action	Deliverable	Target	Progress
BE3.2.1	Advocate to ensure Lithgow's housing growth by resolving the issue of traffic infrastructure requirements to service Marrangaroo Urban Release Area (MURA) and the remaining undeveloped areas of South Bowenfels including traffic lights at Col Drewe Drive.	Work with Transport for NSW to resolve access issues leading to the Great Western Highway. Continue planning for Marrangaroo Urban Release Area (MURA).	Annual Program achieved.	33%

Task name	Status	Progress	Comment
Continue planning for Marrangaroo Urban Release Area (MURA).	Progressing	15%	Strategic Land Use Planning Team have developed a list of low impact, 'minor developments' that may be undertaken prior to the full implementation of the Marrangaroo Masterplan. This will be communicated to all owners within the Urban Release Area in early 2025.
Work with Transport for NSW to resolve the issue of traffic infrastructure to access Great Western Highway.	Progressing	50%	Council staff and executive team continue to advocate alongside the elected Council to address Lithgow's residential and commercial growth constraints, created by access limitations along the Great Western Highway. Primarily, this relates to access to the Marrangaroo Urban

Developing Our Built Environment

Task name	Status	Progress	Comment
			Release Area. This can be addressed via the removal of the Controlled Access Road designation, or through funding of a grade separated interchange.

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

Action Code	Action	Deliverable	Target	Progress	Comments
BE3.3.1	Planning agreements are negotiated and administered according to the adopted policy.	Planning agreements are negotiated and administered according to the adopted policy.	Planning agreements are negotiated and administered according to the adopted policy.	50%	Planning agreements continue to be negotiated and administered in accordance with the adopted policy.



**Delivery Program
Operational Plan**

**2023/24 – 2025/26
2024/25**

**STRENGTHENING OUR
ECONOMY**

To provide sustainable and planned growth that supports a range of lifestyle choices and employment options.

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Lithgow Emerging Economy Plan (LEEP)

In 2020/2021, Lithgow, in consultation with the NSW Government set to formulate an action plan to transition Lithgow from reliance on coal and energy industries to an invigorated and diverse economic portfolio. LEEP set out to open new work opportunities and develop manufacturing; Tourism; Health Care and Social Assistance, and; Public Administration and Safety industries. For more information on LEEP visit the see [pages 60-62](#) or the [LEEP website](#).

In the period from July to December 2024, The Council endorsed a 12- month action plan for LEEP the focus areas of which will be:

- The development of governance arrangements for LEEP (complete)
- identification and investigation of potential employment lands (in progress)
- development of workforce transition strategies and skills audits (in progress)
- the rollout of an adaptive skills training program for Lithgow’s primary and secondary schools (in progress).

Council also engaged with the Central West Expert Panel, formed by the NSW Government’s Royalties for Rejuvenation legislation. This program has since been abolished to make way for the Future Jobs and Investment Authorities proposed by the NSW Government.

Economic Development

- A bespoke investment prospectus was completed for the Lithgow region which was used by the Chamber of Commerce as part of an Investor Forum held in Lithgow.
- Council met with developers seeking consideration of clean energy production projects for developments in concept stage.
- Business/investment enquiries were responded to and coordinated with other departments as required.
- Strategic Land Use Planning Team responded to

investor enquiries during the early due diligence phases of proposals or land purchases to determine the alignment with the existing planning framework and to advise if an amendment to the Local Environmental Plan or Development Control Plan is required.

- An outline of the draft Lithgow Housekeeping Local Environment Plan (LEP) planning proposal was endorsed at the Ordinary Meeting of Council held on the 22nd of July 2024. A final draft planning proposal was prepared in accordance with the endorsed outline and sent to the Department of Planning, Housing and Infrastructure for a Gateway Determination in September 2024.
- Hill PDA delivered a Draft Employment Lands Strategy to Council in October 2024. This Draft Strategy will be used to inform the Growth Management Strategy.
- Council applied for Round three of the Regional Housing Strategic Planning Fund to undertake the Growth Management Strategy work which, if successful will be completed by June 2026.

Smart City

- Smart Spaces Road Map is being internally reviewed, and consultation is underway.
- NRMA is progressing with the Installation of six EV Charging Stations in Eskbank Street Carpark.

Installation of NRMA charges at Eskbank Street Park



✔ Completed
▶ In progress
🕒 Not due to start
|| Not progressing

We will attract new business and investment.

Action Code	Action	Deliverable	Target	Progress	Comments
SE1.1.1	Implement the Lithgow Evolving Economy Plan (LEEP).	Annual actions planned under the Lithgow Evolving Economy Plan (LEEP) were delivered.	Annual Program achieved.	48%	With several new employees appointed to key positions, the LEEP program is now generating momentum and starting to deliver great value to the Lithgow community. In large part, the team is focused on strategic initiatives like the development of governance arrangements (complete), identification and investigation of potential employment lands (in progress), development of workforce transition strategies and skills audits (in progress) and the rollout of an adaptive skills training program for Lithgow's primary and secondary schools (in progress).

Task name	Status	Progress	Comment
Active engagement with developers proposing the construction of assets related to clean energy production, ensuring that there is value-add to residents and the local economy.	Progressing	50%	Council continues to meet with developers seeking Council's consideration regarding clean energy production projects. Most of these developments are in the concept stage, and the details of these remain confidential. Council remains committed to the principles of equity and community stewardship with respect to value capture for such initiatives. Bespoke policies are being drafted for the consideration of the elected Council to ensure consistency of approach.
Advocate for cross-government commitment, affirmative action and significant increase to the levels of funding provided for economic transformation.	Progressing	50%	Councillors and the Administration continue to meet with representatives of the NSW Government to advocate for increased cross-government input and involvement in Lithgow's economic transition. Mayor Coleman recently met with several Ministers, advocating directly for Lithgow's economic interests.
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	Progressing	25%	Lithgow's elected representatives recently endorsed a proposal to investigate three potential employment-generating sites in the urban Lithgow precinct. Work to investigate these sites and thereafter

Strengthening Our Economy

Task name	Status	Progress	Comment
employment purposes.			suggest a course of action based on these findings, will continue into 2025.
Develop an Adaptive Skills Hub.	Progressing	50%	An application for an Adaptive Skills Hub in Lithgow was submitted by the Lithgow Information and Neighbourhood Centre, supported by the Council administration. The outcome of this application is expected to be announced sometime in Quarter four of 2024/25.
Direct engagement with both the NSW (Department of Regional NSW) and Australian Governments (Net Zero Economy Taskforce) to reach a consensus and gain critical buy-in regarding the governance arrangements for the LEEP project implementation.	Completed	100%	At the direction of the elected Council, Council's General Manager and the LEEP team have invited both the NSW and Australian Government's to form part of Council's interim LEEP governance arrangements. Both have agreed to send observers so that they remain aware of the progress and may integrate Lithgow's transition model with their own, once implemented by the NSW Government.
Engage with Centennial Coal and Energy Australia on the future of coal and impacts to their respective workforces.	Progressing	50%	Both Centennial Coal and Energy Australia comprise an integral part of the LEEP governance body, formed by Lithgow City Council. Their involvement with the governance body will ensure they can feed into all applicable LEEP initiatives, both in terms of their development and implementation.
Engage with the Expert Panels from the Royalties for the Rejuvenation Program to aid the economic transition of the Lithgow LGA.	Progressing	50%	Council engaged on several occasions with the Central West Expert Panel, formed by the NSW Government's Royalties for Rejuvenation legislation. This program has since been abolished to make way for the Future Jobs and Investment Authorities proposed by the NSW Government.
Implement the program developed 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.	Progressing	50%	The program curriculum is largely developed in close consultation with local primary and secondary school community. A site (the former Centrelink building) was endorsed for use by the Council, and three positions were recruited for participation in the trial program. Physical works to retrofit the space will commence in early 2025 and classes will commence with local primary and secondary schools in Feb/March 2025.
Redevelop the Invest Lithgow Website.	Not due to start	0%	Funds were identified and allocated to the website redevelopment effort.

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Task name	Status	Progress	Comment
			Works will commence through the engagement of an external consultant in early 2025.
Work in partnership with the Department of Regional NSW to develop a bespoke investment prospectus for the Lithgow region.	Completed	100%	Materials were used by the Chamber of Commerce as part of a recent Investor Forum held in Lithgow. Works will commence shortly to develop a new website presence for the LEEP project, that will feature these materials. Further and more discrete promotion of these quality materials will occur once Lithgow has appropriate employment lands at market.

Action Code	Action	Deliverable	Target	Progress	Comments
SE1.1.2	Business and Investment enquiries.	Respond to business/investment enquiries and coordinate with other departments.	100% complete	50%	Business/investment enquiries were responded to and coordinated with other departments as required.

We will encourage economic growth and diversity.

Action Code	Action	Deliverable	Target	Progress	Comments
SE1.2.1	Respond to business/ investment enquiries and coordinate with other departments.	Respond to business/ investment enquiries and coordinate with other departments as per policy 4.6.	100% Complete	50%	Strategic Land Use Planning Team has responded to investor enquiries during the early phases of proposals or land purchases to determine the alignment with the existing planning framework and to advise if an amendment to the Local Environmental Plan or Development Control Plan is required.

Task name	Status	Progress	Comment
Register of business/investment enquiries maintained and reported annually.	Progressing	50%	All enquiries were registered in accordance with Council's standard policy and procedure.
Respond to business/ investment enquiries and coordinate with other departments as per policy 4.6.	Progressing	50%	The LEEP team regularly receive enquiries related to the initiatives of this program. All enquiries are responded to in accordance with Council's customer service policy.

Moreover, a draft LEEP Engagement Plan was proposed for public exhibition in 2025 which will result in enhanced community engagement with associated initiatives.

Action Code	Action	Deliverable	Target	Progress	Comments
SE1.2.2	Implement the Lithgow Emerging Economy Plan (LEEP).	Respond to business/investment enquiries and coordinate with other departments.	Business/investment enquiries have been responded to and coordinated with other departments.	50%	Lithgow Council continues to promptly respond to business and investment enquiries, as they are received.

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

Action Code	Action	Deliverable	Target	Progress	Comments
SE1.3.1	We will facilitate and provide infrastructure and land to support residential, rural, and economic growth.	Local strategic planning Statement was implemented, actions under the Marangaroo Urban Release Area plan and Growth Management Strategy delivered.	Annual Program implemented.	18%	During the reporting period, Council continued to work on the key strategic planning projects that inform and underpin the review of Lithgow's land use planning framework.

