



Annual Report

2022-2023

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- B Government Information Public Access (GIPA) Report 2022-2023
- C Statement of Business Ethics

Section 1 – Welcome

Mayor's Message

Our 2022-2023 Annual Report provides us with an opportunity to share our achievements over the past year, and report against priorities agreed in our 10-year Community Strategic Plan.

While the past year has not been without challenges for our Shire and our Council, I am pleased that we now have in place our new General Manager, Ms Toni Averay, supported by a strong team working to take advantage of many exciting opportunities that present themselves.

I would like to thank my fellow Councillors, our council team, and the community for their participation and support. Together we progress our shared vision for a vibrant economy, and a sustainable quality of life that values our heritage.

Mayor Robert Bell



Overview

Under the *Local Government Act 1993* (the “Act”), all Councils in New South Wales are required to report on their progress in implementing their Delivery Program.

The content of the Annual Report must be prepared in accordance with the Act as well as *Local Government (General) Regulation 2021*, and must include a copy of the council’s audited Financial Statements.

Once adopted, the Annual Report must be published to the council website.

This Annual Report comprises four sections:

1. Welcome and Overview
2. Performance Reporting
3. Statutory Reporting
4. Attachments:
 - A. Financial Statements 2022-2023
 - B. GIPA Report 2022-2023
 - C. Statement of Business Ethics

Our Council

Uralla Shire Council is constituted under the Local Government Act and was proclaimed on 5 December 1947, coming into effect on 1 January 1948.

Uralla Shire Council is a large and diverse organisation employing over 160 staff and is responsible for assets in excess of \$300 million, 32 different service areas and an annual operating budget of approximately \$23 million.

The Uralla Shire local government area covers an area approximately 3,230 square kilometres and is home to a permanent resident population of around 5,971 people (2021 census). The township is Uralla, which is located 22 kilometres south of Armidale and 89 kilometres north of Tamworth on the New England Highway.

Other localities in the Uralla Shire local government area include Abington, Arding, Bakers Creek, Balala, Boorolong, Briarbrook, Bundarra, Camerons Creek, Dangarsleigh, Dumaresq, Enmore, Gostwyck, Invergowrie, Kentucky, Kentucky South, Kingstown, Mihi, Rocky River, Salisbury Plains, Saumarez, Saumarez Ponds, Torryburn, Wollun and Yarrowyck.

Our Vision

In 2031 the Uralla Shire community will be vibrant with a growing economy supporting a sustainable quality of life that values its heritage.

Our Mission

Uralla Shire Council listens to and facilitates the aspirations of the community.

Our Values

Council's values lay the foundation for the organisation, the ingrained principles guide us in our actions.

Unity

Council is strongest when we work together as a team. Unity is built from a shared vision. The stability of unity comes from the spirit of equality and openness.

Safety

Council is required to maintain healthy and safe workplaces. This means that it is important to take care of our own health and safety and that we must not adversely affect the health and safety of others.

Commitment to Service

In all of our dealings we will be respectful and treat people with dignity and professionalism. We support collaboration and teamwork, internally and externally, including other agencies.

Statement of Business Ethics

Through our core values and principles we have committed to ensure that in our business dealings, we and the businesses we deal with, act in a transparent, ethical and accountable manner so as to enhance and protect our reputation, as well as safeguarding our culture of integrity and ethical conduct.

We recognise that our reputation is built on trust and this influences how our community and business partners feel about our organisation and the services it provides. This reputation can be tarnished forever by the unethical actions of a few people or even just one person.

This means, among other things, acting honestly, observing a high standard of probity, ethical behaviour and integrity, treating each other and our customers, partners, suppliers and our community fairly and with respect, and being transparent and open in our business processes.

We need to ensure that we all understand the standards expected of us as council officials (Code of Conduct). We also need to ensure that we communicate to our suppliers, contractors and business partners the standards we expect of them if we are to do business with them.

The Statement of Business Ethics is one of the tools we use to communicate this standard of behaviour.

