

Annual Report 2020-2021



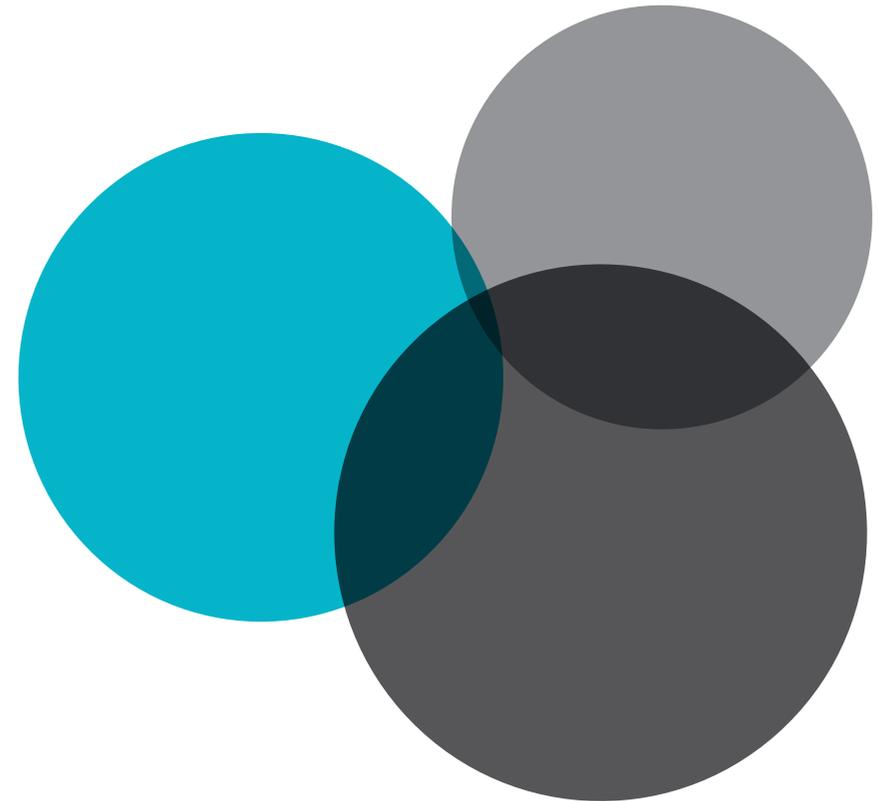
A YEAR IN REVIEW



“Be Inspired By Our Annual Report.”

Content

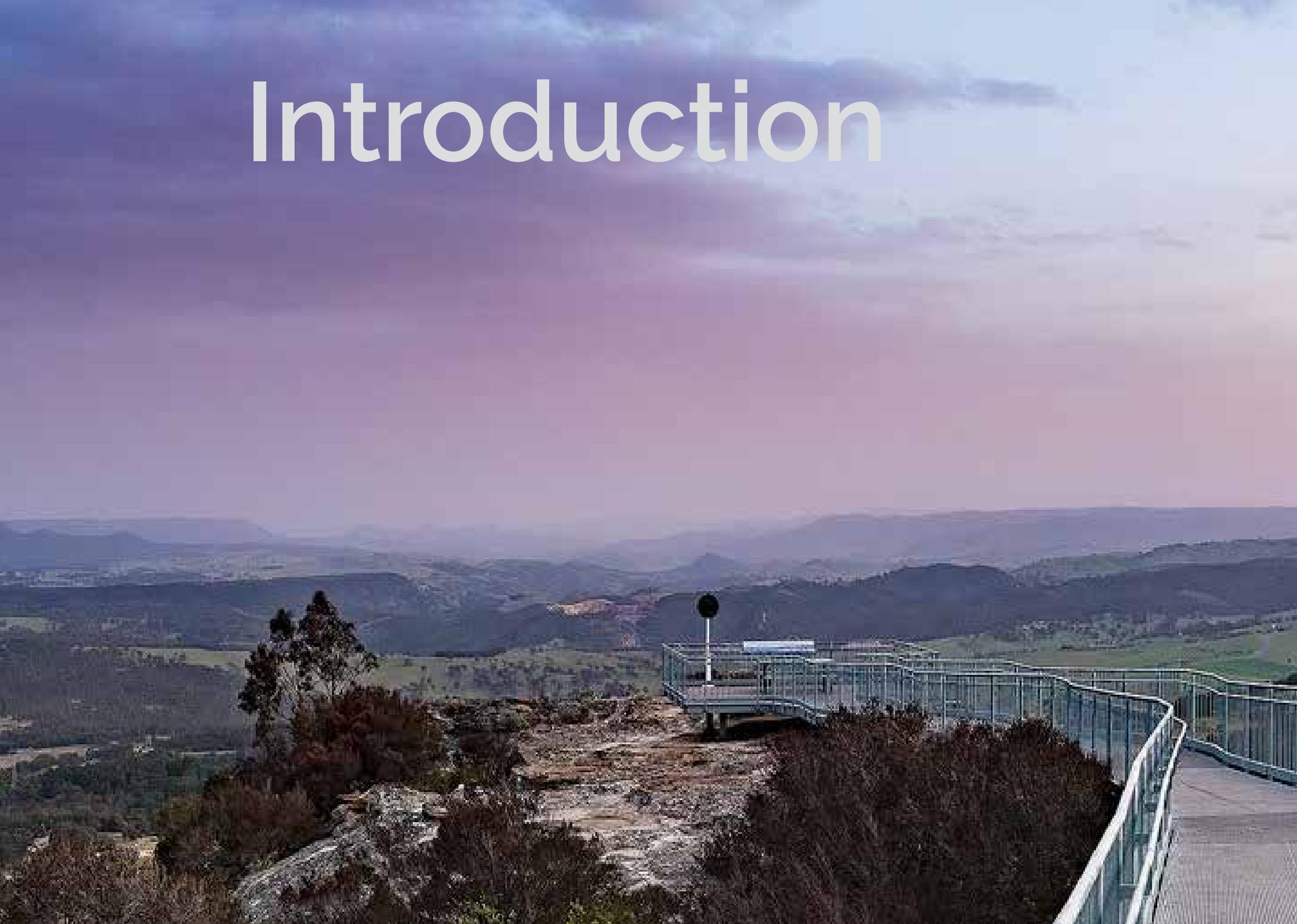
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The following documents form part of the Annual Report and are available for downloading on Council's website <https://council.lithgow.com/council/ipr/>

- Financial Statements Year Ended 30 June 2021
- Disability Action Inclusion Plan 2020/21
- End of Term Report 2016-2021
- Six Month Progress Report - December 2020
- Six Month Progress Report - June 2021

Introduction





Our region at a glance

Lithgow City Council Local Government Area



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

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

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

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

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

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

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



2020/21

AT A GLANCE

9%

RESIDENTS BORN
OVERSEAS

79%

RESIDENTS BORN
IN AUSTRALIA

6

22%

COUPLES WITH
CHILDREN

5.7%

ABORIGINAL &
TORRES STRAIT
ISLANDER
RESIDENTS

4,567 km²

AREA

30%

LONE PERSON
HOUSHOLDS

\$1.60

BILLION

Gross Regional Profit - 2019

1,306

LOCAL
BUSINESSES

45

MEDIAN AGE

21,605

POPULATION

11%

OLDER COUPLES
NO CHILDREN

8,846

EMPLOYED
RESIDENTS

Supporting our Indigenous and Multicultural communities

RECOGNISING ABORIGINAL CUSTODIANS

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

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

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

2016 ABORIGINAL &
TORRES STRAIGHT
ISLANDER
POPULATION

1,209

living in 550
dwellings

9.1%

HAVE A TERTIARY
QUALIFICATION



Refugee Week Gathering - Cook
Street Plaza - 26 June 2021

LITHGOW DECLARED REFUGEE WELCOME ZONE

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

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

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

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

Although there weren't many of us at the event, we do want to acknowledge the contribution that refugees and asylum seekers have made to this community by choosing to settle here, bringing diversity, employment and building our community

Mayor Ray Thompson - Refugee Week 2021

1,971

PEOPLE LIVING
IN LITHGOW CITY
WERE BORN
OVERSEAS

7% arrived in
Australia 5
years prior
to 2016

3.4%

SPEAK A LANGUAGE
OTHER THAN
ENGLISH AT HOME

Mayor's Message



Clr Ray Thompson
MAYOR

2020/21 has in many ways been defined by the need for the Council to guide the city and this organisation through adversities. Impacted by extreme weather conditions, a worldwide pandemic and significant economic hardship we have worked to keep our community safe while continuing to deliver a broad range of services.

I recognise the magnificent work of Council's staff in their management and response to these disasters, and in the ongoing recovery of our community. I also acknowledge the assistance provided by the Australian and NSW Governments.

The 2019/20 bushfires continue to impact many in our community who are still trying to rebuild their homes and their lives. Our community recovery officer provides a valuable conduit between the families, council, government departments and health services. Council will continue to work with these families until they are truly back on their feet.

COVID-19 has also changed the way we live, we all long for more stable times where we can be with friends and loved ones. Keeping our community safe is our highest priority. Council lobbied to ensure that we received pop-up testing and vaccination hubs when we needed them. We also recognised that people were seeking quality, regular information. The Council developed a dedicated website providing information and resources and I know that it was highly valued.

I am proud of the progress made in the past year in taking our dealings with the local aboriginal community to a more inclusive and respectful level. I am also proud to be a part of a council that demonstrates compassion for refugees and welcomes them into our community. I look forward to many more opportunities to showcase the diversity of cultures that make up our community.

Council took a strong stance against the decision in February, that Lithgow Aged Care would not be re-accredited after it failed to meet 38 of 41 industry standards. The loss of this facility to our community would have been devastating. Not only would 73 residents have been displaced but, many hardworking employees and their families would have lost jobs. I am pleased that, with the assistance of the Federal Member for Calare, Andrew Gee we have been able to retain this valuable facility in our community which, since its sale has grown in size, fulfilling previous commitments.

Our community is diverse in its needs and council must make hard decisions to ensure that we provide quality services and infrastructure across the entire local government area. This document highlights the many ways council rises to meet the needs of its community, to support its staff and to ensure the future of the Lithgow region.



General Manager's Message

I am very pleased to provide this report to our community. It is much more than a progress report because it also consolidates and showcases the diversity of services, programs and infrastructure works undertaken by this council. These efforts are directed at ensuring the health and wellbeing of the community and encouraging economic growth and diversity. These things are so important to a sustainable future for Lithgow.

The combination of natural disasters and the COVID-19 pandemic has resulted in additional costs, less income and lower cash inflows, all of which, have made it difficult to deliver a balanced operating result. While we made the difficult decision to defer some projects, we will deliver those as soon as possible.

Notwithstanding the above, during the year we completed a number of significant projects:

- The bitumen sealing of Glen Davis Road (11km) and Glen Alice Road (4.5km) in the Capertee Valley.
- The Lake Pillans Wetlands, a popular spot for walkers, had its boardwalk, which was destroyed in the 2019/20 bushfires, reinstated.
- Pioneer Heritage Park at the top of Main Street, has been rejuvenated, providing a bright and colourful entrance to the retail strip.
- The Union Theatre underwent a major refurbishment which will attract a greater number of local and visiting performers and artists to Lithgow.

Numerous activities supportive of economic development were undertaken –

- Detailed investigations to ensure the city's future bulk water security were greatly advanced.
- The proposals for batteries at Wallerawang and pumped hydro at Lake Lyell were encouraged after briefings were received.
- Council advocated for early delivery of the MRI at Lithgow Hospital.
- The study of electric vehicle infrastructure for the city centre was undertaken in collaboration with the Lithgow Community Power Project.
- Western Sydney Uni and Council collaborated to bring the Hoskins Building to life as a Hub or incubator type facility.
- Council advocated to both levels of government for more action and partnership to transform the city's economy. In the case of the NSW Government we promoted the city as a potential renewable energy zone.



Craig Butler
GENERAL MANAGER

I am very proud of the waste management services that we provided to the community. Operation of the Lithgow Solid Waste Facility was brought back into the Council after 25 years of this being outsourced. During the changeover, we ensured that there was no disruption to service, no job losses, improved service and enhanced resource recovery. Construction of the resource recovery centre also commenced. This will improve recycling and the disposal of problem wastes.

It was a particularly busy year in the water and wastewater service. The vast network of mains requires significant maintenance and upgrading and much resource was directed to this. The installation of new pump stations and automation of water treatment plants are examples of this. Our roll-out of smart water meters makes us leading edge in the use of this data management technology. The foundations have been prepared for major projects to be constructed with designs, approvals being undertaken for projects like the sewerage of Cullen Bullen.

The combination of the city's vast road network (more than 900kms) and our limited funding mean that we will never have metropolitan standard roads. But with the level of documentation we now have about these assets as a result of the work to build data bases this year, we are able to direct the funding to the roads and assets of highest use and need.

I mostly speak about projects above, the things that we might see as we travel around this great city. But I acknowledge the other aspect of Council's role – personal and fine grained service delivery. Staff across the board from the front counter to the parks and gardens or libraries have consistently focused on providing quality service to their

customers. The community development team also work closely with a range of community groups across the city to ensure that we are addressing some of the very real challenges that they face.

The circumstances of this year, and the matters canvassed throughout this report, really confirm the central role that Lithgow Council has in the daily lives of our community. None of us are entirely sure about what the future holds, but for Lithgow a strong, sustainable council will certainly be vital to delivering meaningful solutions. As we move forward into the 2020/21 year, we will continue to strive to deliver quality services within our financial means. We will take advantage of opportunities to bolster our financial capacity and resources to ensure that we can deliver quality programs that meet the needs of our community. We will remain nimble, adapting to circumstances as they present in order to ensure the safety of our community and provide support to those in need.

Integrated Planning &

THE LITHGOW CITY COUNCIL 2020/21 ANNUAL REPORT PROVIDES A SUMMARY OF ACHIEVEMENTS MADE IN THE IMPLEMENTATION OF THE 2017-2021 DELIVERY PROGRAM AND THE COMMUNITY STRATEGIC PLAN ACROSS THE 5 KEY THEMES:

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

FINANCIAL REPORT

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

2020/21 OPERATIONAL PLAN PERFORMANCE REPORT

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

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

1 Community Strategic Plan

A vision for future growth, development

- and the long-term sustainability of the LGA.

Reflects the priorities, aspirations and

- changing needs of our community.

2 Lithgow 2040 Local Strategic Planning Statement

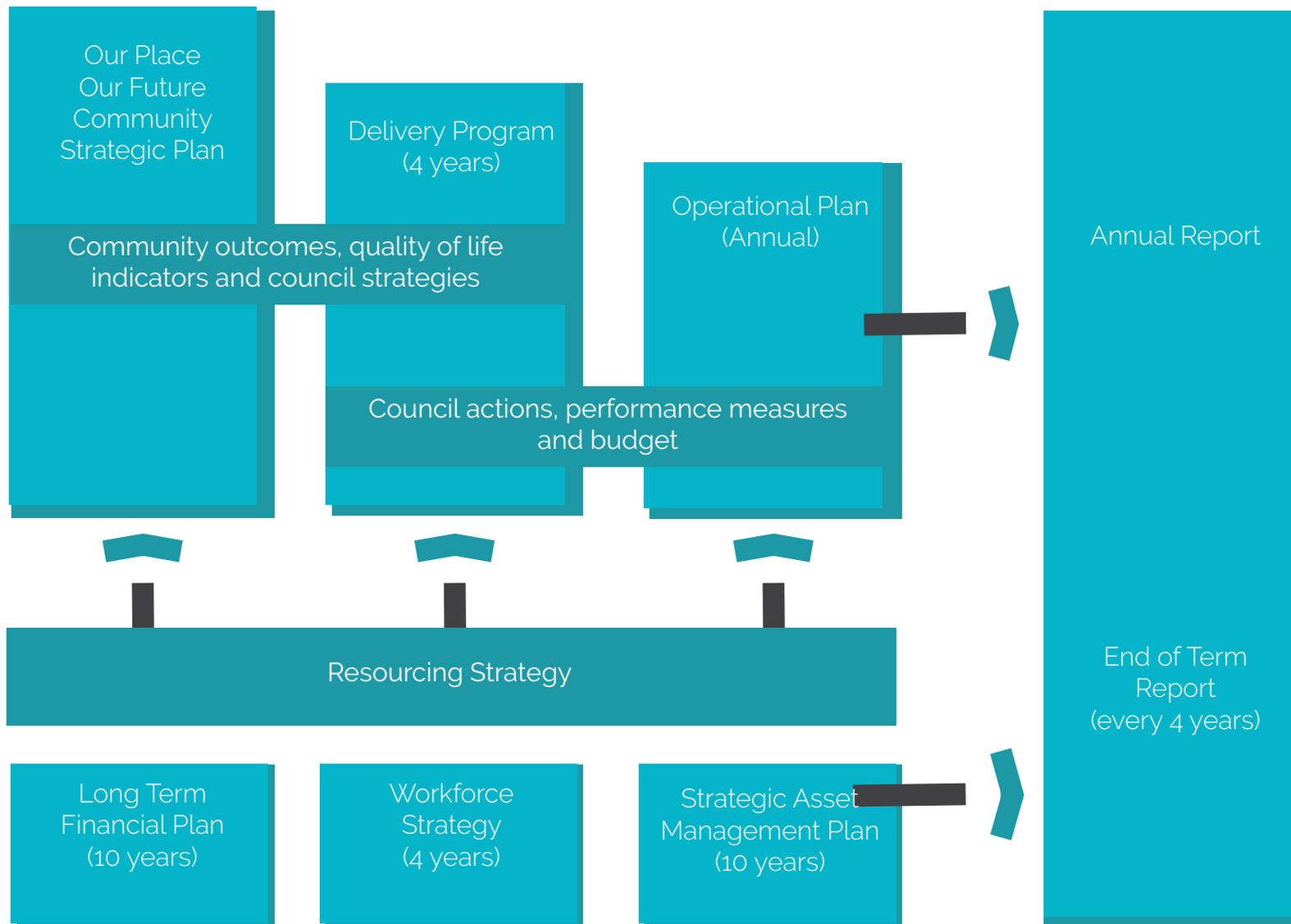
A 20 year strategic

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

2017-2021 DISABILITY INCLUSION ACTION PLAN REPORT

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

Reporting Framework



A vision for the future

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



CARING FOR OUR
COMMUNITY

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



DEVELOPING OUR BUILT ENVIRONMENT

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



ENHANCING OUR NATURAL ENVIRONMENT

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



STRENGTHENING OUR ECONOMY

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



RESPONSIBLE GOVERNANCE & CIVIC LEADERSHIP

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

5 key themes supported by mission statements

Community Strategic

“our place...
our future”



CARING FOR OUR COMMUNITY

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

Plan 2030 Objectives



DEVELOPING OUR BUILT ENVIRONMENT

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



ENHANCING OUR NATURAL ENVIRONMENT

NE1 We use our resources wisely

NE2 We understand the environment



STRENGTHENING OUR ECONOMY

SE1 We attract new business and investment

SE2 We encourage economic growth and diversity.