Task name	Status	Progress	Comment
Commence development of a Housekeeping Planning Proposal to amend the Lithgow Local Environmental Plan 2014.	Progressing	30%	The Lithgow Housekeeping Local Environment Plan (LEP) is progressing in accordance with the timelines set under the Local Environmental Plan Making Guidelines August 2023. An outline of the draft housekeeping planning proposal was endorsed by Council at the Ordinary Meeting of Council held on the 22 July 2024. A final draft planning proposal was prepared in accordance with the endorsed outline and sent to the Department of Planning, Housing and Infrastructure for a Gateway Determination in September 2024. Council is currently responding to requests by the Department of Planning, Housing and Infrastructure

Strengthening Our Economy

Task name	Status	Progress	Comment
			for further information on items within the draft planning proposal. Upon provision of information and successful Gateway Determination, the housekeeping LEP will be reported back to Council and placed on public exhibition early next year.
Growth Management Strategy to include: 1) Employment Lands/Centres Review 2) Local Housing Strategy 3) Rural lands and Rural Residential Study.	Progressing	25%	Hill PDA delivered a Draft Employment Lands Strategy to Council in October 2024. This Draft Strategy will be used to inform the Growth Management Strategy. Council applied to Round three of the Regional Housing Strategic Planning Fund to undertake the Growth Management Strategy work which, if successful, will be completed by June 2026. Council is continuing to prepare a professional services brief for an external consultancy to undertake the Growth Management Strategy where funds permit.
Marrangaroo Urban Release Area (MURA) Planning Proposal.	Not due to start	0%	Planning Proposal cannot be progressed until the transport infrastructure requirements are resolved with Transport for NSW. Council will revisit the planning requirements for the MURA at that time.

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

Action Code	Action	Deliverable	Target	Progress	Comments
SE1.4.1	Implement the Smart Places RoadMap.	Submit applications for funding where applicable and deliver Smart projects as recommended in the Smart Places Road Map.	100% complete	50%	See below

Strengthening Our Economy

Task name	Status	Progress	Comment
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.	Not due to start	0%	This project was paused due to funding
Submit applications for funding where applicable and deliver Smart projects as recommended in the Smart Places Road Map.	In progress	50%	Smart Spaces Road Map is being internally reviewed, and consultation is underway. Once completed, it will be presented to Council for adoption. Once adopted, applications for funding will be made.

Action Code	Action	Deliverable	Target	Progress
SE1.4.2	Implement the Lithgow Electric Vehicle Strategy.	Annual Actions under the Lithgow Electric Vehicle Strategy were delivered.	Annual Program achieved.	63%

Task name	Status	Progress	Comment
Develop guidelines to locate and develop EV (Electric Vehicle) charging points.	Completed	100%	Council's EV Strategy is complete, has been publicly exhibited and endorsed by the Council.
Engage with key agencies on Electric Vehicle Infrastructure.	Progressing	50%	Council continues to investigate all opportunities to advance its adoption of EV technology. One key project is the installation of several charging units at the Eskbank Street carpark. Council's second project is the potential installation of an array of fast chargers at Council's administration building, allowing for the organisation to move to EVs and away from conventional petrol and diesel.
Identify road transport constraints.	Progressing	50%	Road constraints related to the development of the Eskbank Street charges were addressed. As funding opportunities for other chargers throughout the LGA are identified, access challenges for these assets will be analysed and addressed.
Submit applications for funding where applicable and deliver projects listed in the Lithgow Electric Vehicle Strategy.	Progressing	50%	Council is currently progressing the installation of fast charging units at the Eskbank Street carpark. This is entirely funded by the NRMA. Once these units are operational, Council will consider all funding opportunities

Strengthening Our Economy

Task name	Status	Progress	Comment
			to install other chargers throughout the LGA, aligned with Lithgow's Electric Vehicle Charging Strategy.

To explore and discover the richness in our society through the pursuit of educational, creative and cultural opportunities to diversify our economy, skills base and employment opportunities.



"Libre de Faire", meaning 'free to be' and 'free to make', was the story of Lithgow Halloween 2024. The community, visitors and Council embraced the message and were treated to a spectacular night with performances from Wicked Envy and Wicked Things, fire dancers, 2 reptile shows, stilt walkers an appearance from Captain Finhead among many other spectacular sights.

Our Highlights

- A new brand for Halloween (Libre de Faire) was created to be used as a licensable entity in the future. The event was successfully executed, with 69 stalls, 21 Security staff, 18 Police, a GP dog and 4 Medics on the night. High tourist attendance generated revenue for the local shop owners.
- Lithgow Christmas Concert and Lamplona held at the Tony Luchetti Showground the Concert featured high profile artists, Paulini, Chris Sebastian and Hugh Sheridan.
- Community Christmas Carols
- Hosting summer school holiday coaching clinics in Lithgow, Wallerawang and Portland through to Creative Community Concepts.
- Developed draft Events Strategy





On 13th of December, Christmas Carols launched the new look to the Blast furnace. The installed lighting system reinvigorated the 118-year-old. Works on Blast Furnace were supported by additional infrastructural developments, like the construction of wheelchair accessible pathways, a walking platform, installation of public toilets and tables at the historical site. For more information on the Blast Furnace, see [page 34](#).

Christmas season was launched with astonishing performance from headline artists - **Paulini**, **Hugh Sheridan** and **Chris Sebastian**. WE are grateful for the support provided by the local talent.

Lithgow, also hosted its first "Lamb-lona" that pays ohmage to the Spanish "Running of the Bulls" retitled "Running of the Wools".

The night concluded with a bang and fireworks sponsored by Energy Australia.



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

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.1.1	Develop and promote an engaging and accessible visitor experience at Eskbank House Museum.	Eskbank House Museum is developed, maintained, its services and exhibitions promoted.	Annual program delivered.	53%	Eskbank House Museum now has two operating Audio-visual (AV) displays, one features the historic photograph collection gathered by the Lithgow and District Historical Society during its time as custodians of the Eskbank property. The other features targeted, exhibition related information and photographs. These AV displays have been a great success for all visitors

Task name	Status	Progress	Comment
Complete the current grant funded program of capital works.	Progressing	75%	Most of capital works to the outbuildings including roofing, stormwater mitigation and replacement of doors is complete. One remaining door to replace. For the main building underfloor ventilations are in process and downpipes have been replaced.
Expansion of children and young people school holiday and schools' education programming.	Progressing	25%	The museum was visited by the Chifley College Senior campus and a home school. A school holiday event is in planning for the Christmas/New year holidays.
Minimum of 4 Events and/or public programs developed to promote Eskbank House Museum and its collections per annum.	Progressing	50%	Two external events were facilitated at Eskbank House Museum Mortlock Family descendants' reunion group – gathered at Eskbank for tour, to listen to an Oral History recording by their relative and the group enjoyed morning tea in the grounds. Participation in the annual Lithgow Edible Garden Trail on both days Two internal curation exhibitions to promote the museum's collection and to tell the stories of the region were held. Marking Time: 200 Years of History in the Seven Valleys of Lithgow Smart inventions: Technology before the Smartphone

Strengthening Our Economy

Open and operational 5 days per week through volunteer support.	Progressing	50%	The museum was open 5 days a week, with two people on site for most days of the year.
Submit applications and apply for funding where applicable to deliver projects listed in the Eskbank House Conservation Management Plan.	Progressing	70%	Replacement of roofs, doors and painting, downpipes, storm water mitigation and underfloor ventilation were completed. Remaining works include the replacement of the loft door on upper level of Stables/Coach house, Stone veranda and ramp.

Action Code	Action	Deliverable	Target	Progress
SE2.1.2	Best practice collection care and engagement strategies implemented for the Eskbank House Museum Collection.	Best practice collection care and engagement strategies were implemented.	Annual program delivered.	50%

Task name	Status	Progress	Comment
Staff and volunteers trained in best practice collection management.	Progressing	50%	One-on-one training was provided to two volunteers on the eHive cataloguing system. LCC museum advisor was consulted regarding options for improved storage of EHM Collections in the internal clean room storage area and the recently reroofed Workman's Cottage.
The collection is promoted through electronic storytelling on the Eskbank House Museum Facebook page and website.	Progressing	50%	Social Media posts were put out acknowledging 200 years of History in the local region. These focused on James Walker, pioneer settler taking up a grant at 'Wallerawang', acknowledgement of the Declaration of Martial Law and 200 years of Australian Legislation and objects relating to James Walker, Barton and Charles Darwin. These complimented the recent exhibition "Marking Time 200 Years of History".

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.1.3	Develop marketing/communications for Eskbank House Museum.	Museum events promoted at least 1 month prior.	Museum events have been promoted at least once a month.	50%	Two internally curated exhibitions were held. Additionally, the museum participated in the annual Lithgow Edible Garden Trail. Respective social

media and Mary's Garden handouts were created

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

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.2.1	Develop and promote Seven Valleys Tourism.	Seven Valleys Visitor Centre is managed, and feedback is collected from visitors.	Seven Valleys Visitor's Centre has been managed, developed and promoted.	50%	Seven Valleys Visitor Information Centre has been open every day of the six-monthly reporting period, using in-house printed collateral and supplied guides, QR code link to the downloadable visitor guide and website, to inform and direct customers to stay and play in the Seven Valleys. Feedback is collected via an inhouse survey, social media and google listing. The response has been overwhelmingly positive. Social media campaigns have directed visitors to the website and driven visitor dispersal and spending.

Task name	Status	Progress	Comment
Customer satisfaction is measured by visitor comments on social media and surveys.	Progressing	50%	An inhouse customer satisfaction survey is currently available for visitors to fill out at Seven Valleys Visitor Information Centre. There are also many, almost exclusively positive comments, made on the Google and Bing business pages and Trip Advisor.
Manage the Seven Valleys Visitors Centre using online tools to enable in-location visitor dispersal and spending.	Progressing	50%	Seven Valleys Tourism has been utilising the Seven Valleys Tourism website, @visitsevenvalleys social media pages, Accredited VIC app, and Google Ad listings to encourage and enable in-location visitor dispersal and spending.
Seven Valleys Visitors Centre is open and operational 7 days per week.	Progressing	50%	Seven Valleys Visitor Information Centre has been open every day of the reporting period disseminating information on the Seven Valleys to visitors and locals.