Mayor and Councillors

For the period July 2022 to 30 June 2023, Uralla Shire Council was governed by the following elected Councillors:

Mayor Robert Bell
Deputy Mayor Councillor Robert Crouch
Councillor Tim Bower
Councillor Sarah Burrows
Councillor Leanne Doran
Councillor Bruce McMullen
Councillor Tom O'Connor
Councillor Lone Petrov
Councillor Tara Toomey

Councillors have a responsibility to:

- Be an active and contributing member of the governing body;
- Make considered and well informed decisions as a member of the governing body;
- Participate in the development of long term plans for the community as required by the Integrated Planning and Reporting framework;
- Represent the collective interests of residents, ratepayers and the local community;
- Facilitate communication between the local community and the governing body;
- Uphold and represent accurately the policies and decisions of the governing body, and
- Make all reasonable efforts to acquire and maintain the skills necessary to perform the role of a Councillor.

In addition to having special responsibilities as a Councillor, the Mayor can represent Council and exercise urgent policy-making functions between meetings. The Mayor usually acts as spokesperson for Council, carries out certain civic and ceremonial functions, and presides as chairperson during Council meetings. The Council may also delegate other functions to the Mayor.



Left to Right: Cr Lone Petrov, Cr Tom O'Connor, Cr Bruce McMullen, Cr Leanne Doran, Mayor Robert Bell, Deputy Mayor Cr Robert Crouch, Cr Tim Bower, Cr Sarah Burrows, Cr Tara Toomey

Uralla Shire Council is broken up into two wards:



Citizenship Ceremonies held by Uralla Shire Council:

Mayor & Councillors	26/7/22	24/11/22	26/1/23	23/5/23
R Bell	✓	✓	✓	✓
T Bower		✓		
S Burrows	✓	✓	✓	✓
B Crouch	✓	✓	✓	✓
L Doran			✓	
B McMullen		✓		✓
T O'Connor	✓		✓	
L Petrov	✓	✓	✓	
T Toomey	✓			

Council Meetings

Ordinary Council Meetings are held at 4pm on the fourth Tuesday of each month from February to November, on the third Tuesday of the month in December, and no meeting is held during the month of January. Council meetings are held at the Uralla Shire Council Chambers, located at 32 Salisbury Street, Uralla. Extraordinary Council Meetings are held as and when required and the public is notified via Council's website. Members of the public may attend all Council and Council Committee meetings.

Members of the public may also, at the discretion of the Council in each case, be permitted to address a Council Meeting on a particular issue which is listed on the Business Paper for that meeting.

In 2022-23, Council held twelve (12) Ordinary Meetings and eleven (11) Extraordinary Meetings.

Ordinary Meetings - Mayor and Councillors:

Mayor & Councillors	26/7/22	23/8/22	27/9/22	25/10/22	22/11/22	13/12/22
R Bell	✓	✓	✓	✓	✓	✓
T Bower	✓	✓	✓	✓	✓	✓
S Burrows	✓	✓	✓	✓	✓	
B Crouch	✓	✓	✓	✓	✓	✓
L Doran	✓	✓	✓	✓	✓	✓
B McMullen	✓	✓	✓	✓	✓	✓
T O'Connor	✓	✓	✓	✓	✓	✓
L Petrov	✓	✓	✓	✓	✓	✓
T Toomey	✓	✓	✓	✓	✓	✓

Mayor & Councillors						
	24/1/23	28/2/23 Bundarra	28/3/23	26/4/23	23/5/23	27/6/23
R Bell	✓	✓	✓	✓	✓	✓
T Bower	✓	✓	✓	✓	✓	✓
S Burrows	✓	✓	✓	✓	✓	✓
B Crouch	✓	✓	✓	✓	✓	✓
L Doran	✓	✓	✓	✓	✓	✓
B McMullen	✓	✓	✓	✓	✓	✓
T O'Connor	✓	✓		✓	✓	✓
L Petrov	✓	✓	✓	✓		✓
T Toomey	✓	✓	✓	✓	✓	✓

Extraordinary Meetings - Mayor and Councillors:

Mayor & Councillors	30/1/23	14/3/23	16/3/23	30/5/23	22/6/23	29/6/23
R Bell	✓	✓	✓	✓	✓	✓
T Bower	✓	✓	✓	✓	✓	✓
S Burrows	✓	✓	✓	✓	✓	✓
B Crouch	✓	✓	✓	✓	✓	✓
L Doran	✓	✓	✓	✓	✓	✓
B McMullen	✓	✓	✓	✓	✓	✓
T O'Connor	✓	✓		✓	✓	✓
L Petrov	✓	✓		✓	✓	✓
T Toomey	✓	✓	✓	✓	✓	✓

General Manager Workshops and Briefings

In addition to council meetings the General Manager also facilitated 14 workshops and briefings throughout the year to provide councillors with more detailed information on contemporary matters and items in the business agenda.