RESPONSIBLE GOVERNANCE & CIVIC LEADERSHIP

GL1 Our council works with the community

GL2 Moving towards a sustainable council

GL3 We are all valued citizens

Our council



General Manager, Craig Butler & Mayor, Ray Thompson



Councilor Ray Thompson
Mayor



Councilor Steve Ring



Councilor Wayne McAndrew
Deputy Mayor



Councilor Cassandra Coleman



Councilor Maree Statham



Councilor Deanna Goodsell



Councilor Darryl Goodwin



Councilor Joe Smith



Councilor Stephen Lesslie

Engaging our community

COUNCIL'S ROLE

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

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

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

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



COUNCIL MEETINGS

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

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

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

11 ORDINARY
MEETINGS OF
COUNCIL

267
resolutions

1 EXTRA-ORDINARY
MEETINGS OF
COUNCIL.

1
resolution

PARTICIPATION IN DECISIONS

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

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

SECTION 355 COMMITTEES

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

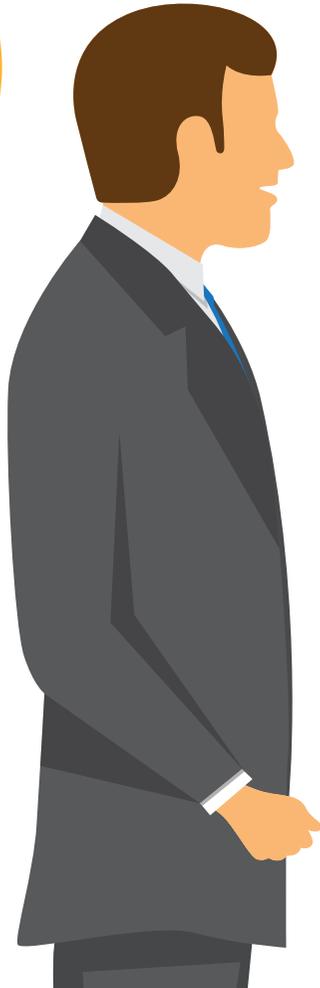
In addition to this, Council appoints or convenes temporary working parties or task forces that assist in the development of short-term projects, providing professional advice and community input.

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

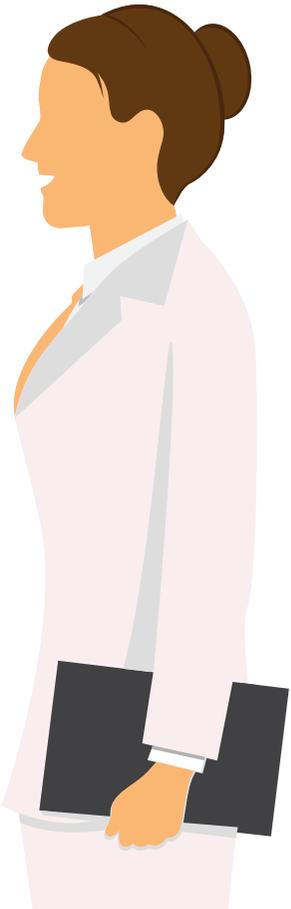
How we communicate & engage

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

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



Fantastic, I have some great ideas about...



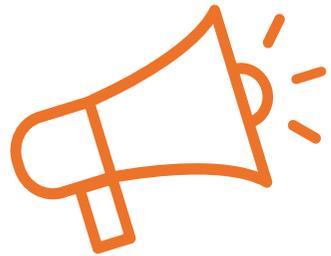
**FACE
TO
FACE**

Outdoor & digital signage
Postcards
posters
flyers

Media releases
media partnerships



24 Social media
SMS



Online engagement portal



Advertising
(print, tv, radio, digital)



Apps

Website

blogs
online forums

surveys

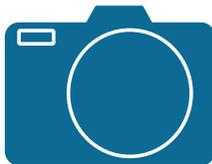


Intranet

Rates Notices
Community Strategic Plan
reporting documents



Visitor information



emails
eNewsletters

Project specific activities
(photo competition, storytelling etc.)



direct communications
(phone, letter, email)



Financial summary



Our performance

Council continued to experience a challenging operating environment throughout the 2020/21 year. Similar to other Councils, costs have been rising faster than revenue in recent years, making it increasingly difficult to deliver a balanced operating result. In 2020/21, Council's rates income was impacted by a \$524K coal mine rates adjustment following a successful appeal against valuations. Income and investment income was \$342K lower than 2019/20 due to record low interest rates.

In the 2020/21 year, Council achieved the OLG's benchmarks for the following operating performance measures:

- Own source operating revenue ratio;
- Unrestricted current ratio;
- Debt service cover ratio;
- Rates, annual charges, interest and extra charges outstanding percentage; and
- Cash expense cover ratio.

In 2020/21 Council did not meet the OLG's operating performance ratio benchmark of >0.00%.

With the exception of the 2016/17 year, Council has not recently achieved the key Office of Local Government

(OLG) financial performance measure of a balanced operating result (before capital grants). In 2020/21, Council's operating deficit (before capital grants) was (\$1.85M) deficit which is an improvement on the (\$2.6M) deficit in the prior year. Management is implementing a range of budget saving strategies and in early 2022 will seek Council and the community's input to a pathway to financial sustainability to secure the future of the LGA.

In the 2020/21 year, Council achieved the OLG's benchmarks for the following infrastructure asset performance indicators:

- Asset maintenance ratio; and
- Infrastructure backlog ratio.

In 2020/21 Council did not meet the OLG's buildings and infrastructure renewals ratio.

In recent years, Council has progressed in addressing its long-term financial sustainability concerns by conducting a Financial Management Maturity Assessment and implementing 37 subsequent recommendations to improve Council's financial and asset management. Council is also implementing a multi-year Fit for the Future action plan.

Further information

A more detailed account of our financial performance in 2020/21 can be found in the Annual Financial Statements, which are presented as a companion document to this report.

FINANCIAL RATIOS

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

	Benchmark	2017/18	2018/19	2019/20	2020/21	Benchmark Met
Operating performance ratio						
Measures Council's achievement of containing operating expenditure within operating revenue.	0%	-1.99%	-3.08%	-5.01%	-2.19%	X
Unrestricted current ratio						
Measures the adequacy of working capital and its ability to satisfy obligations in the short term as they fall due	1.5	1.81	1.93	1.68	2.23	✓
Own source operating revenue ratio						
Measures Council's degree of reliance on external funding sources such as operating grants and contributions.	60%	73.97%	75.47%	76.01%	70.84%	✓
Debt Service Ratio						
Measures availability of operating cash to service debt including interest, principal and lease payments.	2	4.49	3.71	3.21	5.66	✓

RATES & CHARGES WRITTEN OFF

During the year, in accordance with Section 428 of the Local Government Act 1993 & Clause 132 of (General) Regulation 2005 Council abandoned \$935,818.70 in rates and charges.

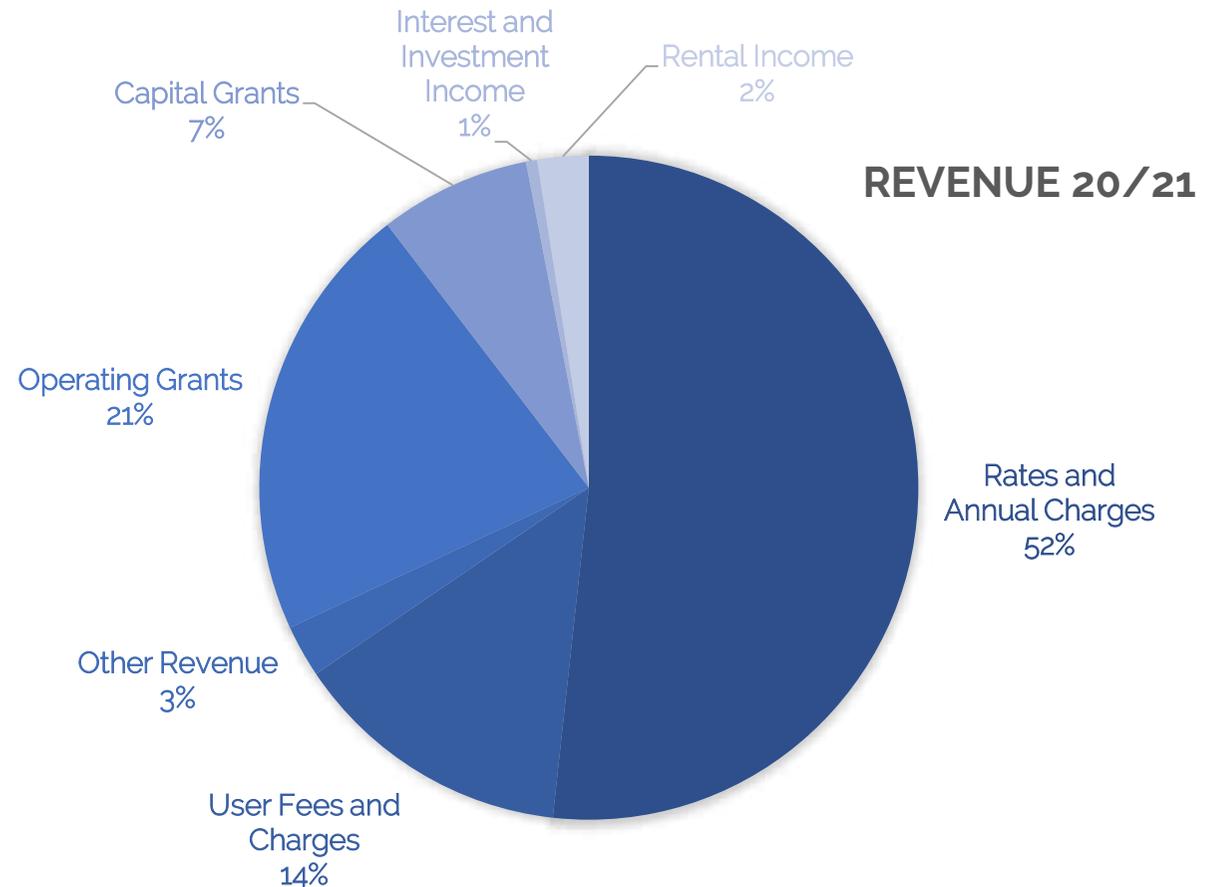
- Pensioner rebate \$897,777
- Postponed rates - Nil
- Other rates & charges \$38,041.70

Pensioner rebates
\$897,777

Our revenue

Council received income of \$52,594 million in 2020/21. The majority of this, or approximately \$27,215 million, came from rates and annual charges. An additional \$15,182 million was received from other levels of government as capital and operational grants. The remainder was generated from fees and user charges and other sources, including interest and investment income.

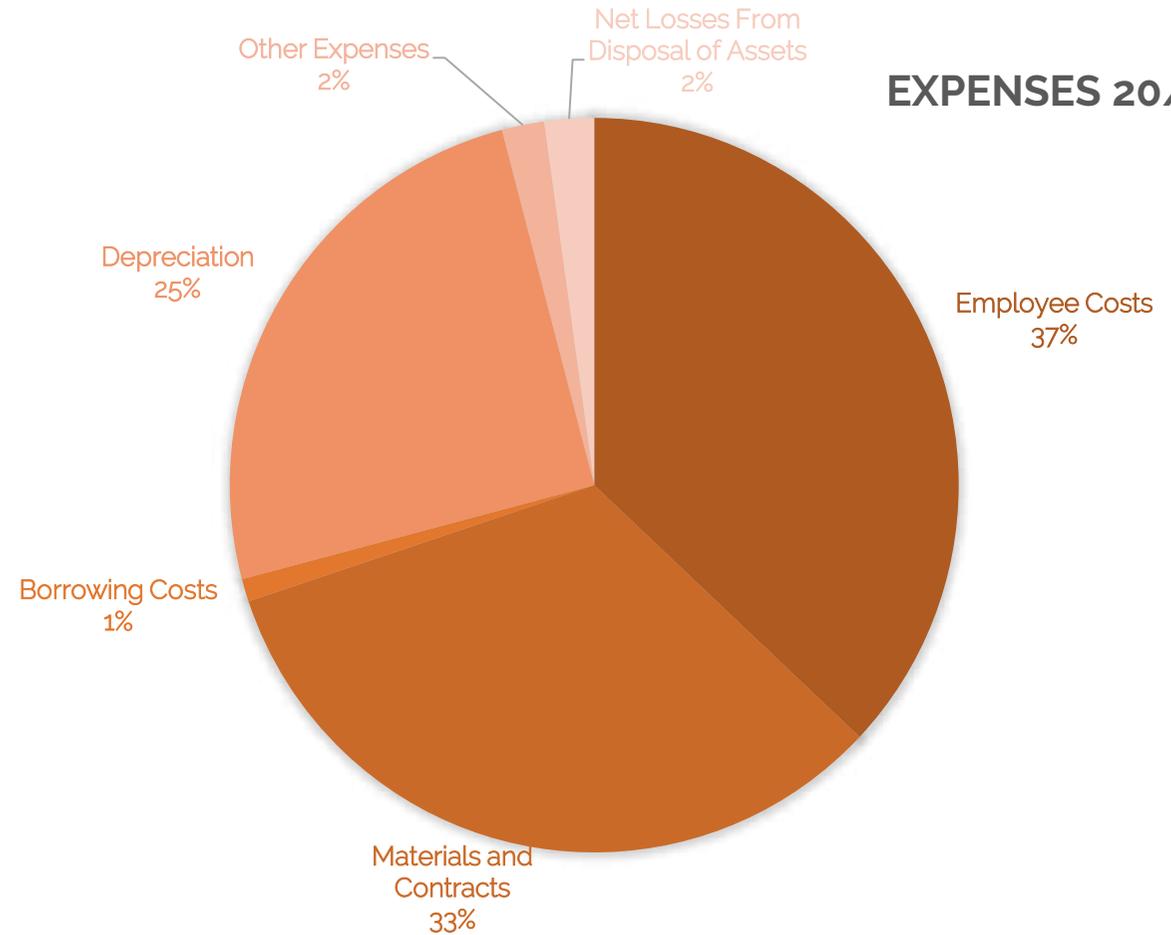
- 52% Rates and annual charges
- 14% Fees and user charges
- 21% Operating grants
- 7% Capital grants
- 1% Interest and investment income
- 2% Other revenue
- 23% Rental Income



Our expenditure

Each year, your rates go towards providing an extensive range of services and facilities to meet the changing needs of our community. In 2020/21 we spent a total of \$50,310 million on delivering services to our residents

EXPENSES 20/21



Our assets

INFRASTRUCTURE ASSETS

Council owns and maintains over \$577m of infrastructure assets, including roads, parks, buildings, stormwater drainage, bridges and footpaths.

The current value of these assets includes the following:

- Roads: \$284.7m
- Buildings: \$47.8m
- Stormwater drainage: \$26.3m
- Footpaths: \$13.5m
- Bridges: \$22.5m
- Swimming pool: \$2.5m

CAPITAL
GRANTS FOR
INFRASTRUCTURE
UPGRADES

\$3,851,030

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

2020/21	
PROJECT	GRANTS \$
Clarence to Wallerawang Pipeline	20,600
Cullen Bullen Sewer Upgrade	341,230
Dark Corner Road - Fixing Local Roads Program	787,438
Hartley Vale Road - Fixing Local Roads Program	336,948
Lake Wallace Accessible Fishing Platform	105,562
Lithgow St Hassans Walls Road Intersection	152,691
Pioneer Square - Streets as Shared Spaces	176,885
Pump Track Endeavour Park	522,353
Rydal Hampton Road Renewal	367,275
Tony Luchetti Showground - Change Room Upgrade Tony Luchetti Showground - Change Room Upgrade	136,688

DROUGHT COMMUNITIES ROUND 2 2020/21 INFRASTRUCTURE PROJECTS	
PROJECT	GRANTS \$
Wallerawang Memorial Hall Upgrade	39,227
Vale of Clywdd Hall Upgrade	43,549
Hermitage Hall Upgrade	51,467
Marjorie Jackson Oval - Irrigation	40,384
Watsford Oval - Irrigation	125
Conran Oval - Irrigation	42,968
Tony Luchetti Field 2 - Irrigation	32,087
James Street, Wallerawang Footpath construction	116,820
Barton Avenue, Wallerawang Footpath construction	566
Kremer Park Toilets	281,087
Tweedie Park Toilets	198,219



Our organisation



Lithgow City council is structured into six Divisions:

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

The services we provide include:

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

Our internal services include

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



EXECUTIVE ASSISTANT TO THE OFFICE OF GENERAL MANAGER & MAYOR

GENERAL MANAGER

DIRECTOR WATER & WASTEWATER

- Water & waste water
- Works & projects
- Water treatment plants
- Sewer treatment plants
- Reticulation

DIRECTOR INFRASTRUCTURE SERVICES

- Roads
- Footpaths
- Plant
- Cemeteries
- Recreation & open space management
- Parks & gardens
- Golf course
- Sporting fields
- Asset management
- Aquatic centre

DIRECTOR ECONOMIC DEVELOPMENT & ENVIRONMENT

- Economic Development
- Tourism
- Strategic land use planning
- Urban planning
- Development assessment
- Landcare
- Waste & recycling
- Environment health
- Ranger services
- Lithgow animal shelter

CHIEF FINANCIAL & INFORMATION OFFICER

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

DIRECTOR PEOPLE & SERVICES

- Human resources & organisational development
- Work health & Safety
- Risk management
- Corporate strategy
- Business improvement
- Communications
- Community development
- Cultural development
- Library services

What we do

PROVIDE & MAINTAIN FACILITIES SUCH AS:

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

WE CARE FOR THE ENVIRONMENT BY:

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

WE ENHANCE OUR COMMUNITY BY:

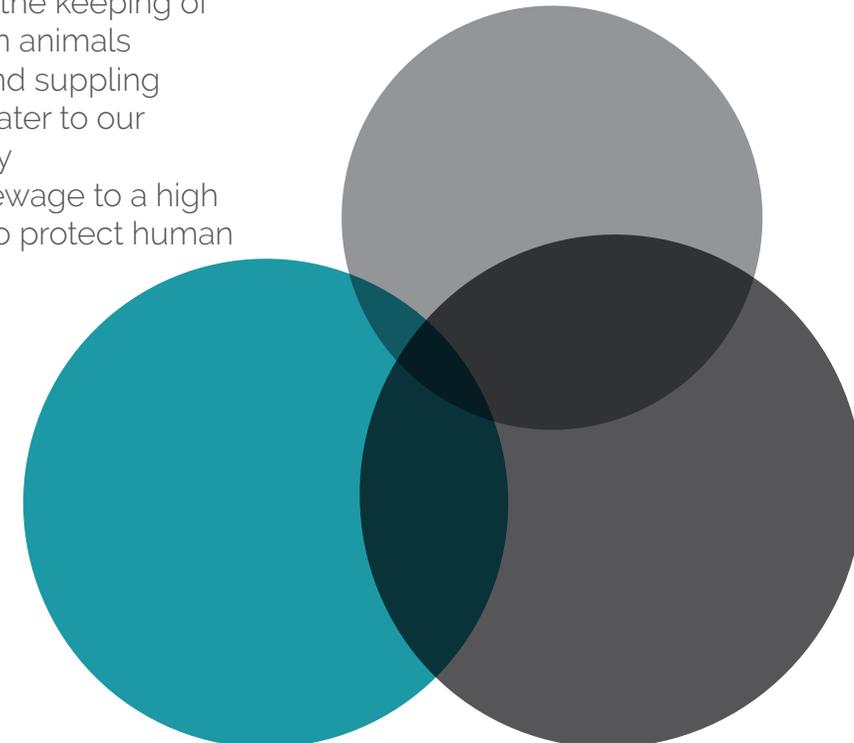
- Listening to our community views
- Holding citizenship ceremonies, Australia Day Celebrations, Seniors Week Celebrations, Halloween and more
- Offering services for seniors, young people, new migrants and people with a disability
- Providing financial assistance to community organisations
- Supporting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

WE CREATE A SAFER PLACE TO LIVE BY:

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

WE PLAN FOR THE FUTURE BY:

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



Our people

EQUAL EMPLOYMENT OPPORTUNITY MANAGEMENT PLAN

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

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

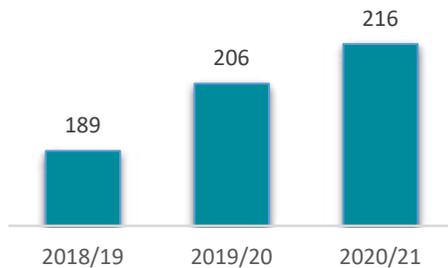
ENHANCE EMPLOYEE ENGAGEMENT

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

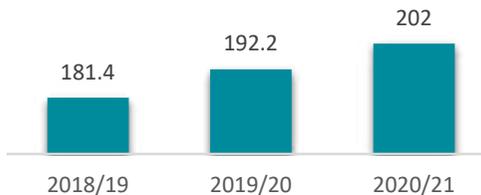
- Site visits and regular attendance at Toolbox Meetings were undertaken by executive staff to provide outdoor teams with an opportunity to discuss concerns with management and also receive information on Council activities.
- Health and Wellbeing leave was implemented.
- Emergency Special Leave was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

Our people

CLOSING HEAD COUNT AS AT 30 JUNE



FULL TIME EQUIVALENT AS AT 30 JUNE



Council employs 216 people made up of full-time, part-time, trainees, trainee cadets, apprentices and temporary workers.