Strengthening Our Economy

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.2.2	Conduct strategic branding review and development of a marketing strategy.	Strategic Marketing Plan was reviewed and marketing campaigns and held in accordance with the plan. Business relations were strengthened.	100% complete	49%	A joint industry and council marketing campaign will be devised at the conclusion and presentation of the marketing strategy currently in the final stages of development by consultants 'Destination Marketing Store'. The same consultants are also finalising and are about to present the strategic branding strategy. Tourism staff continue to visit member businesses as part of familiarisation visits and regularly check to ensure all marketing and communications are up to date.

Task name	Status	Progress	Comment
Develop and implement joint Council and industry tourism marketing campaigns commencing with the development of a Strategic Branding Strategy and long-term marketing plan.	Progressing	85%	Following industry engagement sessions, relocater sessions and industry focus groups, a draft branding leadership and brand strategy document was developed reflecting the findings of market and industry research. Additionally, Destination Marketing Store (DMS) subcontractor - Swell Design agency was briefed to develop a brand logo among other creative assets. Further engagement took place with the industry in a dedicated online 'brand concept presentation' to a representative selection of tourism and industry players in December. Afterwards. The brand strategy and conceptual assets were presented to councillors during a councillor information session, receiving a very positive reaction. The brand concept is centred around the Seven Valleys being close to large population centres, yet offering peace, quiet and a place to truly relax. This is reflected in social media advertising with huge increases in engagement. scope, and social media stats observed across the board.
Develop the Seven Valleys Strategic Marketing Plan.	Progressing	50%	The Strategic Marketing Plan is still in development by Destination Marketing Store as of December 2024. This is on track and part of the planned timeline following extensive research and concept development undertaken in

Strengthening Our Economy

Task name	Status	Progress	Comment
			the context of the Branding & Marketing strategy. It is envisaged that the marketing plan will be completed for adoption in late January 2025.
Submit applications and apply for funding where applicable to deliver projects listed in the Destination Management Plan.	Progressing	10%	Grant funding applications are constantly monitored for relevance to the actions listed in the Seven Valleys Destination Management Plan. As of December 2024, there have been no relevant grants to apply for.
Tourism Staff visit tourism businesses on a regular basis to familiarise staff with tourism products and ensure marketing and communications are up to date.	Progressing	50%	Tourism staff have been visiting businesses to perform 'familiarisation' visits, as well as visiting attractions to stock them with brochures and promotional material.

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.2.3	Provide support for cultural organisations in the development and promotion of cultural activities	Participated in local and regional cultural networking groups.	Annual Program achieved.	50%	The Cultural Development Coordinator has been working with Arts OutWest, attending advisory committee meetings, meetings with local museums (facilitated by the museums advisor) with the intention of connecting and collaborating.

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.2.4	The Museums Advisory Program continues to work with Eskbank House Museum and other museums to preserve and promote local history collections.	Participated in local and regional museum networking groups and undertake local museum visits.	Annual Program achieved.	70%	Council's Museum Advisors Tegan Anthes and Lynn Collins are engaged for 20 days in 2024/5 to provide specialist advice and assistance to Lithgow museums.

Task name	Status	Progress	Comment
10 visits per annum.	Progressing	90%	The Museum Advisor has completed nine days of local museum visits.

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Task name	Status	Progress	Comment
Participate in local and regional museum networking groups.	Progressing	50%	Museum Development Officer (MDO) and volunteers attended two Museum Meetings, one at the Hartley Historic Village and the other at The Glen Museum in Portland. These meetings are organised by LCCs Museum Advisor Tegan Anthes. MDO also attended a Museum & Galleries Local Government Managers meeting with onsite museum visits in Sydney plus a Regional Stakeholders meeting at the Powerhouse Museum in Castlehill.

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.

Action Code	Action	Deliverable	Target	Progress	Comments
SE2.3.1	Work with larger industries to ensure retention and employment in the LGA.	Ensured retention and employment in the LGA.	100% Complete	50%	Lithgow City Council has endorsed a 12-month action plan for the Lithgow Emerging Economy Plan (LEEP). Council continues to work toward the implementation of this action plan with several actions delivered, including the creation of an Emerging Economy governance vehicle and several other expert working parties that have been tasked with initiatives falling from Lithgow's Evolving Economy Plan.

The Lithgow Region is seen as a desirable place to work, live visit and invest.



Eskbank House Museum (p. 69, 70, 73) Highlights from July to December 2024 period include:

- Two operating Audio-visual (AV) displays; one features the historic photograph collection gathered by the Lithgow and District Historical Society during its time as custodians of the Eskbank property. The other features targeted, specific exhibition related information and photographs.
- Completion of building conservation works on the underfloor ventilation and replacement of roofs, doors, downpipes, stormwater mitigation.
- Consultation with Museum Advisor, Tegan Anthes was regarding options for improved storage of EHM Collections in the internal clean room storage area and the recently reroofed Workman's Cottage.
- Two internally curated exhibitions.
- Participation in the annual Lithgow Edible Garden Trail.

Seven Valleys Tourism (p. 71-73)

Following industry engagement sessions, relocater sessions and industry focus groups, a draft branding leadership and brand strategy document was developed reflecting the findings of market and industry research.

Seven Valleys Brand logo and creative assets was developed.

The Draft Strategic Marketing plan will be completed for adoption in late January 2025.

Tourism staff have been visiting businesses to perform 'familiarisation' visits, as well as visiting attractions to stock them with brochures and promotional material.

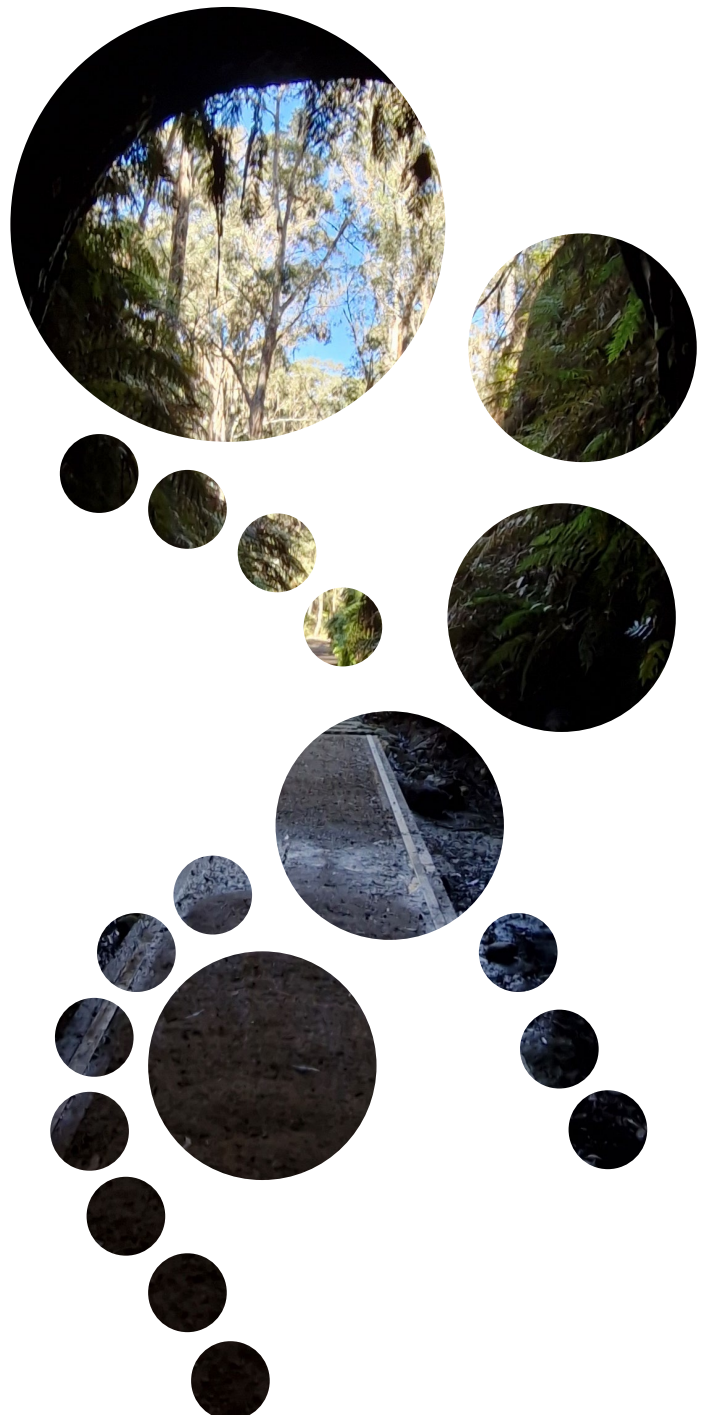
Union Theatre (p.77-78)

Two funding applications were submitted for programming of the Union Theatre and Gallery.

Design was completed for the upgrade of the Kitchen and servery to create a kiosk for serving snacks and drinks to theatre audiences.

Event bookings included:

- Women by Bathurst Theatre Company
- Beatlesfest Art Exhibition – Hello Goodbye
- Hope Bathurst and Event Co. Lithgow Series
- Lithgow Musical Society production of the Little Mermaid
- Christmas Makers Market
- Arts Outwest exhibition of work from Kew-Y-Ahn Gallery (work of Aboriginal Artists of the Central West)
- Dragon making workshop for Halloween



Strengthening Our Economy

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

Action Code	Action	Deliverable	Target	Progress	Comment
SE3.1.1	Develop and promote programs to market the Lithgow region to attract investment and development.	Actions to attract investment and development were delivered.	100% complete	0%	See tasks below for a detailed breakdown.


Task name	Status	Progress	Comment
Attend economic and tourism forums to profile Lithgow and advocate for development and business opportunities within the LGA.	Not due to start	0%	Council's administration has not attended economic development forums due to lacking market investment opportunities. However, Council advocated heavily for meaningful government support for Lithgow to realise such opportunities. This advocacy continued through a variety of forms, including direct government engagement and the development of key strategic working groups related to the LEEP.
The "Invest Lithgow" website is updated and promoted.	Not due to start	0%	Council will be deleting the Invest Lithgow website and replacing it with a new page that is meaningful and representative of Lithgow's competitive and comparative advantages, closely linked to the LEEP site. This will be developed in the coming six months.

