



Lithgow
CITY COUNCIL

2024-2025 Annual Report



Acknowledgement of country

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



Message from the Mayor

Over the past year, Council has continued to make meaningful progress on the priorities that matter most to our community—maintaining critical infrastructure, strengthening community connections, and investing in the future of our region.

One of the most significant achievements has been Council’s endorsement of a comprehensive Road Repairs Program. Informed by an extensive road-testing program, this work has provided our engineers with the most detailed understanding of our road network ever achieved. This evidence-based approach will guide a targeted remediation program, scheduled to commence in 2026, to address the challenges across our extensive and ageing road network.

I am also incredibly pleased that both the Australian and NSW Governments have recognised the urgent need to restore access to the Wolgan Valley. The approval of up to \$385 million in disaster recovery funding represents one of the largest infrastructure commitments ever made to our region. Council will continue to work closely with the community to construct the access road into the valley as quickly and safely as possible. In addition, Council has secured funding to fully restore Browns Gap Road—another long-standing community priority—with repair works planned for 2026.

Positive progress has also been made in our town centre. Footpath replacement works at the Top End of Main Street (between Bridge and Eskbank Streets) are well advanced and are expected to be completed by March 2026. The improvement is already evident, and Council will continue working collaboratively with local businesses to enhance Main Street and support increased visitation to our CBD.

Beyond infrastructure, Council has continued to invest in community life and opportunity. The Inaugural Christmas Concert was held, reinforcing the importance of shared celebrations in bringing our community together.

Council also adopted a new Volunteer Policy, opening the door to expanded volunteering opportunities across Council facilities including our Libraries, Eskbank House Museum and Lithgow

Golf Course. I am optimistic about the positive impact this policy will have as it is implemented more broadly across Council operations.

A key focus for Council has been preparing our community for the future. As part of the Lithgow Emerging Economy Plan, Council—working in partnership with the Federal Government and local high schools—launched a pilot STEAM program through the Central West Adaptive Skills Hub. Students participated in weekly classes building drones and developing science and technology skills to better prepare them for future careers. The program will culminate in a highlight moment, with students showcasing their work in the *Lights Above Lithgow* drone show. This initiative represents just one step in a broader transition, supported by the LEEP report and Workforce Transition Plan, toward a more resilient and diverse local economy.

Throughout the year, I was also proud to welcome 18 new Australian citizens at Citizenship Ceremonies, including on Australia Day—an important reminder of the diversity and strength of our community.

Council continued its advocacy efforts at the Local Government NSW Conference, where councillors and I represented Lithgow and pressed for improved transport and regional investment. Further progress was made through meetings with the NSW Minister for Skills, advancing opportunities in training and tertiary education to ensure our young people are well equipped for the jobs of the future.

These achievements reflect the dedication of Councillors, Council staff, government partners and community members. While challenges remain, I am confident that the work underway is laying strong foundations for a connected, resilient and prosperous future for Lithgow.

*Mayor Cassandra Coleman
Lithgow City Council*

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Our Councillors

In the past financial year (01/07/2024 – 30/06/2025) the Council comprised of **Cr Eric Mahony**, **Cr Darryl Goodwin** (Deputy Mayor), **Cr Maree Statham** (Mayor), **Cr Elizabeth Fredericks**, **Cr Martin Ticehurst**, **Cr Tom Evangelidis**, **Cr Ray Smith** with **Cr Steve Ring** elected as the Deputy Mayor and **Cr Cassandra Coleman** elected as the Mayor at the ordinary meeting of Council held on 8 October 2024.

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

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

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



Cr Cassandra Coleman,
Mayor



Cr Steve Ring,
Deputy Mayor,



Cr Darryl Goodwin



Cr Elizabeth Fredericks



Cr Martin Ticehurst



Cr Maree Statham



Cr Eric Mahony



Cr Ray Smith



Cr Tom Evangelidis

The Administrative Body



Ross Gurney

General Manager



Jonathon Edgecombe

Directory Infrastructure and Project
Management



Matt Trapp

Director Water, Wastewater and
Waste



Shaun Elwood

Director People and Places



Vanessa Browning

Director Finance and Governance

Office of the General Manager	Infrastructure and Project Management Directorate	Water, Wastewater and Waste Directorate	People and Places Directorate	Finance and Governance Directorate
<ul style="list-style-type: none"> • General Manager support • Mayoral support • Councillor support • Executive support • Civic events and functions • Lithgow Emerging Economy Plan 	<ul style="list-style-type: none"> • Transport (works) • Assets and infrastructure planning, engineering and maintenance • Building and Recreation • JM Robson Aquatic Centre • Local Emergency Management and infrastructure recovery • Infrastructure administration 	<ul style="list-style-type: none"> • Water and Wastewater engineering and projects • Water and Sewer Treatment Plants • Pump Station management and maintenance • Reticulation (plumbing) • Network management and maintenance • Trade Waste • Waste Management • Garbage and recycling services • Water, Wastewater & Waste Administration 	<ul style="list-style-type: none"> • Corporate Strategy • Business Improvement • Communications • Community Development • Cultural Development • Tourism and Events • Library services • Strategic Land Use Planning • Urban planning • Development assessment • Landcare • Environmental Health • Environment • Ranger Services • Lithgow Animal Shelter • Eskbank House Museum • Compliance • People & Place Administration 	<ul style="list-style-type: none"> • Financial Services • Customer Service • Records Management • Rates & Revenue • Information Technology • Risk & Governance • Property & Legal Services • Human Resources • Work, Health & Safety

Our community vision and areas of focus

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

A centre of regional excellence that:

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

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

Representation & Cooperation

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

Community engagement

Council engages with our community by sharing information about its government of

business, thereby providing constituents with opportunities to influence and participate in decision-making.

Strategic Leadership

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

Legislation & Policies

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

Sense of place

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

Lithgow Emerging Economy Plan

The Lithgow Emerging Economy Plan explores opportunities to reinvent and reinvigorate the Lithgow LGA's economy by supporting the activities most likely to place the local economy in the best position for the future.

Service delivery and asset management

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

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

Land-use planning

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

Community Strategic Plan Objectives

Council's conduct of business and commitments are additionally informed by the **Community Strategic Plan (CSP)**. The Community Strategic Plan is written in close consultation with our community and is key to Council's Integrated Planning and Reporting. The CSP captures our values, stances on various topics and most importantly, vision for the future. By committing to realising this vision, Council ensures that developments in the Lithgow LGA reflect community needs and preferences.

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

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 LGA.

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 LGA.

Enhancing Our Natural Environment (NE)

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

Strengthening Our Economy (SE)

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

Responsible Governance & Civic Leadership (GL)

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

Reading the Annual Report

The CSP **objectives** are further subdivided into **commitments (deliverables)** that outline how the five objectives will be achieved.

Like objectives, commitments are split into more operational components - actions. **Actions** are activities that Council plans to deliver in a financial year. By delivering on actions, the Council fulfils strategic aims which in turn, fulfil the five objectives of the CSP.

The Annual report is also the second half of a yearly published set of documents. At the start of every financial year, the Operational Plan sets out actions Council aims to complete.

After the year's conclusion, the Annual Report summarises progress on delivering these actions.

A more detailed update on the progress against the 2024/25 Operational Plan can be found on the Council's website in July-December 2024 6-monthly report and January- June 2025 6-monthly report.

The objective identified in the Community Strategic Plan to implement the community's vision.



OBJECTIVE CC1: 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.

Delivery Program Commitment (Deliverable)



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

ACTION	PROGRESS COMMENT	STATUS
Ensure the responsible care and welfare of animals at the Lithgow Animal Shelter	<p>Council reviewed an architectural report on the proposed and alternative sites for the future renewal of the Lithgow Animal Shelter, with future actions including seeking available funding. A full-time Animal Shelter Attendant was recruited, and a 'puppy mobile' was purchased to support shelter operations.</p> <p>In collaboration with Hartley Vets, a vaccination and microchipping clinic was held at Lake Wallace, Wallerawang, and, due to its success, planning for a microchipping event in August 2025 is underway. During the period, 89 animals were returned to their owners, and 127 rescued animals were rehomed.</p>	



Operational Plan - Action and progress implementing the commitment (deliverables) of the Delivery Program.

Status legend
 ✓ Achieved
 X Not Achieved
 - Ongoing (multi-year project/program)

Our Region

In a snapshot



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



4567 square km of land area.



20,724 population.



1.75 billion Gross Regional Profit (GRP).

1 Animal Shelter.



55 parks and reserves.



50.71 % National Park Land.



8613 local jobs.



Largest Industry by employment - Health (12.7%).

975 km of roads.

1430 local businesses.



1 Museum.

3 libraries.



11 sports fields.

1 Aquatic Centre.



14 cemeteries.



12.7% employed in mining

12.1% employed in construction



1 Information Centre.



9246 employed residents.



11.5% employed in administration and safety



2024/25 Highlights





2024/25 Highlights



Council's Financial Performance

This year has been a challenging year for Council, particularly due to grant income being received in previous years and expenditure on works being undertaken during 2024/2025, creating a mismatch between income and expenditure. Additionally, as advised during the 1 April 2025 Infrastructure Committee meeting, there were substantial levels of expenditure on restoring assets from natural disasters that were not accepted by Transport for NSW (TfNSW).

Council recognises the value of assets replaced as disposals, which are reflected in the 'net loss from the disposal of assets', in line with accounting requirements, making up \$7.3M of the \$7.0M reported in the Income Statement. Council currently only budgets for the projected return from the sale of assets.

Infrastructure assets were revalued this year and there was substantial improvement in the data associated with roads assets following the review undertaken by Shepherd Consulting. This was the main cause of the \$27.9M loss on infrastructure, property, plant and equipment reported in the Statement of Comprehensive Income (page 5 of Attachment One). It is important to note that this is an accounting entry only and does not impact upon Council's cash holdings or ability to provide services to the community.

The impacts of the matters outlined above are the main contributing factors to the \$25M reported net operating loss before capital grants and the \$36.4M reduction in net equity.

A summary of the main changes from the 2024/2025 Amended Budget are provided below:

- Operating income is \$3.5M lower than projected (4.2%), which is mostly related to the timing of grant recognition and delivery of grant funded programs.
- Operating expenditure is \$16.9M greater than projected (32.8%), arising from:
 - \$7.2M in relation to the value of claims rejected by TfNSW for natural disaster recovery works undertaken in previous years,
 - \$7.3M in relation to disposals of assets, due to renewal works undertaken, and
 - There was also higher than projected operating costs associated with delivery of grant programs and to restore assets arising from storm damage to sporting fields.

A summary of the main changes from the prior year are provided below:

- Current Assets reduced by \$28.8M (29.6%), mostly associated with the expenditure of grant funded programs, reducing both cash and investments and contract assets,
- Current Liabilities decreased by \$9.9M (17.2%) due to the expenditure of grant funded programs associated with payments made in advance, and
- Non-Current Assets decreased by \$18.3M (2.4%) mostly arising from the revaluation of roads, where the conditions of the road network reduced the written down values due to natural disasters and damage from poor weather conditions.

High variability in financial results is common in local government areas impacted by natural disasters due to the accounting requirements in

terms of recognition of grant income, payments made in advance and expenditure of these funding sources in later years.

Reserve Balances

The rejection of the DRFA claims, particularly associated with Emergency Works, has had a significant impact on the 2024/2025 financial results and will impact upon Council's operations in future years. To fund the \$7.2M impact, Council was required to utilise internally restricted reserves of which a maximum of \$3.6M is recommended to be repaid.

A number of councils have also experienced significant cash impacts arising from natural disasters and the enhanced interrogation of claims.

This has been acknowledged within the NSW Audit Office's Parliamentary Report on the poor levels of unrestricted cash, and challenging financial situations for many councils, which is available on the NSW Audit Office's website.

Financial Sustainability Plan

As a result of the rejected DRFA claims, Council has a significant cash issue.

A program is being developed to undertake a budget reset in preparation for the 2026/2027 draft Budget. The main contributing

factor to Council being unable to fully fund its ongoing operations is due to the loss of operating grants that were recurring and have been discontinued by both the State and Federal governments.

The budget reset will be undertaken with the Financial Sustainability Plan actions in mind, which is focussed on appropriate borrowings, long-term decision making for now and future generations, appropriate cost recovery, living within our means, service reviews and infrastructure renewal to clear backlogs.

It is to be noted that many of these actions and the resetting of Council's operations to resolve the structural operating deficit and current cash issues will involve community, Councillor and staff consultation and will take several years to address. Council needs to be prudent in its decision making to ensure that we are not expanding on service provision or allocating funding to non-core activities to assist in reaching enduring financial sustainability.

Further information

A more detailed account of our financial performance in 2024/25 can be found in the Annual Financial Statements, which are presented as a companion document to this report.

CARING FOR OUR COMMUNITY



The Lithgow Hearts & Hands Installation, a community art project developed by local artist Fiona Russell of Mythika Studios as part of the Australia Day Celebrations. Residents were encouraged to make hands or hearts to create an installation, weaving together our stories, reflecting our diverse and inclusive community.

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

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

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

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

We will improve access, participation and inclusion for everyone. We will build resilient and inclusive communities.


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

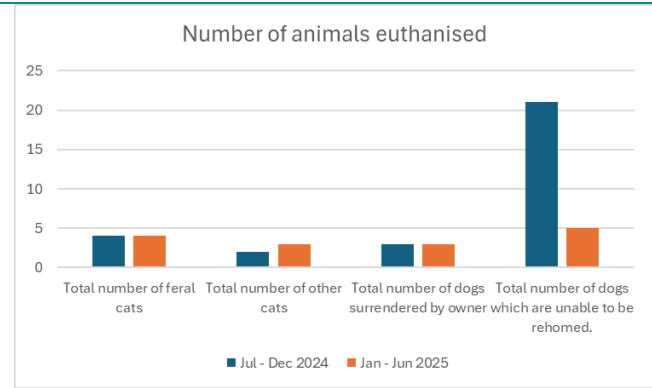
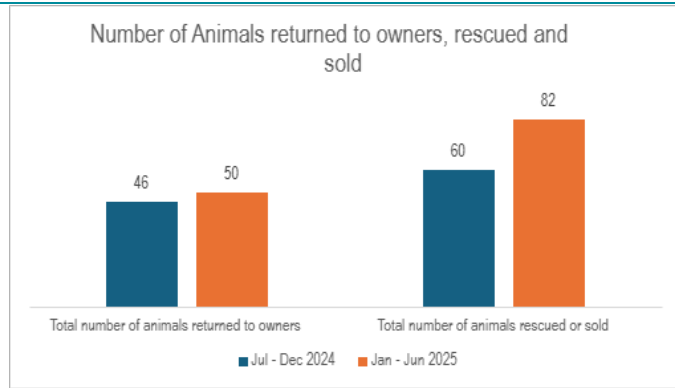
We will maintain focus on lifelong learning and collaborating to deliver a range of innovative programs and services.

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


OBJECTIVE CC1: 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.