In recent years, Council has reviewed its service delivery and identified the need to increase staffing in the following areas:

- 2 x Work, Health & Safety Officers
- 5 x Solid Waste Facility Positions
 - Site Supervisor
 - Waste Compliance Officer
 - Waste Services Officer
 - Resource Recovery Operator,
 - Gatehouse Controller
- 2 x Water & Wastewater Department
 - Water & Wastewater Engineer
 - Asset Maintenance Coordinator
- IT Trainee
- Heavy Vehicle Mechanic Trainee

35 %

of our workforce is female compared to 30% in FY19 and 33% in FY20.

35.6%

BABY BOOMERS

32.4%

GENERATION X

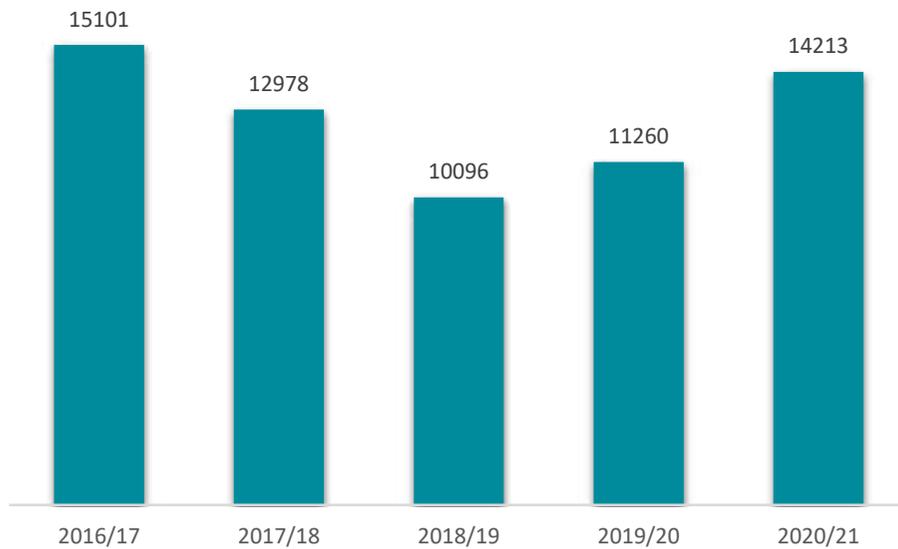
22.2%

GENERATION Y

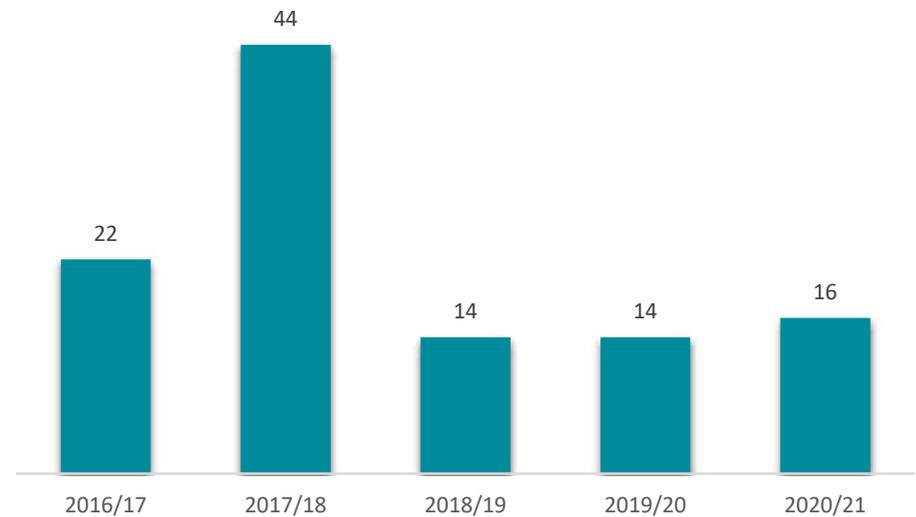
9.7%

GENERATION Z

SICK LEAVE HOURS TAKEN AS AT 30 JUNE



WORKERS COMPENSATION CLAIMS



32 PEOPLE
APPOINTED TO
PERMANENT
POSITIONS

30 PEOPLE LEFT
PERMANENT
EMPLOYMENT WITH
COUNCIL.

9 WORK HEALTH &
SAFETY COMMITTEE
MEETINGS

“a motivated and

A SAFE AND HEALTHY WORKPLACE

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

- Claims administration program has been developed including online claims reporting.
- Sport and Recreation Facilities Policy developed.
- Vault Safety Management System implemented
 - Event (Incident) reporting Vault fully functional
 - Event Incident involving motor vehicle claim process developed.
- 6 Incident & investigation workshops completed.
- 2020 WHS Audit Action Plan developed and implemented
- Traffic Management
 - Signs audit undertaken.
 - Costing provided to Infrastructure Services.
 - Awaiting purchase of new signs
- Identify Training Needs for:
 - First Aid - 75% complete
 - Confined Space – Completed
 - Concrete Saw - Work in progress
 - Chainsaw Operation - event dates identified
- WHS Plant Management
 - Draft WHS Plant and Equipment SWP and JSA- SWMS Tag in / Tag Out.
 - Weekly meetings held for Plant management

EQUAL EMPLOYMENT OPPORTUNITY MANAGEMENT PLAN

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

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

adaptive workforce”

ENHANCE THE KNOWLEDGE & SKILLS OF THE WORKFORCE

The following mandatory training and professional development was undertaken:

- QGIS - Information Technology
- ABCD Facilitation
- CPR Course
- Confined Spaces
- High Pressure drain cleaner
- First Aid
- Swim Safety Teacher Course
- Lifeguard Licence
- CPD Building Officers
- CPD Bushfires
- Microchipping Course
- Introduction to Legionella Control
- IPR Conference
- Implementing your Capability Framework
- Taxation Course
- Essentials in Procurement for Local Government
- Project Management
- Human Resources Conference
- Communicating Council Priorities
- Minute Taking
- Microsoft Excel
- Asset Management Planning
- Planning for Bushfire Resilience

IMPLEMENT THE WORKFORCE PLAN 2017-2021

The following activities were undertaken to implement the Workforce Plan:

- Management of performance and change management support in Water & Wastewater, and Infrastructure Services.
- Service Reviews used employee engagement models
- Organisational safety commitment driven at senior executive level
- Consultative model rolled out with new WHS advisory role
- Risk Management Framework implemented at Project Management Level (e.g. Lithgow Solid Waste Facility)
- Enhancement of digital Safety Management System
- Health & Well-Being initiatives supported
- Flexible working arrangements including working from home strengthened
- Strengthened Return to Work Coordination role to improve injured workers recovery at work
- Communications Strategy aimed at improving internal & external communication developed
- Inter-Departmental collaboration on the development of standard procedures
- Leadership Program implemented at supervisor and team leader levels
- Professional Development & Education Assistance aimed at Succession Planning
- Improvements to IP&R reporting to strengthen linkages to Delivery Plan

A photograph of a construction site under an overcast sky. The main structure is a metal frame with vertical posts and horizontal beams. Scaffolding is erected around the frame. Several workers in high-visibility vests are visible. A white pickup truck is parked in the background. The ground is dirt and there are some trees in the distance.

Community recovery program



Dargan Barn Raising, September 2020

45

14 Development applications received

23 Development applications approved

25 People signed up to the Federal Governments' PA 2HEALTH program.

A 4-week program to support people to improve their mental and physical health, as well as help to develop greater resilience.

EPA Bushfire Green Waste Program

Council participated in the program negotiating with assessors, local suppliers and groups on greenwaste recycling.

80

REGISTRATIONS ACROSS

12

LOCALITIES

Public Land Boundary Fence Program

\$400,000 funded

46

PROJECTS ACROSS LGA

78

KM'S OF FENCING

Over
240
COMMUNITY REGISTRATIONS FOR POST-BUSHFIRE ASSISTANCE

Awards and recognition

- Lewis Bezzina, Lithgow City Council Transport Manager – Public Service Medal
- Captain Darcy McCann, Cullen Bullen RFS – NSW Government Community Service Award
- Clarence Dargan RFS Brigade – NSW Government Service to the Community Award
- Sharron Bowman – Live 'n' Local After the Fires – Outstanding Event of the Year
- Chifley/Lithgow David Peters and Geoffrey Ryan were recognised among the Seven NSW Rural Fire Service members receiving Australian Fire Service Medals (AFSM) in the 2021 Queen's Birthday Honours List.

The Mayor also presented Special Recognition Awards to RFS Members Owen Sharwood, Adam Sharwood and David Peters, for their exceptional contribution during the Gospers Mountain Fire. During the presentation, Mayor Ray Thompson recounted the heroic efforts undertaken by the Awardees. "As was detailed to me by the NSW RFS District Manager Inspector Mick Holland, all were involved in the planning, preparation and daily fire control from the time the fire was in the Wollemi, through to leading and commanding crews in the thick of fighting the fire itself. Owen and Adam also, after three attempts, successfully completed one of the most technically difficult backburns in the Wolgan Valley that Mick Holland has seen."



Mayor Thompson pictured with Owen and Adam Sharwood, Peter McLean, Executive Officer of the Australian Organics Recycling Association.

Engaging with our community

- Launched a weekly Mobile Recovery Service at Lithgow Library Learning Centre to connect members of the community with services and Council Officers to assist with rebuilding. The service was temporarily suspended due to COVID-19 restrictions and recommenced on 9 July 2020.
- Barn raising weekend at Dargan
- RFS Get Ready Weekend
- TAFE Chainsaw training with Habitat for Humanity.
- Dargan Coffee Date (free plant giveaway)
- Lithgow Bushfire & Community Recovery Day (5-6 December 2020)
- 12-month anniversary events held by RFS Brigades
- Lithgow Council 'Drop-in' Youth Space for young people 12-17 years weekly gathering.
- Community Recovery Officer (CRO) presented on the Lithgow Bushfire Recovery Community Day to the CRO Forum.
- Participated in Transport for NSW Bushfire Recovery Program across NSW - planting 13,500 trees and supply & install 1500 nest boxes and constructed hollows. 30 residents and public land managers in the Lithgow LGA registered to participate in the program.
- Supported recovery events in Clarence and Dargan
- Supported Lithgow Show
- 45 people participated in the Get Ready Seniors events. Following on Council assisted with REDiKit Resources and Grab & Go Checklists for further presentations to be delivered by the Lithgow Red Cross to seniors.
- 24 Council staff participated in the Crisis to Relief to Recovery Seminar and Pulse Survey.
- Lithgow VIC, Miners Lamp on the Great Western Highway was lit in orange in support of WOW Day.
- Approx. 25 residents from Bell, Clarence, Dargan and Newnes Junction attended the Clarence community Land Workshop.
- Rural Adversity Mental Health Program (RAMHP) Drs in the Paddock was delivered at events in Meadow Flat & Glen Davis.
- Lithgow Council convened a Community Resilience Network Meeting.
- Participated in the Greater Sydney Region Recovery Action Plan Workshop.
- Wolgan Valley Recovery Group transitioned to Wolgan Valley Association to act as a liaison on behalf of Wolgan Valley residents
- Adjoining neighbours in Hartley formed a WhatsApp chat group to communicate and share information. .

www.council.lithgow.com/bushfire-assistance

LITHGOW BUSHFIRE & COMMUNITY RECOVERY DAY

35 services & agencies

325 attendees across the weekend

30 RESIDENTS & PUBLIC LANDOWNERS PARTICIPATED IN THE TRANSPORT FOR NSW BUSHFIRE RECOVERY PROGRAM

45 PEOPLE PARTICIPATED IN THE GET READY SENIORS EVENTS.

24 COUNCIL STAFF PARTICIPATED IN THE CRISIS TO RELIEF TO RECOVERY SEMINAR & PULSE SURVEY

Promotion of Lithgow LGA

- Resilience NSW filmed recovering business – Zig Zag Railway
- Part 2 of the video series 'Open for Business' filmed featuring Wolgan Valley, Nic & Susan Alexander from Dargan and footage within Lithgow surrounds.

Community
eNewsletters
Distributed
Monthly

Grants and community funding

- Several residents received funding under Equine Fire Relief Grants
- Mingaan Wiradjuri Aboriginal council successful in \$300,000 through the NSW Government's Bushfire Community Recovery & Resilience Fund (BCRRF) to promote community wellbeing and disaster resilience. Mingaan also received \$10,000 under the Council-led community grants program for bushfire recovery activities.
- Lithgow City Council received \$300,000 through BCRRF to upgrade the Civic Ballroom for the Lithgow Emergency Access & Resilience Network project. This project will be undertaken in 2021/22.

Bushfire Community Resource Recovery Fund - \$250,000

In December 2020, council received funding from the Resilience NSW BCRRF - Stream 1 to undertake the following activities in partnership with LINC and NSW RFS:

- Bushfire Recovery and Community Day
- Crisis to Relief to Recovery Mental Health program
- Get Ready Series, Emergency Resources, Evacuation Centre information
- The Day After Yesterday
- Bushfire recovery exhibit
- Community Heritage Garden project
- Girls on Fire 'Virtually Possible' Girls Fire and Resilience Program
- Youth Project
- Get Grubby Program (funded through BCRRF)
 - Centres program – 12 primary schools, 8 Early Learning Centres and Libraries participated
 - 50 Families participated in the families program.
- Live 'n' Local
- 25% of the funding allocated to Council-led community grants program. As per BCRF Stream 2 Guidelines
 - 15 applications received for Council-led community grants program. 10 projects were successful (see over page)
- Administration, coaching and reporting assistance for Council-led community grants program.

“We know recovery from significant events is a long-term project, and Council is very pleased to be able to provide this funding to support communities working to meet local needs and in local recovery.

Mayor Ray Thompson

In March 2021, the following community organisations were successful in their applications to support local recovery after the 2019/20 summer bushfires through projects that contribute to bushfire recovery, preparedness and building on our resilience into the future:

- MINGAAN, awarded \$10,000 to develop and deliver cultural healing and education workshops
- WOLGAN VALLEY ASSOC INC, awarded \$4,859 for the development of a community-based website
- RYDAL SHOWGROUND LAND MANAGERS, awarded \$10,000 to achieve showground upgrades
- LITHGOW INFORMATION AND NEIGHBOURHOOD CENTRE, awarded \$10,000 for a community capacity builders program
- HARTLEY RESERVE LAND MANAGERS, awarded \$5,641 to install a water tank and connections
- LITHGOW SMALL ARMS FACTORY MUSEUM, awarded \$4,000 toward an outdoor recreation area and improvements
- LITHGOW GREYHOUND RACING CLUB, awarded \$5,000 for Club upgrades and sustainability
- AUSTRALIAN ECOSYSTEMS FOUNDATION, awarded \$4,000 toward working bee weekends
- LITHGOW & DISTRICT COMMUNITY NURSERY, awarded \$4,000 for enhancement of Nursery premises
- LITHGOW VALLEY ARCHERS INC, awarded \$5,000 to purchase a water tank and upgrades in fire recovery

\$62,500 Awarded
to local community
groups under Bushfire
Recovery Community
Grants Program





Adventure Playground, Endeavour Park Lithgow.

A young girl with blonde hair, wearing a colorful striped dress with a pink tutu, is sitting on a brown playground structure. She is looking off to the side with a slight smile. The background is a blurred outdoor setting with greenery and a paved path.

Caring for our community

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

Kath Compton, Lithgow Tidy Towns presented Scotia Tracey & Michelle Lane with a Certificate of Appreciation was for the ANZAC Day window display in 2020.

The certificate says "In recognition of the contribution Lithgow Library has made to the Lithgow Community".

64 ACTIONS

58 COMPLETED

6 ONGOING OR DEFERRED

Achievements

170 GIFTS
DISTRIBUTED TO
NURSING HOME
RESIDENTS
THROUGH
THE MAYORS
CHRISTMAS
APPEAL

3 STORYTELLING
WORKSHOPS
WERE HELD AT THE
LIBRARY DURING
SENIORS WEEK

200
PEOPLE
ATTENDED
HARMONY DAY
FESTIVITIES IN
COOK STREET
PLAZA

CONTINUED TO PROVIDE SUPPORT
TO COMMUNITY GROUPS:

- MINGAAN WIRADJURI
ABORIGINAL CORPORATION
- LITHGOW DEMENTIA ALLIANCE
- COMMUNITY SERVICES INTER-
AGENCY

424 Animals
impounded

307 Returned to owners,
rescued or sold.

Additional heaters installed
in the dog kennel area at
the Lithgow Animal Shelter
in time for winter.

Council Rangers and volunteer
attended the
YOUTH WEEK PET PARADE
at the Showground to conduct
free microchipping and educate
the community on Responsible
Pet Ownership

DELIVERY PROGRAM ACTIONS

CC1.1 Local indigenous & CALD communities are supported.



CC1.2 We are responsive to the needs of an ageing population.



CC1.6 Improved quality of life for our youth



CC 2.3 We provide learning opportunities which meet the needs
of the community



CC3.1 Community safety and compliance is monitored.



31% of the community are

members of the

Library

56



6,462

5,520

eBooks
borrowed
compared
to in
2019/20

6,626

MEMBERS

434

NEW MEMBERS

1,263

PHOTOGRAPHS
DIGITISED

57

HOME LIBRARY
SERVICE
MEMBERS

4 YOUTH
STRATEGY

PRIORITY ACTIONS
IMPLEMENTED

THE LOCAL DRUG
ACTION TEAM
IMPLEMENTED

4

PLANET YOUTH
INITIATIVES

73

CBD PARKING
PATROLS

15

SCHOOL ZONE
PATROLS

Challenges

Council's community wellbeing programs were disrupted due to COVID-19 restrictions and the aftermath of the 2019 Bushfires.

The Library continued to engage with the community by using online platforms such as Facebook, where possible and conducting story-time and children's programs. Many community events were canceled and face-to-face library programs were unable to be conducted.