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.

Action Code	Action	Deliverable	Target	Progress	Comments
SE3.2.1	Develop and activate the Union Theatre and Union Theatre Gallery.	Funding applications were submitted, and "Friends of the Theatre" program was developed.	Annual Program achieved.	45%	Two funding applications were submitted for programming of the Union Theatre and Gallery. A database is being developed to form the Friends of the Union Theatre Group and work is being done on a strategic plan that would inform the terms of reference for the group.

Task name	Status	Progress	Comment
Develop a "Friends of the Theatre" Program to ensure collaboration with local users.	Progressing	50%	The Cultural Development Coordinator has been developing a database of users to communicate with about The

				possible "friends of the theatre" program.
Submit applications and apply for funding where applicable to ensure the facility remains a high-quality cultural venue.	Progressing	50%	Funding was received for extensive upgrades to the Theatre which are almost complete.	
Union Theatre Kitchen. Upgrade the kitchen and cut servery through the wall to create a kiosk for serving snacks and drinks to theatre audiences.	Progressing	30%	Designs completed, currently receiving quotes to complete work.	

Action Code	Action	Deliverable	Target	Progress	Comments
 SE3.2.2 DIAP	Promote the Union Theatre with a programming strategy to attract and deliver an engaging performance, arts, cultural season that considers Councils community plans, diversity, and inclusion.	The Union Theatre upholds inclusivity via its plans and strategies; the theatre program is promoted to a diverse audience, and; theatre's acts include performers from a variety of backgrounds.	Annual program delivered.	27%	The work done on the programming strategy will include actions to encourage performances for adults, families, children, and young people audiences and performances presented by Aboriginal and/ or Torres Strait Islander theatre companies and/or with Aboriginal and/or Torres Strait Islander performers. The strategy will also incorporate the principles of Council's Disability Inclusion Action Plan.

Task name	Status	Progress	Comment
Annual Season Program is inclusive of works for adults, families, children and young people audiences.	Progressing	50%	The Lithgow Union Theatre and Gallery had 10 bookings in the last six months, that include two music performances Women by the Bathurst Theatre Company, Beatles Festival art exhibition, Hope Bathurst and Event Co Lithgow series and The Little Mermaid by the Musical Society.
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.	Progressing	30%	As part of the Christmas Maker Market, Arts Outwest exhibited work from Kew-Y-Ahn gallery (work of Aboriginal artists of Central West NSW).
Principles of Council's Disability Inclusion Action Plan are included within programming strategy.	Progressing	20%	Principles of Council's Disability Inclusion Action Plan will be included within programming strategy

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Task name	Status	Progress	Comment
Principles of Council's Disability Inclusion Action Plan are included within programming strategy.	Progressing	20%	As part of the Strategic Plan to be developed for the Lithgow Union Theatre and Gallery the principles of the Disability Inclusion Action Plan will be included.
Programming strategy of performances for adults, families, children, and young people audiences.	Progressing	25%	The programming strategy will be included in the development of the Strategic Plan for the Lithgow Union Theatre and gallery.
Programming strategy will encourage performances presented by Aboriginal and/ or Torres Strait Islander theatre companies and/or with Aboriginal and/or Torres Strait Islander	Progressing	20%	The programming strategy will encourage performances presented by Aboriginal and/ or Torres Strait Islander theatre companies and/or with Aboriginal and/or Torres Strait Islander performers.

Action Code	Action	Deliverable	Target	Progress	Comments
SE3.2.3	Deliver and promote the Union Theatre Gallery with a programming strategy to attract arts exhibitions.	Program developed by the Theatre gallery upholds Programming Strategy values and delivered on set goals.	Annual program delivered.	54%	The programming strategy will include exhibitions for adults, families, children, and young people. An exhibition of Council Art Collection is planned for early next year.

Task name	Status	Progress	Comment
Annual program is inclusive of works for adults, families, children and young people audiences.	Progressing	100%	The Lithgow Union Theatre Gallery had two bookings in the last financial year- a local artist exhibition Hello Goodbye during Beatlesfest and Kew-Y-Ahn exhibiting work of Aboriginal artists from the Central West NSW.
Programming strategy of exhibitions for adults, families, children, and young people audiences.	Progressing	30%	The programming strategy will include exhibitions for adults, families, children, and young people audiences
The programming strategy includes a minimum of 1 exhibition featuring Council's art collection.	Progressing	30%	An exhibition of Council Art Collection is planned for early next year.

Strengthening Our Economy

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

Action Code	Action	Deliverable	Target	Progress	Comments
SE3.3.1	Develop and deliver an endorsed Events Strategy.	events from the endorsed events strategy were implemented.	Annual Program achieved.	60%	An events strategy was developed but not yet adopted, pending the details of the previous two Beatlesfest events and Lithgow Halloween 2024. These will go to informing the report on the future direction of events in the Lithgow LGA/Seven Valleys, with the plan to incorporate a reimagined LithGlow. The aim is to demonstrate a return on investment in the form of proven direct investment in the visitor economy, in particular overnight stays. Events also need to be constructed to receive grant funding.

Task name	Status	Progress	Comment
Deliver and promote Australia Day	Progressing	30%	Planning for Australia Day 2025 has begun. Supplementary funding was received for additional elements to make the event more accessible. 2025 Australia Day will involve the multicultural community and develop activities with the local Aboriginal Community.
Deliver and promote Lithglow - Lighting, entertainment and heritage festival held at Blast Furnace Park.	Not due to start	10%	LithGlow was planned, booked and ready to take place. But due to weather reaching the maximum risk threshold the event had to be postponed 3 days prior to occurring. Coinciding with Heritage week and utilizing the Blast Furnace Park buildings and facades to bring shape and structure to the light show was the intension and design of LithGlow. A fireworks show was also designed to conclude the event. The strategy that takes into consideration weather and concurrent events within region, is currently being created to give LithGlow an ongoing position in the events calendar.
Halloween Street Festival held in the Lithgow CBD in October.	Completed	100%	The Event Coordinator engaged with the Main Street shop owners to collaborate on what had worked previously and why.

Subsequently, the following actions were taken:

1. A new brand for Halloween (Libre de Faire) was created to be used as a licensable entity in the future.
2. Weekly Collaborations were held with community stakeholders and shop owners with an additional debrief after the event.
3. An age and specific three-precinct structure was adopted for the event to accommodate the diverse needs of various demographics.
4. Extensive partnerships were established with performers and supporting event organisers (Wicked Things & Wicked Envy, reptile, stunt and fire performers, Cosplayers, face painters, stilt walkers and LED dancers).

The event was successfully executed, with 69 stalls, 21 Security staff, 18 Police, a GP dog and 4 Medics on the night. High tourist attendance generated revenue for the local shop owners. Future actions include conducting a cost-benefit analysis to gauge the long-term commercial viability of this event.

Implement events from the endorsed events strategy.

Completed

100%

Both Halloween 'Libre de Faire' and The Lithgow Christmas Concert with Lamplona are implementations of events from the endorsed events strategy. They conclude the officially endorsed events for 2024, as we prepare a new strategy for the coming year to present to Council at the earliest convenience.

Action Code	Action	Deliverable	Target	Progress	Comments
SE3.3.2	Cultural Precinct - Temporary Programs and Events.	an annual events program for Blast Furnace Park and Lake Pillans Wetlands was developed and delivered.	minimum of 2 events per annum	30%	An event was held on 13 December to launch the recent works on the Blast furnace and Lake Pillans.

Task name	Status	Progress	Comment
Develop and deliver an annual events program for Blast Furnace Park and Lake Pillans Wetlands.	Progressing	30%	Funding opportunities are being explored. The official opening of Blast Furnace projection lighting occurred on 13 December 2024 and the lights will be operating nightly from that date.
Identify funding opportunities for events at Blast Furnace Park and Lake Pillans Wetlands.	Progressing	30%	Funding opportunities are being explored.

Action Code	Action	Deliverable	Target	Progress	Comments
SE3.3.3	LGA festivals and events.	Professional support and advice was provided to LGA festivals and events.	100% Complete	67%	In the current reporting year, Professional advice and was given to Beatlesfest

Task name	Status	Progress	Comment
Attract 1 new major event to the Lithgow LGA per annum.	Completed	100%	Rather than just 'attract' a new major event, LCC chose to take the lead in creating a major event via an outdoor Christmas Concert targeted at families from the Lithgow LGA and surrounding Central Tablelands. The event starred nationally-recognised musical talent relevant to our target market and audience. Council's intent is to establish and grow an ongoing annual outdoor family concert that attracts allcomers, irrespective of their beliefs done by hosting world-first and unique 'Lamplona' running of the wools.
Provide professional support and advice to notable LGA festivals and events.	Progressing	50%	Lithgow City Council provided professional advice and support to the following festivals, events and organisers: many festivals and events in the LGA as we possibly can. <ol style="list-style-type: none"> 1. Rydal Daffodil Festival organizers. 2. Hartley Valley Garden Festival. 3. Beatlesfest 4. The Lithgow Show Society.

Strengthening Our Economy

Task name	Status	Progress	Comment
			<ol style="list-style-type: none"> 5. Annual gravel riding cycle festival within our LGA. 6. LCC events staff are consulting with local community associations and Bird Life Australia & Southern NSW to create and produce an ongoing bird watching festival of scale.
Work with community groups and local event coordinators to promote and develop events.	Progressing	50%	<p>LCC have actively worked and engaged with community in the following manner:</p> <ol style="list-style-type: none"> 1. Full engagement with disadvantaged residents to become 'Dragon-Makers' for our Halloween Street parade community project. 2. Council encouraged and booked local performers for the main stages at both our Halloween 'Libre de Faire' Street festival and the Christmas Concert. 3. Provided work experience roles in stage production and sound & lighting production to Lithgow High School students 4. Approached the PCYC and offered any of the members and youth the opportunity to participate in production work for our major events and concerts. 5. Engaged the Lithgow High School agricultural faculty to provide animals and students for our events 'Lamplona' and petting Zoo area and precincts at our major Christmas Concert.

Action Code	Action	Deliverable	Target	Progress	Comments
SE3.3.4	Sporting Events.	Sporting events are attracted to the region.	100% complete	50%	The Council actively sought to attract coaching clinics and NRL premier league games to the Lithgow Region. The Council was successful in organising summer school holiday coaching clinics to be hosted in Lithgow, Wallerawang and Portland through Creative Community Concepts.