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



ACTION	PROGRESS COMMENT	STATUS
Ensure the responsible care and welfare of animals at the Lithgow Animal Shelter	<p>Council reviewed a report on the proposed and alternative sites for a future upgrade of the Lithgow Animal Shelter, with future actions including seeking available funding. A full-time Animal Shelter Attendant was recruited, and a 'puppy mobile' was purchased to support shelter operations.</p> <p>In collaboration with Hartley Vets, a vaccination and microchipping clinic was held at Lake Wallace, Wallerawang, and, due to its success, planning for a microchipping event in August 2025 is underway. During the period, 89 animals were returned to their owners, and 127 rescued animals were rehomed.</p>	



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

ACTION	PROGRESS COMMENT	STATUS																								
Manage community halls and theatres	Council continued to provide project management support and assistance to ABCD Inc. for the construction of a new community Hall in Petra Avenue following the Black Summer Bushfires. The new hall has been funded under Resources for Regions Rd 9.																									
	<table border="1"> <thead> <tr> <th>HALL</th> <th>NUMBER OF BOOKINGS</th> <th>REVENUE RECEIVED</th> </tr> </thead> <tbody> <tr> <td>Civic Ballroom</td> <td>16</td> <td>\$14,435.99</td> </tr> <tr> <td>Hermitage Hall</td> <td>54</td> <td>\$12,815.46</td> </tr> <tr> <td>Union Theatre</td> <td>17</td> <td>\$7,275.06</td> </tr> <tr> <td>Crystal Theatre</td> <td>5</td> <td>\$3,144.55</td> </tr> <tr> <td>Vale Hall</td> <td>10</td> <td>\$1,627.95</td> </tr> <tr> <td>Cullen Bullen Hall</td> <td>1</td> <td>\$177.27</td> </tr> <tr> <td>Meadow Flat Hall</td> <td>0</td> <td>\$0.00</td> </tr> </tbody> </table>	HALL	NUMBER OF BOOKINGS	REVENUE RECEIVED	Civic Ballroom	16	\$14,435.99	Hermitage Hall	54	\$12,815.46	Union Theatre	17	\$7,275.06	Crystal Theatre	5	\$3,144.55	Vale Hall	10	\$1,627.95	Cullen Bullen Hall	1	\$177.27	Meadow Flat Hall	0	\$0.00	
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COMMITMENT: **We will** ensure that our rural and urban villages retain and celebrate their unique character and heritage from iconic buildings to village streetscapes.


ACTION	PROGRESS COMMENT	STATUS
Implement the Heritage and Interpretive Signage Program to recognise local people, places or events.	Two requests were received regarding interpretive signage. Due to resource constraints, both staff turnover and limited funding for interpretive signage, neither of these proposals proceeded.	
Provide Heritage Advice to residents on development matters.	The Heritage Advisor assisted with 38 development enquiries.	

 Achieved





 Not Achieved

- Ongoing (multi-year project/program)

COMMITMENT: **We will** work together to ensure the communities of the Lithgow region feels supported, connected, and united.

ACTION	PROGRESS COMMENT	STATUS
Continue to develop and implement the Village Improvements Plans for rural and urban villages.	Due to resourcing constraints, the Village Improvements plans were not reviewed or updated. This action will be assessed and incorporated into future work regarding place-based engagement.	

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

ACTION	PROGRESS COMMENT	STATUS
CCTV System is managed and maintained to ensure monitoring of the CBD.	The CCTV network has been maintained and improved with upgrades to the system and camera at Cook Street Plaza completed. 8 requests for footage were received from the Police.	
Impound Abandoned Vehicles and articles from public places in accordance with the impounding act.	89 abandoned vehicles were impounded from public places.	
Parking patrols undertaken in the CBD and School Zones.	Due to resourcing constraints, only 113 of the targeted 200 CBD parking patrols were completed. The target of 24 school zone parking patrols was achieved. A report on child safety at Lithgow Public School was presented to the Traffic Advisory Local Committee, and the recommendations were well received and are planned for implementation.	
Protect people, property and the environment from exposure to natural hazards and build resilient communities.	Remote Supervision signage was installed at the following open space recreational facilities: <ul style="list-style-type: none"> • Bowenfels Gun Emplacements • Henrietta Street Park, Wallerawang • Site inspections were completed at Londonderry for the implementation of signs as remote supervision. 	


 Achieved

 Not Achieved

- Ongoing (multi-year project/program)

OBJECTIVE CC2: 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.

COMMITMENT: We will improve access, participation, and inclusion for everyone.

ACTION	PROGRESS COMMENT	STATUS
<p>Develop Community Plans and Strategies to ensure our communities are engaged and we are meeting the needs of our community.</p>	<p>A report on the implementation of the Disability Inclusion Action Plan has been developed under separate cover.</p> <p>Due to resourcing constraints, the following projects were not commenced:</p> <ul style="list-style-type: none"> • Consultation with the multicultural community to develop consultation and engagement protocols. Council worked proactively with a range of community groups and partner organisations to deliver a Holi Event at Queen Elizabeth Park during Harmony Week and supported community-led activities around Refugee Week. The Strengths and needs of multicultural communities will be reviewed as part of future projects, including the Lithgow Health Dialogue and community engagement, which will inform the Community Strategic Plan. • Review and update the Youth Strategy. Council has reestablished partnership meetings with the collective of services that had previously delivered the Planet Youth Project. Discussions commenced regarding the review of the Lithgow Youth Council and Planet Youth to reestablish a collaborative program for local young people. This will likely involve the development of a Youth Strategy or Action Plan. <p>New relationships have been formed with a range of community and youth services, and schools resulting in the delivery of Youth Week activities and a Family Fun Day.</p>	

✓ Achieved

X Not Achieved

- Ongoing (multi-year project/program)

We will work with our local **Aboriginal and Torres Strait Islander community.**

Council has participated in a range of meetings with First Nations stakeholders including Youth Services and the Aboriginal Education Consultative Group.

NAIDOC 2024 – Council welcomed the community to reflect, honour, and celebrate the strength and leadership of First Nations peoples in our community at a flag raising ceremony which was followed by an afternoon tea at the Central West Adaptive Skills Hub.

NAIDOC 2025 – Council participated in a range of meetings with First Nations stakeholders, including a range of youth services, the Aboriginal Consultative Group, and a series of meetings with diverse stakeholders, which contributed to the development of planned NAIDOC events for early July 2025.

Council have also supported a range of programs which are specific to or include a significant number of First Nations children and families, including the **Wiradjuri Culture Camp 2025, Bowenfels Family Fund Day** (led by Lithgow Information and Neighbourhood (LINC)) and the Headspace-Led **Reconciliation Week** event held in May.

In addition, meetings have been held as new staff seek to develop connections with various Aboriginal Community Controlled Organisations.

A **First Nations Advisory Committee** has been convened to provide advice to the implementation of the Lithgow Emerging Economy Plan.



Celebrate and recognise **new Citizens.**

Council held three (3) ceremonies during 2024/25 and welcomed 18 new citizens into our community.



Develop a strategic plan for supporting and promoting **volunteering in the community.**

During January to June the Council developed a **draft Volunteer Policy** which, pending endorsement, will support community members to Volunteer as part of various Council Services. The draft Policy was presented to the Community Development Committee and Council's Corporate Leadership Team in May for feedback. The core objective of the Volunteer Policy is to recognise the significant contribution of volunteers within our community and that they contribute to the following:

- Community participation and social connection.
- Delivery and augmentation of existing programs.
- Access to resources and information.
- The development of links between Council and the community; and
- Responsiveness to community needs.



✓ Achieved

✗ Not Achieved - Ongoing (multi-year project/program)

Recognition of Volunteers

Meetings with a diverse stakeholder, further highlighted the need for a program that will promote opportunities for people to volunteer, and which celebrates and builds the capacity of volunteers across the Lithgow LGA. While a strategic plan has not been developed during this reporting period, significant work has been delivered, which has led to strengthened relationships between the Council and various volunteer groups.

The *achievements of community volunteers were recognised* as part of the Australia Day celebrations with the announcement of Senior Volunteer and Young Volunteer.

The *National Volunteers Week* event, scheduled for Saturday 24 May at Eskbank House Museum was postponed due to extreme weather experienced across the state. Council and the community acknowledged:

“that a number of local volunteers are dedicated emergency service volunteers and with the recent flooding in other parts of the state, we expect that some of them will be called up to assist – a shining example of the selflessness that our volunteers should and will be celebrated for”

This event was held at Eskbank House Museum on 21 June with 50 guests in attendance representing 20 different organisations and groups from across the Lithgow LGA.

Promote and administer the **Financial Assistance Program** to community organisations.

The program has been delivered with all available funding expended by the end of June 2025. See pages 84-85 of Statutory Reporting Requirements for a full list of funded programs.



OBJECTIVECC2: 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.

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

ACTION	PROGRESS COMMENT	STATUS
Upgrade and maintain our libraries to meet the changing needs of the community.	New blinds and an air conditioning unit were installed in the Community/Meeting Room at Wallerawang Library, enhancing its suitability for community events and meetings. This project was funded through the State Library's Local Priority Grants program. Additionally, a second storage compactus was installed in the archive room at Lithgow Library.	✓




✓ Achieved

X Not Achieved

- Ongoing (multi-year project/program)

COMMITMENT:

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

ACTION	PROGRESS COMMENT	STATUS
<p>We will work with community groups and volunteers to deliver a program of events which foster social inclusion.</p>	<p>A series of Council-led and Community-led activities and events were held. These activities are delivered across the Councils Library, Cultural and Community Development Programs.</p> <p>Grandparents Day Storytimes were held at the three library branches.</p> <ul style="list-style-type: none"> • 32 parents, teachers and children from Blinky Bill Pre-school attended Portland Library. • 65 parents, teachers and children from Pied Piper Pre-school attended Wallerawang Library. • 35 parents and children attend the Lithgow Library. <p>Two exhibitions were held for International Women’s Day:</p> <ul style="list-style-type: none"> • 200 Years of International Women’s Day History at Lithgow Library • An exhibition of objects bellowing to Thelma McKenzie - Australian Women’s Cricketer and Local Sportswoman at Eskbank House Museum <p>Seniors Week was celebrated with the launch of a year-long Connecting Seniors Program funded by NSW Department of Communities and Justice. Throughout 2025, older residents have been enjoying the opportunity to attend performances at the Union Theatre, writing workshops and at the libraries and history talks at Eskbank House Museum.</p> <p>Council supported an event led by Lithgow Information and Neighbourhood Centre (LINC), which celebrated Harmony Day under the theme of Holi. The event was well-received by community members.</p> <p>Council delivered a series of Youth Week activities in collaboration with a range of partners who had been members of Planet Youth, a program associated with the Youth Council. The program of activities included outdoor movie nights for young teens and their families in both Portland and Bowenfels during the April 2025 School Holidays.</p> <p>The Youth Council and the Planet Youth Program have been paused due to resource constraints in 2025. However, meetings to reconvene the Planet Youth consortium and Youth Council have been held throughout the period.</p>	

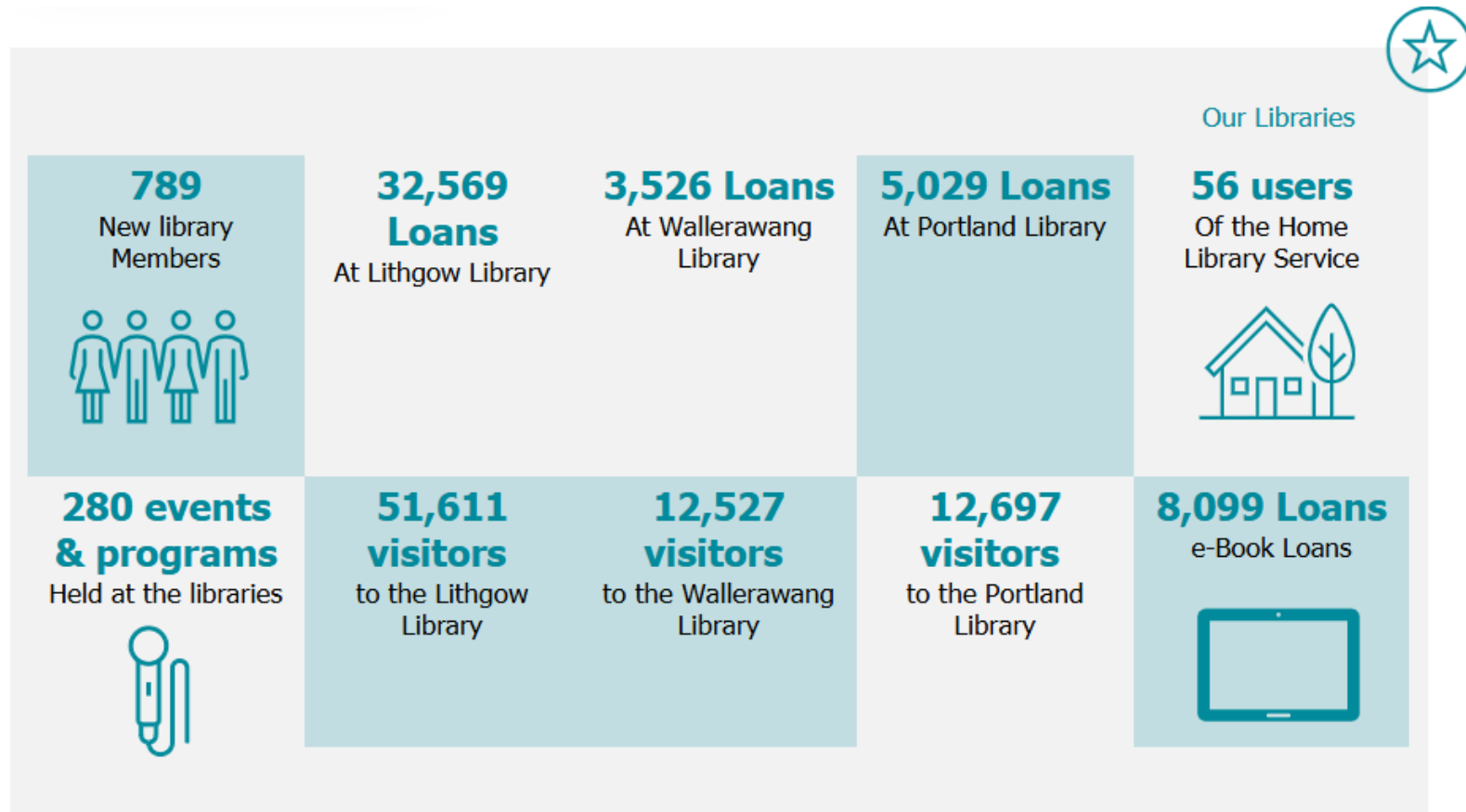
Conduct the **Mayor's Appeal** to provide residents of local aged care facilities with Christmas gifts.

Mayor Coleman delivered Christmas present to residents of Lithgow Aged Care, Three Tree Lodge and Tabulam Cottages in December 2024.



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

ACTION: Provide relevant and engaging **Library Services** that meet community needs.



✓ Achieved

✗ Not Achieved

- Ongoing (multi-year project/program)

PROGRESS COMMENT

STATUS



Local History Collection

A second storage compactus was added to the archive room to support preservation efforts. Identification and prioritisation of significant items for preservation and digitisation continues as part of the Library's Disaster Management Plan for the Local History Collection. Nearly 500 items were digitised and added to the library catalogue in 2024/25, with the collection also being made available on the TROVE national database.

Two displays were held from the collection, focusing on Andrew Brown of Coerwull and Remembrance Day. Additionally, the library submitted an application under the Community Heritage Grants Scheme in June 2025 for the preservation of local history items.

Library ReachOUT Program

The program was delivered to four preschools across the district, with an average of 50 children participating per month and 516 books borrowed during 2024/25. Each child received their own library card, supporting the promotion of library services and fostering a love of lifelong reading.


eResource Platforms

EResources are actively used by 3% of library members, making this service effectively a "fourth library branch," with a total of 8,099 loans—comparable to Wallerawang and Portland Libraries, which recorded 8,555 loans.