Restrictions, reduced opening hours, community reluctance to COVID check-ins, reduced number of community events and activities and the impact of social distancing requirements meant that less people visited the Libraries and utilised the facilities. As we move forward the Library will continue to find ways to re-engage with its membership and the community.

51%
OF THE COLLECTION
IS LESS THAN 5
YEARS OLD

The Library team workd in partnership with the James Bennett Sustainability Program to create a relevant, current and fresh collection across the Library service. 50.93% of the library collection is less than 5 years old.



CC1 - We feel
connected
and
supported

During 2020/21 the following assistance was provided to support the activities of our local indigenous community:

- Assisted Mingingan Aboriginal Corporation to celebrate NAIDOC in October 2020. Unfortunately due to COVID - 19 NAIDOC week events were postponed. However a small flag raising event was held at Council to mark the event.
- Council commenced consultation with local Indigenous groups to develop a consultation and engagement protocol.
- Council was pleased to have representation of our First Nation's people on our Youth Council and the Community Development Officer continues to liaise with the Indigenous community to encourage participation on all Council committees.
- Council supported the Uluru Statement from the Heart and made a submission to that effect.
- Council worked very closely with the Lithgow Refugee Support Group who meet on the first Tuesday of each month at 1:00pm in the Lithgow Library.
- During Refugee Week, Council and the Refugee Support Group held a community Vigil in Cook Street Plaza on 26 June, displays were held in the Library and Council conducted a Social Media Campaign.
- Harmony Day event was held on May 1st 2021, after inclement weather forced the cancellation of the planned March event. The event called "Rice's of the World" brought 200 people to Cook Street plaza to take part in a cooking contest and displays of some of the cultures that make up our diverse community. It was a day of celebration, food and music and building connection within our LGA.
- 2 Naturalisation Ceremonies were held:
 - Australia Day - 7 new Australian citizens; and
 - 26 May -7 new Australian citizens were naturalised in the newly refurbished Union Theatre.



Bridget Cama, an advocate, lawyer and proud Wiradjuri and Pasifika woman and Bridie Zorz, Wiradjuri woman addressed Council, explaining the reforms called for by the Uluru Statement from the Heart, encouraging Council to respond to the invitation from First Nations peoples in 2017 and inviting Council to work closely with First Nations people in our community for the benefit of all.

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

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

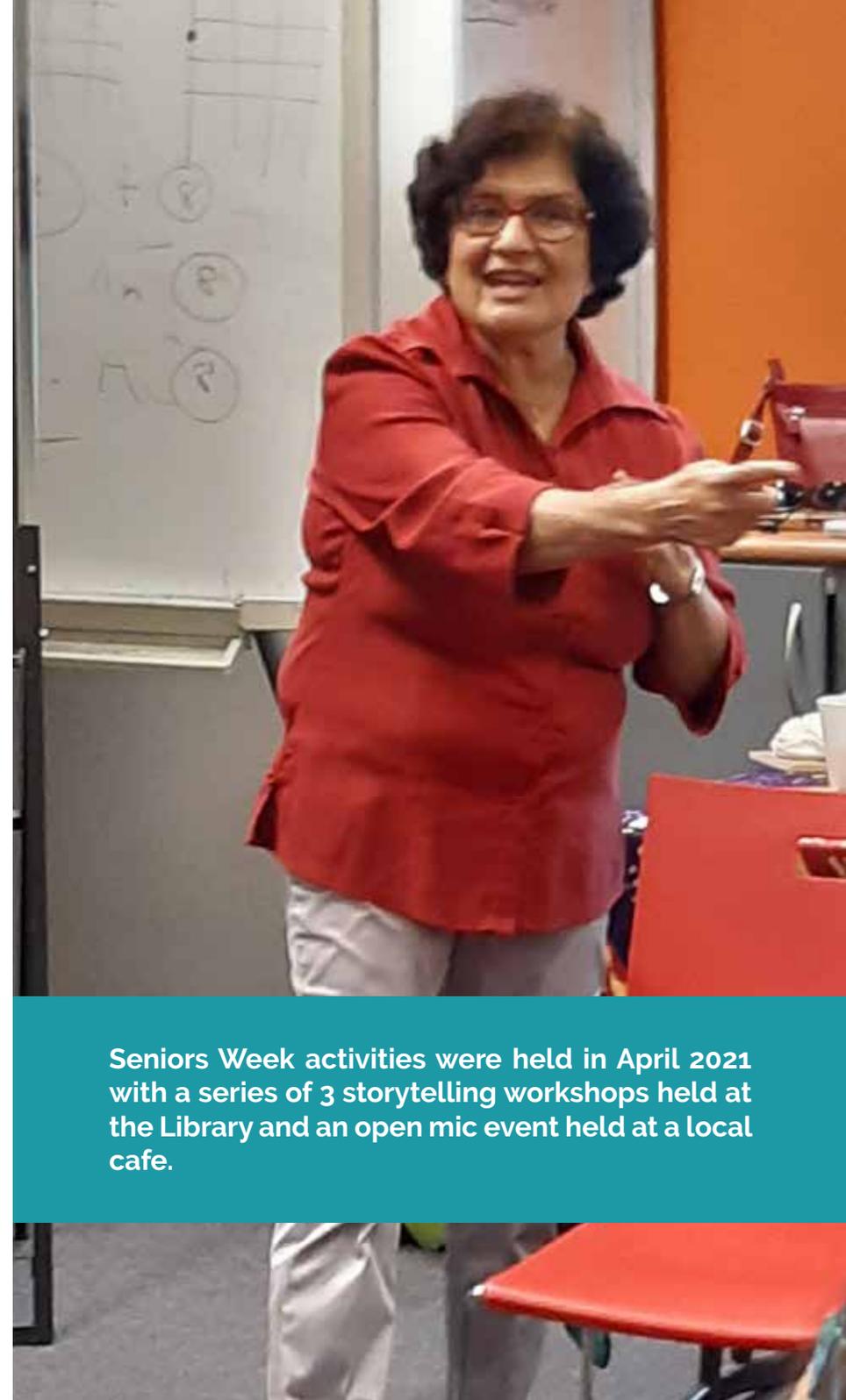
- The Community Development Officer attended Lithgow Dementia Alliance meetings and continued to support the Alliance in accessing grants. The Alliance was successful in obtaining funding to run a "Creative Dementia" Workshops Program. This highly successful program will continue with support from council's financial assistance program. The Community Development Officer supported the fundraising efforts of the Lithgow Dementia Alliance by promoting and attending events.
- The Mayor's Christmas Appeal provided donated gifts to residents in our local communities. With many nursing home residents unable to spend time with loved ones at Christmas, this is an opportunity to celebrate and give back to those who have given a lifetime to family and their community. 170 gifts were distributed by the Mayor during December 2020.

LITHGOW AGED CARE FACILITY

In early 2020, it was announced that Lithgow Aged Care (LAC) would not be re-accredited in April after it had failed 38 of 42 industry standards. Council and Lithgow Aged Care Board of Directors, along with the support of Federal Minister Andrew Gee, lobbied government on behalf of the 73 residents, their families and staff that would be impacted by the closure of this facility. The home was placed into voluntary administration to enable a buyer to be secured. Respect Aged Care purchased the facility in April 2020 and the Aged Care Commission extended the homes licence to 16 July 2021.

Since commencing operation Respect has:

- Completed the expansion of the facility to include 108 rooms and a specialist dementia area with 30 rooms.



Seniors Week activities were held in April 2021 with a series of 3 storytelling workshops held at the Library and an open mic event held at a local cafe.

CC1.3 - WE ARE A FAMILY FRIENDLY COMMUNITY

During 2020/21 the following activities were undertaken:

- Council's draft Family Friendly Strategy will be completed following release of the 2021 Census data and reported to Council for adoption.
- The Community Development Officer continued to work with the Lithgow CARES partnership. The annual Community Family Fun Days and fundraising events were canceled due to COVID-19 restrictions however, the committee continue to meet and plan their events to be held in 2021/22.

CC1.4 - ASSISTANCE IS PROVIDED TO COMMUNITY GROUPS AND ORGANISATIONS

Details of Council's Financial Assistance Program are available on pages 165-168

CC1.5 - CELEBRATE AND GROW VOLUNTEERING

The following activities were undertaken:

- A morning tea was held at the library in May 2021 to celebrate National Volunteers week.
- Volunteer opportunities were shared regularly through social media, notice boards and with Youth Council. A range of volunteer opportunities were presented to the Youth Council including event planning and organisation, promotion, design, community liaising and performance at Youth Week activities.

50

PEOPLE ATTENDED
A VOLUNTEERS
MORNING TEA

“It's the volunteers that keep our community running, from sports, to music, to caring for the vulnerable and each other. Without the work of our many volunteers the Lithgow community would grind to a halt.

Mayor, Ray Thompson

- The Youth council met monthly to discuss issues that are important to them in the life of our community. These include:
 - Ongoing issues around First Nation's people and advocating for constitutional reform,
 - Educating the community about youth suicide and mental health,
 - Concerns around employment and recreational opportunities for young people in our local area,
 - Providing mentoring and opportunities for creatives with regular concerts, public performances and collaborations with other organisations within the Lithgow community.
- Youth Council designed and implemented a range of activities for youth including:
 - Youth Week event on April 17th
 - School holiday programs in the April school holidays.
 - Youth Council co-designed the Create Lithgow Project for which they sourced NSW Government funding through the Youth Opportunities Program.
- Priority actions implemented from the Youth Strategy include:
 - Traineeship offered in Council's IT Department.
 - Community Development officer liaised with tertiary providers through Interagency meetings to identify gaps in courses and to promote enrollments.
 - The Library continued to provide free internet access and access to online tutoring for students.
 - Youth activities developed through Youth council included "Beyond the Flames" music/wellness community collaboration with Headspace and Wear it Purple Day in collaboration with Headspace and Rainbow Lithgow.
- The Community Development Officer continued to liaise with the community to determine the best way to delivery a Youth Scholarship Program
- The Community Development Officer facilitated the Lithgow Drug Action Team (LDAT) and engages with, organisations, schools, parents and young people to develop programs to support the work of Planet Youth. Some of those programs include school holiday activities, parent education and consultation and participation of LDAT at community events such as Lithglow. The committee:
 - Employed a Project Officer
 - Started a Parent Consultation Group
 - Designed and produced magnets promoting Planet Youth
 - Consulted with young people in the LGA around their needs and gaps in the community
 - Launched a social media campaign to inform and educate the community around drugs and alcohol, risk and protective factors.



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

The women's advisory committee met bimonthly and worked to promote the advancement of women in the LGA. Projects undertaken by the WAC include:

- International Women Days event to acknowledge some of the women working in male dominated industries in the LGA. The event was hosted by the Foundations at Portland and attended by over 100 women and community members.
- "Getting Women Elected" Forum by the NSW Australian Local Government Women's Association Branch held at the Library.
- Collaboration with the PCYC and LINC to run a weekly morning tea for women experiencing isolation in the community.



International Women's Day event held at Portland Foundations.

Pictured: Kellie Evans (Women's Advisory Committee), Emilie Seliscar (Videographer), Cllr Cassandra Coleman, Andrea Rosser (guest) and Tenille Evans (Women's Advisory Committee)

CC2 - There
are services
and facilities
that suit our
needs

CC2.1 - INCREASED AWARENESS OF LOCAL SERVICES AND FACILITIES

Information and notices are placed on Council noticeboards.

The Library notice boards are regularly updated and the pamphlet area is maintained with relevant community information.

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

- The Community Development Officer regularly attends Interagency Meetings. Interagency meetings are a collaboration between services and agencies in the local area. The building of these relationships increases Council's understanding of community issues as well as increasing understanding within the community of Council's roles and responsibilities.
- Council worked with the Rural Adversity Mental Health Program to promote Mental Health Month in October to the community including the rollout of electronic displays on key roads promoting wellbeing messages.
- The Mayors Mental Health Task Force did not meet during 2020/21.



Pictured: Sonia Cox, Rural Adversity Mental Health Coordinator. Council works closely with RAMHP to promote mental health and wellbeing within the community and Council's workforce.

Our libraries

Lieutenant Charles Groves Wright



Lieutenant Charles Groves Wright was born at Cape Town, South Africa on 12 February 1897. He was commissioned as a Lieutenant in the King's African Rifles on 13 October 1916 and served with that regiment's 1st Battalion in East Africa against the Germans led by Paul von Lettow-Vorbeck from 1916 to 1918. He was awarded the Military Cross for his services in this campaign.

After the war he worked for the railways in the Cape and then returned to England in 1919. He was promoted to Major in the 1st Battalion of the King's African Rifles in 1920. He was promoted to Lieutenant Colonel in 1925 and to Colonel in 1928. He was promoted to Major General in 1931 and to Lieutenant General in 1934. He was promoted to General in 1937 and to Major General in 1940. He was promoted to Lieutenant General in 1943 and to General in 1945. He was promoted to Major General in 1947 and to Lieutenant General in 1950. He was promoted to Major General in 1953 and to Lieutenant General in 1956. He was promoted to Major General in 1959 and to Lieutenant General in 1962. He was promoted to Major General in 1965 and to Lieutenant General in 1968. He was promoted to Major General in 1971 and to Lieutenant General in 1974. He was promoted to Major General in 1977 and to Lieutenant General in 1980. He was promoted to Major General in 1983 and to Lieutenant General in 1986. He was promoted to Major General in 1989 and to Lieutenant General in 1992. He was promoted to Major General in 1995 and to Lieutenant General in 1998. He was promoted to Major General in 2001 and to Lieutenant General in 2004. He was promoted to Major General in 2007 and to Lieutenant General in 2010. He was promoted to Major General in 2013 and to Lieutenant General in 2016. He was promoted to Major General in 2019 and to Lieutenant General in 2022.

Sergeant William Henry Wright



Sergeant William Henry Wright was born at Cape Town, South Africa on 12 February 1897. He was commissioned as a Sergeant in the King's African Rifles on 13 October 1916 and served with that regiment's 1st Battalion in East Africa against the Germans led by Paul von Lettow-Vorbeck from 1916 to 1918. He was awarded the Military Cross for his services in this campaign.

Oberly Sergeant Ernest 'Tommy' Wright



Oberly Sergeant Ernest 'Tommy' Wright was born at Cape Town, South Africa on 12 February 1897. He was commissioned as a Sergeant in the King's African Rifles on 13 October 1916 and served with that regiment's 1st Battalion in East Africa against the Germans led by Paul von Lettow-Vorbeck from 1916 to 1918. He was awarded the Military Cross for his services in this campaign.

Private Ernest Wright



Private Ernest Wright was born at Cape Town, South Africa on 12 February 1897. He was commissioned as a Private in the King's African Rifles on 13 October 1916 and served with that regiment's 1st Battalion in East Africa against the Germans led by Paul von Lettow-Vorbeck from 1916 to 1918. He was awarded the Military Cross for his services in this campaign.



Littliggors CITY COUNCIL

Lithgow Library's ANZAC tribute

The Lithgow Library presented a gallery of Australian Victoria Cross (VC) recipients in the days preceding and after ANZAC Day 2021.

The Victoria Cross is the pre-eminent award for acts of bravery in wartime and is Australia's highest military honour. It is awarded to persons who, in the presence of the enemy, display the most conspicuous gallantry; a daring or pre-eminent act of valour or self-sacrifice; or extreme duty to duty. Australians have been awarded the Victoria Cross in conflicts from the Boer War (1899-1902) to the war in Afghanistan.

The community was invited to come and learn what these courageous servicemen did and place a poppy in their memory.

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

6,626 MEMBERS
31% OF
POPULATION

Target = 50% of population



- Library membership has remained steady, with 31% of the community library members.
- There are many non-members who utilise the facilities & services at the library including: PC usage, photocopying, printing, Justice of the Peace services, local studies research and general research.
- The current active membership of the Library is 6,626 inclusive of 284 reciprocal borrowers who makeup 4.28% of active members.

51%

OF THE COLLECTION
IS LESS THAN 5
YEARS OLD

The Library team worked in partnership with the James Bennett Sustainability Program to create a relevant, current and fresh collection across the Library service. 50.93% of the library collection is less than 5 years old.

1,263 DIGITAL
PHOTOS ADDED TO
THE LOCAL STUDIES
COLLECTION

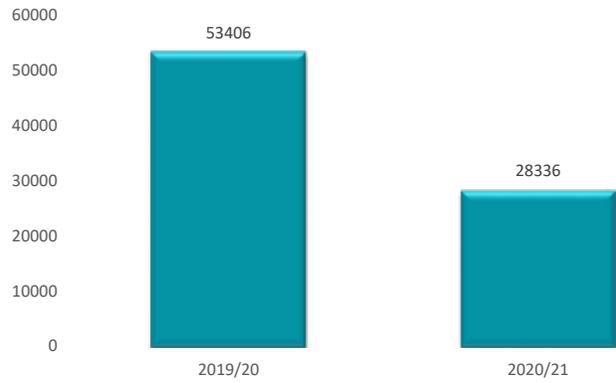
118 ITEMS
RECIEVED FROM
THE ESTATE OF
KAY ROSS
CATALOGUED
AS PART OF THE
LOCAL STUDIES
COLLECTION

379
LOCAL STUDIES
ENQUIRIES
RECIEVED

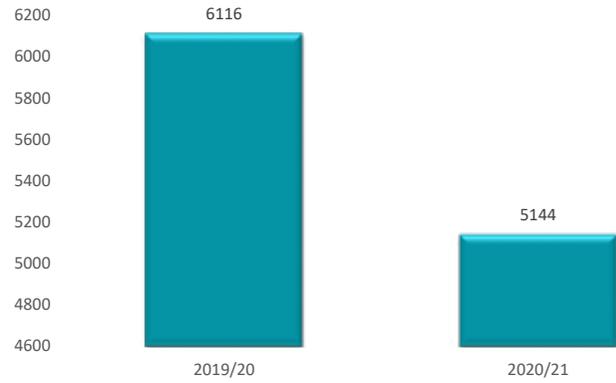
Inquiries were received from people researching historical homes and family history matters

125 INTER
LIBRARY LOANS

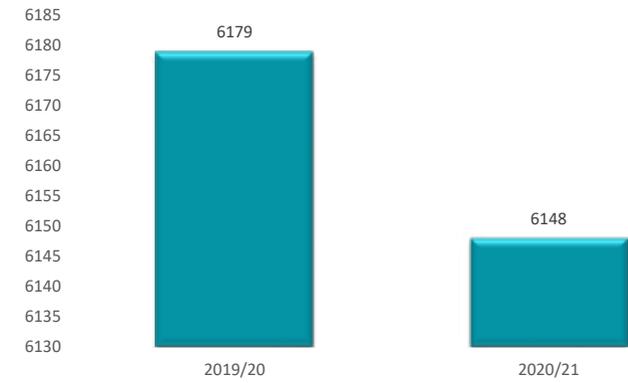
215
BIRTHS, DEATH &
MARRIAGE RECORDS
INDEXED



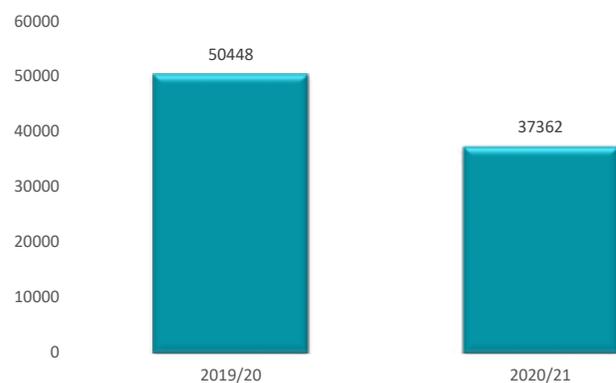
Lithgow Library Visitors



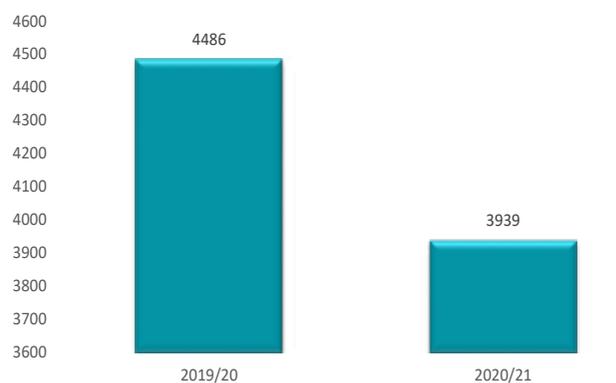
Wallerawang Library Visitors



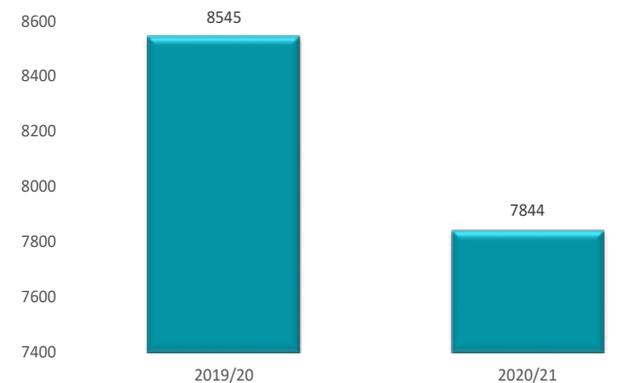
Portland Library Visitors



Lithgow Library Loans



Wallerawang Library Loans



Portland Library Loans

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

20 COMMUNITY PROGRAMS
150 PARTICIPANTS

Participated in a successful hybrid - online author talk in conjunction with the BAD Sydney Writers Festival.