Strengthening Our Economy

Task name	Status	Progress	Comment
Attract sports coaching clinics to develop the potential of young athletes to Tony Luchetti Sports Ground, Saville Park and J M Robson Aquatic Centre.	Progressing	50%	Council have been collaborating with Creative Community Concepts, for a wide variety of sporting activities. This encompassed the provision of Coaching clinics for various sports, sporting coaches and for refereeing. At JM Robson Aquatic Centre the Aquatic Centre team are in the middle of developing higher-level coaching services to be run in-house that will provide training opportunities for swimmers wishing to compete at higher levels. Actions considered for the future include coach development and bringing in high level clinics to support and develop the program.
Seek opportunities to attract major sporting events to the Lithgow Sports Precinct.	Progressing	50%	Council have been working with the NRL to seek interest in bringing in higher level invitational games to town. Our most recent invitation match was between Western Rams and West Tigers Juniors, with another scheduled for February. We are receiving high praise for the condition of our fields hence we are attracting return visitation to the town. The precinct is also attracting social events and activities such as the continuation of the Lithgow Show, the most recent Christmas Concert.



**Delivery Program
Operational Plan**

**2023/24 – 2025/26
2024/25**

**ENHANCING OUR NATURAL
ENVIRONMENT**

To conserve and preserve the natural environment whilst balancing the impact of development to ensure a sustainable and healthy community.



Our Highlights

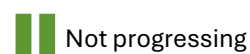
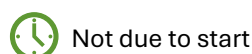
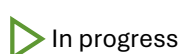
- Environmental, cultural and asset reports for Hassans Walls Reserve were received and are now being reviewed.
- The Council participated in the development of regional toolkits to embed Disaster Risk Reduction and Climate Change actions into the Integrated Planning & Reporting (IPR) Framework.
- A comprehensive audit was recently undertaken of the Hartley Building and the Lithgow Aquatic Centre [\(p.88\)](#)
- New flow meters were installed at the water treatment plant to accurately record water leaving the facility.
- A grant was received from Sydney Water and tenders were requested to update and review the Farmers Creek Precinct Masterplan which will inform future program of projects for Farmers Creek including vegetation management.

Works on the weighbridge and gatehouse at the **Lithgow Solid Waste Facility** included:

- Concept design by Resource Hub
- Software package for the weighbridge and gatehouse
- Engineering and civil designs by Calare Civil
- Biodiversity assessment completed by Environmental Factor
- Pre-Development Application Meeting with Council’s planning team.

Lithgow Floodplain Risk Management Plan 2023
Implementation [\(p.91-93\)](#)

- All relevant technical data including the adopted Floodplain Risk Management Study and Plan was uploaded to the NSW SES flood data portal.
- Concept design for George Coates Avenue Drainage Improvement works was completed and the contract has been awarded with works to commence in early 2025.
- Clause 5.22 *Special Flood Considerations* was included into the proposed Lithgow Local Environmental Plan - Housekeeping Planning Proposal. This Planning Proposal was referred to Department of Planning, Housing and Infrastructure for approval to publicly exhibit the proposal. We anticipate that it will be finalised Mid 2025.





Our Waste Strategy

10 entries were received in the annual Waste to Art competition



1041 tonnes from the target 1400 tones of waste was recycled.

16,716 tonnes of waste recorded at Lithgow Solid Waste Facility from July to December 2024.

1922 tonnes of waste recorded at Portland Garbage Depot from July to December 2024.

More than 1,000 tonnes of Food Organics Garden Organics (FOGO) was collected between March and October 2024 with less than 1% contamination.

365 tonnes of waste recorded at Capertee Garbage Depot from July to December 2024.

400 properties registered for Bulky Waste Collection held on 23 September.

34 tonnes of waste recorded at Glen Davis Transfer Station from July to December 2024.

67 tonnes of waste recorded at Tarana Transfer Station from July to December 2024.

103 tonnes of waste recorded at Angus Place Transfer Station from July to December 2024.


49 tonnes of waste recorded at Hampton Transfer Station from July to December 2024.

Per results of the kerbside bin audit approximately 34% of collected material in the kerbside bins was residual waste sent to landfill and **66% was diverted from landfill** in the green bin or yellow bin for recycling. This is an improvement from 15.9% diversion rate recorded in the 2023 audit.

47 tonnes of waste recorded at Meadow Flat Transfer Station from July to December 2024.

999kg of waste per capita was collected from July to December 2024.

School participation in 'Fixing Food Waste' Cookbook and art project.



117kg of recycling collected per capita from July to December 2024.

18 Properties registered for Green Waste Collection held on 11 November.



520 Tonnes of comingled recycling collected from July to December 2024.

Lower than average, **10.30% contamination rate** was recorded for the month of December in comingled recycling (relative to 11%).

Enhancing Our Natural Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.1.1	Implement an inspection regime of systems and take appropriate action where systems are failing.	Systems are inspected and appropriate action is taken where needed.	100% complete	50%	OnSite Sewer Management (OSSM) inspections are conducted based on customer requests/applications due to understaffing. Received applications for inspections were dealt with and approvals issued in a timely manner. Updated Policy will be introduced in 2025 to ensure practical and efficient management of Council resources in accordance with staff capabilities.

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.1.2	Provide the Alternate Fuel Rebate for the replacement of coal heaters with cleaner heating alternative to Lithgow, Wallerawang, Portland and Villages.	Alternate fuel rebate was provided.	Annual Program achieved.	50%	No applications were received in the last six months.

Enhancing Our Natural Environment

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.1.3	Undertake energy audits of Council Buildings and Facilities.	Monitor and report on energy efficiencies and savings.	Annual Program achieved.	50%	<p>A comprehensive audit was recently undertaken on the Hartley Building with Council currently reviewing recommendations outlined in the report.</p> <p>Council will also be investigating Solar options for this asset. This will require an engineering assessment to ensure roof's structural stability, and supply and installation costs of the Solar panels.</p> <p>Council has been working with the Central NSW Joint Organisation, investigating site specific, energy / cost saving initiatives.</p> <p>From these investigations, it was found that Lithgow Aquatic Centre could possibly benefit from installing Heat Pumps at the Outdoor facility with Gas as a backup. Council is awaiting on confirmation from Energy companies in regard to whether there is enough power supply to achieve this.</p> <p>Council will continue to work and investigate energy & cost saving initiatives.</p>

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

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.2.1	Incorporate Resilience Preparedness into the Integrated Planning & Reporting Framework.	Disaster Risk Reduction and Climate Change actions incorporated into the 2026-2030 suite of Integrated Planning documents.	100% Complete	20%	<p>The Council has participated in the development of regional toolkits to embed Disaster Risk Reduction and Climate Change actions into the IPR Framework. The toolkits were developed in collaboration with all Central NSW Joint Organisation Councils and provide a consistent approach to embedding Disaster Risk Recovery and Climate Change actions into the Integrated Planning & Reporting suite of documents.</p>

Task name	Status	Progress	Comment
Disaster Risk Reduction actions incorporated into the 2026-2030 suite of Integrated Planning documents.	Progressing	20%	The Regional Disaster Risk Reduction (DRR) Framework for Integrated Planning and Reporting (IPR) developed by the Central NSW Joint Organisation in 2024 has been received. The document is a toolkit for embedding DRR into the suite of documents that make up the IPR Framework ensuring that it is considered in the context of Council's other priorities and given the level of commitment and resourcing appropriate for the LGA.
Incorporate Climate Change Actions into the 2022-2026 Delivery Program and 2024/25 Operational Plan.	Progressing	20%	The Regional Climate Change Framework developed by the Central NSW Joint Organisation in 2024 was received. The document is a toolkit for embedding climate change into the suite of documents that make up the Integrated Planning and Reporting (IPR) Framework ensuring that it is considered in the context of Council's other priorities and given the level of commitment and resourcing appropriate for the LGA.

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

Action Code	Action	Deliverable	Target	Progress
NE1.3.1	Implement the Lithgow City Council Waste Strategy.	Waste collection and garbage disposal facilities are provided to the community. Works were implemented from the Lithgow City Council Waste Strategy.	Annual Program achieved.	20%

Task name	Status	Progress	Comment
Advance planning for the construction of primary rural transfer station in preparation of closure of all rural landfills.	Progressing	30%	Planning is continuing with site selection and discussion with government and property owners
Assist in the provision of the annual Chemical Collection Service provided by NetWaste.	Completed	100%	Completed in late 2024

Enhancing Our Natural Environment

Task name	Status	Progress	Comment
Implement the closure and construct a transfer station at Capertee Landfill.	Progressing	15%	Calare Civil have been engaged to complete the detailed design for the Capertee Transfer Station. Once the design is completed in early January 2025 applications for minor works will be submitted through UGL to commence works on TAHE land.
Install a Leachate Barrier System at Lithgow Landfill.	Not due to start	0%	This project is on hold until further notice.
Prepare for the closure and rehabilitation of Portland Landfill once it reaches capacity (expected in 2025).	Not Progressing	0%	Portland is continuing to operate with some changes to operation completed. Further rehabilitation and works to occur.
Provide kerbside garbage disposal facilities within the Lithgow local government area: 1) 20% amount of kerbside collection waste diverted from landfill per annum. 2) Provide 4 green waste collection services to residents in Lithgow, Lidsdale, Marrangaroo, Portland, Rydal and Wallerawang per annum. 3) Provide 2 bulky waste collection services to residents per annum.	Progressing	55%	There are now two green waste collection services as the weekly green FOGO bin collects most plant material. green waste collection was held on 11 November 2024 with 18 properties registered. A bulky waste collection was held on 23 September 2024, with more than 400 properties registered. The next collection will be held in March 2025. The target of 20% diversion from landfill is ongoing. An audit of the kerbside bin was held in October 2024. The kerbside bin audit indicated that the service is moving in the right direction achieving the target of 20% diversion from landfill. The results of the kerbside bin audit indicated that approximately 34% of collected material in the kerbside bins was residual waste sent to landfill and 66% of kerbside collected material was in the green bin or yellow bin for recycling.
Rehabilitation of completed landfill areas at Lithgow Solid Waste Facility.	Not Progressing	10%	Progressing slowly however staffing shortages has not allowed for rehabilitation to occur as quickly this financial year
Replacement of the shed housing the Meadow Flat transfer station skip bin.	Progressing	95%	As of 27 December 2024 works at the Meadow Flat Transfer Station are yet to take place. The works completed to date include the removal of the old shed, installation of a new shed, concrete driveway and pad installation, civil/retaining works and bollard installations. The site will be commissioned in early January 2025 after the final flashings are installed and the site is cleaned.