Home Library Service


The Home Library Service currently supports 56 registered users, including 23 in private homes and the remainder in nursing homes (Treeview Estate and Tabulam). The service has been extended to include an outreach program at the Ethical SDA (Old TAFE) building. It is highly valued by participants, particularly those in their own homes, as it provides social interaction and access to library materials for those without other means.

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

ACTION	PROGRESS COMMENT	STATUS
<p>Community events and programs are held regularly to promote the facilities and services offered by the libraries.</p>	<p>Exhibitions and displays</p> <ul style="list-style-type: none"> • Red Cross Anniversary – 110 years of helping people in need. • Heather Fitzgerald – Art Exhibition • Adrian Symes – Art Exhibition – Under Lithgow which included an artist talk with 43 people in attendance. • Amanda Young – Art Exhibition – Interior Space • Andrew Brown of Coerwull • Remembrance Day • Easter • ANZAC • Winter • Book week • Biodiversity Month • Halloween • Christmas • Lunar New Year <p>Children and youth events and activities</p> <p>Early literacy sessions, including Storytime and Baby Bounce, were held across all three libraries. Despite the discontinuation of State Government funding in June 2025, the Dolly Parton Imagination Library Program continued, with 138 new enrolments, bringing total participation across the LGA to 471 children.</p> <p>Over 150 school holiday and afterschool activities were conducted, attracting 4,056 children. An Energy Australia Grant funded afterschool STEAM activities targeting late primary-aged children, though attendance skewed younger; popular robotics workshops led to the allocation of remaining funds for additional workshops in the July 2025 school holidays.</p>	

ACTION	PROGRESS COMMENT	STATUS
	<p>Wallerawang Library hosted Inspiration Station on Friday afternoons for young adults, with 5–12 attendees per week, demonstrating strong engagement with this hard-to-reach cohort and indicating demand for youth-focused activities.</p> <p>Book launches and author talks</p> <ul style="list-style-type: none"> • Dianne Bucholtz of her book “The Green in front of me - a book of writings, poems and pieces of me” with 60 people in attendance. • Doug Cornwall of his book “Where the Corw Flies Backwards – Life on the land in Aus” a collection of Aussie yarns. • Tracie McMahon of her book “The Moving Pen: From idea to print” which was followed by a series of Writers Workshop as part of the Connecting Seniors Program. • The Bush Explorers launched two new books: “Wollemi Wilderness Adventures” and a new book on “he “History of the Wollemi National Park” 	

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

ACTION	PROGRESS COMMENT	STATUS
<p>Provide support to the Lithgow CARES Partnership.</p>	<p>Since March 2025, the Council has reconnected with Lithgow CARES and reinstated a proactive membership as part of the collaboration. Council is currently working in partnership with various members of the Lithgow CARES to deliver a range of activities in FY2025/26.</p>	

✓ Achieved

✗ Not Achieved

- Ongoing (multi-year project/program)



DEVELOPING OUR BUILT ENVIRONMENT

OUR COMMITMENT

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

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

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

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

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


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

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



Our parks and public spaces will be inviting, accessible, creative

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

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

ACTION	PROGRESS COMMENT	STATUS
Manage and develop Council's Property Portfolio .	Council resolved to progress the South Bowenfels Subdivision development via an Expression of Interest process.	

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

ACTION	PROGRESS COMMENT	STATUS
Prepare, review and implement environmental and heritage development plans and strategies .	The Farmers Creek Precinct Masterplan 2018 is under review, incorporating the development of a new Riparian Revegetation Strategy and confirmation of strategic priorities for Farmers Creek. Community consultation and engagement are planned for FY2025/26.	
Continue to implement the CBD Revitalisation Plan .	Footpath replacement works on the northern side of Main Street between Bridge Street and Eskbank Street have been completed. Council approved an extension to include the southern side, completing this section of Main Street. Works, expected to finish in December 2025, include replacement of pavers and kerb with concrete and decorative brick banding, raised pedestrian crossings, upgraded drainage, utility improvements, new street furniture, and landscaping enhancements. CBD Activation - A rotational program of street banners was developed for the Main Street and rolled out throughout the year.	

Council has actively collaborated with the community, private groups, and businesses to maximise use of the Lithgow CBD. Initiatives included monthly markets in Cook Street Plaza, the Halloween 'Libre de Faire' festival in October 2024, the Ulysses Motorcycle Club Christmas toy drive, and festive decorations along Main Street and Cook Street Plaza. Plaza lighting has also been used to raise awareness for charity events, including Road Safety Week, Do it for Dolly, Red Cross 110th Anniversary, and Organ Donor Week.

In June, Council secured \$340,000 over three years from the NSW Government's Open Streets Program to host an annual festival and place activation initiative, transforming Main Street into a vibrant pedestrian precinct with music, culture, and creativity. The funding supports street closures, tactical public space upgrades, community engagement, and participation by local traders. The first festival is scheduled for early 2026, with planning already underway.

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







ACTION: Our roads and associated infrastructure will ensure connected and efficient movement through the Lithgow Region.

COMPLETED TRANSPORT PROGRAM PROJECTS

Charles Street Bridge, Rydal (Fixing Country Bridges Rd 2)	✓	Repair and renew the road pavement of Coalbrook Street, Geordie Street and Wear Street with a total	✓
Construction of 4 new accessible parking spaces associated line marking, signage and kerb ramps.	✓	Divert water form roadways by implement the Rural Roadside Drain Reformation Program.	✓
Commission a feasibility analysis and detailed design of a concrete, single-span bridge to replace the existing concrete causeway on Geordie Street. (Resource for Regions Rd 9)	✓	Roads Renewal Program <ul style="list-style-type: none"> • High Street, Portland • Limestone Creek Road, Portland • Hill Street, Lithgow • Lithgow Street, Lithgow • Kremer Crescent, Wallerawang. • Martins Road, Rydal • Blackmans Creek Road, Hartley 	✓



Annual pothole repair program	✓	Installation of a traffic splitter island at: <ul style="list-style-type: none"> the approach to the Kirkley Street Roundabout Intersection of Portland/Sunny Corner Road and Ilford Street, Portland 	✓
Kerb & gutter Renewal Program	✓	Rehabilitation of <ul style="list-style-type: none"> Coxs River Road and adjacent infrastructure. Glen Alice Road and adjoining infrastructure Glen Davis Road and adjoining infrastructure 	✓
Remediation of <ul style="list-style-type: none"> Pipers Flat Road and adjacent infrastructure. John Mackey Drive and adjacent Infrastructure 	✓	Line marking in various locations.	✓

CONTINUING TRANSPORT PROGRAM PROJECTS			
ACTION	PROGRESS COMMENT		STATUS
Renewal of Atkinson Street and State Mine Gully Road , Lithgow from Willes Street to the boundary with Gardens of Stone National Park (subject to external funding).	The project has not yet commenced on-site, but negotiations are ongoing with National Parks and Wildlife Services to integrate it with the broader Gardens of Stone development. National Parks has made an initial offer of financial support and in-kind project management assistance. Progress is contingent on identifying a suitable funding source and completing subgrade strength testing.		■
Civil works to improve parking and install a bus stop on Portland/Sunny Corner Road, Portland (at Portland Cemetery)	By June 2025, earthworks, drainage improvements, fencing, and footpath upgrades were completed under LRC14. Asphaltting works were delayed due to weather and are scheduled for the first quarter of 2025/26.		■
Continued advocacy for improved processes for Disaster Recovery Funding .	The Director of Infrastructure and Economy was elected Chair of the Central West Regional Resilience Group. One of the group's initial projects is the development of local Disaster Adaptation Plans. Additionally, following Council advocacy, Transport for NSW announced that revisions to the draft Disaster Funding Guidelines will be released for Council comment in October 2025.		■

<p>Funding sourced for the Wolgan Road Disaster Recovery Project and project delivered.</p>	<p>This is an ongoing project that will deliver the new section of Wolgan Road, enabling unrestricted access into Wolgan Valley. During 2024/25:</p> <ul style="list-style-type: none"> • The full funding package has been confirmed from the NSW Government. • Environmental Assessments continued. • Regular Stakeholder meetings occurred. • Preparations comments for the design/construct tender package. • Project Management continued to be undertaken by the Wassabi Group on behalf of Council. • Community updates were made on the Wolgan Gap Disaster Response Project webpage. 	
<p>General Asset Transport Maintenance – Special Rate Variation Program.</p>	<p>Roadworks in the Hartley Valley were completed, including repairs and sealing of road failures. Further repair works on Glen Davis Road have commenced, with sealing scheduled to resume in October when weather conditions improve. An audit of signs and barriers in the Glen Alice area was conducted and missing or damaged items have been ordered for replacement as part of ongoing roadworks.</p>	
<p>Glen Davis Causeway repair and construction. (subject to grant funding)</p>	<p>The project was withdrawn from the AGRN 1012 funding application due to budget constraints preventing compliance with grant conditions. The allocated funds were redirected to additional flood-impacted works. Future grant applications will be submitted when funding opportunities become available.</p>	
<p>Develop an enhanced, evidence-based approach to Asset Management Program.</p>	<p>Council’s road network has been assessed and assigned condition ratings, which will guide the 10-year and long-term roads program. The assessment identified that roads in the Hartley Valley require significant works, including rectifying road failures, repairing drainage infrastructure, and resealing sections. Extensive FWD (Falling Weight Deflectometer) testing has been conducted across the network to inform appropriate treatments, helping to extend road lifespan and optimise future maintenance programs.</p>	
<p>Portland Street, Portland renewal</p>	<p>These works were deferred to the 2025/26 FY due to the high demand for the repair of roads that were awaiting repairs due to storm damage.</p>	
<p>Red Hill Road Bridge, Palmers Oakey (Fixing Country Bridges Rd 2)</p>	<p>All bridge works within the original scope have been completed, and the bridge is open to traffic. Council proposed additional works, including sealing 100m of bridge approaches from both abutments and installing a concrete spoon drain at the Sofala end, using underspent project funds. This work was approved by the funding body and is scheduled for completion by late</p>	

	September 2025. The project has significantly improved road user safety at the Benedict Creek Crossing and will ensure continuous access, enhancing mobility and reliability for years to come.	
Rehabilitation of Blackheath Creek Road and adjacent infrastructure	Awaiting approvals from TfNSW to commence works.	■
Rehabilitation of Hampton Road from Rydal to Hampton , and adjacent infrastructure.	Funding has been received from TfNSW. Works will commence following successful procurement process in 2025/26.	■
Rehabilitation of: <ul style="list-style-type: none"> • Magpie Hollow Road • Portland Sunny Corner Road, • Sodwalls Road • Range Road • Dark Corner Road • Hartley Vale Road • Lowther Siding Road • Mid Hartley Road And adjacent infrastructure.	Awaiting works approvals from TfNSW.	■
Renewal and resealing of Cox's Street Lane, Portland.	These works have been deferred until 2025/26 FY	■



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

ACTION	PROGRESS COMMENT	STATUS
Advance the Great Western Highway (GWH) upgrade .	Council continues to advocate for an integrated transport solution for the Central West, including highlighting urgent road and rail upgrade needs during the GWH Tunnel Review of Environmental Factors. Council provided input to Transport for NSW strategic planning sessions to inform the Central West Orana Regional Transport Plan, Sydney to Central West Corridor Assessment, and the Strategic Regional Integrated Transport Plan. Upgrades to the GWH remain a key advocacy focus for Council with both State and Federal Government Ministers and agencies. A visit by the Minister for Regional Transport and Roads in early 2025 created opportunities for development in the Marrangaroo Urban Release Area.	
Advocate for more frequent rail service between Lithgow and Western Sydney .	During 2024/25, the Mayor, General Manager, and Director of Infrastructure and Economy met with the Minister for Transport, the Minister for Regional Transport and Roads, and Transport for NSW representatives to advocate for improved rail services east and west. Council also provided feedback during the development of the Central West Orana Regional Transport Plan and at other strategic planning sessions with Transport for NSW.	

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

ACTION: Implement the **footpath construction program**.

ACTIVE TRANSPORT PROGRAM

ACTION	PROGRESS COMMENT	STATUS
Burton Street Causeway Bridge	Council installed a box culvert causeway crossing over Farmers Creek on Burton Street reinstating the missing link in the Farmers Creek shared pathway. The crossing was renamed the “George Pearce Memorial Crossing” in honour of Mr Pearce and his contribution to the community.	
Active Transport Plan	The following new walking and cycling footpaths were constructed: <ul style="list-style-type: none"> • Elm Street, Lithgow between Wenworth Street and Maple Crescent (115m) • Maple Crescent, Lithgow between Elm Street and Church Street (255m) 	

- Maple Crescent, Lithgow between Church Street and Boronia Street (450m, including new bus shelter and seating at Lithgow Aged Care)
- Hartley Valley Road, Lithgow between Chifley Road and Mort Street (550m)
- High Street, Portland, between Limestone Street and Roxburgh Street (240m)
- Pindari Place, Wallerawang between Rail Pedestrian Overpass and James Parade Lane (205m, linking the CBD to Pied Piper Preschool)
- Barton Avenue, Wallerawang from Tweedie Street to Lyon Parade (220m)
- Carson Siding Road, Cullen Bullen, between Cullen Bullen School and NSW RFS Station (200m)

Footpath replacement and maintenance program

Footpath replacement and maintenance occurred in the following locations:

- Vale Street, Portland
- Lithgow Street, Lithgow
- Maple Crescent, Lithgow
- Stewart Street, Bowenfels
- Main Street, Lithgow.



GWH shared pathway between Mudgee St, Bowenfels and Main St, Lithgow.

The contract was awarded to a local Civic Engineering Contractor to undertake planning and design works.



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

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

WATER PROGRAM

ACTION	PROGRESS COMMENT	STATUS
Clarence to Wallerawang Pipeline Project	The following studies actions were undertaken during 2024/25 to progress this project: <ul style="list-style-type: none"> • Completed a draft Review of Environment Factors (REF). • Prepared a detailed design tender for the market alongside funding applications for the design for the pipeline and a new Water Treatment Plant (WTP) to service the LGA. 	

	<ul style="list-style-type: none"> Meetings were held with Greenspot and Section 51 to review the new guidelines for the Regional Precinct Partnership Program with the aim of submitting a joint funding application for the design of the pipeline and WTP. A Drinking Water aQuaCity Impact Assessment (DWQIA) was finalised for final council review. <i>The Environmental Factor</i> was engaged to conduct a gap analysis of studies completed under the REF. The Water offtake Deed is in the final stages of review. 	
Dam Safety Compliance	A Safety and Risk report is being completed by the Dam Safety Engineer (Public Works NSW). Consultants have been appointed to undertake analysis and structural assessments required by Public Works NSW to complete the assessment. Surveillance monitoring and reporting is ongoing.	■
Oakey Park Water Treatment Plant	Completed works <ul style="list-style-type: none"> NBN Connection to the flow meter (Civil and electrical works) FP leak sealing and application of protective coating. FP replacement of 3 existing scraper motors and gearboxes with moder VSD Drives. FB clear water back pumps 	✓
Oakey Park Water FP – OPWFP Clear Water and Backwash Pumps Replacement – Pump #2	This project is scheduled for completion in October 2025, due to contractor timing. <ul style="list-style-type: none"> New valves installed, survey and strip investigation completed. New variable speed drive (VSD) installed. Pump#2 delivered to contractors’ workshop for overhaul. 	■
Old Bathurst Road – Stage 2	Installation and civil works of new pumps and receiver manhole.	✓
Marrangaroo Reservoir Renewal	Project deferred to 2025/26 to allow enough time for preliminary site investigations and additional scope arising from the design of new pumps, switchboard, valve pit and telemetry requirement (GeoSCADA).	■
Tarana Water System	Renewal of one pump was undertaken to continue operation. Community consultation will commence in 2025/26 to gain community sentiment on the scheme and its future.	■

Water Mains Renewal

Water mains were renewed in McKenzie Street, Lidsdale Street, Oxley Street and Hume Avenue Wallerawang.