6,462 EBOOK LOANS
5,520 IN 2019/20

CC3 - we feel
safe

CC3.2 CRIME PREVENTION AND SAFETY STRATEGIES ARE ACTIVELY PROMOTED.

72

- All reports of graffiti are removed from public areas within 5 working days.
- The CCTV System was managed to ensure the monitoring of the CBD as follows:
 - A major upgrade to cameras in Queen Elizabeth Park was undertaken.
 - New cameras were installed on Mort Street.
- All requests from the Police for CCTV footage were processed.
- In response to crime data, the Crime Prevention Committee developed an awareness campaign around motor vehicle theft and theft from motor vehicle offenses.
- The community development officer collaborated with Lithgow Cares Partnership to increase awareness and understanding of domestic violence issues.
- 6 meetings of the Traffic Authority Local Committee were conducted.

25 ARTICLES
IMPOUNDED

6 TRAFFIC
AUTHORITY LOCAL
COMMITTEE
MEETINGS WERE
HELD

In comparison to 2019/20 Parking patrols of the Lithgow CBD and On-street parking enforcement patrols in school zones were reduced due to retail outlets and schools not being open in response COVID-19 restrictions



Our Animal Shelter

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

Both of Council Rangers and the Lithgow Animal Shelter Volunteer attended the youth week Pet Parade held at the Lithgow showground on Saturday 17th April 2021. The Rangers discussed issues around pet ownership, and conducted a free microchipping even for the community.

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

During 2020/21, the Lithgow Animal Shelter, like all Council was impacted by COVID-19 and operated under a reduced service at times in accordance with State Government Restrictions and Council's COVID Plan.



36

DOGS
MICROCHIPPED



45

CATS DESEXED

CC3.1 COMMUNITY SAFETY AND COMPLIANCE IS MONITORED

74

Month	Total no. animals impounded	Total no. animals returned to owners	Total no. feral cats destroyed	Total no. other cats destroyed	Total no. dogs surrendered by owners destroyed	Total no. dogs destroyed which are unable to be re-homed	Total no. animals rescued or sold	Total no. of animals retained at end of month
July	23	5	4	0	1	2	10	4
August	31	15	1	0	0	0	8	7
September	42	18	2	0	0	1	22	8
October	30	11	1	0	0	1	11	1
November	43	12	1	11	0	0	14	5
December	36	19	0	0	0	0	21	8
January	27	19	2	0	0	2	10	1
February	29	11	2	0	0	0	17	0
March	37	21	0	0	0	0	16	0
April	42	15	1	0	0	3	7	1
May	46	7	1	0	0	9	21	8
June	40	9	5	0	0	3	5	12

In 2020/21 an electrical upgrade was completed at the animal shelter, along with the installation of sewer pit basket and fencing of the dog run.

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

Developing our built environment



Old Western Road, Rydal

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



89 ACTIONS

58 COMPLETED

31 ONGOING OR DEFERRED

Achievements

Endeavour Park

Pump Track

Construction commenced. Scheduled for completion in August 2021

Ashley

Grandstand

Change & meeting rooms refurbished.

Union

Theatre

Reopened on 15 May 2021 after significant refurbishment

Sporting Field Irrigation

Irrigation installed, top dressing and seeding complete with monitoring of the trenches ongoing on the following fields:

- Tony Luchetti Showground - Fields 2 and 3
- Marjorie Jackson Oval
- Conran Oval

Shade sails

Installed over playgrounds at Marrangaroo & Tweedie Street Parks and Wallerawang and Portland Skate parks.

Lake Pillans

Boardwalk

Construction completed for installation in July 2021.

Portland & Wallerawang

Toilets

Accessible Exeloo toilets installed at Tweedie Park, Wallerawang and Kremer Park, Portland.

Lake Lyell

Swing set replaced in children's playground and the jetty was replaced.

45,381

PEOPLE VISITED
THE AQUATIC
CENTRE

1,587

PARTICIPATED
IN EXERCISE
PROGRAMS

426

CHILDREN
ENROLLED IN
LEARN TO SWIM
4TH QUARTER

COVID-19 restrictions continued to impact patronage of the Aquatic Centre during the 2020/21 reporting period with patronage of the centre and public programs significantly reduced.

Farmers Creek

- Golden Robinias removed and replaced with native vegetation to preserve biodiversity, create habitat, maintain stream stability and enhance visual amenity.
- Extension of the Farmers Creek shared pedestrian/cycle pathway from Tank Street to Burton Street Lithgow
 - Construction of a shared standard pathway starting near the corner of Tank and Macaulay Streets and extending along the Farmers Creek bank to Inch Street via Guy and Burton Streets.
 - Installation of two bridges over State Mine Creek and Farmers Creek.

Lake Wallace

- Re-tiling of amenities completed in December 2020.
- Accessible Fishing Platform with the installation of the access ramp from the bank to the pontoon.

Cullen Bullen Cemetery

Second columbarium constructed.

DELIVERY PROGRAM ACTIONS

BE 1.1 We provide a respectful cemetery service



BE1.2 We provide cultural and recreational infrastructure that meets the needs of the community.



WATER

MAINS

RENEWAL

- 1,195 m Coalbrook Street, Lithgow
- 320 m Stephenson street Lithgow
- 100m Wear Street, Lithgow

Cullen Bullen Sewerage Scheme

TENDERS CALLED FOR DESIGN & CONSTRUCT:

- LOW PRESSURE SEWERAGE SCHEME
- SEWERAGE TREATMENT PLANT

06

Footpaths were renewed in Lithgow.

- Martini Parade
- Main Street
- Laurence street
- Church Street
- Methven Street
- Bayonet Street

620

Lineal metres of 1.2m wide footpath constructed along James Parade, Wallerawang.

DELIVERY PROGRAM ACTIONS

BE 1.4 Match infrastructure with development. ✓

ROADS

Capertee Valley

- 4.8km Glen Davis Road - bitumen sealed
- 11km Glen Alice Road - bitumen sealed

Hartley Valley

- 1.1km Fields Road - bitumen sealed

Rydal

- 3.8km Old Western Road - bitumen resealed

Portland

- 500m Quarry Road - bitumen resealed
- 93m Wolgan Street Lane - bitumen resealed
- 154m Thompson Street - bitumen resealed
- 106m Crossing Street - bitumen resealed
- 182m Long Street - bitumen resealed
- 3km Back Cullen Road - bitumen sealed.

Lithgow

- 188m West Street - bitumen resealed

Asset	2019/20	2020/21
Urban, rural sealed, regional and rural unsealed road	871km	907km
Sealed roads <ul style="list-style-type: none"> • Regional • Urban • Rural 	533km <ul style="list-style-type: none"> • 23km • 175km • 334km 	561km <ul style="list-style-type: none"> • 23km • 175km • 362km
Unsealed roads <ul style="list-style-type: none"> • Urban • Rural 	343km <ul style="list-style-type: none"> • 16km • 327km 	315km <ul style="list-style-type: none"> • 16km • 299km
Glen Davis and Glen Alice Roads <ul style="list-style-type: none"> • Unsealed • Sealed 	<ul style="list-style-type: none"> • 15,956m • 64,694m 	<ul style="list-style-type: none"> • 0 • 80,650m
Bridges <ul style="list-style-type: none"> • Concrete • Timber 	42 <ul style="list-style-type: none"> • 32 • 10 	42 <ul style="list-style-type: none"> • 34 • 8

1 KM

Reconstruction and bitumen sealing of Fields Road completed at a cost of \$200,016.

4.5 KM

Reconstruction and bitumen sealing of Glen Davis Road completed at a cost of \$796,800
Funding: Federal Government - Local Roads and Community Infrastructure program

5 KM

Reconstruction and bitumen sealing of Hartley Vale Road & Dark Corner Road completed at a cost of \$1,363,500
Funding: State Government - Fixing Local Road's program

Challenges

Resulting from the COVID-19 pandemic, the austerity measures implemented by the Council have resulted in the difficult decision to defer some projects. The following projects have been deferred to 2021/22:

- Wolgan Road Slope Stabilisation
- Macaulay St/Sandford Avenue Slope Stability
- Carpark construction for the Adventure Playground
- Fencing at Jim Monaghan Athletics Track
- JM Robson Aquatic Centre
 - Installation of solar panels
 - Installation of pool winch
 - Replacement of pumps
 - Renewal of filtration system on the Hydro-play pool.
- Replacement of ceiling tiles at the Administration Centre.
- Urban Sealed Roads Renewal Program
 - 266m2 Stephen Street, Lithgow
 - 1040m2 Enfield Avenue, Lithgow
 - 925m2 Clwydd Street Lane, Lithgow
 - 750m2 Second Street, Lithgow
 - 1200m2 Purchas Street Lane, Portland
- Sealing of Creek Street, Portland

Council continues to investigate and act on any opportunity to source external funding that is made available with the view to improve the sustainability of the organisation while also continuing to deliver high-quality assets to the community. We look forward to 2021/22 and the opportunities for change and improvement that this will bring.



11 June 2021, crews worked to close roads, ensuring motorists safety, in Hampton area and at Garlands Hill, Portland and Browns Gap Road, Hartley Vale.



Extreme weather events

Extreme weather events such as periodic heavy rainfall and snow caused significant damage to local infrastructure cutting off many residents access; roads, bridges, landslips and causing issues with water and sewer systems.

Council crews provide a rapid response during times of extreme weather, monitoring and closing roads.

- In March, flooding caused roads across the LGA to be closed, particularly in locations with low causeways.
- Snow events in June resulted in road closures in Hampton along with Portland-Sunny Corner Road, Portland and Browns Gap Road, Hartley Vale.

On 8 June, a crew from Wallerawang Depot, including traffic control, plant operators, plumbers and supervisors worked through some of the worst conditions that have been seen in 2021 with temperatures reaching low single digits and rain, sleet, and snow incoming. The team were working to repair a water main that had burst on Piper's Flat Road. The team worked into the night to complete the repair and return service to residents.

These ongoing weather events, not only cause damage to infrastructure, but also result in teams working for extended periods post the event to clean-up and make safe roads and other infrastructure.

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



Mayor Ray Thompson, Clr Deanna Goodsell and Director Economic Development & Environment, Andrew Muir looking at the plans for the new Lithgow Resource Recovery Centre with representatives from Structen Pty Ltd (see pp 110).

PUBLIC HEALTH AND FOOD PREMISES INSPECTIONS

- **141 Food inspections** were completed - Target = 120 pa.
- **Caravan park, skin penetration, cooling tower inspections** All known premises were inspected during 2020/21.
 - No cooling tower complaints were received.
 - Caravan and Camp Ground inspections were completed and approval to operate certificates issued.
 - 1 food safety complaint was received and responded to within 2 working days. Re-inspections of non-compliant food businesses were progressed and completed when deemed appropriate.
- **Swimming pool inspections** All public swimming pools were inspected for compliance with the Public Health Act 2010 and Public Health Regulation 2012.

TRADE WASTE INSPECTIONS PROGRAM

- Applications that do not require concurrence from Department of Primary Industries and Environment were processed within 14 days.
- Multiple properties were inspected for non-compliance with only one being compliant. Letters were sent out and properties were placed on non-compliance higher charges for failure to address the non-compliances.
- Trade waste inspections were undertaken, approvals issued where applicable and non-compliance letters sent where required.



Union Theatre Redevelopment



Pictured: recently upgraded rear of the Union Theatre

Lithgow Union Theatre is an important heritage building that opened in 1891 as an Oddfellows Hall. Following community consultation it was determined that there was a need for a multi-purpose cultural facility in Lithgow.

Although used by local organisations such as the Lithgow Musical Society and for occasional function hire the theatre lacked dressing room facilities which limited use of the facility.

Performers were required to use temporary portable dressing rooms external to the building during productions.

Access to toilet facilities also required performers to use an external uncovered walkway. As a result, what should have been an important cultural facility was unsuitable for use by both local and visiting performers.

The Union Theatre now has first rate facilities to attract a greater number of local and visiting performers and artists. In 2019/20 a new two level back of stage wing was constructed incorporating new change, storage and amenity rooms and elevators making much of the theatre wheelchair accessible. New industry standard technical systems were installed making the venue able to support the needs of contemporary performances and diverse events.

In 2020/21 further upgrade works were undertaken including painting the auditorium, mezzanine, upstairs meeting room and front building façade; resurfacing floors; air-conditioning the new back of stage wing; amenity improvements. A new gallery space activating the street frontage was also completed. These works were funded under the Australian Government Drought Communities Round 2 Program.

On 15 May 2021 following completion of the front of house renovations and construction of new back of house facilities Lithgow City Council launched the renewed Union Theatre.

The Theatre now has first rate facilities to attract a greater number of local and visiting performers.

These works were funded by the NSW Regional Cultural Fund and Lithgow City Council.

Since re-opening a number of events have been held at the Theatre including:

- 15 May 2021, The Hon Paul Toole MP and the Hon Andrew Gee MP officially opened the theatre and announced the winners of the Waste 2 Art competition which was on exhibition at the Union Theatre Gallery until 23 May.
- 26 May 2021, Paul Toole MP, Member for Bathurst and Mayor Councillor Ray Thompson recognised 7 people who became Australian citizens.
- Local musician Jacques Alamod hosted an album launch.
- DJ workshops with renowned Indigenous musician Dobby for local youth in partnership with Mitchell Conservatorium.
- The Lithgow Regions Waste 2 Art competition and exhibition was held in the Union Theatre Gallery

The redevelopment of Pioneer Heritage Park to transform the park into a space for community re-connection was funded under the NSW Government Streets as Shared Spaces.

Enhancement of the public space included:

- Installation of a new bus shelter
- Removal of walls and damaged brick path surfaces
- Installation of temporary furniture
- Installation of a new twin accessible toilet block with an exterior photographic wrap featuring artwork by Belinda Prestwidge of a Regent Honeyeater and Large- Fruited Tea Tree (*Leptospermum macroparpum*)

The design of the new Pioneer Park toilet thematically connects to Ludwina Roebuck's artwork, Bird Houses (2018), commissioned by Lithgow Tidy Towns, and promotes the natural beauty of our region. The Regent Honeyeater, one of the most important avian pollinators of native plant species, is found in the Capertee Valley and is the focus of a large conservation program led by Taronga Zoo and BirdLife Australia.

The Large-Fruited Tea Tree, officially adopted as the Lithgow's town flower in 1998, is native to the high plateau around Clarence.

Ludwina Roebuck was commissioned to create new plates for Birdhouse Wall in response to the plantings and other design elements installed in the park. New flowers created from found objects depict the locally native Large-Fruited Tea Tree which can also be found in the design on the amenities block and planted in the surrounding garden beds.

- Landscaping of the park was undertaken by Jessica Lawn and features Lithgow's town flower in a meadow style planting with ornamental grasses and strategically place trees to provide natural shade once matured.

A free Family Fun Day to launch the redeveloped park was held on Saturday 27 March:

- Family fun day with kids Easter and gardening activities, craft, games & live music.
- Open- air screening of Spies in Disguise with pre-show entertainment by jazz trio Le Hot Club.
- Members of the community were encouraged to support local business and purchase food from Main Street Cafes, pubs, and restaurants or food vendors.

Pioneer Heritage Park Redevelopment



A photograph showing two men standing on a newly reconstructed bridge. The bridge has white railings and a concrete deck. The background features a rural landscape with green fields, trees, and hills under a cloudy sky. A road sign with 'END 50' is visible in the distance. The text 'Hartley Vale Bridge Reconstruction' is overlaid in large white font at the bottom of the image.

Hartley Vale Bridge Reconstruction

In April 2020, during the course of routine structural assessments undertaken yearly on bridge assets throughout the Lithgow LGA, it was identified that the bridge immediately north-east of the Hartley Vale village required urgent works. To facilitate the necessary abutment reconstruction, the bridge was immediately closed to traffic and a temporary bridge and approaches were installed to cater to through traffic.

Annual inspections of Council's bridge assets are undertaken to assess their structural integrity and prioritise any required improvements or renewals. Due to concerns for public safety, the bridge was immediately closed, a temporary bridge was installed within a week and design work commenced to upgrade structure."

The Hartley Vale bridge is one of those unique assets, built by convicts in the 19th century, and forming one of the significant lines of road coming down into the valley known as the Old Bells Line of Road. This bridge and its connecting roads were essential in opening up western NSW.

Council worked with the Hartley Vale community, specialist heritage consultants, bridge construction experts and relevant state authorities to protect the heritage value of the bridge while also updating it to modern standards.

The works completed saw the original sandstone abutments removed, a new concrete and steel bridge constructed, and the original sandstone abutments replaced to maintain the heritage value of the original structure. Timber logs and handrails have also been installed to disguise the modern structure and retain the impression of a historic, nation-building asset.

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

Evidence of failure includes:

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

In order to address these issues, Council has opted to construct a low pressure sewerage transportation system to overcome the terrain. The low pressure system is a common method of sewerage transportation where the community has previously relied upon on-site systems such as septics. Construction of the plant will commence in 2021/22. The following actions have been completed.

- Concept designs of Sewerage Treatment Plant and the Low Pressure Scheme.
- A Review of Environmental Factors
- Acquisition of land for the sewerage treatment plant.
- Tenders for design and construct of the Low pressure sewerage design and Sewerage Treatment Plant.