Councillors Community Sessions:

Council undertook the following councillor community sessions in 2022-2023:

21/7/2022 – Kentucky

18/08/2022 – Kingstown

17/09/2022 – Invergowrie/ Barry Munday's Reserve

16/10/2022 – Rocky River

17/11/2022 - Bundarra

1/12/2022 – Alma Park

27/04/2023 – Mayor's Youth Forum

Committees

Council operates a range of Specific Purpose Committees and Section 355 Committees, and is represented by Councillors on a number of External Boards, Committees and Organisations. Council reviews its Committee representation annually and resolves to appoint delegates for the following 12-month period. During 2022-2023, Council was represented by Councillors on two Specific Purpose Committees, thirteen (13) External Boards, Committees and Organisations, and three (3) Section 355 Committees:

Committee	Delegate 2022-2023
SPECIFIC PURPOSE COMMITTEES	
1. Audit, Risk & Improvement Committee *The new ARIC Committee held its inaugural meeting 26 June 2023 with the appointed delegate for 2023-2024 being Cr T Toomey.	Cr T O'Connor Cr T Toomey
2. Finance Advisory Committee	Committee of the whole
EXTERNAL BOARDS, COMMITTEES & ORGANISATION	
1. Arts North West	Cr L Doran (Advisory Council) General Manager (Alternate)
2. Central Northern Regional Library	Cr L Petrov
3. Community Safety Precinct Committee	Mayor Bell
4. Country Mayor's Association	Mayor Bell
5. Local Traffic Committee	Cr B McMullen
6. Mid North Weight of Loads	General Manager
7. New England Joint Organisation	Mayor Bell
8. New England Weeds Authority	Cr Bower
9. Northern Joint Regional Planning Panel	General Manager Cr R Crouch (Panel Member) Cr B McMullen (Alternate)
10. New England Regional Energy Zone Reference Group	Mayor (28 June 2022) General Manager
11. Thunderbolt Energy Community Consultative Committee	Cr Burrows
12. Rural Fire Service Liaison Committee	Deputy Mayor, Cr R Couch General Manager
13. New England Bushfire Management Committee	Mayor Bell
S355 COMMITTEES	
1. Bundarra School of Arts Hall Committee	Cr R Crouch Cr L Doran
2. Uralla Township and Environs Committee	Cr L Doran Cr T Toomey
3. Australia Day Committee	Cr S Burrows Cr T O'Connor Cr B McMullen (since 27 September 2022)

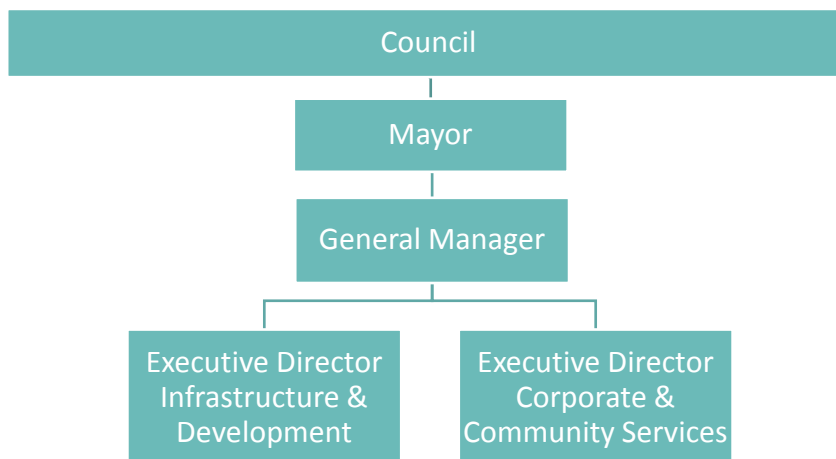
Our Structure

Organisational Structure

The General Manager is responsible for the efficient and effective operation of Uralla Shire Council and for the implementation, without undue delay, of decisions of the Council.