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

ACTION: Provide a secure and reliable **sewerage system** to residents of the Lithgow LGA.

SEWER PROGRAM

ACTION	PROGRESS COMMENT	STATUS
Completed projects	<ul style="list-style-type: none"> • Annual sewer vent replacement program – 3 vents replaced. • Annual Sewerage Testing for Illegal Connections Program – 171 inspections completed, 16 fails, 97 undetermined. • Upgraded the existing switchboard at the Cement Works Sewerage Pumping Station. • East Portland Sewerage Pumping Station bypass upgraded and decommissioned High Street Sewerage Pumping Station. • Maddox Lane, Wallerawang Sewerage Pumping Station was replaced with connection to 80 lots. • Annual Sewer Manhole and Assessment Program to assess condition and collect data for inclusion in the Asset Register and System. 	
Lithgow Sewerage Treatment Plant	<p>Design and commence construction of inlet works commenced with:</p> <ul style="list-style-type: none"> • Surveying of the profile of the inlet works is complete. • Design of screw piles is complete. • Preliminary excavations commenced. 	
Tweed Mills Sewerage Pumping Station	<p>Design of the high voltage upgrade has been approved, and contractor has commenced onsite.</p>	

Sludge Lagoon 1

Feasibility report received to allow for redundancy in sludge stabilisation, sludge storage, and breakdowns in mechanical dewatering system was received and being reviewed.



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

ACTION	PROGRESS COMMENT	STATUS
Playing fields are available for use except in exceptionally wet weather conditions.	All playing fields were maintained to a high standard and remained open for use throughout the year, except for Watsford Oval due to stormwater upgrade.	


Lithgow Golf Club

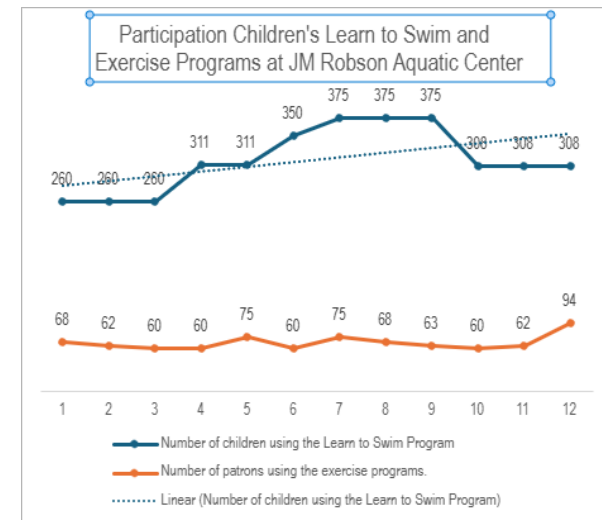
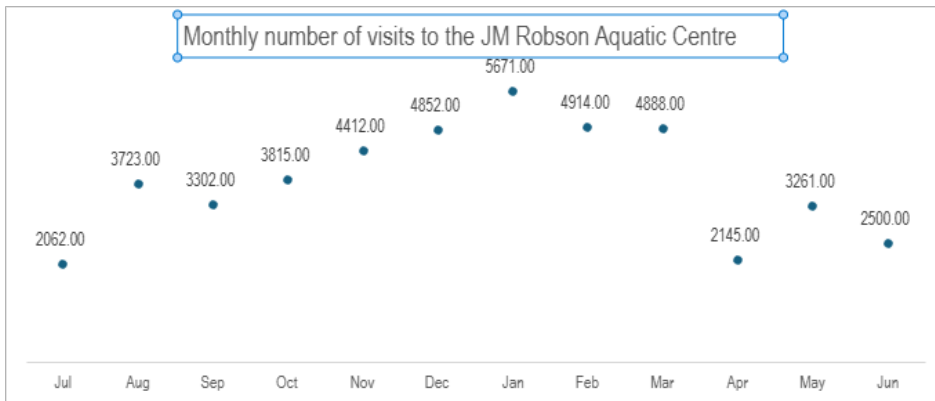
As resolved at the Council meeting held 28 January 2026, financial information pertaining to the property lease with Lithgow Golf Club Limited is summarised below.

- Lithgow Golf Club Limited generated a profit of \$72,138 and recorded net assets of \$486,063, including \$387,597 in cash and cash equivalents for the financial year ended 30 June 2025.
- In accordance with the lease agreement, 20% of any profit is to be paid to Council and \$14,427.60 was received during 2025/2026, an increase of 81%.
- Council received \$15,568.19 in rental income from Lithgow Golf Club and received \$6,674.14 in fees and water and sewer charges.
- Council remains responsible for the maintenance of the grounds and retains ownership of the assets, incurring \$439,440.90 in maintenance costs, depreciation and rates and annual charges, a 23% reduction.

COMMITMENT:

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


ACTION	PROGRESS COMMENT	STATUS
Develop and operate the JM Robson Aquatic Centre	Patronage at the Aquatic Centre remained consistent throughout 2024/25, supported by regular programs such as Learn to Swim and Water Aerobics. The recent installation of a sauna has positively impacted attendance. In partnership with the Central NSW Joint Organisation, Council investigated site-specific energy and cost-saving initiatives, identifying that the Outdoor facility could benefit from heat pumps with gas backup. Council will coordinate with energy providers to ensure adequate power supply for this upgrade.	
<p>2024/25 total visits</p> <p>45,445</p>		<p>2023/24 total visits</p> <p>42,706</p>
		<p>% increase</p> <p>6.4%</p>



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

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

PARKS AND GARDENS PROGRAM

ACTION	PROGRESS COMMENT	STATUS
Completed projects	<ul style="list-style-type: none"> • Blast Furnace Park – The lighting upgrade to enhance the site’s features and enable regular light shows was completed. Due to budget constraints the performance stage was removed from the scope. The project was launched in December 2024 with the Combined Churches Christmas Carols using the installed boardwalk as staging that the illuminated Blast Furnace as the backdrop. • A Conservation Management Plan for the Bowenfels Gun Emplacement Site was completed and received. <p>The following upgrades to Lake Pillans Wetlands were completed:</p> <ul style="list-style-type: none"> • Construction of an asphalt pavement carpark with parking for 11 vehicles including 2 accessible carparking spaces • Vehicle bollards to prevent vehicle access to the reserve • Widening existing pathways to pedestrian/cycle path standard where achievable. • Pathway gradient improvements for accessibility. • Landscaping works. • Kremer Park, Portland Retaining Wall replacement of existing sections and back filling behind the wall were completed in February 2025. • Improvements were made to the infrastructure and safety of the Lake Lyell Pontoon. • Maintained Dog Parks and parks and recreation areas across the LGA. 	

- Aged and non-compliant play equipment was replaced at **Lake Lyell and Glen Davis playgrounds**.
- Sandstone blocks, outdoors gym equipment and seating were installed along the **Farmers Creek Footpath**.
- The entry and carpark to **Watsford/Conran Oval** was sealed.
- **Queen Elizabeth Park** – An Exeloo was installed at the Children’s playground, which included a footpath construction, fencing and landscaping.

Not completed

Watsford Oval – Installation of an irrigation system has been deferred and pending future opportunities for grant funding.





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

ACTION	PROGRESS COMMENT	STATUS
Develop and maintain our cemeteries	<p>The following works were completed:</p> <ul style="list-style-type: none"> • Lithgow Cemetery - carpark renewed. • Hartley Cemetery – new front boundary fence. • Lithgow and Portland Cemeteries – Footpaths in the older sections. • Portland Cemetery <ul style="list-style-type: none"> • new park furniture and bins installed. • A successful funding application was submitted under the Loal Roads and Community Infrastructure Program which was used to upgrade the internal road. • New lawn beams for new development and extension of plots. • Requests for maintenance and cemetery improvement were dealt with in a timely manner. 	

Not completed	New signage to plot locations will be reconsidered in future budgets.	X
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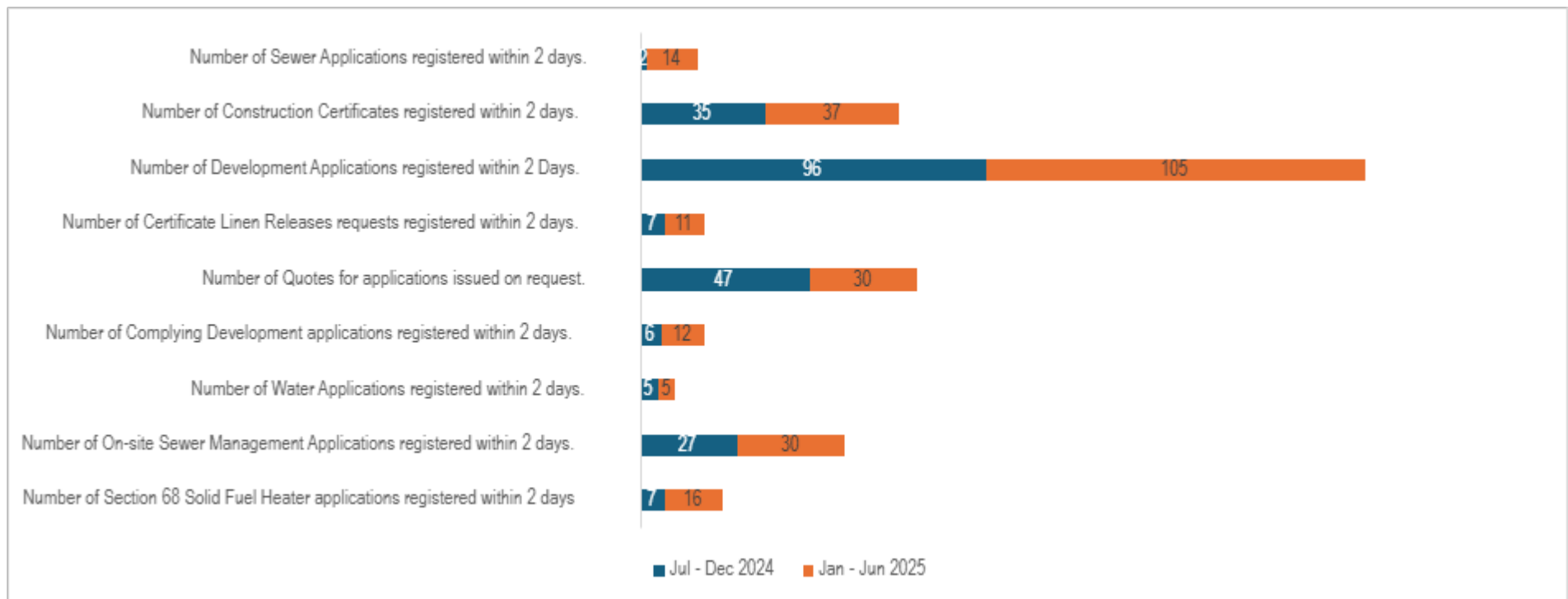
COMMITMENT: We will develop quality and affordable multi-purpose sporting and recreational facilities which encourage active, healthy lifestyles.

ACTION	PROGRESS COMMENT	STATUS
Maintain and upgrade community buildings and structures to meet the needs of the community and ensure commercial viability	<p>The following works were completed:</p> <ul style="list-style-type: none"> Year 1 of the multiyear project to update the Master Key system across all Council and public assets was completed. Upgrade staff amenities (upstairs bathrooms) in the Council Administration Building. The old public amenities on Cullen Street, Portland were replaced with a new Exeloo. 	
Not completed	<p>To be completed during 2025/26.</p> <ul style="list-style-type: none"> Installation of new kitchens and bathrooms and replacement flooring/tiles to 160 Mort Street Flats. Replacement of outdated office furniture with new ergonomic works stations. 	
Not completed	<p>The following projects have been placed on hold whilst the Council reviews draft office layout options:</p> <ul style="list-style-type: none"> Upgrade to the Customer Service area Construction of a staff breakout area above the carpark. 	X



OBJECTIVE: 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.

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

ACTION: Number of applications processed within the required timeframes.



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

ACTION	PROGRESS COMMENT	STATUS
<p>Advocate to ensure Lithgow’s housing growth by resolving the issue of traffic infrastructure requirements to service the Marrangaroo Urban Release Area (MURA) and then remaining undeveloped areas of South Bowenfels, including traffic lights at Col Drew Drive.</p>	<p>Council continues to work with Transport for NSW (TfNSW) to resolve access issues to the Great Western Highway at Marrangaroo. Ongoing advocacy to the Minister for Roads has influenced TfNSW’s position. Previously, a Controlled Access Road designation was thought to require a \$150 million grade-separated interchange to support development. TfNSW has now clarified that while additional intersections are prohibited, speed reductions and signalisation are permissible. Council will commission traffic engineers to assess the site and develop concept plans to progress the initiative.</p>	<p></p>
<p>Planning Agreements are negotiated and administered according to the adopted policy.</p>	<p>See pages 97-102.</p>	<p></p>



STRENGTHENING OUR ECONOMY

OUR COMMITMENT

We will attract new business and investment.

We will encourage economic growth and diversity.

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

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

We will plan and work in partnership with residents of new and emerging suburbs and towns to connect and evolve their own distinct neighbourhood spirit and character.

We will ensure new and emerging suburbs have high walkability, cycling infrastructure and green spaces.

We will plan new and emerging suburbs which are environmentally sustainable.

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

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

We will embrace new technologies, creativity and innovation to grow a network of vibrant, mixed-use centres and services.

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

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

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

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

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

We will work with our businesses to develop activation and promotional initiatives to create vibrant town centres in Lithgow, Wallerawang and Portland.

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


A diverse mix of residential, retail, cultural and other services will be found in our town centres.

Our town centres will be vibrant, safe and easy to get around, whether visiting by day or night.

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


ACTION	PROGRESS COMMENT	STATUS
We will facilitate and provide infrastructure and land to support residential, rural and economic growth.	<p>The following activities were undertaken:</p> <ul style="list-style-type: none"> • Scoping and the key stages of the procurement process to engage an external consultancy to prepare the Growth Management Strategy, progressed the Lithgow Housekeeping Planning Proposal was undertaken. The Growth Management Strategy will be undertaken in 2025/26. • The Draft Employment Lands Strategy (ELS) has been prepared by HillPDA. Council's internal project group has determined not to proceed with separate adoption of the Draft ELS pending completion of infrastructure servicing reports for identified high-priority employment lands and the integration of the ELS into the comprehensive Growth Management Strategy. • An initial assessment of the Greenspot Wallerawang Planning Proposal was completed. • Department of Planning, Housing & Infrastructure have advised that the Gateway Determination is awaiting executive endorsement for the Draft Housekeeping Planning Proposal to amend the Lithgow Local Environmental Plan 2014. • In June 2025, the Council met with Transport for NSW to further discuss a shared understanding of the transport issues associated with the Marrangaroo Urban Release Area as well as potential pathways to progress planning of the area. 	■




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

ACTION	PROGRESS COMMENT	STATUS
Implement the Smart Places RoadMap .	The Smart Places Roadmap was adopted by Council. The funding to construct a Chill-out Hub in Cook Street Plaza was redirected to upgrade the Council Chambers to improve digital accessibility.	
Submit applications for funding where applicable and delivery projects listed in the Lithgow Electric Vehicle Strategy .	The following projects were completed: <ul style="list-style-type: none"> • Council's EV Strategy is complete, has been publicly exhibited and endorsed by the Council. • 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. These are now installed and operational. • Two applications have been developed and submitted for EV Chargers at the Hartley Historic Village, and the Capertee Rest Stop. Council awaits feedback on these applications, which align with Lithgow’s Electric Vehicle Charging Strategy. 	