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

73% of onsite
wastewater
management
systems
inspected are
failing

Will provide
connection
to over 90
residential
properties

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



Cullen Bullen Sewer Scheme

Water loss management program

8,341
Smart Meters
installed

6
Metered
standpipes

Lithgow City Council is looking to lower energy consumed during water pumping by reducing water loss in the water reticulation network. Previous reports, have indicated a loss of up to 25% of the total system input.

In order to reduce water loss sustainably it is important to know where and when excess water is being consumed within the network.

This requires measurement of flows into smaller sectors of the network, often called district metered areas. This allows the identification of poorly performing areas and much better knowledge of bursts and leaks as they occur. Instead of annual reporting, this type of system can allow timely notification of burst and leak levels, reducing run times and the volume of water lost.

The Water Loss Program involves dividing the Lithgow network into a number of District Metered Areas (DMA's). Each zone has flow and pressure monitoring installed to not only track Minimum Night Flow which is the best indicator of leakage levels, but also system pressure and other anomalous flow patterns. A system which analyses this data in the background and indicates any anomalies through a web based platform has been installed.

Smart Meter

In 2018/19 Council commenced preparation for the replacement of water meters with Smart Meters as proposed in the Water Loss Management Plan. This reduces the amount of non-revenue water which currently equates to between 30-36% of the amount of water that Council purchases and treats. Council's target is to reduce this to below 15% over the coming years. With the majority of water meters being over 10 years of age (some in excess of 20 years of age), this project was due. Works are funded through Council's water fund with no increase in water rates for residents.

Council has installed a total of 8,341 Smart Meters however, due to COVID restrictions there are still 200 meters to be installed. Reservoir and district flow meters have also been installed across the LGA.

Enhancing our natural environment



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

36 ACTIONS

30
COMPLETED

6 ONGOING
OR
DEFERRED

Achievements

48 services missed from collection

2 Green waste collections held

2 Bulk waste collection held

1 Chemical collection held

waste segregation audit completed

12.9% RECYCLING CONTAMINATION RATE

KEY CONTRIBUTORS

- Recyclable containers (bottles and plastic containers) that have not been finished
- Recyclables that are presented in plastic bags

55.9% COMPOSTABLE WASTE IN THE RED LIDDED KERBSIDE BIN

Food and kitchen waste accounted for 32% of the compostable material in the red lidded kerbside bin

16% of waste diverted from landfill at kerbside collection
Target = 20%

WASTE EDUCATION

- Get Grubby for Centres and Get Grubby for Families.
- Supported the establishment of a compost hub at Lithgow PCYC to support food waste reduction initiatives.

DELIVERY PROGRAM ACTIONS

NE 1.1 Reduce, reuse and recycle our resources ✓

LANDCARE ACTIVITIES UNDERTAKEN

- Native revegetation planting days
- Weed removal to protect endangered Purple Copper Butterfly habitat.
- Frog identification & monitoring workshop.
- Local Eucalyptus identification workshop.

229 OF
180

SEPTIC
INSPECTIONS
COMPLETED

1

ALTERNATE
FUEL REBATE
APPLICATION
PROCESSED

ENERGY & WATER SAVING INITIATIVES

- Installation of Solar Panels on the Administration Centre.
- Investigation of options for the installation of solar at the Aquatic Centre.
- Identification of areas of “high water consumption” by council facilities.
- Installation of irrigation systems at sports fields.

LITHGOW CEMETERY STORMWATER IMPROVEMENTS

200m of retaining wall,
associated kerb and gutter works
and reconstruction of a new bitumen
sealed road to improve stormwater
drainage.

DELIVERY PROGRAM ACTIONS

NE 2.1 Our natural environment is improved and protected



NE 1.2 Implement total water cycle management practices



Challenges

To assist with Council's cash flow issue and to mitigate the impacts on the cash and investments balance as well as internally restricted reserves the following project has been deferred to 2021/22:

- Improvements to stormwater infrastructure adjacent to cemetery access roads.

Land ownership for the location of the proposed Glen Davis Transfer Station caused minor delays in this project. However, this has now been confirmed with Crown Land Authority. Council are able to move forward with community consultation in the first quarter 2021/22 regarding:

- Construction of the Transfer Station; and
- Closure and rehabilitation of the Glen Davis Landfill.

During the first half of 2020/21 COVID-19 provided challenges with the delivery of waste education activities traditionally undertaken face-to-face at local schools. However, the "We Are Waste Wise" Primary School Art Competition was conducted prior to the end of term giving students an opportunity to be creative. This was extremely successful with over 100 entries received.



Tyler Glover from Lithgow Public School took out the Overall Winners prize with his colourful picture of the Blast Furnace.



Tyler Glover from Lithgow Public School took out the Overall Winners prize with his colourful picture of the Blast Furnace.



Mikayla Johnson from Coerwull Public School won the Best Local Landscape/Landmark with her eye catching picture of Queen Elizabeth Park.



Finalists - Nellie Griffiths and Rhys Callaghan (Portland Central School)



The Encouragement Award went to young Braxton Burgess from Lithgow Public School for his striking picture of the Wollemi Pine.



Finalist:
Niamh Jenkins
(Hampton Public School)



Finalists:
Kayleigh Northey, Holly Parker,
Kaira Hughes, Natalia Melnyk,
Jayden Judson and Isaac
Beckett (Coerwull Public School)

NE1 - We use our
resources wisely



Waste services

Lithgow City Council is responsible for

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

208KG
KERBSIDE RECYCLING
COLLECTED PER CAPITA

2,334KG
KERBSIDE WASTE COLLECTED
PER CAPITA

4,492T
CO-MINGLE RECYCLING PER
ANNUM

Lithgow Solid Waste Facility

TONNES OF WASTE
RECEIVED

48,956

2019/20

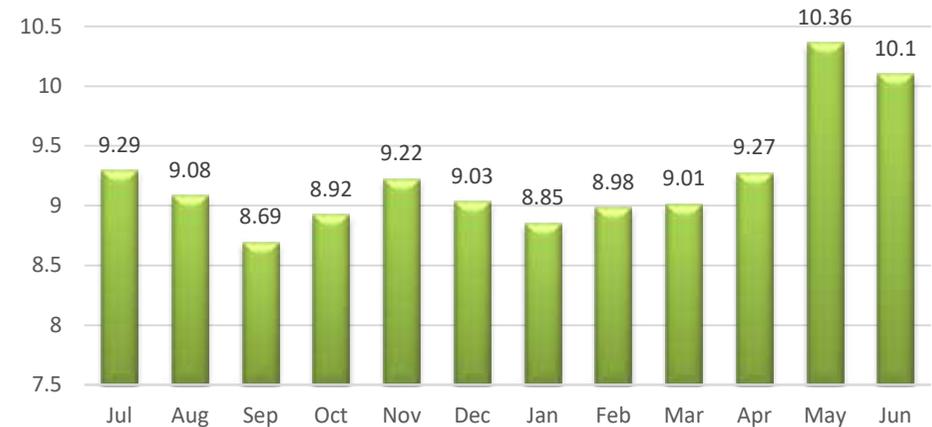
44,205

2020/21



NOTE: In 2019/20 48,956t of waste was received. This included 6,000t of bushfire waste which was an extraordinary event. Excluding bushfire waste, 42,956t was received, Based on 2019/20 waste figures, this indicates that there has been an increase of waste received at the Lithgow Solid Waste Facility of 1,249 tonnes during 2020/21.

Monthly Kerbside Recycling Bin Contamination Rate %



DELIVERY PROGRAM ACTIONS

- New transfer station shed at Hampton commissioned.
- Glen Davis:
 - Site survey of Glen Davis Transfer Station completed.
 - Land ownership confirmed with Crown Land.
 - Community consultation to commence 2021/22.
- Water management and capping works completed at Cullen Bullen Landfill site. Re-vegetation completed.

NE 1.1 Reduce, reuse and recycle our resources





Resource Recovery Centre

The construction of the Resource Recovery Centre (RRC) at the Lithgow Solid Waste Facility commenced on 10 May 2021. The Centre will provide the community with a number of significant advantages now and into the future including increased resource recovery, reduced waste to landfill and improved public safety.

In the short term this will improve the customer experience with all-weather access to waste and recycling disposal. Customers will no longer have to drive to the tip face improving safety and increasing resource recovery options. In the longer term it will provide the required infrastructure for the management of waste in Lithgow and will continue to operate as a transfer station following closure of Lithgow landfill.

Recyclable materials are currently transported by JR Richard to Visy in Smithfield for processing.

The RRC will consist of a recycling shed and transfer station to serve as a drop off location for residents with separate areas to sort and place re-usable and recyclable items. Included will be a Community Recycling Centre (funded by the Environmental Protection Authority) where problem wastes can be dropped off including paint, oil, batteries, gas cylinders, fluorescent light tubes and smoke detectors.

Recovered materials will be sent off-site for further processing and/or beneficial re-use. A stockpile area will allow sorting and processing of construction and commercial waste to provide further resource recovery and increased diversion from landfill.

The project ensures Lithgow Solid Waste Facility:

- Can continue to operate as a landfill whilst providing improvements for resource recovery and customer service.
- Continues to meet environmental regulatory requirements plus implement improvements to meet modern standards.
- Continues to provide appropriate waste management services in the LGA.

The Lithgow Solid Waste Facility (SWF) is the primary waste facility in the LGA and continued operation is critical in meeting waste disposal requirements for local residents and businesses. On 1 January 2021 Lithgow City Council commenced 'in-house' operation of the facility.

After more than 25 years of contract operation of the facility it was moved back to council's operations. This allows council to adapt to the ever-changing waste environment. The new operation provides the opportunity to improve resource recovery and provide the best value to ratepayers and the community. The Initial changes to the management of the facility included:

- Cashless operation
- Increased supervision of unloading from 1 January 2021 to ensure only permitted wastes are disposed on site and improve resource recovery by identifying materials that can be placed in resource recovery stockpiles

Council's operation increased employment by engaging a full time Site Supervisor and full time General Labourer. The site now employs: 1 Site Supervisor, 3 Resource Recovery Operators, 1 General Labourer, 2 Gatehouse Controllers. Importantly there were no job losses as a result of the changeover.

While the priority has been ensuring a smooth transition and no interruption to services, Council is now in a position to improve site operations and resource recovery. The construction of the Resource Recovery Centre is an integral part of this process.

DELIVERY PROGRAM ACTIONS

NE 1.1 Reduce, reuse and recycle our resources	✓
GL2.1 Revenue opportunities, costs savings and/or efficiencies are achieved.	✓



Lithgow Solid Waste Facility

NE2 - We understand
the environment





Strengthening our economy



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



39 ACTIONS

35
COMPLETED

4 ONGOING OR
DEFERRED

Achievements

Tourism

\$60,268

Souvenir sales at Visitors Centre

35,597

VISITORS TO
THE VISITOR
INFORMATION
CENTRE

32,938

from NSW

2,659

from OTHER STATES

142

TOURISM
OPERATOR
MEMBERS

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

54

VERY
SATISFIED

5

SATISFIED

1

NEUTRAL

“Very helpful and a great place. We are going home to hook up the van and come back.

“I love stopping here on my way home, I am always met with a friendly face.

“Amazing service, polite and friendly- had all the maps I was looking for.

“Friendly staff and knowledgeable.

Halloween

469

Entries in the Halloween Smartphone film competition



485

In 2018

90

Entries received in the Inaugural online Best Dressed Halloween Costume Competition

\$11k

PRIZE POOL
7 CATEGORIES

Culture & Heritage

\$20k

Grant funding secured from Destination NSW for LithGlow

\$11k

Grant funding secured over 2 years to establish a Heritage Grants program

19

RESIDENTS
ACCESSED THE
HERITAGE ADVISOR
PROGRAM

1,454

VISITORS TO
ESKBANK HOUSE
MUSEUM

19

FILM INQUIRIES
PROCESSED

Achievements

- LITHGOW CBD WAS DECORATED FOR CHRISTMAS AND FUNDING PROVIDED FOR WALLERAWANG & PORTLAND DISPLAYS.
- 2 NEW MARKETING PROGRAMS HAVE BEEN DEVELOPED TO PROMOTE CULTURAL HERITAGE ORGANISATIONS
 - THE MAIN STREET BANNER PROGRAM
 - PRINTED SHARED MUSEUMS AND HERITAGE SITES MAP.
- HERITAGE SIGNAGE WAS INSTALLED TO COMMEMORATE THE CONTRIBUTIONS TO OUR COMMUNITY BY:
 - BERYL DAVIS
 - HUGH DOHERTY
 - RALPH & ETTIE HOLLOWAY
- SPECIALIST CONSERVATOR APPOINTED AS MUSEUMS ADVISOR TO ASSIST LOCAL MUSEUMS TO DEVELOP CONSERVATION PROGRAMS



Challenges

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

The annual Halloween festival, a street party held in the CBD was unable to be conducted requiring Council to develop "fresh" and innovative ideas for engaging the community and ensuring that the Lithgow Halloween Brand was still recognised; locally, nationally and globally. This resulted in the use of online platforms for a Smartphone Short Film Competition and Halloween Costume Competition.

However, Lithgow and the launches for the upgrade of Pioneer Heritage Park and the Union Theatre were able to be held and were adapted to COVID safe events.



SE1 - We attract
new business and
investment



875

Planning
Certificates
Processed

10

Building Certificates
Processed

20

Subdivision Certificates
Processed

LITHGOW REGION

A CASE FOR ECONOMIC CHANGE

SYNERGIES | INVESTMENT | TECHNOLOGY



MAIN REPORT

In early February 2020, Council appointed a Transition Working Group to examine the future industry base of the Lithgow City Region noting the progressive decline of the coal industry. Central to this review was the requirement to look at the Western Sydney economy and the implications of its growth on the Region.

The Transition Working Group was unanimous in its views.

The Lithgow City Region has many significant attributes, a number of which are unique and some under-utilised. The Region sits on Western Sydney's doorstep and is the entry point to the Central West. The prime geographic location of Lithgow, along with its low cost, energy & transport infrastructure and natural beauty should make it one of the best places in NSW to grow business, attract working families and keep our young from leaving the Region.

Over the past 20 years, the economic position of Lithgow City has flatlined. There is an urgency to re-boot the economy and the task will require a sustained collaborative effort.

The Lithgow Region economy will not survive unless there is a concerted effort to bring about meaningful change underpinned by new investment and jobs. Within the next 20 to 25 years, the Region's dominant coal industry and coal-based power station will no longer exist.

That is the reality despite the fact those two industries have been major contributors to the local economy.

The multiplier impact of that loss will be immense on the local economy.

This situation has been known for some time, yet little has been done to implement real change. It is a serious and unacceptable situation.

The Working Group has prioritised seven (7) industries of the future. It has also identified four (4) enablers underpinning future growth.

Several benchmarks have been proffered, including the potential for the creation of up to 4000 new jobs over the next 20 years. The future benchmarks outlined in the Report are against a background of static or negative growth which has defined the Region over the past 20 years.

The Report makes 33 recommendations, some are for immediate action; others for action that need to start now but which will take time to deliver benefits. A key recommendation for enabling change is the proposal to establish an independent Economic Development Board.

Further, of key importance also is the availability of serviced employment lands and need for substantial Federal and State Government funding to support the transitioning of the Lithgow economy.

The Working Group acknowledges the need for a well-placed Lithgow City brand. Lithgow City is known for its industrious, 'can do' history and building upon that theme, a future brand identity could envisage environmental leadership, technology, innovation and pristine natural beauty.

Taken from the Forward of "The Lithgow Region - A Case for Economic Change by the Transition Working Group: Rich Evans, Glenda Anthes, Renzo Benedet and Rob Swinton.

This report is timely and provides a roadmap to future industries for Lithgow covering advanced manufacturing, renewable energy, health, agricultural production, creative industries and entertainment, tourism and start-up ventures.

Cr Ray Thompson, Mayor

SE2 - We encourage
economic growth
and diversity



Lithgow Tourism Destination Management Plan

Lithgow VIC Visitors



Visitation numbers at the Lithgow Visitors Centre continue to be reduced due to COVID-19 restrictions and border closures.

Tourism in the Lithgow LGA has enormous potential, however there needs to be an ongoing focus placed on destination branding and marketing as the industry is dominated by small players, who do not have capacity or resources to undertake effective marketing and promotion.

Council, via Lithgow Tourism, continues to develop destination marketing initiatives to ensure that the Lithgow destination is well promoted to potential visitors, with a focus on optimising digital and online media channels focusing on the New South Wales 3-hour drive market.

In a year where local tourism businesses continue to face extreme challenges attracting visitors due to the ongoing impact of COVID19, the destination marketing initiatives implemented created a strong market presence and significant growth in visitors accessing the Lithgow Tourism and Events website.

Key outcomes in 2020/2021 were:

- Council received 2 grants to support Lithgow to delivery a COVID - 19 safe Australia Day event and support local business through the production of promotional materials.
- Jet Black 24hr Mountain Biking event was held under COVID-19 Restrictions in December with 350 mountain bikers from all over NSW and the ACT. Feedback from Rocky Trail Events, the organisers of JetBlack 24hr is that they look forward to Jet Black 2022 and further collaboration with Lithgow in regards to opening up further trails and future events in the area.
- Due to a 50% reduction in membership fees and a strong sales campaign, Lithgow Tourism membership increased to 142 members.
- A new Tourism eNewsletter has been developed with subscribers joining the mailing list from the Lithgow Tourism Website to receive monthly emails about tourism activities and events.

THE *Seven Valleys*

A joint Council and Industry tourism marketing campaign.

The campaign entitled 'The Seven Valleys' was launched in June but was suspended due to the lockdown of Greater Sydney; the predominant target market for visitation to the tourism area. Reaction to 'The Seven Valleys' was overwhelmingly positive both from the local industry and from the market audience.



6,940
LIKERS

7,357
FOLLOWERS



Eskbank House Museum

Visitation



Despite COVID-19 Restrictions on tourism with intermittent border closures and restricted travel the museum has continued to receive visitors during the reporting period.

In the first half of 2020/21, the Museum did not accept tour groups (including school groups). However, there was 1 school visit in June 2021. New resources were developed to assist the tour guides with this visit.

Museum opening hours continue to be impacted by COVID 19 restrictions. Volunteers and staff continued to work during the shutdown on collection management and cataloging.

During 2020/21:

- The museum team focused on collection storage, research, cataloging and developing work labels. Research was also undertaken to assist with broader onsite interpretation and signage.
- Several industry standard display cases were obtained from the Australian Museum for collection displays and interpreting important regional stories.
- Under the guidance of the Museums Advisor, staff are reviewing, re-organising and improving storage within available resources.
- A strategy for the collection has been developed which identifies prioritising cataloguing and comprehensive record keeping systems.
- Heritage conservation architect Orwell & Peter Phillips was commissioned to assess required capital works to meet the museum's Conservation Management Plan as well as future site developments. The architect has delivered a report

of recommendations and will undertake concept designs to meet Heritage NSW's requirements for State listed items

- The museum was promoted through several content and programming marketing initiatives including:
 - Main Street banners,
 - Featured in a region wide heritage and museums map,
 - the development of a social media content schedule which includes filming resources such as 'how to protect your family collections'.
- A heritage garden project, Mary's Garden in honour of Mary Brown was developed to promote the Museum and encourage participation from local community members. The project will also deliver an additional learning space that will provide further engagement opportunities around themes of Victorian gardening methods and medicinal and domestic use of kitchen gardens.