At the ordinary Meeting of Council held on 28 June 2022, Council resolved to endorse the Workforce Management Strategy. From 11 July 2022, the workforce comprised three (3) directorates; office of the General Manager, Corporate and Community and Infrastructure and Development.

From 11 July 2022 to 30 June 2023



Section 2 – Performance Reporting

Integrated Planning and Reporting Framework

The Integrated Planning and Reporting (IP&R) framework requires Council to lead the development of long-term plans for our community. Through the IP&R framework, Council must prepare a number of related plans that detail how we intend to deliver services and infrastructure in the short and long term, based on community priorities that have been identified through community consultation and engagement.

Each year Council prepares an Annual Report which includes a copy of our audited financial reports. The Annual Report details our progress in implementing the Delivery Program and the activities we have undertaken to deliver on the objectives of our Community Strategic Plan.

Community Strategic Plan

The 10-year Community Strategic Plan is a high level plan prepared by Council. Its purpose is to identify our community's main priorities and aspirations for the future and to plan strategies for achieving these goals. In doing this, the planning process considered the issues and pressures that may impact the community and the level of resources that will realistically be available to achieve its aspirations. The Community Strategic Plan 2022-2031 contains fourteen (14) goals across the four themes of Society, Economy, Environment and Leadership.



Our Society

1. A growing community with an active volunteer base and participation in community events
2. A safe, active and healthy shire
3. A diverse and creative culture that celebrates our history
4. Access to and equity of services.



Our Economy

5. An attractive environment for the business sector
6. Grow and diversify employment, through existing and new businesses
7. Communities that are well serviced with essential infrastructure



Our Environment

8. To preserve, protect and renew our beautiful natural environment
9. Maintain a healthy balance between development and the environment
10. Avoid, reduce, reuse (repair), and recycle (recover) wastage to minimise waste disposal
11. Secure, sustainable and environmentally sound water-cycle infrastructure and services



Our Leadership

12. Informed and collaborative leadership in our community
13. A strategic, accountable and representative Council
14. An efficient and effective independent local government

Delivery Program

The four-year Delivery Program outlines how Council will contribute to achieving the vision set out in the Community Strategic Plan and turns the strategic objectives contained in our Community Strategic Plan into actions. All plans, projects, activities and funding allocations made by Council must be directly linked to the Delivery Program.

Council adopted a new Delivery Program for 2022-2026 at its meeting held on 28 June 2022.

Resourcing Strategy

The four-year Resourcing Strategy outlines how Council will resource the implementation of its Delivery Program through money, assets and people. The Resourcing Strategy comprises the Long Term Financial Plan, Asset Management Plans and a Workforce Management Plan.

Operational Plan

Supporting the Delivery Program is an annual Operational Plan. Adopted by Council each year alongside its annual Budget, the Operational Plan identifies the plans, projects and activities that will be carried out over the financial year covered by the Operational Plan to achieve the commitments made in the Delivery Program.

Annual Report

Within five months of the end of each financial year, Council prepares an Annual Report, which includes a copy of our audited financial reports. The Annual Report details our progress in implementing the Delivery Program and the actions we have undertaken to deliver on our Operational Plan.





Our Performance

In 2022-2023, Council aspired to 236 actions focused on achieving our community's vision across our four key themes of Our Society, Our Economy, Our Environment and Our Leadership.

Each year Council sets out an ambitious action plan (that is more actions than will be achievable in a 12 month period) to drive performance and grant funding opportunities. Council would expect to complete or make progress on at least 80% of these actions.

These actions were detailed in the combined 2022-2026 Delivery Program and 2022-2023 Operational Plan, which was adopted by Council at its Ordinary Meeting on 28 June 2022.

A total of 90% of Council's Operational Plan actions for the year ending 30 June 2023 were successfully completed. A number of actions have been carried over to the current financial year for further progression or completion. A small number of projects were put on hold or cancelled due to an inability to raise the necessary grant funding or other factors outside of Council's control. These projects will be revisited when the funding and resources become available.