OBJECTIVE: 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.

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

ACTION	PROGRESS COMMENT	STATUS
<p>Develop and promote an engaging and accessible visitor experience at Eskbank House Museum.</p> <p>2,250 people visited Eskbank House Museum in 2024/2025.</p>	<p>Eskbank House Museum provides an accessible and engaging visitor experience supported by dedicated staff and volunteers, enabling the museum to operate five days a week and attract local visitors, tourists, and group tours. The museum delivers guided tours, community events, and access to its gardens and grounds, complemented by permanent and rotating exhibitions, electronic storytelling, and in-house visual displays highlighting Lithgow’s heritage.</p> <p>Capital works on the outbuildings have been completed, and conservation specialists have been engaged to remediate salination damage to the original 1840s flagstone veranda. An accessibility audit has been commissioned. To support the expansion of programs for children and young people, the Museum Development Officer (MDO) and volunteers attended training on school group engagement.</p> <p>A range of public programs and community events were delivered, including: an Afternoon Tea with the Pollinators, the annual Chifley College Senior Campus visit, two Lithgow City Council functions, environmental workshops in Mary’s Garden (the Community Heritage Garden), and participation in the Lithgow Heritage Garden Trail.</p> <p>Three exhibitions were presented: <i>Smart Inventions: Technology Before the Smartphone</i>; <i>Marking Time: 200 Years of History in the Seven Valleys of Lithgow</i>; and an International Women’s Day 2025 exhibition featuring objects and archives of Australian cricketer Thelma McKenzie. The museum also hosted a Mortlock Family Descendants’ Reunion, which included a guided tour, an oral history session, and morning tea in the grounds.</p>	<p></p>

Best practice collection care and engagement strategies implemented for the Eskbank House Museum Collection .	Eskbank House Museum maintains an ongoing commitment to best-practice collection care, supported by regular training, updated procedures, and guidance from Museum Advisors. The museum actively promotes its collections and heritage garden through electronic storytelling, social media posts, and internally curated exhibitions that feed into AV displays and are linked to the museum website.	
The Museums Advisory Program continues to work with Eskbank House Museum and other museums to preserve and promote local history collections	The Museum Advisor Program is an initiative of NSW Museums and Galleries. This program operates on a 50/50 grant, funded by NSW Museums and Galleries and Lithgow City Council. This joint program provides 20 days of professional service and advice from professional Museum Advisors and is available to all the Museums and other cultural and heritage organisations in the Lithgow LGA.	
Provide support for cultural organisations in the development and promotion of cultural activities.	<p>The Cultural Development Coordinator strengthened regional cultural networks by working closely with Arts OutWest, attending its advisory committee meetings, and participating in local museum meetings facilitated by the Museum Advisor to foster collaboration. The coordinator also engaged regularly with the Seven Valleys Creative Forum and the Greater Lithgow Creative Arts Committee.</p> <p>The MDO and volunteers attended four local museum meetings coordinated by the Museum Advisor in 2024–2025. The MDO additionally participated in the Blue Mountains Association of Cultural Heritage Organisations biannual conference in Katoomba and the Museums and Galleries annual regional stakeholders’ meetings in Sydney.</p>	

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


ACTION	PROGRESS COMMENT	STATUS
Develop and promote Seven Valleys Tourism	The Seven Valleys Visitor Information Centre operated daily throughout the year, excluding Christmas Day, providing visitors with in-house collateral, printed guides, and digital resources via QR codes and the website. Positive feedback was received through in-house surveys, social media channels, and Google reviews. Social media campaigns successfully directed visitors to the website and supported broader visitor dispersal and local spending.	

28,164

people visited the Visitor Information Centre in 2024/2025.


Grant opportunities continue to be monitored to support initiatives within the Seven Valleys Destination Management Plan. By June 2025, a grant application for Lithgow Halloween had been submitted, and Council provided support for the Capertee International Bird Festival’s application under the Regional Event Fund Flagship and Incubator programs.

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


ACTION	PROGRESS COMMENT	STATUS
Work with larger industries to ensure retention and employment in the LGA.	Centennial Coal and Energy Australia have played a role in supporting technical and strategic working groups in planning for labour market change and energy transition. The NSW Government 2025 allocated substantial funding to Future Jobs and Investment Authorities (FIJA) in the 2025 budget. Further guidance is awaited on the implementation of the FIJA.	

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



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

ACTION	PROGRESS COMMENT	STATUS
Develop and promote programs to market the Lithgow region to attract investment and development.	<p>Programs to market the Lithgow region to attract investment and development will be included in the 2025/26 LEEP Action Plan Refresh. The Council continues to strongly advocate for targeted government intervention to advance business development and investment opportunities in Lithgow.</p> <p>Advocacy efforts have included direct engagement with Ministers, government agencies and the formation of strategic working groups under the LEEP initiative. Council also works closely with infrastructure developers and project proponents to support project delivery and ensure that associated benefits are effectively captured within the local government area.</p>	

COMMITMENT: **We will** grow our visitor economy by developing partnerships and opportunities that enhance and strengthen iconic events, distinct local attractions and the use of major venues.

ACTION	PROGRESS COMMENT	STATUS
Develop and activate the Union Theatre and Union Theatre Gallery .	<p>Council secured grant funding to deliver the Connecting Seniors program at the Union Theatre, running through the end of the year. An application was also submitted to Create NSW for business development and program funding for 2026–2027. A user database is being developed to support communication and the creation of a Friends of the Theatre program. A programming strategy will be developed as part of the Strategic Business Plan for the Lithgow Union Theatre and Gallery.</p> <p>The Union Theatre kitchen upgrade has been completed.</p> <p>The Lithgow Union Theatre and Gallery had 7 bookings in the last 6 months, including Puppetry and Movement workshop, Hub fest, Ahn Do, First Wednesday club cabaret and Musical Society show. The Waste-2-Art exhibition was displayed in the Gallery.</p>	

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

ACTION	PROGRESS COMMENT	STATUS
Develop and deliver an endorsed Events Strategy	<p>During 2024–25, Council successfully delivered Australia Day, Halloween, and the inaugural Christmas Concert at Tony Luchetti Sportsground. LithGlow was cancelled due to extreme wet weather, with funding redirected to support the Christmas Concert.</p> <p>The 2025–26 events budget of \$250,000 was reviewed by the Events Working Party, comprising administration staff and Councillors. Lithgow Halloween was retained with a reduced budget, and LithGlow was replaced by a Christmas Concert. The remaining funds were allocated to externally organised events, supporting LCC Events’ strategic focus on local engagement and boosting the visitor economy. An expression of interest process for new events received 22 applications, with four events selected for financial support.</p> <p>Professional support has been provided to Wallerawang Lidsdale Progress Association for the New Year's Eve Fireworks Event. Advice has also been given to a potential new Ironfest event, Daffodils at Rydal Festival, Lithgow Show and supported Rydal Show, Ridgy Didge, and JetBlack 24-hour mountain bike race.</p> <p>Council also secured three years of funding through the Transport for NSW Open Streets Program to host a festival activating public spaces, supporting local businesses, and celebrating the region’s unique identity in the CBD, commencing in 2026.</p>	
Sporting events attracted to the region.	<p>Council, through the Sports Advisory Committee, actively engages with local sporting organisations to promote youth participation in sport. At the Aquatic Centre, this includes the introduction of two higher tiers of Swim Squad training, fully funded by Council.</p>	



GOVERNANCE AND CIVIC LEADERSHIP

OUR COMMITMENT

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

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

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

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

We implement opportunities for organisational improvement.

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

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

Our community leaders will work together to deliver the best possible results for the community.




Council's leadership and decision making will reflect the diversity of our community.





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

Community awareness and understanding of Council services and long-term plans will be increased


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

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



ACTION	PROGRESS COMMENT	STATUS
Continue to implement the Strategic Asset Management Plan .	Council’s consultants have delivered final Asset Management Plans for Open Spaces, Transport, Buildings, and Stormwater. A newly appointed Assets System Officer is reviewing these documents for currency, with amendments planned. Each plan will be presented to the Infrastructure Committee in late 2025 prior to Public Exhibition. The updated information will also inform the revision of Council’s Strategic Asset Management Plan, scheduled for adoption in 2025.	
Review and update the Integrated Planning & Reporting Framework (IPR) within legislative time frames	The Community Strategic Plan, Delivery Program and Operational Plan were adopted by the Council on 30 June 2025, with these reporting requirements undertaken in accordance with the legislative requirements.	
Continue to embed the culture of Enterprise Risk Management (ERM) throughout the Council	<p>Council has selected the PPLG module from Technology1 for Integrated Planning and Reporting (IPR) and risk management, with implementation scheduled to commence in August–September 2025.</p> <p>Risk management activities included ERM training for the ELT and Risk Managers, with additional statewide training provided to strengthen risk assessment for assets such as buildings and playgrounds. The Enterprise Risk Committee (ERC) Charter has been completed, and meetings are held every six weeks.</p> <p>Eight Business Continuity Plans (BCPs) for major risk areas have been completed and will be reviewed with the BCP committee. Plans for remaining medium- and low-risk areas are in development, prioritising medium-risk areas. Discussion is ongoing between IT and CIAnywhere regarding the Risk Management module to populate risk registers, Safe Work Procedures (SWPs), BCPs, and compliance actions, with anticipated implementation after completion of the inventory module in April, 2026.</p>	

	Procurement Audit action items are being progressed. The Internal Audit charter has been adopted by Council, and the model is under review as a Standard Working Procedure 5.9. Audit & Risk Improvement Committee (ARIC) terms of reference have been adopted. An external provider for internal audit has been appointed	
Disability Inclusion Action Plan Annual Report prepared.	Reported to the November Council meeting. Notification sent to the Communities and Justice NSW and Office of Local Government.	
Annual Financial Statements prepared, audited, and lodged with the Office of Local Government.	Lodged on 30 October 2024 and made available on Council's website .	
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.	The Administration has a 6-year strategy to replace almost all aged plant an equipment. This was year 3 of the proposal. Amongst many small plant items, other large items purchased, were: <ol style="list-style-type: none"> 1. Two backhoes 2. A 15-tonne roller 3. A zero-turn mower 4. Toro fields mower 5. An 8-tonne excavator 6. Two bulk water tankers 	
Continue to identify and implement the Our Place, Our Future Financial Sustainability Plan & Productivity Improvements Program	Council developed the 2025/2026 Original Budget with a balanced bottom-line result and a \$1.1M operating surplus before capital grants and contributions, and in line with key financial sustainability benchmarks. Works commenced on reviewing the fees and charges for Sporting Fields and Recreational Facilities to ensure appropriate recovery of costs. Council sought a range of grant opportunities, reflected in almost \$24M in grant income being received. Capital works were focused on renewal of new or upgraded works. There were substantial improvements recorded in infrastructure asset ratios as outlined in Council's Financial Statements. A comprehensive condition assessment of the road network was completed and substantial progress made in the development of an optimal renewal program. Organisational values commenced being reviewed and review, implementation and training in key procedures to build capacity and develop a supportive and productive organisational culture. Key financial applications have been transferred to an online platform with enhanced capabilities, online access and improved security. Farmland Rating Policy and implementation plan adopted by Council.	


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

ACTION	PROGRESS COMMENT	STATUS
Undertake Service Delivery reviews and implement recommendations to improve productivity throughout the council.	The 2025/26 Operational Plan was developed in accordance with the Service Planning Framework, further embedding the linkages between Council Services and the Community Strategic Plan across the organisation and within the community. Based on the recommendations of the Service Plans by CT Management, Service Reviews of Eskbank House Museum and Tourism have been included in the 2025/26 Operational Plan.	

COMMITMENT: Our workforce system and processes will support high performance and optimal service delivery for our community.


ACTION	PROGRESS COMMENT	STATUS
Implement the Workforce Plan .	During 2024–25, Council made significant progress in workforce development, focusing on staff training, upskilling, and overall health and wellbeing. This included implementing the Council’s Training Plan and developing a Psychosocial Strategy and Action Plan informed by extensive workforce consultation. Progress was also made toward reviewing and aligning Council values across policies, processes, and upcoming training initiatives. Capacity-building efforts included targeted recruitment and retention strategies, such as exploring new job markets, developing junior and trainee staff, and creating or modifying roles to support Council’s long-term strategic objectives.	
Ensure Council develops and improves information technology and communication systems to meet the organisation's requirements.	The Enterprise Cash Receipting project is nearing completion in preparation for the CIA Live project. Implementation of Enterprise Receipting is progressing and will provide the necessary foundation for the upcoming CIA Live transition. In addition, a new phone system has been deployed, and critical disaster recovery infrastructure has been renewed.	

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


ACTION	PROGRESS COMMENT	STATUS
Work with all NSW Councils to advocate for sustainable local government.	Council has actively participated in the activities of the Central NSW Joint Organisation, engaged with neighbouring Councils, and attended the Local Government NSW Conference. Council continues to advocate for substantial review and reform of local government funding arrangements. Capacity-building initiatives have focused on targeted recruitment and retention strategies, including exploring new job markets, strengthening junior and trainee development pathways, and creating or modifying roles to support Council's long-term strategic objectives. The General Manager has also accepted the lead role in the Financial Sustainability Working Group within the Central NSW Joint Organisation.	

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




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

ACTION	PROGRESS COMMENT	STATUS
Continue to conduct the business of the council in a transparent and democratic manner	<p>Conducting the business of Council in a transparent and democratic manner was delivered as part of the Councillor induction program for the new Council term.</p> <ul style="list-style-type: none"> • Council meetings were held monthly. • An extra Ordinary meeting of Council was held on 5 March 2025. 	

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

ACTION	PROGRESS COMMENT	STATUS
Disseminate concise and effective information to the community about the Council's programs, policies, and activities.	<p>2024/25 has seen the consistent delivery of communications activities across multiple channels to improve engagement and understanding on Council activities, including proposed works, changes to policy, events, exhibition periods and other important information that benefits the community and increases engagement with the Council.</p> <p>Council continues to increase clarity and timeliness of messaging and to build the communication capacity across the whole Council. This includes further integration into departmental meetings and engagement with internal Council teams.</p> <p>The communications team have streamlined processes, including the development of forms that allow internal stakeholders to seamlessly create event listings, which reduces double handling between departments.</p> <p>With a dedicated Communications Officer, Council has been able to develop a broad suite of media engagements, including spots on local and regional radio stations, Television News interviews, and printed editorial, to deliver information to the community across multiple mediums. This included:</p> <ul style="list-style-type: none"> • 9 Council Hot Minute Interviews (Mini Podcasts on 2LT and MOVE FM providing the community with information on a variety of topics including Council's Destination Action Plan, Water, Waste and Wastewater projects, introducing the new General Manager, Ross Gurney and Councils Director of Finance and Governance, Vanessa Browning and Infrastructure projects and the 2026/27 Operational Plan. • Monthly on-air interviews are conducted for the 'Ask Roz' program discussing Council's signature events and cultural programming. • Fortnightly radio interviews are conducted with the mayor on both 2LT/MOVEFM and 2BS Bathurst. 	