Enhancing Our Natural Environment

Task name	Status	Progress	Comment
Restoration of historical landfilling areas to protect adjacent creek line.	Not Progressing	0%	This has not progressed as some property acquisition is required to gain sufficient access to rectify.
Undertake improvements to the weighbridge and gatehouse at Lithgow Solid Waste Facility.	Progressing	30%	The stages of planning have been made ready for the DA meeting in February 2025. These include the finalized concept design by Resource Hub, Software package for the weighbridge and gatehouse completed by Mandalay, Engineering and civil designs completed by Calare Civil, Biodiversity assessment completed by Environmental Factor and the pre-DA meeting held with the planning team.

We will encourage and implement ecotourism and adventure tourism, sensitive to environmental and heritage issues and maintaining local character.

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.4.1	Finalise the direction for the management of Hassans Walls supported by the range of environmental, cultural and asset reports commissioned for Hassans Walls Reserve.	Submit funding applications and for capital projects and commence Plan of Management for Hassans Walls Reserve.	100% complete	100%	Final reports have been received by Council.

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

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.5.1	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.	Implement the Lithgow Floodplain Risk Management Plan 2023.	100% complete	23%	Progressing with the construction of the stormwater amplification project at George Coates Avenue, and the design of the stormwater improvements at the intersection of Eskbank Street and Main Street.

Task name	Status	Progress	Comment
A stormwater management plan for Marrangaroo Fields and	Not due to start	0%	A business case for this project has been entered into the draft

Enhancing Our Natural Environment

Task name	Status	Progress	Comment
Farmers Creek catchment areas (Min. 24-62 - 25 March 2024).			Operational Plan for the consideration of Council for the 2025/26 financial year.
Ensure flood data in the Lithgow FRMS2023 are available to the NSW SES for improvement of flood emergency planning.	Completed	100%	All relevant technical data including the adopted Floodplain Risk Management Study and Plan were uploaded to the NSW SES flood data portal.
Implement flood awareness and education program.	Not due to start	0%	This program is currently unfunded; however Council is investigating a partnership agreement with WaterNSW that may assist in implementing this program.
Incorporate the recommended approach to managing future development on flood prone land into the Lithgow Development control Plan 2021.	Progressing	50%	The flood related, recommended planning controls for the Lithgow Development Control Plan (DCP) were formulated as part of the Lithgow Floodplain Risk Management Study and Plan 2023. These controls will be publicly exhibited concurrently with the Lithgow Local Environmental Plan (LEP) Housekeeping amendments in early 2025.
Investigate and design an integrated flood warning system for Lithgow.	Not due to start	0%	This program is currently unfunded; however, Council is investigating a partnership agreement with WaterNSW which may assist in implementing this program.
Investigate and prepare concept design for Farmers Creek Channel Works - Stages 3,4,5 & 6.	Not due to start	0%	This program is unfunded and not a current priority. Work is progressing on solving flooding concerns at the intersection of George Coates Avenue and Enfield Avenue in the first instance.
Investigate and prepare concept design for George Coates Avenue Drainage Improvement Works.	Completed	100%	Concept design complete. Funding sourced and contract awarded. Works to commence in early 2025.
Investigate and prepare concept design for Lithgow High School Detention Basin.	Not due to start	0%	This program is unfunded and not a current priority. Work is progressing on solving flooding concerns at the intersection of George Coates Avenue and Enfield Avenue in the first instance.
Main Street/Cupro Street Drainage Works.	Not Progressing	0%	Revised design and variation approved by Council 15 January 2025, construction works to commence from 17 March 2025. Correspondence sent to nearby residents advising of the works.
Prepare a stormwater and flood risk management strategy for	Not due to start	0%	A business case for this project has been entered into the draft

Enhancing Our Natural Environment

Task name	Status	Progress	Comment
future release areas located in the Marrangaroo Creek Catchment.			Operational Plan for the consideration of Council for the 2025/26 financial year.
Review and update the investigation into operation of the existing sewerage system at Lithgow using the flooding and drainage information set out in the FRMS 2023 report.	Not Progressing	0%	Models of the sewer in each system have been created to determine the requirements of future infrastructure. Additional inputs such as development areas and yields are to be input to finalise and provide list of future works.
Update the Lithgow LEP2014 with a new "Special Flood Considerations Clause".	Not due to start	50%	Clause 5.22 Special Flood Considerations was included into the proposed Lithgow Local Environmental Plan - Housekeeping Planning Proposal. This Planning Proposal has been referred to Department of Planning, Housing and Infrastructure for approval to publicly exhibit the proposal. It is anticipated that this will be finalised Mid 2025.

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.5.2	Develop and implement vegetation management plan for Farmer's Creek and its major Tributaries.	Farmers Creek Riparian Study.	Study complete	10%	A grant was received from Sydney Water and the project was put on tender. Farmer's Creek Precinct Masterplan RFQ 2017 is being prepared for update and review. A meeting was held with Water NSW to develop a program of projects specific to Farmer's Creek.

We will protect the Lithgow region's water supply.

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.6.1	Implement the Water Loss Management Program.	Achieve a reduction in unaccounted for water to less than 25%.	Unaccounted for water has been reduced below 25%.	60%	New flow meters installed at the water treatment plant to accurately record water leaving facility. Pipeline renewal and replacements underway.

Enhancing Our Natural Environment

Action Code	Action	Deliverable	Target	Progress	Comments
NE1.6.2	Provide drinking water to residents within the Farmers Creek Reticulated Supply System in accordance with the Australian Drinking Water Guidelines.	Routine monitoring of Council's reticulated drinking water supplies undertaken as part of the NSW Health Drinking Water Monitoring Program.	Annual Program achieved.	50%	All recording and sampling undertaken and all testing has been within NSW Health requirements

Task name	Status	Progress	Comment
Implement the Water Capital Works Program.	Progressing	50%	Capital works program proceeding as planned. Watermains replacement is nearing completion, Reservoir works are being progressed, and significant work was undertaken at Water Treatment Plant on asset maintenance and replacement.
Routine monitoring of Council's reticulated drinking water supplies undertaken as part of the NSW Health Drinking Water Monitoring Program.	Progressing	50%	All monitoring of the water reticulation system is up to date. A single reading of coliform was recorded but not confirmed after re-testing. No exceedances or issues were identified by NSW Health.

To work together to enhance, manage and maintain the Lithgow region's distinct and exceptional natural environment for the enjoyment of current and future generations.



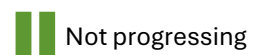
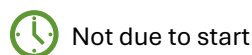
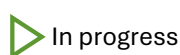
Consultation was undertaken during the reporting period with MINGAAN Aboriginal Corporation on preliminary issues related to the Wolgan Road replacement project.

A Natural Resource Management Officer was appointed, and funding was received to increase the Landcare Coordinators role from 2 days per week to full time for 5 years.

Landcare have received funding from the Biodiversity Conservation Trust to undertake Private Land Conservation Matters workshops. Landcare have also received funding for Landcare Week events.



Tree planting days is one of the many initiatives organized by the Natural Resource Management Officer.



Enhancing Our Natural Environment

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

Action Code	Action	Deliverable	Target	Progress	Comments
NE2.1.1	Implement the Lithgow Community Cultural Protocol.	Consultation undertaken with local indigenous elders regarding Aboriginal heritage assets.	Annual Program implemented.	50%	Consultation was undertaken during the reporting period with Mingaan Aboriginal Corporation on preliminary issues related to the Wolgan Road replacement project.

We will protect and improve our natural areas and ecosystems, including Hassan's Walls Reserve, Farmers Creek and other water ways.

Action Code	Action	Deliverable	Target	Progress	Comments
NE2.2.1	Implement the Farmers Creek Management Regeneration and Re-vegetation Program.	Weed Management, regeneration and re-vegetation works along the creek and its tributaries were delivered	Annual Program delivered.	50%	Revegetation and weed control undertaken along the creek, current larger scale projects include updating the masterplan. On ground vegetation works are in the planning phase and will be delivered this financial year.

Action Code	Action	Deliverable	Target	Progress	Comments
NE2.2.2	Respond to pollution incidents where the Council is the appropriate Regulatory Authority.	Incidents responded to within 24 hours.	Pollution incidents have been responded to within 24 hours.	100%	All incidents responded to within 24 hours

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

Action Code	Action	Deliverable	Target	Progress	Comments
NE2.3.1	Conduct community waste education activities.	Community education activities and programs concerning waste were hosted.	Annual Program achieved.	60%	See below

Enhancing Our Natural Environment

Task name	Status	Progress	Comment
Conduct the annual NetWaste Waste to Art Competition and Exhibition at the Lithgow Library Learning Centre.	Not due to start	0%	A decision on the exhibition location of W2A 2025 is yet to be made.
Conduct the annual primary school art competition to educate children on Waste and Recycling.	Progressing	50%	Schools were invited to participate in a primary school 'Fixing Food Waste' cookbook and artwork project. Some interest was generated towards creating individual school cookbooks in the 2025 school year. Schools also received funded access to the OZHarvest FEAST program that will commence in 2025.
Minimum of 2 waste education programs per annum.	Progressing	50%	Council has worked with OzHarvest on funding arrangements for primary schools to participate in the OzHarvest 'Food Education and Sustainability Training' (FEAST) program. Primary schools that are eligible for funding were invited to participate in the FEAST program. Council is working with Get Grubby to extend the program for two years to educators in the community. A macrame workshop focusing on rethinking and reusing to avoid waste is planned for January 2025.
Participate in the Annual Netwaste Waste to Art Program.	Completed	100%	As part of the Waste to Art program the Cultural Development Coordinator delivered a series of workshops to build a Cardboard City with the community. For the Waste to Art competition, 10 entries were received with Zig Zag Public School winning the Primary 3D category. The exhibition was held at the Union Theatre gallery for over two weeks with around 180 people visiting. four artists' talks were held.
Undertake a comprehensive communication and engagement campaign as part of the rollout of the Green Lidded bins for Food Organics Garden Organics (FOGO).	Completed	100%	A communication and engagement campaign was conducted from January to March 2024, when the FOGO bins were delivered to residents and the service commenced. The campaign was effective with more than 1000 tonnes of organics collected between March and October 2024 with less than 1% contamination.