Mary's Garden



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

Governance & civic leadership



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

5KM

Reconstruction and bitumen sealing of Hartley Vale Road & Dark Corner Road completed at a cost of \$1,363,500

Funding: State Government - Fixing Local Road's program

65 ACTIONS

43
COMPLETED

22 ONGOING OR
DEFERRED

Achievements

communication

21

FORMAL GIPPA
REQUESTS
RECEIVED &
COMPLETED

5 Facebook Live events conducted during the exhibition of the 2021/22 Draft Operational Plan

52 Council Columns produced & published in the Village Voice.

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

COUNCIL
CONNECTIONS
ENEWSLETTER
DISTRIBUTED
WEEKLY

BUSHFIRE
RECOVERY
ENEWSLETTERS
DISTRIBUTED
MONTHLY

LITHGOW
BUSINESS &
TOURISM MATTERS
ENEWSLETTER
DISTRIBUTED
MONTHLY

11

Ordinary meetings of Council held

267

Resolutions

1

Extra Ordinary meeting of Council held

1

Resolution

15

Councilor Briefing Sessions held (see pages 161 - 163)

certificates & applications

140

289 Development applications registered

44 s68 Solid Fuel Heater applications registered

287 Quotes for applications

236 Construction Certificates registered

60 Onsite Sewer applications registered

2469 Certificates processed

14 Complying Development Applications registered

43 s96 Modification of Consent applications registered

4191 Action requests processed

80

GPS & SATELLITE MONITORING SYSTEMS IN ALL OPERATIONAL VEHICLES & MACHINES TO IMPROVE SECURITY & EFFICIENCY

38

PERSONAL COMPUTERS REPLACED

FINANCIAL STATEMENTS LODGED ON TIME (EXTENDED DEADLINES) WITH AN UNQUALIFIED AUDIT OPINION

35 OF 37

FINANCIAL MANAGEMENT IMPROVEMENT PLAN ACTIONS COMPLETE

2020/21

INTERNAL AUDIT PROGRAM COMMENCED ON TIME

Challenges

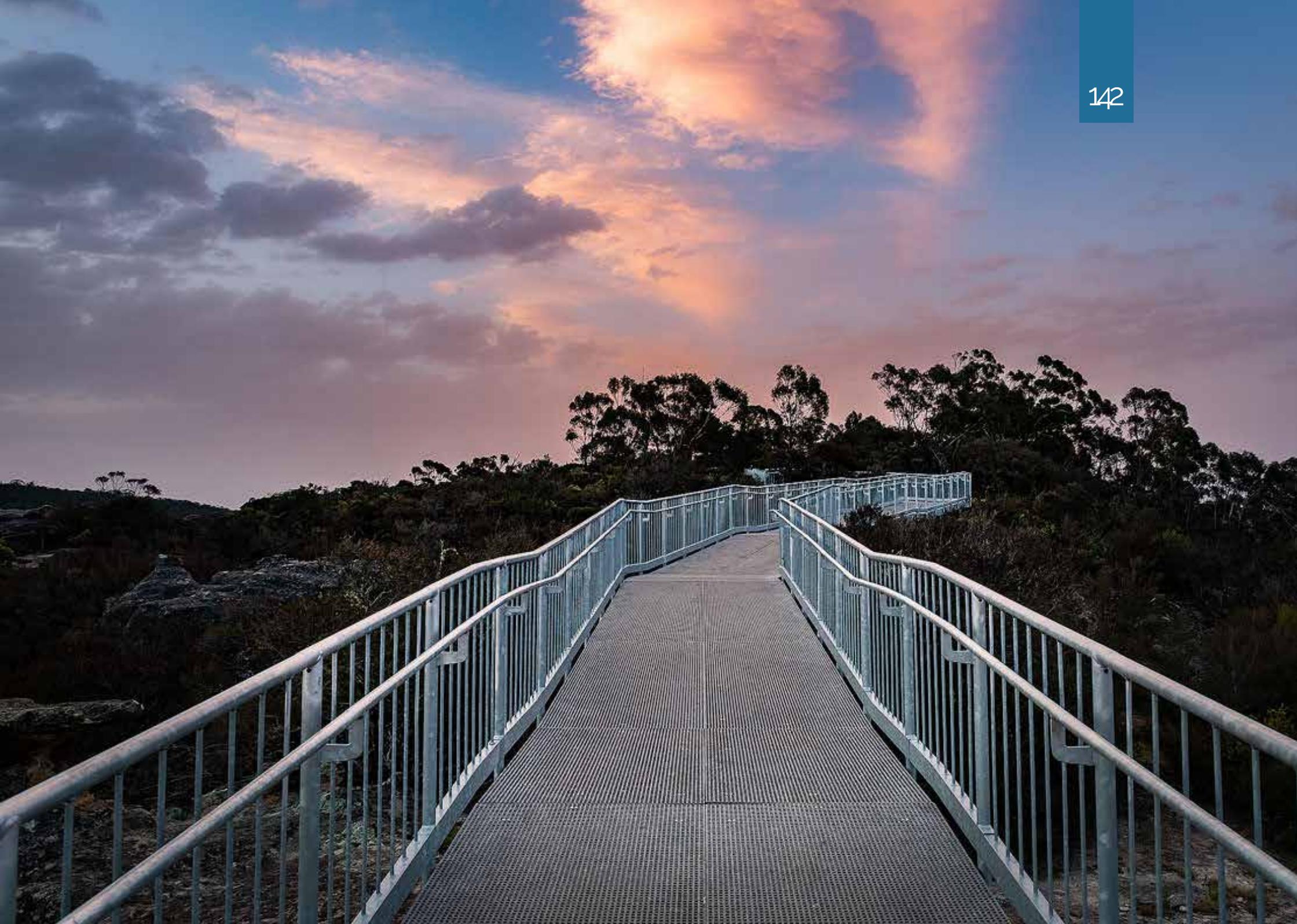
In response to the COVID – 19 pandemic, Council is continuing to evolve its processes to ensure it is providing the best possible service to the community. As such we have looked to implementing new ways to engage with our community and are continuing to develop our online platforms whilst maintaining traditional methods of communication such as print media where available. Facebook live question and answer forums have enabled us to reach a new audience who can participate from the comfort of their homes. This has enabled us to engage not only our rural and remote communities but, also absentee landholders.

Council's resources were stretched to the limit during the lead up and aftermath of the December 2019 Bushfires. Council continued to grapple with the community recovery following the bushfires well into the second half of 2020 and this continues today.

In response to the COVID-19 pandemic Council has had to adapt and respond quickly to a new operating environment which includes working remotely and the splitting of works crews to ensure continuity of business. This has resulted in changes to our ongoing operational environment as such we have experienced challenges in:

- Completing the financial statements audit remotely.
- Remote processing of Development Applications and Certificate Applications to meet legislative timeframes into the 2020/21 Financial Year.

All meetings, including Council meetings have continued to adapt to the COVID environment.



GL1 - Our council works with the community



Winners of the 2021 Waste to Art Competition were announced at the launch of the newly refurbished Union Theatre on 15 May 2021. Artworks were displayed in the small Gallery at the Theatre.

Pictured: Minister Andrew Gee, Waste 2 Art Winners: - Michael Green, Clare McAdam and Prue Mogg, Minister Paul Toole and Mayor Ray Thompson

PLANNING FOR A BRIGHTER FUTURE

- In accordance with the **Asset Management Improvement Plan**, Council is continuing to collect and verify data to build the Enterprise Asset Management and WorxOnline Systems. Once implemented, these systems will enable Council to plan future asset development based on accurate data. During 2020/21:
- At its meeting of 26 April 2021, Council endorsed the **Draft Lithgow Development Control Plan 2021** for public exhibition. The Plan was placed on public exhibition from 14 May 2021 - 13 June 2021..
- Council finalised stage 2 of the **Lithgow Floodplain Risk Management Study and Plan** which included the updating of flood models located in the 2017 Flood Study Review. The outcome of this stage was a series of maps which more accurately reflect the flood characteristics of the Farmers and Marrangaroo Creek Catchment Areas. Council is now progressing with stage 3 which includes identifying current and future flood impact to property and emergency management options.
- Council will be engaging a consultant to assist with the preparation of the **Local Housing Strategy** in 2021/2022.
- Council has continued to review available data to inform the **Rural and Rural Residential Strategy**.
- Council was successful in obtaining funding from Department of Planning, Industry and Environment for the preparation of the **Marrangaroo Traffic Impact Assessment**. External traffic consultants were engaged in April.



Council continued to conduct business in an open and democratic manner.

- All Business Papers and Minutes for Council were produced in accordance with the Code of Meeting Practice.
- Council meetings were live-streamed for the public on Council's website.
- Policies continued to be reviewed by staff throughout the year



GL2 - Moving towards a sustainable council

74.1 kW

Solar System installed in November 2020 generates enough electricity to power the Administration Centre and charge the 81kWh Tesla Battery System

“This is just one of council's projects which aim to improve the efficiency and effectiveness of the organisation.”
Mayor Ray Thompson



SERVICE REVIEW FRAMEWORK

An Integrated Approach

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

People

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

Planning and Reporting

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

Process Improvement

- Service focus, service reviews, continuous improvement.

Outcomes

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



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

During 2020/21 Council has undertaken the following actions within its Service Review Framework:

- Changes were made to the Aquatic Centres Structure with the conversion of casual roles to core permanent and permanent part-time roles to align with seasonal requirements.
- Commenced the following Service Reviews:
 - Libraries
 - Water & Wastewater Culture Survey conducted with one-on-one interview with staff. A series of recommendations has been developed and will be implemented.

Lithgow Solid Waste Facility

On 1 January 2021 Lithgow City Council commenced in-house' operation of the Lithgow Solid Waste Facility.

In-house operation follows more than 25 years of contract operation of the facility and allows Council to adapt to the ever-changing waste environment. The new operation provides the opportunity to improve resource recovery and provide the best value to ratepayers and the community. The Initial changes to the management of the facility included:

- Cashless operation
- Increased supervision of unloading from 1 January 2021 to ensure only permitted wastes are disposed on site and improve resource recovery by identifying materials that can be placed in resource recovery stockpiles

The site now employs: 1 Site Supervisor, 3 Resource Recovery Operators, 1 General Labourer, 2 Gatehouse Controllers. An additional operator will be recruited recruited in 2021/22. Importantly there were no job losses as a result of the changeover.

Whilst the priority has been ensuring a smooth transition and no interruption to services, Council is now in a position to improve site operations and resource recovery. The construction of the Resource Recovery Centre is an integral part of this process.

Wallerawang Sewerage Treatment Plant Incident & Enforceable Undertaking

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

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

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

In response Council was subject to an Enforceable Undertaking.

ENFORCEABLE UNDERTAKING ACTIVITIES DURING THE REPORTING PERIOD

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

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

Portland Sewerage Treatment Plant - Ammonia Exceedance

On 12 November 2020 Council advised the Environment Protection Authority (EPA) that sludge maintenance activities were being carried out at the Portland Sewerage Treatment Plant (STP) for the first time since construction. As a result, elevated Nitrogen (ammonia) concentration from the dewatering process was being carried through the treatment plant. This led to the discharge of effluent with levels of Nitrogen (ammonia) in excess of the limit prescribed by the Licence from the premises into Limestone Creek over a four day period from 11 November to 15 November. Sampling carried out by council from 11 November to 15 November, and by the EPA on 13 November identified that Total Nitrogen and Nitrogen (ammonia) levels in the treated effluent discharged from the STP into Limestone Creek were not compliant with Licence Limits.

The EPA determined that the issuing of an Official Caution was appropriate based on the following:

1. The immediate receiving environment. Limestone Creek is part of the Macquarie Catchment. Limestone Creek is an ephemeral creek with low flows only added to by Portland STP discharge.
2. The EPA considers that there were reasonable and feasible measures available that could have been taken to eliminate the risk or minimise the impacts of discharging effluent with elevated Total Nitrogen and Nitrogen (Ammonia) into Limestone Creek.
3. Council consulted with the Department of Planning, Infrastructure and Environments Water section for advice during the incident and engaged a consultant to review STP operations and identify risks, gaps and actions to improve outcomes. These recommendations are currently being rolled out to all Council sites.
4. Council agreed to three Pollution Reduction Programs/Studies on the Licence. These programs require Council to complete work which targets sludge management, incident response, robustness and discharge and monitoring arrangements. These are nearing completion for review by the EPA.
5. The incident was isolated
6. Council have fully and willingly cooperated with the EPA's investigation into the matter

Unlike Council's other Sewerage Treatment Plants, Portland lacks back-up lagoons to deal with these types of incidents. Council was transparent with, and met all of its obligations to the EPA from the time of the incident. A review of all STP operations had already commenced before the incident with recommendations now in place. The licence variations which involved Council appointing a consultant to undertake some discharge studies is also nearing completion



Responsible Financial Management

- Council utilises Western Sydney Region of Councils (WSROC) and Local Government Procurement arrangements/contracts to minimise tendering costs where possible.

IT Systems

- Council has established a test system for the implementation of the Asset Field Works Mobility System.
- Council is continuing the development of online services including web based automated forms and electronic stamping.



WATER ROOMS
No Running
No Diving
1.10

GL3 - We are all
valued citizens

Get Ready Seniors talk on emergency preparedness to community members as part of Seniors Week 2021.



KEEPING OUR COMMUNITY INFORMED

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

eNewsletters:

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

Media Activities

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

Social Media

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

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

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

Websites

Council manages and monitors websites for the following service areas:

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

How we communicate & engage

council meetings

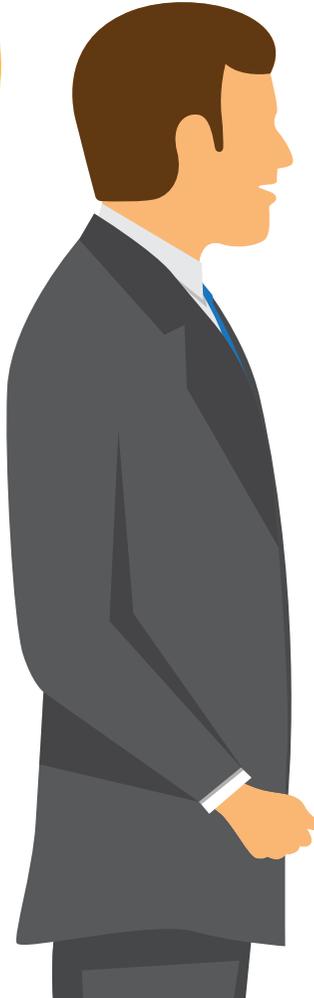
Focus groups

workshops

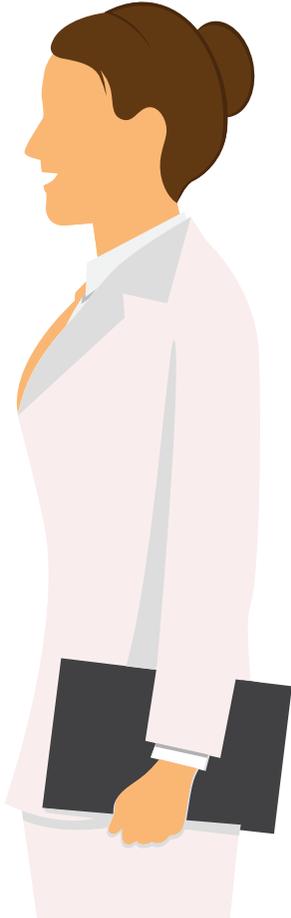
drop-in sessions

Information booth (display/exhibition) events

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



Fantastic, I have some great ideas about...



FACE TO FACE



Statutory Information





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

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

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

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

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

LEGAL PROCEEDINGS		
MATTER	AMOUNT \$	PROGRESS OR OUTCOME
LCC v Denis Richard Cooke	\$164,98	Matter is ongoing
Flynn v LCC conditions of development consent within DA021/18	\$52231.70	The matters were settled in Council's favour
Litigation matters regarding lease to ECEC Management Services Pty Ltd	\$3,794.20	Matter continuing

FEES, EXPENSES AND FACILITIES PROVIDED TO THE MAYOR AND COUNCILORS	
FEE, EXPENSE OR FACILITY	AMOUNT \$
Mayoral allowance	24,190.78
Councilor fees	100,070.64
Provision of a mobile phone for the Mayor	540
Provision of iPads for Councilors (including hardware)	2,376
Telephone Calls	Nil
Mayor vehicle NOTE: The Mayor paid nil lease fees for private use during the reporting period which is the amount applicable from the date Council adopted its policy on the payment of expenses and provision of facilities to Councilors.	Nil
Interstate visits	Nil
Overseas visits NOTE: There were no overseas visits undertaken during 2019/20	Nil
Expenses of any spouse, partner or other person who accompanied a councilor	Nil
Provision of care for a child or an immediate family member.	Nil

Council at its meeting of 16 April 2007 adopted a policy regarding the payment of expenses and provision of facilities to Councilors. A copy of Policy 9.5 - Payment of Expenses and Provision of Facilities to Councils is available on Council's website www.council.lithgow.com/policies1

COUNCILLOR PROFESSIONAL DEVELOPMENT

During 2020/21 Council did not conduct an induction program for Councillors. Information was provided to Council regularly in the form of briefing sessions, memos, email & meetings.