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

ACTION	PROGRESS COMMENT	STATUS
Provide staff with awareness, tools and knowledge to assist them in meeting their governance and statutory compliance obligations.	Staff have been provided with summarised information emails on Conflict of Interest (COI), Public Interest Disclosure (PID), and Fraud and Corruption Control, including links to the LCC Hub and relevant external resources such as the NSW Ombudsman. A separate COI information email was issued to Purchasing staff to emphasise elevated risk areas, particularly in relation to tendering. Staff have been reminded to comply with the Tendering Guidelines for NSW Local Government and Council's Fraud and Corruption Control Policy. A Conflict-of-Interest Policy has been drafted and will be presented as a Standard Working Procedure.	
Carry out governance functions, provide advice and conduct education programs to comply with legislation and best practice.	The Delegation's Register was adopted by Council at the Meeting held on 30 June 2025. Staff have been provided with information on Public Interest Disclosure (PID), Conflict of Interest (COI), and Fraud and Corruption Control, along with links to relevant internal and external resources. Individual advice on COI and PID has been provided to staff where it was requested to provide further guidance and clarification. Current efforts are focused on enhancing Council's procurement guidelines and frameworks.	
Create or review policies identified as required or due for review. Place all policies where there are material changes on public exhibition.	Policies that have become due have been reviewed and implemented according to policy	



STATUTORY REQUIREMENTS

The following information has prepared in accordance with the Office of Local Government NSW checklist.

Anti-slavery Statement

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

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

Introduction

This Modern Slavery Statement is provided by Council in accordance with Section 428 (4) of the NSW Local Government Act 1993. This Statement outlines Council's commitment to combatting modern slavery and the measures we have implemented during this reporting period to reduce the risk of our procurement activities resulting in or contributing to human rights violations.

Organisational Structure and Supply Chain

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

Council's compliance with Modern Slavery is being supported regionally through the Central NSW Joint Organisation (CNSWJO). CNSWJO has a dedicated resource to support procurement, including compliance with Modern Slavery Legislation.

A central database has been developed using information on suppliers provided by

member Councils. The database identifies medium and high-risk suppliers.

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

Policy

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

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

Steps taken

To ensure that goods and services procured by and for Council during the 24/25 year were not the product of Modern Slavery, Council

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

Public information disclosures and formal access applications

Public Interest Disclosures Act 1994 –
Section 31

Public Interest Disclosures
Regulation 2011 - clause 4

Government Information (Public
Access) Act 2009 – section 125

Government Information (Public
Access) Regulation 2018 – clause 8

Public information disclosures

There were no public interest disclosures received by Council.

Formal access applications

During the 2024/25 reporting period, Council received a total of 12 formal access applications.

Environmental upgrade agreements

Local Government Act 1993 – Section 54(d)

Council did not enter into any Environmental Upgrade Agreements during 2024/25.

Resolutions concerning works carried out on private land

Local Government (General) Regulation 2021 –
Section 217

Local Government Act 1993 – Section 67

Stormwater improvement works to the driveway at Seclusions, at 209 Martins Road. The works included the reshaping of the driveway immediately within the boundary to deflect water from the driveway to a dam within the property. The main purpose of the work was to stop the erosion of the driveway apron and the drain immediately downstream from the driveway. This allowed Council to create a better space for the busses carrying visitors to and from the venue to alight passengers safely.

The works were undertaken by Gracey Earthmoving and Excavations between 5-12 December 2024.

Audited Financial Reports

Local Government Act 1993 – Section 428

Local Government (General) Regulation 2021
Clause 132

A full set of audited financial statements, as required under the Local Government Act, are available on Council's [website](#).

Statement of all external bodies that exercised functions delegated by council

Local Government (General) Regulation 2021 –
Section 217

There were no functions delegated by the Council to external bodies during 2024/25.

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

Local Government (General Regulation 2021 – Section 217

Council was a party to the following partnerships, Cooperatives, Joint Ventures and other bodies throughout 2024/25:

- Central Tablelands Weeds Authority
- Central NSW Joint Organisation
- Lithgow Community Health and Dolly Parton Imagination Library
- Netwaste
- State Library of NSW
- Service Australia
- Water NSW

The Council did not hold a controlling interest in any company, partnership, trust, joint venture or syndicate in 2024/25.

Rates and charges written off

Local Government (General) Regulation 2021 –
Section 132

Type of Rate/charge	Estimated Yield (\$)
Pensioner Rebate - Ordinary Rates Mandatory	336,198.64
Pensioner Rebate - Ordinary Rates Council Policy	110,522.56
Pensioner Rebate - Sewerage Charges Mandatory	161,680.63
Pensioner Rebate - Water Charges Mandatory	168,855.65
Pensioner Rebate-Water Charges Council Policy	259,625.15
Pensioner Rebate - Domestic Waste Mandatory	219,607.23
Total	1,256,489.86

Stormwater management

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

The stormwater levy for 2024/2025 remained at \$25 per residential assessment, \$12.50 per strata unit and \$25 per 350 square metres or part thereof for businesses with a cap on business properties of \$1,500. Income raised from the stormwater charge has been allocated to both capital and recurrent projects relating to new or additional stormwater management services including:

- Construction & maintenance of drainage systems, pipes, basins & waterways
- Stormwater treatment

- Stormwater reuse projects
- Stormwater pollution education campaigns
- Inspection of commercial & industrial premises for stormwater pollution prevention
- Stormwater pollution incidents
- Water quality
- Flood management
- Stormwater Management

Type	Stormwater charges - charge (\$)	Estimated Yield (\$)
Stormwater Management Services	237,625.04	237,625.04

Rates

Special Rate Variation

Council’s approved SRV, which commenced on 1 July 2023, continued during the 2024–25 financial year. The SRV was implemented to strengthen Council’s long-term financial sustainability, maintain service levels, reduce infrastructure backlogs, and increase investment in asset renewal in line with Council’s Integrated Planning and Reporting framework.

In 2024–25, Council raised \$6.5 million in SRV income, including the approved rate peg increase and the additional SRV component. This income formed part of Council’s general income and was applied in accordance with the approved SRV purpose and categories.

SRV funds supported a range of operating and capital activities, including transport and stormwater asset maintenance, renewal of priority infrastructure, and organisational capacity initiatives. During the year, \$5.9 million was expended on SRV-funded programs. Some SRV funds were held over to support the planned, multi-year delivery of the SRV program, consistent with approved project timing and impact of resourcing constraints.

The SRV continues to support Council’s ability to maintain essential services, progress infrastructure renewal, and deliver outcomes aligned with Council’s Long-Term Financial Plan and asset management priorities.

The table over page summarises the application of SRV funds during the 2024–25 financial year.

Special Rate Variation Category	Expenditure	Expenditure
	2024–25	2024–25
	(\$)	(\$)
Operating Expenditure		
General Asset Transport Maintenance	1,865,841	
Asset Inspection Resources		35,753
Sealed Road Preventative Maintenance		1,546,338
High Risk Road Safety Signage & Barriers		134,750
Roadside Weed Spraying		149,000
General Asset Stormwater Maintenance	301,436	
Urban Kerb and Gutter Replacement		156,750
Rural Roadside Drain Reformation		144,646
General Other Asset Classes Maintenance	385,372	
Natural Area Management Resources		102,653
Natural Area Projects		32,719
Community Buildings Maintenance		107,383
Playground Maintenance and Repairs		142,617

Special Rate Variation Category	Expenditure	Expenditure
	2024–25	2024–25
	(\$)	(\$)
Governance and Strategy Capacity	146,173	
Governance & Risk Staff Resources		142,475
Governance & Risk Improvement Program		3,698
Capacity Building	21,275	
Service Planning – Administration		12,040
Capacity Building – Employees		9,235
Transitions Management	1,115,328	
LEEP Staff Resources		467,115
LEEP Priority Actions		138,652
Adaptive Skills Hub		250,000
Place Branding Strategy and Marketing Plan		149,561
Halloween Event		110,000
Subtotal – Operating	3,835,425	

Special Rate Variation Category	Expenditure	Expenditure
	2024–25	2024–25
	(\$)	(\$)
Capital Expenditure		
Roads Renewal	1,107,706	
Lithgow Street, Lithgow		430,632
High Street, Portland		372,595
Musket Parade, Lithgow		304,479
Stormwater Drainage Renewal	173,210	
Kerb and Gutter Renewal		173,210
Other Asset Classes Renewal	511,221	
Playground Renewal and Safety		140,774
Main Street Footpath Improvements		370,447
Subtotal – Capital	1,792,137	

Special Rate Variation Category	Expenditure 2024–25 (\$)	Expenditure 2024–25 (\$)
Contingency Reserve		
Contingency Reserve Spend (used for DRFA shortfall)	261,250	
Subtotal – Contingency Reserve	261,250	
SRV Reserve		
Transfer to Restricted SRV Reserve	644,385	
TOTAL SRV FUNDS – 2024–25	6,533,196	

Awarded contracts greater than \$150,000 in value

Local Government (General) Regulation 2021 –
Section 217

Contractor	Goods & Services Provided	Amount payable under the contract (excluding GST)
Artefact Heritage Services Pty Ltd	Constructability & Value Management Specialists – Wolgan Road	\$235,739.00
North Projects Pty Ltd	Estimating, Risk and Schedule Specialists – Wolgan Road Reconstruction Project	\$281,750.00
A Abrahams & Other trading as Lander & Rogers	Property Acquisition Specialists – Wolgan Road	\$252,000.00
BD Infrastructure Pty Ltd	Environment & Sustainability and Communication & Stakeholder Specialists Wolgan Road Reconstruction Project	\$583,730.00
GHD Pty Ltd	Technical Subject Matter Experts Wolgan Road Reconstruction Project	\$526,738.00
Solve Civil	Portland/Sunny Corner Road Bus Stop & Related Civil Works	\$267,730.85
WSP Pty Ltd	Concept Design and Environmental Assessment Services - Wolgan Road Reconstruction Project	\$5,955,810.00
SNG Engineering Pty Ltd	Detailed Design & Construction of Sweet Briar Sewage Pumping Station	\$2,269,007.40
Interflow Pty Ltd	Sewer Mains Relining	\$672,420.60
H&S Maintenance Pty Ltd	Watermains Cleaning Program	\$252,605.76
Precision Civil Infrastructure Pty Ltd	Lithgow STP Inlet Works Design and Construction – Stage 2	\$2,363,826.67
Amp Engineering Pty Limited	Construction of Retaining Walls – Kremer Park, Portland	\$452,116.11
JR & EG Richards (NSW) Pty Ltd	Waste Management Services - Part A	\$2,692,152 per annum
Australian Native Landscapes Pty Ltd	Waste Management Services - Part B	\$317,200 per annum

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

Local Government (General)
Regulation 2021 – Section 217

Matter	Amount	Progress or outcome
Stewart v LCC	\$6,347	Court found in favour of Mr Stewart. Did not proceed with Sale of Land for Unpaid Rates.
LCC ats Lake Lyell Recreation Park Ltd – NSWSC 2024/00281957	\$64,617	Renewal of Caretaker Agreement. Settled out of court, with Council ordered to cover Plaintiff's costs.
Lewis and Ors on behalf of the Warrabinga Wiradjuri People #7	\$1,028	LCC is a respondent to Native Title Claim Warrabinga-Wiradjuri # 7 in the Federal Court. The amount encompasses monitoring the matter, communications and all incidental matters.
LCC v M R Single	\$19,390	The matter was settled by Council's insurers in favour of Mr Single.
LCC ats Elder	\$6,578	Application under Privacy and Personal Information Act 1998 at NSW Civil and Administrative Tribunal 24/408648. Court found in favour of Ms Elder.

Financial assistance and summary of amounts granted to financially assist others

Local Government (General)
Regulation 2021 – Section 217
Local Government Act 1993 - Section
356

Financial Assistance Round 1

Organisation	Project and description	Amount
Tarana Tanker Trailers	Tarana Tanker Trailer Registrations	\$1,400
Rydal & District Agricultural Horticultural Pastoral Association Inc	Rydal Show 2025	\$ 1,000
Nanna's Touch Community Connection	Nanna's Touch Food Program	\$ 1,064
Walanbang Malungang	Portland Drop-In Space for BBQs and activities	\$ 1,000
Mingaan	NAIDOC event 2024	\$ 2,000
Lithgow Branch of the Red Cross	110 Year Celebration	\$ 500
Lithgow Cares Coalition	Domestic and Family Violence Prevention event	\$ 2,000
Wallerawang Lidsdale Progress Association	New Years Eve Fireworks	\$10,000
Arts Out West	Arts & Cultural Development Services	\$14,000
Lithgow Show	Lithgow Show Financial Assistance	\$15,000
Portland Community Pool	Portland Community Pool financial assistance	\$42,680
	Total	\$90,644

Financial Assistance Round 2

Organisation	Project and description	Amount
First Australian Muzzle Loading Gun, Rifle & Pistol Club and Lithgow Valley Archers	Reimbursement of Rates	\$1,000
Lithgow District Car Club	Reimbursement of Rates	\$1,000
Walanbang Malungang	Portland Drop-In Space for BBQs and activities	\$1,500
Capertee and District Progress Association	Purchase of catering items to hold events	\$400
Mountains Youth Services	Easter School Holiday Event	\$2,000
Lithgow Flash Dragons Boat Club	Assistance with equipment and maintenance	\$1,000
Blue Mountains Historical Society	Blue Mountains Rail Trail Brochure	\$590
Lithgow View Club	Purchase of Laptop and software	\$1,000
Lithgow Information and Neighborhood Centre	Tea party events at Wallerawang Library	\$480
Lithgow Event Series Partnership between the Event Co	Provide events to promote local artists	\$1,500
	Total	\$10,470

Statement of activities implemented under the Equal Employment Opportunities (EEO) Management Plan

Local Government (General)
Regulation 2021 – Section 217

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

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

Total number of persons who performed paid work

Local Government (General)
Regulation 2021 – Section 217

Audit completed on Wednesday, 4 December 2024.

Permanent full time:	163
Permanent part time:	43
Casual basis:	74
Fixed term contract:	7
Persons employed by the council as senior staff members:	4
Persons engaged by the council, under a contract or other arrangement with the person’s employer, wholly or principally for the labour of the person:	7
Persons supplied to the council, under a contract or other arrangement with the person’s employer, as an apprentice or trainee:	13

Total remuneration packages of all senior staff members

Local Government (General)
Regulation 2021 – Section 217

In the year 2024/25, Ross Gurney was the General Manager. Matthew Trapp, Jonathon Edgecombe, Vanessa Browning and Shaun Elwood were the senior staff members.