Enhancing Our Natural Environment

Action Code	Action	Deliverable	Target	Progress	Comments
NE2.3.2	Work with Lithgow Oberon Landcare Association, community groups and Landcare organisations across the LGA to conduct activities that raise awareness and positively engage the community in managing their natural environment.	A Minimum of six Landcare programs were delivered.	Minimum of 6 Landcare programs have been conducted.	90%	Landcare have delivered workshops on Biodiversity and Pollinators, community-based planting days and weed control workshops.

Task name	Status	Progress	Comment
Engage the community in Landcare activities through media, social media, website, Landcare newsletter and activity calendar.	Progressing	90%	Landcare coordinator has engaged the Lithgow Community through social media, direct mail outs and newsletters. This has seen the creation of a regular Farmers Creek Landcare group and increased attendance at workshops and education events.
Minimum of four Landcare programs conducted per annum.	Completed	100%	Landcare have delivered more than four programs this year that include workshops, community education events, field-based workdays on protection and enhancement of local biodiversity and threatened species.
Seek opportunities to increase funding for environmental activities, groups and projects in the area.	Not due to start	90%	Landcare have received funding from the Biodiversity Conservation Trust to undertake Private Land Conservation Matters workshops. Landcare have also received funding for Mycology May events and Landcare Week events. Two unsuccessful applications were made; however, the team will continue to pursue funding opportunities. Landcare partnered with Local Land Services to deliver weed control workshops in 2025.
To prepare and implement a policy for how Council will identify and manage contaminated lands in accordance with legislation.	Progressing	80%	Council continued to work on refining the Contaminated Land Policy and associated Land Use Information System. The matter will be reported back to Council in the third quarter.

Enhancing Our Natural Environment

We will work to implement weed management strategies across our local government area.

Action Code	Action	Deliverable	Target	Progress
NE2.4.1	The roadside weed management program will be developed and implemented.	2024/25 weed management program was delivered. The roadside spraying program is communicated to the broader community.	Annual Program delivered.	83%

Task name	Status	Progress	Comment
A three-year rotation program across the LGA be developed and identified in the Delivery Program.	Completed	100%	Development of a three-year program to address the backlog of weed spraying across the LGA was completed. Due to funding constraints, this program has since been modified to become a four-year 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.	Completed	100%	Program delivery ongoing. Reports delivered to both the Operations Committee and Council, along with a media release made by the previous Council to communicate the change.
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.	Completed	100%	Following the results of a gap analysis, a three-year program to address the backlog of weed spraying across the LGA. Due to funding constraints, this program has since been modified to become a four-year program.
Standard Working Procedure/s be developed/reviewed in accordance with Biosecurity obligations to ensure machinery hygiene, slashing and spraying protocols.	Progressing	45%	The project will deliver a new Standard Working Procedure (SWP) for Council's roadside slasher. It will commence once the Reach Arm Mower has been replaced in the 25/26 financial year as this machine will likely come with a new process of operation. However, Council has developed an entirely new internal SWP to govern how Part 5 assessments Under the Environmental Planning and Assessment (EP&A) Act are conducted. This was delivered in consultation with staff, and training will be delivered to relevant employees in the coming 12 months.
The roadside spraying program is communicated to the broader community.	Progressing	100%	Program delivery ongoing. Reports delivered to both the Operations Committee and Council, along with a media release made by the previous Council to communicate the change.
The Weed Management Program implemented. 2024/25 - Palmers	Progressing	50%	Delivery of the 23/24 program entirely complete. The 2024/25 program will

Enhancing Our Natural Environment

Task name	Status	Progress	Comment
Oakey, Turon, Capertee Valley (Glen Alice Road and Glen Davis Road).			be entirely completed by the end of the 24/25 financial year.



**Delivery Program
Operational Plan**

**2023/24 – 2025/26
2024/25**

**RESPONSIBLE GOVERNANCE
AND CIVIC LEADERSHIP**

To be a proactive Council that sets the long-term direction for the local government area and Council to ensure a sustainable future for the Lithgow local government area.



Service Reviews

Final report from CT Management following the first round of Service Plan Development was received. The report provides council with a priority program to be developed and implemented to progress the Service Reviews Program.

The library has completed all actions identified in the 2020 Library Service Review including recommendations for improvements to general library work processes, marketing recommendations and refurbishment.

Notably, the recent library refurbishment addressed noise issues and modernised the main library branch, turning it into a popular, community hub.

Wallerawang Library has undergone some minor upgrades during the previous six months and issues at Portland Library are being investigated with intent to make the current space more flexible. Portland Library requires a more fit-for-purpose building which is outside of Council’s current budgets in the foreseeable future. Grants will not assist with purchase of a building but may help to retrofit it.

Implementing the Workforce Plan

People at Work Survey was completed, further supplemented by focus groups. This informed the draft Psychosocial Strategy and Action Plan that will be presented to the Health and Safety Committee in early 2025. Standard Working Procedures were developed for Managing Psychosocial Hazards at Work and for Workplace Aggression and Violence. A Training Plan was also developed and is being delivered.

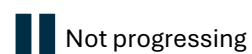
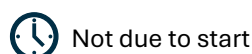
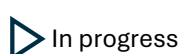
Immunisation Program is on track.

Council’s values are incorporated into training, policies and processes.



Our Highlights

- Final Asset Management Plans was received from Council's consultants in late December 2024 for the Open Spaces, Transport, Buildings and Stormwater asset categories.
- Drafted Lithgow Sporting Precinct Masterplan to guide future development of the Sporting Precinct.
- Developed Bowenfels Gun Emplacement Conservation Management Plan to guide future use of this State Heritage Listed site.
- Received design for a new Animal Shelter.
- Draft Annual Report was presented to Council
- Financial Statements for 2023/24 were lodged with the Office of Local Government.
- The Disability Inclusion Action Plan Annual Report was completed and reported to Communities & Justice NSW.
- Draft State of the Lithgow Local Government Area was presented to Council.
- Climate Change Risk Register was completed in October 2024
- Business Continuity Cusp Plans were reviewed and updated for the following areas:
 - Fleet
 - Customer Service
 - Administration Building
 - Water Supply
 - Sewerage Treatment
 - Stores



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

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.1.1	Continue to implement the Strategic Asset Management Plan.	All policy reviews are to be undertaken by 30 June 2025. All Asset Management Plans to be completed by 30 June 2025.	Annual Program achieved.	50%	Final Asset Management Plans is estimated to be received from Council's consultants in late December 2024 for the Open Spaces, Transport, Buildings and Stormwater asset categories. Once received, these will be presented to the Council for adoption in early 2025. The next step is for the Asset Custodians to prepare a plan on how to action the recommendations to further develop and improve Council's Asset Management Processes. This information will also be used to revise Council's Strategic Asset Management Plan, required to be adopted in 2025

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.1.2	Review and update the Integrated Planning & Reporting Framework (IPR) within legislative time frames.	Integrated Planning & Reporting Framework prepared and reported to Council.	Annual Program achieved.	60%	See tasks below.

Task name	Status	Progress	Comment
Annual Report prepared and reported to Council.	Progressing	90%	The Draft 2023/24 Annual Report has been prepared and presented to the November Council meeting for information. The final report will be presented to the January 2025 Council meeting for endorsement.
Combined Delivery Program and Annual Operational Plan Prepared and reported to Council.	Progressing	10%	Development has commenced on the Draft 2025-2029 Delivery Program and 2025/26 Operational Plan. The Draft documents will be presented to the April Council meeting and to be endorsed for 28 days public exhibition.
Six Monthly report prepared and reported to Council.	Progressing	50%	The July - December 2024 report is currently being developed and will be available by February 2025 Council meeting.

Responsible Governance and Civic Leadership

Task name	Status	Progress	Comment
State of City Report prepared and reported to Council.	Not due to start	90%	The Draft 2021-2024 State of the Region Report was prepared and presented to the November Council meeting for information. The final report will be presented to the January 2025 Council meeting for endorsement.

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.1.3	Continue to embed the culture of Enterprise Risk Management (ERM) throughout the Council.	Continue to promote workforce health and wellbeing practices, comply with management, safety and reporting practices, commit to continued improvement of the Enterprise Risk Management (ERM) framework.	Annual Program achieved.	50%	<p>Climate Change Risk Register was completed in October 2024 with assistance from Marsh Consultants as part of Statewide Mutual initiative 2024. Director of People and Places is the nominated champion of the register</p> <p>The following critical Business Continuity Plan (BCP) Sub Plans were reviewed and updated:</p> <ul style="list-style-type: none"> • Fleet • Customer Service • Administration Building • Water Supply • Sewerage Treatment • Stores

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.1.4	Disability Inclusion Action Plan Annual Report prepared.	<p>Reported to the November Council meeting.</p> <p>Notification sent to the Communities & Justice NSW.</p>	Annual Program achieved.	100%	The Disability Inclusion Action Plan Annual Report was completed and reported to Communities & Justice NSW.

Responsible Governance and Civic Leadership

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


Action Code	Action	Deliverable	Target	Progress	Comments
GL1.2.1	Annual Financial Statements prepared, audited, and lodged with the Office of Local Government.	Lodged by 31 October.	Annual Financial Statements have been prepared, audited and lodged by 31 October.	100%	Financial Statements for 2023/24 lodged to OLG on 30 October 2024. An information session was held for Councillors on 20 November 2024. Financial Statements were Presented at the Council Meeting 25 November 2024.

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.2.2	Maintain plant and fleet to ensure maximum availability of plant and equipment assets adequately fulfil their role and facilitate the completion of local maintenance, renewal, and construction requirements.	Fleet requirements are met in accordance with a prioritised Fleet Management Plan.	Annual Program achieved.	75%	Several key pieces of plant and equipment were purchased in the past 6 months, including Council's jet patcher. This is a \$750,000 piece of equipment that will bring significant value across the LGA. As with other pieces of plant and equipment, this replacement will reduce maintenance costs, increase time on the road, increase the quality of work delivered and increase data recording of works delivered.