COUNCILLOR BRIEFING SESSIONS		
DATE	TOPIC/S	COUNCILLORS ATTENDED
17 Jul 2020	<ul style="list-style-type: none"> • Endeavour Park Pump Track • Lithgow Solid Waste Facility Operation and Cullen Bullen Landfill Rehabilitation update • Policy 2.1 - Cemetery Operations • 2020/21 Operational Plan • Resources for Regions - Round 7 • NSW Environment Protection Authority - Enforceable Undertaking 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councillors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham, Daryl Goodwin and Stephen Lesslie
17 Aug 2020	<ul style="list-style-type: none"> • Farmers Creek Shared Pathway • Carryovers / Revotes for Inclusion in the 2020/21 Budget • Lithgow Local Emerging Economy • The Foundations Portland - Planning Proposal • Verbal briefing on management of requests for fee relief from sporting and community groups during Covid • Verbal briefing on the issue of water pressures in Portland 	Mayor Ray Thompson, Councillors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham, and Stephen Lesslie
30 Sept 2020	<ul style="list-style-type: none"> • Bettergrow update • Amendments to the Code of Conduct • Draft Policy – Interactions between Councillors and Staff • Councillors and GM discussions 	Mayor Ray Thompson, Councillors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham and Daryl Goodwin
19 Oct 2020	<ul style="list-style-type: none"> • Presentation - Video Presentation by Transport NSW New Intercity Fleet • Lake Wallace Plan of Management - Condwana Consultants • Planet Youth • Village Improvement Plans • Rural Waste Site issues/Glen Davis Transfer Station - Lithgow Solid Waste Facility • Streets as Shared Spaces and Banners project 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councillors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell and Maree Statham

COUNCILLOR BRIEFING SESSIONS

DATE	TOPIC/S	COUNCILLORS ATTENDED
16 Nov 2020	<ul style="list-style-type: none"> • Energy Australia – Groundwater Interception Project • TFNSW – GWH upgrade • Foundations Portland • Wartimes Remanent Program • Committees • Sale of Land - Confidential 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Joe Smith and Maree Statham
7 Dec 2020	<ul style="list-style-type: none"> • Heath Service Plan for NBMLHD • Centennial Coal Water • Briefing on Planning Matters • Annual Report 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham, Daryl Goodwin and Stephen Lesslie
18 Jan 2021	<ul style="list-style-type: none"> • Financial Statement • Lithgow Solid Waste Facility • Budget 21/22 • Insurance claim • BLERF grant application projects • NEON battery proposal 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham, Daryl Goodwin and Stephen Lesslie
15 Feb 2021	<ul style="list-style-type: none"> • Outstanding collections Sale of Land • Destination Lithgow Marketing Strategy • Hassans Walls Reserve, Mountain Bike strategy • Proposed 21/22 Budget Strategy • Lithgow Emerging Economy Project (LEEP) 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell and Maree Statham

COUNCILLOR BRIEFING SESSIONS

DATE	TOPIC/S	COUNCILOR ATTENDED
29 Mar 2021	<ul style="list-style-type: none"> • Local Indigenous Community Members Presentation • Gumnut Update Presentation • Draft Budget 21/22 Presentation 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham, Daryl Goodwin and Stephen Lesslie
19 Apr 2021	<ul style="list-style-type: none"> • Comprehensive DCP • Wiradjuri Plains Project • Rural Landfill update • Planning matters 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Joe Smith, Deanna Goodsell, Maree Statham, Daryl Goodwin and Stephen Lesslie
17 May 2021	<ul style="list-style-type: none"> • 2020/21 Quarter Three Budget Review • CONFIDENTIAL ITEM - General Manager Performance Appraisal discussion 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Daryl Goodwin and Stephen Lesslie
17 Jun 2021	<ul style="list-style-type: none"> • Centennial Coal Presentation • Energy Australia • Operating Plan • 2021/2022 Budget Update and Coal Mine revaluations • Resources for Regions Grant Funding 	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew Councilors Cassandra Coleman, Steve Ring, Deanna Goodsell, Maree Statham and Stephen Lesslie

IN-HOUSE WORKSHOPS/TRAINING

DATE	TOPIC/S	COUNCILORS ATTENDED	AMOUNT \$
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Due to COVID - 19 restrictions no In-House Workshops/training were conducted for Councilors during 2020/21

EXTERNAL PROFESSIONAL DEVELOPMENT, TRAINING AND CONFERENCE/SEMINARS

DATE	TOPIC/S	COUNCILORS ATTENDED	AMOUNT \$
23/11/20	2020 Local Government NSW Conference	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew and Cr Ring	\$300 \$400 \$400
14/10/20	Planning 101 for Councilors	Cr Goodsell	\$400
11/12/20	Chairing and effective meeting procedures for councilors	Cr Coleman	\$400
28/5/21	Chairing & Effective Meeting Procedures for Councilors	Cr Goodsell	
20-23/6/21	National General Assembly (online event)	Mayor Ray Thompson, Deputy Mayor Wayne McAndrew and Cr Coleman	N/C

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

SENIOR STAFF TOTAL REMUNERATION PACKAGES

FEE, EXPENSE OR FACILITY	GENERAL MANAGER C BUTLER	DIRECTORS
Total value of salary component of package	243,305.80	921,225.46
Total amount of any bonus payments, performance or other payments that do not form part of salary component	Nil	Nil
Employer compulsory superannuation or salary sacrifice	21,694.20	72,661.17
Total value of non-cash benefits	Nil	Nil
Total payable fringe benefits tax	4968.31	21,990.6

Council had 6 senior staff positions throughout the year:

- General Manager, Craig Butler
- Chief Financial & Information Officer, Ross Gurney
- Director Water & Wastewater, Daniel Buckens 1 July 2020 - 28 May 2021
- Director Infrastructure Services, Jonathon Edgecombe
- Director People & Services, Michael McGrath
- Director Economic Development & Environment, Andrew Muir

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

There was **Nil** resolutions passed during 2020/21 in accordance with the provisions of section 67(2)(b) of the Local Government Act 1993 relating to Council subsidising the cost of any works carried out on private lands.

EXTERNAL BODIES EXERCISING FUNCTIONS DELEGATED BY COUNCIL

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

COMPANIES IN WHICH COUNCIL HELD A CONTROLLING INTEREST

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

PRIVATE SWIMMING POOLS

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

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

CATEGORISATION OF COUNCIL BUSINESS AND THE IMPLEMENTATION OF COMPETITIVE NEUTRALITY PRINCIPLES

Council operates the following businesses:

Category 1

- Wastewater
- Water

Category 2

- Land Development

Council has complied with the principles of competitive neutrality in relation to pricing, taxation equivalents, Council rates and charges and corporate taxation equivalents. No complaints have been received in relation to competitive neutrality and Council on 16 October 2006 resolved to adopt a policy to ensure that competitive neutrality complaints are dealt with in an efficient manner (Min No. 06-349). A copy of the Policy 9.3 Competitive Neutrality is provided on Council's website www.council.lithgow.com/policies1

The Financial Statements for the Category 1 and 2 businesses are disclosed in the Financial Statements and Auditors Report 2019/20 and are available on Council's website www.council.lithgow.com/ipr

BUSHFIRE HAZARD REDUCTION ACTIVITIES

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

GRANTS AND DONATIONS

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

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

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

- \$93,082 Financial Assistance was allocated in 2020/21 under section 356 of the Local Government Act:
- \$34,978 non-recurrent financial assistance for 12 projects.

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

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

GRANTS AND DONATIONS		
ORGANISATION	PROJECT	AMOUNT \$
Lithgow Show Society	2021 Lithgow Show	11,500
Lithgow Area Women's Shed	Women's workshops	3,000
Lithgow Community Projects	Homelessness Services Directory	1,760
Lithgow Information and Neighbourhood Centre	Food Rescue Sustainability Project	3,000
Lithgow Community Projects	Community Fun Days and Professional Development	4,500
Tarana Tanker Trailers	Fire Fighting Tanker Trailer Registration Costs	1,350
Lithgow District Car Club	Rate Reimbursement	1,000
Western Region Academy of Sport	Annual operating grant	1,261
Australian Muzzle Loading Pistol Club	Rate Reimbursement	1,200
Blue Mountains Family Support	Learn to Drive Program	3,000
Lithgow Information and Neighbourhood Centre	Rental Reimbursement	6,000
Cullen Bullen Community Association	Community Hall Repairs	8,109
All schools in LGA	Contribution to end of school year awards	695
Various organizations	ee waivers for use of Council facilities	679

BUSHFIRE RECOVERY COMMUNITY GRANTS

ORGANISATION	PROJECT	AMOUNT \$
Wolgan Valley Association Incorporation	to develop a community-based website	4,859
Lithgow Greyhound Racing Club Ltd	for Club upgrades and sustainability	5,000
Mingaan Wiradjuri Aboriginal Corporation	to develop and deliver cultural healing and education workshops	10,000
LINC (Lithgow Information & Neighborhood Centre	for a community capacity builders program	10,000
Rydal Recreation Reserve Trust	to achieve showground upgrades	10,000
Lithgow Valley Archers Inc	to purchase a water tank and upgrades in fire recovery	5,000
Australian Ecosystems Foundation Inc	toward working bee weekends	4,000
Lithgow Small Arms Factory	toward an outdoor recreation area and improvements	4,000
Hartley Reserve Land Managers	to install a water tank and connections	5,641
Lithgow and District Community Nursery	for enhancement of Nursery premises	3,636

Funding for these grants is thanks to the Federal Government, National Bushfire Recovery Agency and the NSW State Government through Resilience NSW as part of the Bushfire Community Recovery and Resilience Fund.

GRANTS AND DONATIONS

ORGANISATION	PROJECT	AMOUNT \$
Wallerawang Lidsdale Progress Association	Christmas Decoration Project WLPA	5,454
Portland Business Association Incorporation	Christmas Festival 2020	6,000
Cullen Bullen Progress Association	Assistance for Hall Insurance	8,109
Hartley Historic Site	Planning Agreement Grant	6,785
Lithgow Tidy Towns Committee	Community Infrastructure Agreement	5,500
Hartley Vale Mt. Blaxland Reserve Land Managers		4,700
Lithgow Men's Shed		807
Hartley Reserve Land Managers		5,104
Hartley Historic Site		7,540



PUBLIC INTEREST DISCLOSURES ACT

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

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

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

FRAUD CONTROL ACTIVITIES

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

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

PARTNERSHIPS AND JOINT VENTURES COUNCIL WAS A PARTY TO

NAME	PURPOSE
Western Sydney Region of Council's (WSROC)	An organisation of councils for the sharing of knowledge, bulk purchasing, and provision of human resource services such as training, promotion of the area and driver for improvements to the region.
Lithgow Community Health and Centrelink	Books for Babies Program which provides literacy material for each newborn.
Netwaste	An organisation of councils for the purpose of sharing resources and knowledge, and co-ordinating the planning of waste issues at regional and sub-regional levels.
State Library of NSW	Provision of support service for the Lithgow Library Service.
Sydney Catchment Authority	Council entered into an agreement for the ongoing costs for the UV Disinfection Units at the Lithgow and Wallerawang Sewerage Treatment Plants.

CONTRACTS AWARDED OVER \$150,000

Council resolved to award the following contacts in 2020/21 which were over \$150,000:

CONTRACT DESCRIPTION	CONTRACTOR	AMOUNT \$
Construction of Lithgow Pump Track	Common Ground Trails Pty Ltd	583,000 (inc GST)
Construction of Lake Pillans Boardwalk	Central Industries	384,978 (inc GST)
Replace Coalbrook & Stephenson Street Water Mains	Burke Pipe & Civil Contractors Pty Ltd	538,440.64
New Council Store Building Construction	Structor Projects Pty Ltd	828,733.07

STORMWATER MANAGEMENT SERVICES

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

DETAILS	AMOUNT \$
Income from stormwater charges	239,523.44
Expenditure on stormwater management services	222,834.21

Further information on stormwater works is provided on page 102 - Lithgow Cemetery Drainage Improvements

SPECIAL RATES

Parking

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

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

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

18 – 349 RESOLVED

The ad valorem rate and estimated yield is provided below.

PARKING SPECIAL RATE INCOME		
	AD VALOREM \$	YIELD (GST EXCL) \$
Designated area of Lithgow	0.733643	\$253,683

PARKING SPECIAL RATE - PROGRAM OF WORKS			
	BUDGET \$	ACTUAL \$	ACHIEVEMENT
CBD Street Sweeping	\$104,665	\$104,665	Completed
Main Street Footpath Reconstruction	\$149,018	\$149,018	Transfer of funds to reserves as a co-contribution to a grant application

SPECIAL VARIATION TO ORDINARY RATES

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

To ensure compliance with the provisions of s508(2) of the Local Government Act 1993, Council is required to provide information on projects funded from the Infrastructure Levy Program (ILP) during 2019/20 as follows:

TRANSPORT		
RENEWAL WORKS TO THE FOLLOWING ROADS	AMOUNT \$	PAGE
Glen Davis Road, Glen Davis	424,125	
Total Road Renewal	424,125	
General asset transport maintenance	102,500	
TOTAL TRANSPORT SRV PROGRAM	526,625	

\$821,210
SRV
PROGRAM

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

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

DRAINAGE INFRASTRUCTURE

RENEWAL WORKS TO THE FOLLOWING
STORMWATER DRAINAGE

AMOUNT \$

PAGE

Cemetery Stormwater Improvements (project deferred)	Nil	
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General Asset Drainage - Maintenance	94,300	
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TOTAL DRAINAGE SRV PROGRAM	94,300	
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BUILDINGS

RENEWAL WORKS TO THE FOLLOWING
BUILDINGS

AMOUNT \$

PAGE

Gumnut Childcare Facility - Facility Upgrade	65,457	
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Lake Lyell Jetty Repair	29,600	
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Lake Wallace Amenities Block - Re-tiling	21,224	
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Centrelink Building - Painting (project deferred)	Nil	
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Total Buildings Renewal	116,281	
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General Asset Building - Maintenance	84,004	
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TOTAL BUILDING SRV PROGRAM	200,285	
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COMPANION ANIMALS

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

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

4 OFF LEASH AREAS

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

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

BUDGET ITEM		AMOUNT \$
INCOME		
Office of Local Government		1,789.60
Impounding, sale, surrender and fines		44,358.23
EXPENDITURE		
Employee costs		194,049.66
Lithgow Animal Shelter costs		57,508.75



PLANNING AGREEMENTS (VPAs)

Environmental Planning and Assessment Act 1979

Part 7 Infrastructure contributions and finance

Division 7.1 Development contributions

Subdivision 2 Planning agreements

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

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
335/05da Approved: 159 lots Dated: 14/02/2007 mod 025/19 3 lot englobo subdivision	For community facilities	Lithgow City Council & Regional Project Management P/L - land has since been sold to Council	\$2500 per lot created = 159 = \$397500, Staged Development	Lot 1 DP 1082148, Col Drewe Drive, South Bowenfels	6/11/2006	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2020/2021	\$2500 per lot created = 159 = \$397,500, Staged Development
429/05DA Approved: 12 Lots, Dated: 25/07/2006, Related File: DA042/07 Strata Subdivision	For open space and community facilities in a residential subdivision	Lithgow City Council & PK & CA Van der Velden	\$2200 per unit/lot created = 12 = \$26400, 3 stages	Lots 119, 120 & 122 in the subdivision of Lot 406 DP 26070, Sidey Place, Wallerawang.	18/12/2006	Prior to the issue of the occupation certificate for each unit	No Payment in 2020/2021	\$2200 per unit/lot created = 8 = \$17,600, 2 stages remaining
DA238/14 Approved: 12 Lots, Dated: 22/03/2016 (Covid 2 year extension on consent lapse date) to 21/03/23	For the provision of the upgrade of Glen Alice Road.	Lithgow Council & Don Saville (Director) Glen Alice Pty Ltd	\$40,000	Lot 1 DP 651340, Lot 1 and Lot 21 DP 753780 "Glen Alice" Glen Alice - Old Road Glen Davis	3/08/2016	Prior to the issue of the subdivision certificate for each Stage	No Payment in 2020/2021	\$40,000
SSD-6084 Hy-Tec Approved: Quarry	For Public Facilities and Infrastructure	Lithgow Council & Hy-Tec Industries Pty Ltd	\$0.025 Per tonne of quarry product sold from the quarry on a quarter basis	Lot 1 and 2 DP1005511, Lot 31 DP 1009967 and Lot 4 DP876394, 391 Jenolan Caves Road Hartley	2/09/2016	Paid Quarterly and distributed to the community upon applications received each year	\$34,924.50 - 2020 Calendar Year	\$0.025 per tonne

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
SSD 07_0127 MOD 5 Invincible Colliery, Approved: Coal Mine, Dated: 2/02/2018	For community facilities and infrastructure for Cullen Bullen and surrounds	Lithgow Council & Castlereagh Coal (Shoalhaven Coal)	\$0.05 per tonne of product coal each financial year to Cullen Bullen Township & surrounds	Lot 1 DP180294, Lot 11 DP614429, Lots 112 & 113 DP877190 and Ben Bullen State Forest, Castlereagh Highway Cullen Bullen	5/07/2017	Paid annually	No Payment in 2020/2021 as currently the mine is under Care and Maintenance	\$0.05 per tonne of product coal each financial year
DA225/16 Approved: 25 Lots, Dated: 13/10/17	For community facilities and public open space	Lithgow Council & Tri-Firma Pty Ltd	\$150,000 (\$6000 per 24 allotment), 3 Stages - Stage 1- 2 lots (residue lot), Stage 2 -Lots 1-12, Stage 3 - Lots 13-24, prior to the release of the subdivision certificate for stage 2 & 3	Lot 64 DP1103064, Kirkley Street South Bowenfels NSW 2790	27/03/2017	Prior to the issue of the Subdivision Certificate for each Stage	No Payment in 2020/2021	\$150,000 (\$6000 per 24 allotment), - Stage 2 -Lots 1-12, Stage 3 - Lots 13-24, prior to the release of the subdivision certificate for stage 2 & 3
	Works in kind for a concrete cycle path 3m wide within Lot 64 DP1103064		\$4,500, prior to the release of the subdivision certificate for stage 3				No Payment in 2020/2021	\$4,500, prior to the release of the subdivision certificate for stage 3
DA022/18 Approved: 79 Lots, Dated: 29/10/2018	For community facilities and public open space Works in kind for a concrete cycle path	Lithgow Council & Rosaton Pty Ltd	\$6,200 per lot - 6 stages - Stage 1 - 7 Lots, Stage 2- 12 Lots, Stage 3 - 13 Lots, Stage 4- 14 lots, Stage 5- 4 lots, Stage 6- 29 lots,	Lot 2 & 3 DP1229039, 33 Magpie Hollow Road, South Bowenfels NSW 2790	28/02/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2020/2021	\$6,200 per lot - 6 states - Stage 1 - 7 Lots, Stage 2- 12 Lots, Stage 3 - 13 Lots, Stage 4- 14 lots, Stage 5- 4 lots, Stage 6- 29 lots
DA228/14 Approved: 26 Lots, Dated 22/11/2016 (Covid 2year extension on consent lapse date) to 21/11/23	Upgrade of Upper Nile Road and Glen Alice Road	Lithgow Council & Lyn and Bruce Richardson	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12,	Lot 5 DP136719, Lot 4,3,12,11 DP755796 620 Upper Nile Road, Glen Alice NSW 2849	30/04/2019	Prior to the issue of the Subdivision Certificate for each Stage	No payment in 2020/2021	\$85,800 (\$3,300 per lot), Stage 1- Lots 1-6, Stage 2 - Lots 13-26, Stage 3 - Lots 7-12

DA NO.	DESCRIPTION	NAMES OF PARTIES	AMOUNT	LAND	EFFECTIVE DATE	DUE DATE	ACTIVITY IN CURRENT FINANCIAL YEAR	OUTSTANDING OBLIGATIONS
62/06DA Modification Mod001/20 Approved: 146 Dwellings, Dated 22/06/2020 4 stages	62/06DA Modification Mod001/20 Approved: 146 Dwellings, Dated 22/06/2020 4 stages	Lithgow City Council & Treeview Estates Pty Ltd	\$127100 map wetlands and ongoing maintenance \$151000 for bus turning circle and \$660 per dwelling = \$299,610	Lot 50 DP 1044978 9 Col Drewe Drive South Bowenfels	24/03/2020	Prior to the issue of the occupation certificate for each unit	No Payment in 2020/2021	\$660 x 146 = \$96,360
DA021/18 Approved: 86 Lots, Dated: 29/10/2018	Community facility and public open space (VPA #1)	Lithgow Council & Noel Flynn	\$533,200 (\$6,200 per lot), Stage 1: \$124,000 (20 lots), Stage 2: \$409,200 (66 lots)	Lot 1 DP1230208, 43 Hillcrest Avenue, Bowenfels	TBA	Prior to the issue of the subdivision certificate for each stage	No Payment in 2020/2021	\$533,200 (\$6,200 per lot), Stage 1: \$124,000 (20 lots), Stage 2: \$409,200 (66 lots)
DA021/18, MOD039/19 Approved: 86 Lots, Dated: 1/06/2021	Road Link and construction of intersection (VPA #2)	Lithgow Council & Noel Flynn	\$3,200 per lot (Total \$275,200),	Lot 1 DP1230208, 43 Hillcrest Avenue, Bowenfels	08/09/21	Prior to the release of the subdivision certificate for the 21st lot, intersection to be completed prior to the issue of the subdivision certificate for the 30th lot	No Payment in 2020/2021	\$3,200 per lot (Total \$275,200),



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