Statement of the total remuneration package of the general manager	
Salary component	\$269,109.60
Bonuses	Nil
employer’s contribution or salary sacrifice to any superannuation scheme	\$27,732.49
Non-cash benefits	Nil
Fringe Benefits Tax on non-cash benefits tax	\$1,617.15

Statement of the total remuneration packages of all senior staff members (other than general manager), expressed as the total	
Salary component	\$761,660.19
Bonuses	Nil
employer’s contribution or salary sacrifice to any superannuation scheme	\$87,642.35
Non-cash benefits	Nil
Fringe Benefits Tax on non-cash benefits tax	\$5,436.61

Councillor training and ongoing professional development

Local Government (General)
Regulation 2021 – Section 186

The tables below outline training and professional development councillors participated in during 2024/25 financial year.

Cr Cassandra Coleman, Mayor

Course	Attended	Date	Location	Cost (inclusive) \$
Media Training - Nick Bennett Betnick Media	Yes	22-Oct-24	Council - Committee Room	693.00
Leadership /Executive Coaching - Kirsten Brumby x 6 Sessions	Yes	7-Nov-24	Mayors Officer	1,320.00
Managing Media for Councillors - LGNSW	Yes	11-Dec-24	Online	462.00
Mayoral Induction Training - LGNSW	Yes	4-Dec-24	Council - GM Meeting Room	4,950.00
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
LGNSW Professionals Ethics Training for Councillors	Yes	26 March & 7 April	Lithgow	633.33

Cr Steve Ring, Deputy Mayor

Course	Attended	Date	Location	Cost (Inclusive) \$
Media Training - Nick Bennett Betnick Media	Yes	22-Oct-24	Council Committee Room	693.00
Mayoral Induction Training - LGNSW (Incl in Mayor costs)	Yes	4-Oct-24	Council GM meeting Room	-
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
OLG Webinar - Town Water Services; a Councillors responsibility	Yes	20-Feb-25	Online	-
LGNSW - Affordable Housing Induction for Councillors	Yes	13-Mar-25	Online	140.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00

LGNSW Financial Sustainability	Yes	28-Mar-25	Sydney	540.00
		26 March and		
LGNSW Professionals Ethics Training for Councillors	Yes	7 April 2025	Lithgow	633.33
LG Assurance Forum	Yes	1-Oct-24	online	735.00

Cr Eric Mahony

Course	Attended	Date	Location	Cost (Inclusive) \$
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
		26 March & 7		
LGNSW Professionals Ethics Training for Councillors	Yes	April	Lithgow	633.33

Cr Maree Statham

Course	Attended	Date	Location	Cost (Inclusive) \$
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
		26 March & 7		
LGNSW Professionals Ethics Training for Councillors	Yes	April	Lithgow	633.33

Cr Martin Ticehurst

Course	Attended	Date	Location	Cost (Inclusive) \$
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
LGNSW Professionals Ethics Training for Councillors	Yes	26 March & 7 April	Lithgow	633.33

Cr Darryl Goodwin

Course	Attended	Date	Location	Cost (Inclusive) \$
LGNSW Professionals Ethics Training for Councillors	Yes	26 March & 7 April	Lithgow	\$633.33
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	\$394.00

Cr Ray Smith

Course	Attended	Date	Location	Cost (Inclusive) \$
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
LGNSW Professionals Ethics Training for Councillors	Yes	26 March & 7 April	Lithgow	633.33

Cr Tom Evangelidis

Course	Attended	Date	Location	Cost (Inclusive) \$
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	\$394.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
LGNSW Professionals Ethics Training for Councillors	Yes	26 March & 7 April	Lithgow	\$ 633.33

Cr Elizabeth Fredericks

Course	Attended	Date	Location	Cost (Inclusive) \$
Understanding LG Finances for Councillors	Yes	20-Jan-25	Online	420.00
Managing Media for Councillors - LGNSW	Yes	21-Jan-25	Online	462.00
Planning for Councillors - LGNSW	Yes	19-Mar-25	Maldhan Ngurr Ngurra	394.00
Finance for Councillors - LGNSW	Yes	21-Jan-25	Online	420.00
Social Media for Councillors - LGNSW	Yes	20-Jan-25	Online	462.00
Present yourself and Your ideas positively LGNSW	Yes	3-Mar-25	Online	622.00
LGNSW Rural and Regional Summit 2025	Yes	8-May-25	Sydney	540.00
LGNSW Professionals Ethics Training for Councillors	Yes	26 March & 7 April	Lithgow	633.33

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

Local Government (General)
Regulation 2021 – Section 217

The table below outlines payment of expenses and the provision of facilities to councillors in relation to their civic functions during 2024/25.

	Cr Statham	Cr Coleman	Cr Fredericks	Cr Goodwin	Cr Ticehurst	Cr Mahony	Cr Evangelidis	Cr Smith	Cr Ring
Councillor fees	14,027.41	14,027.41	10,986.31	14,027.41	10,986.31	14,027.41	10,986.31	10,986.31	14,027.41
Mayoral fees	6,440.04	23,265.38	-	-	-	-	-	-	-
Councillor meeting expenses	-	-	-	-	-	-	-	-	1,787.76
Seminar expenses	1,788.62	5,319.75	-	-	-	-	-	-	3,858.85
Provision of vehicle	522.72	2,254.65	-	-	-	-	-	-	-
Membership subscription	-	-	-	-	-	-	-	-	-
Misc expenses	119.39	720.83	60.00	-	60.00	-	60.00	60.00	405.30
Office equipment	3,916.85	4,030.85	3,859.85	3,859.85	3,859.85	3,859.85	3,859.85	3,859.85	3,859.85
Training	2,929.29	8,859.29	3,349.29	2,929.29	2,929.29	2,929.29	2,929.29	2,929.29	3,979.29
TOTAL	29,744.32	58,478.16	18,255.45	20,816.55	17,835.45	20,816.55	17,835.45	17,835.45	27,918.46

Companion Animals

In 2024/25 the council spent \$278,264.63 on companion animal management and activities. In compliance with section 64 of the Companion Animals Act 1988 (CA Act), prior to euthanising, the council:

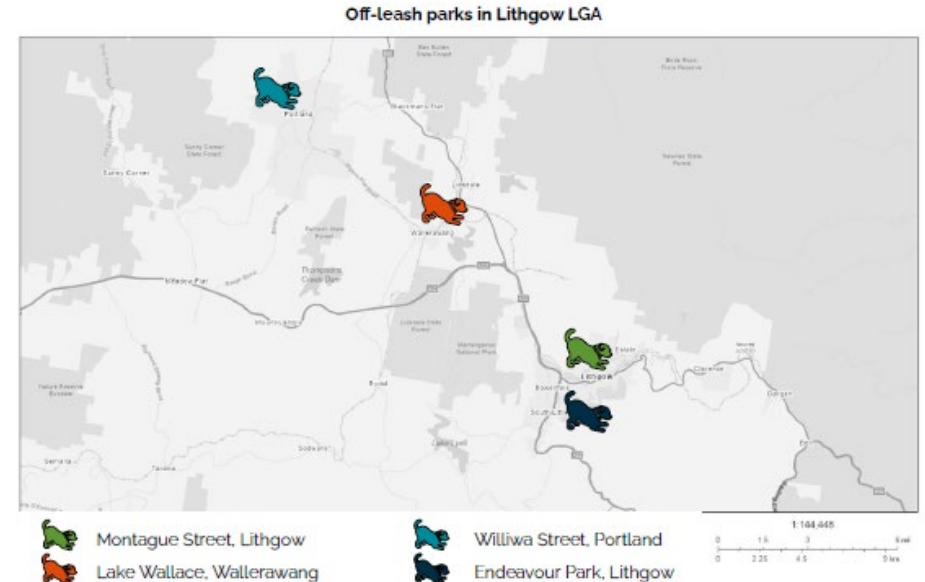
Contacted at least two rescues' organisations approved by the OLG

Advertised all animals through Pet Rescue, a dedicated website for Companion Animals looking for adoption

Promoted Animals on Social Media platforms and the Council Newsletter These steps were often completed multiple times before euthanising.

30 dog attacks have been reported to Council. All dog attacks and animal shelter data collections returns were lodged with the Office of Local Government.

Details of companion animal management and activities and community education programs are available on page 19.



	Income \$	Expenditure \$
Office of Local Government	11,325.60	
Impounding, sale, surrender and fines	30,423.45	
Employee costs		193,913.50
Lithgow Animal Shelter costs		60,107.62

Capital Works Projects

Council has completed a capital expenditure review in accordance with the NSW Office of Local Government Capital Expenditure Guidelines for the below projects.

Project	Grant Funding \$
Barton Avenue Path	41,878.70
Bells Rd Creek - Bank Stabilisation - AGRN1012	129,097.00
Blast Furnace Lighting and Performance Stage	83,000.00
Browns Gap Road	927,467.76
Burton Street Crossing	122,614.00
Charles Street Bridge - Fixing Country Bridges Round 2	681,014.00
Cullen Bullen Path	11,713.73
EPS Recycling Machine purchase and installation	34,000.00
Eskbank House Capital Works	81,185.05
Glen Alice Road, Glen Alice	771,442.75
Glen Davis Closure & Transfer Station	9,852.00
Glen Davis Road, Capertee	106,660.35
Hampton Road Reseal - FLR400287	2,355,180.00

Project	Grant Funding \$
Hartley Valley Road Path	107,163.33
Hassans Walls Road and Braceys Lookout Road	228,322.50
John Mackey Drive, Portland	51,199.15
Kremer Park Retaining Wall Replacement	492,343.53
Lake Pillans Upgrades	131,380.40
Main Street Lithgow Footpath Revitalisation R4R8-077	750,000.00
Maple Crescent Path	104,387.15
Natural Disaster Works	176,035.88
Pipers Flat Road, Wallerawang	188,494.11
Playground Shade Sails	54,160.00
R4R9 - ABCD Inc Community Hall	143,969.26
R4R9 - Coxs River - Regional Roads Safety Improvements	727,330.77
R4R9 - Main Street/Cupro Street Stormwater Drainage Improvement	761,673.56
R4R9 - Portland Central Park Project	537,900.00
R4R9 - Replacement of Geordie Street Causeway with Bridge	17,419.45
R4R9 - Sewermains Relining	100,000.00
R4R9 - Sunny Corner - Regional Roads Safety Improvements	807,808.92
Red Hill Road Bridge Replacement - FCB Round 2	209,572.11

Project	Grant Funding \$
Stormwater Detention Basin Mort Street	142,000.00
Wassabi Group Project Management Cost- Wolgan Rd	1,553,644.93
Wolgan Road (New) Option 1 - Wolgan Gap (AGRN 1034)	3,018,562.88
Wolgan Road Alternative Alignment Study	298,343.44

Planning agreements compliance

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
335/05DA Approved: 159 Lots Dated: 14/02/2007 MOD 025/19 3 Lot Englobo Subdivision	For community facilities	Lithgow City Council & Regional Project Management P/L - land has since been sold to Council	\$2500 per lot created = 159 = \$397500, Staged Development	Lot 1 DP 1082148, Col Drewe Drive, South Bowenfels	6/11/2006	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2024/2025	\$2500 per lot created = 159 = \$397500, Staged Development
429/05DA Approved: 12 Lots , Dated: 25/07/2006, Related File: DA042/07 Strata Subdivision	For open space and community facilities in a residential subdivision	Lithgow City Council & PK & CA Van der Velden	\$2200 per unit/lot created = 12 = \$26400, 3 stages	Lots 119, 120 & 122 in the subdivision of Lot 406 DP 26070, Sidey Place, Wallerawang.	18/12/2006	Prior to the issue of the occupation certificate for each unit	No Payment in 2024/2025	\$2200 per unit/lot created = 8 = \$17,600, 2 stages remaining
DA238/14 Approved: 12 Lots , Dated: 22/03/2016 (Covid 2year extension on consent lapse date)	For the provision of the upgrade of Glen Alice Road.	Lithgow Council & Don Saville (Director) Glen Alice Pty Ltd-Land sold 2021	\$40,000	Lot 1 DP 651340, Lot 1 and Lot 21 DP 753780 "Glen Alice" Glen Alice – Old Road Glen Davis	3/08/2016	Prior to the issue of the subdivision certificate for each Stage	No Payment in 2024/2025	\$40,000

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
SSD_5594 Approved 21/9/2015 - Springvale, Airly and Angus Place Mines	Community Contribution	Lithgow Council and Centennial Coal	\$0.03 per saleable ton of coal each financial year to be used for long-term community activities and projects		21/09/2015	Pays Annually	2024/2025 Payments: Springvale \$83,791.50 Airly \$27,071.10 Angus Place-\$0 (Care and Maintenance)	Ongoing
SSD-6084 Hy-Tec Approved: Quarry	For Public Facilities and Infrastructure	Lithgow Council & Hy-Tec Industries Pty Ltd	\$0.025 Per ton of quarry product sold from the quarry on a quarter basis	Lot 1 and 2 DP1005511, Lot 31 DP 1009967 and Lot 4 DP876394, 391 Jenolan Caves Road Hartley	2/09/2016	Paid Quarterly and distributed to the community upon applications	\$35,016.58.96 In 2024/2025	\$0.025 per tonne -Ongoing
SSD 07_0127 MOD 5 Invincible Colliery, approved: Coal Mine, Dated: 2/02/2018	For community facilities and infrastructure for Cullen Bullen and surrounds	Lithgow Council & Castlereagh Coal (Shoalhaven Coal)	\$0.05 per ton of product coal each financial year to Cullen Bullen Township & surrounds	Lot 1 DP180294, Lot 11 DP614429, Lots 112 & 113 DP877190 and Ben Bullen State Forest, Castlereagh Highway Cullen Bullen	5/07/2017	Paid annually, Mine is currently under Care and Maintenance	No Payment in 2024/2025	\$0.05 per tonne of product coal each financial year

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
DA022/18 Approved: 79 Lots , Dated: 29/10/2018	For community facilities and public open space Works in kind for a concrete cycle path	Lithgow Council & Rosaton Pty Ltd-Land sold 2021	\$6,200 per lot - 6 stages - Stage 1 - 7 Lots, Stage 2- 12 Lots, Stage 3 - 13 Lots, Stage 4- 14 lots, Stage 5- 4 lots, Stage 6- 29 lots,	Lot 2 & 3 DP1229039, 33 Magpie Hollow Road, South Bowenfels NSW 2790	28/02/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2024/2025	\$6,200 per lot - 6 states - Stage 1 - 7 Lots, Stage 2- 12 Lots, Stage 3 - 13 Lots, Stage 4- 14 lots, Stage 5- 4 lots, Stage 6- 29 lots,
DA228/14 Approved: 26 Lots , Dated 22/11/2016 (Covid 2year extension on consent lapse date)	Upgrade of Upper Nile Road and Glen Alice Road	Lithgow Council & Lyn and Bruce Richardson	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12,	Lot 5 DP136719, Lot 4,3,12,11 DP755796 620 Upper Nile Road, Glen Alice NSW 2849	30/04/2019	Prior to the issue of the Subdivision Certificate for each Stage	\$19,800-stage 1 paid in 2022. No additional payment in 2024/2025	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12,
DA021/18, MOD039/19 Approved: 86 Lots , Dated: 1/06/2021 MODDA024/23 98 Lots Dated 25/08/2025	Road Link and construction of intersection (VPA #2)	Lithgow Council & Hillcrest Development NSW	\$6,200 per lot (Total \$275,200),	Lot 1 DP1230208, 43 Hillcrest Avenue, Bowenfels	08/09/21	Prior to the release of the subdivision certificate for the 21st lot, intersection to be completed prior to the issue of the subdivision certificate for the 30 th lot	\$124,000 stage 1 Paid 8/1/2024 No additional payment in 2024/2025	Stage 2 – Lots 201 to 213 (13 lots), = \$80,600.00 Stage 3 – Lots 301 to 317 (17 lots), = \$105,400.00 Stage 4 – Lots 401 to 421 (17 lots), = \$105,400.00 (Lot