Action Code	Action	Deliverable	Target	Progress	Comments
GL1.2.3	Continue to identify and implement the Our Place, Our Future Financial Sustainability Plan & Productivity Improvements Program.	Progressively work towards implementation of the plan and report achievements annually in the Annual Report.	Annual Program implemented.	50%	Achievements from 2023/2024 reported in draft Annual Report presented to Council, with further consideration at the January 2025 Council Meeting. Progress towards completing the 2024/2025 Financial Sustainability Plan and Productivity Improvements Program actions were regularly reported to the Executive Leadership Team.

Responsible Governance and Civic Leadership

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

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.3.1  DIAP	Undertake Service Delivery reviews and implement recommendations to improve productivity throughout the council.	Undertake and review Service Reviews in accordance with the priority program.	Annual Program achieved.	41%	See page 102.

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

Action Code	Action	Target	Progress	Comments
GL1.4.1  DIAP	Implement the Workforce Plan.	Annual Program implemented.	38%	See page 102.

Task name	Status	Progress	Comment
Develop and implement the Health & Wellbeing Program to create a safe and healthy workforce.	Progressing	60%	<p>The Health & Wellbeing program for this reporting period was centred around developing a Psychosocial Strategy and Action Plan, following on from the People at Work (PAW) Survey and FOCUS Group meetings held in August 2024. The results of the PAW survey and Focus Groups were presented to key stakeholders, and the draft Psychosocial Strategy and Action Plan (for 2024/2025) is to be submitted for consultation to the Health and Safety Committee (HSC) and Joint Consultative Committee (JCC) in early 2025.</p> <p>In addition, a number of Health & Wellbeing actions were completed, including the implementation of the Managing Psychosocial Hazards at Work SWP and the Workplace Aggression & Violence SWP. A Psychosocial and Behaviour Training-Needs Plan and Human Resources /Work Health and Safety Psychosocial Hazard Notification Form were also drafted for consultation in 2025.</p>
Enhance the skills and knowledge of the workforce.	Progressing	50%	Council have implemented their approved 2024/2025 Training plan,

Responsible Governance and Civic Leadership

Task name	Status	Progress	Comment
			populated through their employee performance appraisal process. Council-wide training was offered in areas of Mental Health First Aid and Workplace Support Skills from July to December 2024.
Implement the Workplace Immunisation Program.	Progressing	50%	Immunisation program for relevant position roles was implemented. General voluntary Influenza immunisation program will be implemented in the upcoming six months.
Review council's operational requirements to identify areas where 'Seasonal Workforce' could be utilised to meet operational targets.	Progressing	50%	Seasonal Workforce needs were reviewed in the period from July to December 2024.
Transition to the Capability Framework.	Not due to start	0%	This project will commence in January to June reporting period.

Action Code	Action	Deliverable	Target	Progress	Comments
GL1.4.2	Ensure Council develops and improves information technology and communication systems to meet organisation requirements.	Technology is replaced, licenses renewed, and systems upgraded in accordance with the priority program.	Annual Program achieved.	52%	See page 11 .

Task name	Status	Progress	Comment
Implement new systems to increase efficiencies and reduce costs.	Progressing	50%	Commencing inventory module upgrade, and enterprise receipting.
PC's and servers are replaced in accordance with priority program.	Progressing	50%	In the process of replacing Windows 10 pcs that cannot be upgraded to Windows 11.
To migrate property and rating to the the new CIA platform. This is due to the CI version nearing end of life.	Progressing	10%	Scope for Enterprise receipting completed. Project scheduled to commence early 2025

Responsible Governance and Civic Leadership

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

Action Code	Action	Target	Progress	Comments
GL1.5.1	Work with all NSW Councils to advocate for sustainable local government.	Annual Program achieved.	50%	Council has participated in the activities of the Central NSW Joint Organisation, met with neighbouring Councils, attended the Local Government NSW Conference and continues to advocate for substantial review and reform of the funding arrangements for local government.

Task name	Status	Progress	Comment
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.	Not due to start	0%	Will commence in January to July period with further consultation likely from the Inquiry into Local Government Sustainability being undertaken by the Parliament of Australia House of Representatives Standing Committee on Regional Development, Infrastructure and Transport.
Attend the Local Government NSW Conference	Completed	100%	The LGNSW Conference was held 17 to 19 November 2024. Mayor C Coleman, Deputy Mayor S Ring, Councillor E Mahony and the General Manager attended the conference in Tamworth.
Participate in the activities of the Central NSW Joint Organisation.	Progressing	50%	The Mayor and General Manager have attended all scheduled Central NSW Joint Organisation meetings.

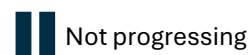
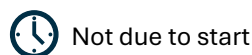
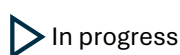
To be a Council that focuses on strong civic leadership, organisational development and effective governance with engaged community actively participating in decision making processes affecting their future.



Our Highlights

- Councillor induction, training and information sessions were held 1-3 times per week since October 2024. Councillor's training requirements are being identified in one-on-one meetings with the General Manager.
- Staff were provided with knowledge/information regarding Public Interest Disclosure (PID) Act, Fraud & Control and Conflict of Interest (COI).
- Compliance obligations are automatically tracked through the Pulse Software Application.

Remembrance Day.



Responsible Governance and Civic Leadership

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

Action Code	Action	Target	Progress	Comments
GL2.1.1	Continue to conduct the business of the council in a transparent and democratic manner.	Annual Program achieved.	50%	Ordinary Meetings of Council were on the fourth Monday of each month except for December. Extra-Ordinary Meetings were held on 12 November 2024 and 11 December 2024.

Action Code	Action	Target	Progress	Comments
GL2.1.2	Ensure Councillors are supported in their role.	Annual Program achieved.	34%	Councillor induction, training and information sessions were held 1-3 times per week since October 2024. Councillor's training requirements are being identified in one-on-one meetings with the General Manager.

Task name	Status	Progress	Comment
Identify Councillor's training requirements in the Training Plan and complete training.	Progressing	50%	Councillors identified one-on-one sessions as their preferred method of training.
Induct the new Council in the role and responsibilities of a Councillor and Council in the community.	Completed	10%	Councillors attended an LGNSW Councillor induction 22 November. Councillor M Ticehurst and Councillor E Mahony did not attend. All other Councillors were in attendance.
Provide information to Councillors regularly in the form of briefing sessions, memos, email, and meetings.	Progressing	50%	Due to 2024 being an election year for Local Government the new term of Council began in early October. Multiple information sessions were held from October to December.

Action Code	Action	Deliverable	Target	Progress	Comments
GL2.1.3	Assess, determine and respond to complaints in accordance with the Government Information Public Access (GIPA) Act and the Public Interest Disclosures Act and procedures.	All applications processed within legislative time frames.	Annual Program achieved.	50%	Four formal GIPAs were received and processed during this period

Responsible Governance and Civic Leadership

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

Action Code	Action	Target	Progress	Comments
GL2.2.1	Implement Council's Communications and Engagement Strategy.	Annual Program implemented.	75%	The Communication Team delivered a range of Council activities including engagement on proposed works, changes to policy and other important information that benefits the community and increases engagement with the Council. The Communication team worked with departments across the entire Council to increase clarity of messaging and enforce adequate timeline for the community to have meaningful engagement with the Council.

Task name	Status	Progress	Comment
Celebrate Local Government Week by undertaking activities that focus on Council in the community.	Completed	100%	For local Government Week, the Council put efforts into arranging a meet and greet event with the Council's Executive Leadership Team to foster understanding of the role of Local Government.

Responsible Governance and Civic Leadership

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

Action Code	Action	Deliverable	Target	Progress	Comments
GL2.3.1	Provide staff with awareness, tools and knowledge to assist them in meeting their governance and statutory compliance obligations.	Staff are made aware of their obligations regarding statutory compliance and understand how to access information, tools and advice should the need arise.	Annual Program implemented.	50%	Staff were provided with training on governance and corporate-wide statutory obligations.

Action Code	Action	Deliverable	Target	Progress	Comments
GL2.3.2	Carry out governance functions, provide advice and conduct education programs to comply with legislation and best practice including in relation to delegations, legislative interpretation, compliance, complaints, UCCs, GIPA, PPIP, Copyright, PID, Fraud and Corruptions Prevention, Policy, Certificates of Insurance (COI) etc.	Assistance and advise is provided to staff regarding their legislative obligations and statutory responsibilities.	Annual Program implemented.	50%	Staff were provided with knowledge/information regarding Public Interest Disclosure (PID) Act, Fraud & Control and Conflict of Interest (COI).

Action Code	Action	Deliverable	Target	Progress	Comments
GL2.3.3	Create or review and update all policies identified as required or due for review. Place all policies where there are material changes on public exhibition.	All policy reviews are to be completed by 30 June.	100% complete	50%	Due policies were reviewed and implemented.



INTEGRATING 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.

The following section summarises what actions the Council has taken to carry out DIAP recommendations in the last six months.

Integrating Disability Inclusion Action Plan (DIAP)

Through out the document we have marked with a symbol all actions that align with the Disability Inclusion Action Plan. Below is a summary of these actions.

The **first column** gives the name of the action as found in this six-month report.

The **second column** provides the page number where the action can be found.

The **third column** specifies how the action is delivered. it answers the question "What specific steps have we taken to achieve this?"

The **fourth column** indicates whether the action was completed or is in progress.

Action name	Page no.	What specific steps have we taken to achieve this?	Status
Develop community plans and strategies to ensure our communities are engaged and we are meeting the needs of our community.	23	The Disability Inclusion Action Plan (DIAP) is implemented across Council's departments.	Progressing
Develop and maintain gardens, parks, reserves, street trees and other public spaces.	48	Facilities around playgrounds undergo regular works that maintain their accessibility and adherence to safety requirements.	Progressing
Maintain and upgrade community buildings and structures to meet the needs of the community and ensure commercial viability.	53	Council's administration building saw the replacement of bathroom facilities, making them more user friendly.	Progressing
Promote the Union Theatre with a programming strategy to attract and deliver an engaging performance, arts, cultural season that considers Councils community plans, diversity, and inclusion.	77	Principles of Council's Disability Inclusion Action Plan are included within programming strategy of the Union Theatre.	Progressing
Undertake Service Delivery reviews and implement recommendations to improve productivity throughout the council.	106	Library refurbishments addressed noise complaints by installing inclusive and quiet chill-out spaces.	Completed
Implement the Workforce Plan.	106	Developing and Implementing the Health and Wellbeing Program based on results from People At Work (PAW) survey.	Progressing

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