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
								403 not included since VPA amount paid in Stage 1)
								Stage 5 – Lots 501 to 516 (16 lots), = \$99,200.00
								Stage 6 – Lot 601 to 615 (15 lots) = \$93,000.00
DA182/19 Approved: 19 Lots , dated: 27/05/2020	Community facility and public open space	Lithgow Council & Kevin Thompson (Above and Below Holdings)	Stage 1: \$16,500.00 Yes; Stage 1 Paid 12/10/20, Stage 2: \$46,200.00 (\$3,300 per lot)	Lot 20 DP1176, 1043 Pipers Flat Road, Pipers Flat NSW 2790	7/08/2020	Prior to the issue of the Subdivision Certificate for each Stage	Stage 1 paid 12/10/2020 No additional Payment in 2024/2025	Stage 2: \$46,200.00 (\$3,300 per lot) Outstanding
DA094/19 Approved: 15 Dwellings , Dated: 8/10/20	Community facility and Private open space	Lithgow City Council & Heinz Beckers (In Touch Systems & Research PTY LTD)	\$5,000 per dwelling/strata lot = \$75,000	Lot 402 DP 1155154, Tweed Road Lithgow, NSW 2790	04/09/2023	Prior to the issue of the subdivision certificate	No payment in 2024/2025	\$5,000 per dwelling/strata lot = \$75,000
DA142/18 & MOD005/19 Mod Approved:	Community facility and	Lithgow City Council and Sweetbriar		Lot 5 DP 1230208 & Lot 1 DP 1082148	27/05/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2024/2025	\$830,800 (\$6,200 per lot)

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
134 Lots, Dated: 27/5/19	public open space		\$830,800 (\$6,200 per lot)	(Sweetbriar) – 994, 998 and Sweetbriar Great Western Highway BOWENFELS NSW 2790				
DA088/21 Approved: 6/04/2022	Community Facilities & Cycleway	Lithgow City Council & Trinity Heights (Peter Basha/Peter Rogers)- Land Sold 6/06/2022	\$6,400.00 per lot for community facilities and \$27,500 for continuation of a cycleway.	Lot 3 DP 1268778 - 50 Kirkley Street SOUTH BOWENFELS NSW 2790	28/03/2022	Prior to the issue of the Subdivision Certificate	No payment in 2024/2025	\$6,400.00 per lot for community facilities and \$27,500 for continuation of a cycleway.
DA292/14, Approved: 06/10/2015 MODDA041/22 Approved: 28/09/2022	Community Projects/Activities	Lithgow Council & Nu-Rock Technology Pty Ltd	\$30,000.00 at the end of the first year (Prior to the issue of the Occupation Certificate) and every year after calculated with the following: \$30,000.00 x CPI time of payment /CPA date of the	Lot 2 DP702619, Mount Piper Power Station, Boulder Road, Portland NSW 2847	16/05/23	\$30,000.00 at the end of the first year and every year after calculated with the following: \$30,000.00 x CPI time of payment /CPA date of the VPA agreement	No payment in 2024/2025 -Not ready for Occupation to date	\$30,000.00 at the end of the first year and every year after calculated with the following: \$30,000.00 x CPI time of payment /CPA date of the VPA agreement

DA No	Description	Names of Parties	Amount	Land	Effective Date	Due Date	Activity in current financial year	Outstanding Obligations
			VPA agreement					
DA227/22, Approved 11 March 2024	Open Space and Recreational Needs Strategy for South Bowenfels	Lithgow Council and Lithgow Council	\$6,800.00 per residential allotment, totalling \$312,800.00	Lot 1 DP1268778, 10 Col Drew Drive, Bowenfels	21/08/2023	\$6,800.00 per residential allotment, totalling \$312,800.00	No payment in 2024/2025	\$6,800.00 per residential allotment, totalling \$312,800.00

Internal audit and risk management attestation statement for the 2024/25 financial year for Lithgow City Council

I am of the opinion that Council has an audit, risk and improvement committee, risk management framework and internal audit function that operate in compliance with the following requirements except as may be otherwise provided below:

Audit, risk and improvement committee

	Requirement	Compliance
1.	Council has appointed an audit, risk and improvement committee that comprises of an independent chairperson and at least two independent members (section 428A of the <i>Local Government Act 1993</i> , section 216C of the <i>Local Government (General) Regulation 2021</i>).	Compliant
2.	The chairperson and all members of Council's audit, risk and improvement committee meet the relevant independence and eligibility criteria prescribed under the <i>Local Government (General) Regulation 2021</i> and have not exceeded the membership term limits prescribed under the Regulation (sections 216D, 216E, 216F, 216G of the <i>Local Government (General) Regulation 2021</i>).	Compliant
3.	Council has adopted terms of reference for its audit, risk and improvement committee that are informed by the model terms of reference approved by the Departmental Chief Executive of the Office of Local Government and the committee operates in accordance with the terms of reference (section 216K of the <i>Local Government (General) Regulation 2021</i>).	Compliant
4.	Council provides the audit, risk and improvement committee with direct and unrestricted access to the General Manager and other senior management and the information and resources necessary to exercise its functions (section 216L of the <i>Local Government (General) Regulation 2021</i>).	Compliant
5.	Council's audit, risk and improvement committee exercises its functions in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant

6.	Council's audit, risk and improvement committee provides the governing body with an annual assessment each year, and a strategic assessment each council term of the matters listed in section 428A of the <i>Local Government Act 1993</i> reviewed during that term (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant – strategic assessment to commence in the current Council term
7.	The governing body of Council] reviews the effectiveness of the audit, risk and improvement committee at least once each council term (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant – review to commence in the current Council term

Membership

The chairperson and membership of the audit, risk and improvement committee are:

Chairperson	Ron Gillard	24 May 2022	-
Independent member	Kylie McRae	24 April 2023	-
Independent member	Deborah Goodyer	25 September 2023	-
Councillor member ¹	Cr Steve Ring	8 October 2024	-

Risk Management

	Requirement	Compliance
8.	Council has adopted a risk management framework that is consistent with current Australian risk management standard and that is appropriate for the Council's risks (section 216S of the <i>Local Government (General) Regulation 2021</i>).	Compliant
9.	Council's audit, risk and improvement committee reviews the implementation of its risk management framework and provides a strategic assessment of its effectiveness to the governing body each council term (section 216S of the <i>Local Government (General) Regulation 2021</i>).	Compliant – strategic assessment to commence in the current Council term

Internal Audit

	Requirement	Compliance
10.	Council has an internal audit function that reviews the council's operations and risk management and control activities (section 216O of the <i>Local Government (General) Regulation 2021</i>).	Compliant

	Requirement	Compliance
11.	Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters (sections 216M, 216P and 216R of the <i>Local Government (General) Regulation 2021</i>).	Compliant
12.	Council's internal audit function is independent and internal audit activities are not subject to direction by the Council (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
13.	Council has adopted an internal audit charter that is informed by the model internal audit charter approved by the Departmental Chief Executive of the Office of Local Government and the internal audit function operates in accordance with the charter (section 216O of the <i>Local Government (General) Regulation 2021</i>).	Compliant, revised Charter updated and endorsed by the Committee in December 2024, then adopted by Council on 28 January 2025
14.	Council has appointed a member of staff to direct and coordinate internal audit activities or is part of a shared arrangement where a participating Council has appointed a staff member to direct and coordinate internal audit activities for all participating councils (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
15.	Internal audit activities are conducted in accordance with the International Professional Practices Framework (Core requirement 3 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant
16.	Council provides the internal audit function with direct and unrestricted access to staff, the audit, risk and improvement committee, and the information and resources necessary to undertake internal audit activities (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
17.	Council's internal audit function undertakes internal audit activities in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 3 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Non-compliant, four-year strategic work plan to be endorsed by the governing body shortly
18.	Council's audit, risk and improvement committee reviews the effectiveness of the internal audit function and reports the outcome of the review to the governing body each council term (section 216R of the <i>Local Government (General) Regulation 2021</i>).	Compliant – strategic assessment to commence in the current Council term

A handwritten signature in black ink, appearing to read "R. Gurney".

Ross Gurney

General Manager

17 September 2025



DISABILITY INCLUSION ACTION PLAN

2023-2027

2024/2025 Delivery Report

FOCUS AREAS

FA1: Developing positive community attitudes and behaviours

FA2: Creating liveable communities

FA3: Supporting Access to Meaningful Employment

FA4: Improving Access to Mainstream Systems through Better
Systems and Processes

INTRODUCTION

In accordance with the Disability Inclusion Act 2014 NSW public authorities, including Councils, must develop Disability Inclusion Action Plans through robust community engagement and ensure progress in the delivery of these plans is publicly reported.

Disability Access and Inclusion Plans play a vital role in ensuring that everyone in NSW can enjoy to same opportunities to participate in all aspects of community life. Lithgow City Council is committed to building an inclusive, accessible, and welcoming community for people with disabilities and their carers.

This report outlines key achievements during 2024-2025 in the delivery of the Disability Inclusion Action Plan (DIAP) 2023–2027.

FOCUS AREA 1: Developing positive community attitudes and behaviours

Partnerships with community

Council maintains partnerships with a range of community organisations and groups to deliver and support programs for people with disability and their carers. In 2024-25 Council joined the Lithgow Disability Alliance Network and regularly attends interagency meetings, supporting disability services with advocacy and collaborative programming.

In 2024-25 Council also collaborated with VERTO, OCTEC, APM, and LINC to promote inclusive employment, community participation, and access to support services.

Inclusive programs and events

Each year Council works with community partners to deliver disability programming and events. In 2024-25 these initiatives included

- International Day of People with Disability celebrations at PCYC Lithgow which included a performance by an All-Abilities Choir.
- A regular community gathering space at Lithgow library, co-hosted with LINC. This program invites people with disabilities, their carers and families, to share stories, play games, and build social connection.

- In 2024 Council received funding to deliver the 2025 Connecting Seniors Program. This program has provided a range of monthly activities supporting isolated older residents with mobility challenges to come together, form new social connections while participating in arts and cultural activities.
- The 2024 Australia Day event included a focus on celebrating people with disability and included various inclusive elements such as an Auslan Interpreter for proceedings.

Building our knowledge and understanding - staff training

In 2024, Council conducted training for all hiring managers focussed on recruitment and assessment with a strong focus on Equal Opportunity Employment and the supports that managers can call on when considering the adaptations required to support staff with disabilities.

FOCUS AREA 2: Creating liveable communities

Improvements to libraries and cultural facilities

Throughout 2024 Council made significant improvements to our libraries and cultural facilities. Many of these improvements led to increased accessibility of these facilities.

- Throughout 2024 and 2025 Council delivered a range of upgrades to the Union Theatre which includes new seating which can be adapted to support a range of uses and support increased access by people with disability.
- Inclusive quiet spaces were introduced to the Lithgow Library Learning Centre, including the installation of quiet booths which eliminate ambient sound. One booth has been adapted for disability access with a wider doorway, ramp access and height adjustable desk. Access between shelving has been increased across most of the library.
- Shelving has been assessed and altered to increase the width of corridors across most areas of the Lithgow library.
- Council installed an additional pathway at Wallerawang Library to provide better disability access to the entrance from available disability parking.
- As part of comprehensive improvements to Eskbank House, Council conducted an access audit of the site and its buildings in 2024-25. This audit will inform future funding proposals to improve disability access across this significant local heritage site.

Improvements to public spaces

Throughout the 2024-25 financial year Council completed a significant number of upgrades to public spaces which enhanced accessibility for all residents and visitors.

Upgrades to Lake Pillans including widening the footpath and creating a car park with disability parking and handrails.

New footpath construction projects undertaken under Transport for NSW Get NSW Active funded program include:

- Elm Street, Lithgow between Wenworth Street and Maple Crescent (115m)
- Maple Crescent, Lithgow between Elm Street and Church Street (255m)
- Maple Crescent, Lithgow between Church Street and Boronia Street (450m, including new bus shelter and seating at Lithgow Aged Care)
- Hartley Valley Road, Lithgow between Chifley Road and Mort Street (550m)
- High Street, Portland, between Limestone Street and Roxburgh Street (240m)
- Pindari Place, Wallerawang between Rail Pedestrian Overpass and James Parade Lane (205m, linking the CBD to Pied Piper Preschool)
- Barton Avenue, Wallerawang from Tweedie Street to Lyon Parade (220m)
- Carson Siding Road, Cullen Bullen, between Cullen Bullen School and NSW RFS Station (200m)

Projects undertaken under the Local Roads and Infrastructure Program Phase 4 includes:

- Traffic island Kirkley Street, Lithgow - improve traffic flows and pedestrian safety
- Traffic island Ilford Street, Portland - improve vehicle safety
- Installation of new disabled parking spaces at:
 - Roy Street, Lithgow (Anglican Church)
 - Main Street, Wallerawang (Dr Surgery)
 - Wolgan Street, Portland
 - Williwa Street, Portland (Anglican Church)

- Bus stop and cemetery improvements at Portland - Sunny Corner Road
- Accessibility improvements amenities + entrance - Lithgow Basketball Stadium
- Lithgow Street footpath improvements (Lithgow Valley Plaza)

Additionally, works on the footpath improvements in Main Street Stage 2 commenced in December 2024 and will be completed in January 2026. These works include improved ramps, footpath grades, tactile markings and raised pedestrian crossing.

FOCUS AREA 3: Supporting access to meaningful employment

Improvements to our recruitment processes

Council has developed and implemented a new form which collects information regarding the disability access and inclusion needs of any new staff member. In coming years this will be extended to all existing staff to support the development of a disability profile of our staff and further training and resource planning.

In 2024-25 Council conducted recruitment and assessment training for all hiring managers which included components of Equal Employment Opportunity training, which increases manager awareness and understanding of disabilities and other forms of diversity.

Improvements to supports for our employees

Information regarding the disability access and inclusion needs of new staff is now gathered during recruitment and initial medical assessment. In 2024-25 this enabled Council's Human Resources team to identify staff with disabilities prior to commencement of employment at Council and develop plans for relevant accommodations and adjustments. The process is under review to ensure this is consistently implemented for all staff.

Improving accessibility of our workspaces

Council completed improvements in the staff amenities within its Administration Building. This work included the provision of ambulant toilets.

FOCUS AREA 4: Improving access to mainstream systems through better systems and processes

Highlighting access and inclusion in Council systems

In 2024 Council hosted training focussed on Autism awareness in Emergencies. This training was delivered to Council staff and the employees of partner agencies who respond to community members in cases of natural disaster.

During 2024-2025, Council's Community Development Committee renewed its focus on disability access and inclusion by ensuring updates on the delivery of the DIAP are a fixed item on the agenda of each CDC meeting.

Improvements to our website and communications

Throughout 2024 and 2025 several actions pertaining to the accessibility of Council's website and other online systems have been set in motion for completion in 2026.

Council completed a review of its website, online forms and systems for financial transactions, including through review of disability access, in 2024. As a result, a new website has been developed through Open Cities and an online customer portal developed utilising CIA Live.

These improvements mean that

- Council's new website will be live in early 2026 and will meet WCAG 2.1 level AA
- This website includes a range of accessible online forms
- A new online customer portal, including a high standard of accessibility for people of all abilities, is due for finalisation in 2027