	Our Society - <i>We have an accessible, inclusive and sustainable community.</i>
 ACTION COMPLETE	62/65 activities completed successfully
 ROLLED INTO NEW DELIVERY PROGRAM	2/65 activities have been carried over to the current year
 NO LONGER UNDERTAKING THIS ACTION	1 activity was cancelled as resourcing did not allow progress

Significant initiatives and achievements		
Action	Status	Annual Comment
Volunteer Strategy	Completed	Council has completed a draft Volunteer Strategy which aims to encourage and provide opportunities for people to connect and participate in the community through meaningful and relevant volunteer roles. Volunteers make an invaluable contribution to the community through a diverse range of activities and programs. The Policy provides a framework for the relationship between Council and Volunteers
Civic reception to thank volunteers	Completed	Volunteers Week in 2022-2023 was celebrated with a Volunteers Afternoon Tea and handing out of Certificates of Appreciation
Revalue Shire based regional fire service assets	Completed	The Rural Fire Service Red Fleet assets were revalued and recognised as part of the financial statements. The recognition of the Red Fleet in Council's financial accounts remains a contentious issue presenting a significant impact on Council's financial performance. Representations continue at a State level.
Participate in natural disaster mitigation and provide Local Emergency Management Officer (LEMO)	Completed	As part of Council's ongoing disaster preparedness planning, the Executive Director Infrastructure and Development attended the regional Bushfire Management Committee, Local Emergency Management Committee and New England Emergency Management Committee meetings in May and June 2023 as Council's LEMO.
Manage the Service Level Agreement with Central Northern Regional Library	Completed	Council continued its membership with the Central Northern Regional Library Service Level Agreement. Affiliation with CNRL continues to provide our community with access to a broader range of resources and materials.

Purchase and install lockers at the Uralla Library to provide 24 hour secure and weatherproof collection point for members	Completed	Council acquired and installed external lockers at the Uralla library to make it easier for customers to collect and return books outside of normal operating hours.
Aged Care Quality and Safety Commission Audits	Completed	McMaugh Gardens successfully completed the Aged Care Quality and Safety Commission Audits and is now fully accredited until May 2026
Update business case and prepare plans for staged expansion of McMaugh Gardens	Completed	Council commissioned concept designs for the expansion of the facility. A further review of the business case supporting possible expansion is now underway in light of the significant change in the current operating environment under the new aged quality Care standards

Activities carried forward

Action	Status	Annual Comment
Engage with the community to activate the Old Court House entertainment venue space	C/F to 2023-2024.	Council continued community engagement around the future use of the Old Courthouse venue. There has been positive community participation with a range of proposed future uses under consideration
Construct Accessible toilets at Rotary Park, Uralla	C/F to 2023-2024.	Accessible toilet facilities have been constructed as part of the Rotary Park upgrade. Minor works were outstanding as at the 30/06/2023

Projects discontinued

Action	Status	Annual Comment
Hold development forums	Cancelled	Council continue to provide a DA planning service to individual developers. The concept of developer forums will be reconsidered in future years.



Our Economy - *We drive the economy to support prosperity*



ACTION COMPLETE

40/44 activities completed successfully



ROLLED INTO NEW DELIVERY PROGRAM

2/44 activities have been carried over to the current year



NO LONGER UNDERTAKING THIS ACTION

1 activity was cancelled as resourcing did not allow progress

Significant initiatives and achievements

Action	Status	Annual Comment
Provide the opportunity for Uralla Shire businesses to promote their products and services at the Uralla Shire Visitors Information Centre on a booking basis	Completed	Visitor Information Centre staff contacted local businesses throughout the year to confirm current details on the local interactive map. Further invitations have been issued to business to display goods/information at the Visitor Information Centre.
Actively lobby for opportunities and benefits from the NEREZ	Completed	Council has engaged proactively with the Department of Planning, Energy Co and Department of Environment, the Local Member and Ministers to advocate for social, environmental and economic outcomes for the community with the development of the New England Regional Energy Zone. Council considered planning agreement terms proposed by two wind farm developments (Winterbourne Wind and Thunderbolt Energy).
Promote Council owned industrial land sites	Completed	A RFQ process was completed to engage an agent to market the land. Marketing has commenced
Undertake sealed road rehabilitation/renewal in accordance with Transport Asset Management Plan	Completed	Priority has been given to repairing flood damaged roads under the natural disaster funding which has encompassed the sealed road network across the LGA. The strategy has kept the road network to a manageable level within USC normal resource capabilities.

Review and adopt acceptable Level of Services of infrastructure assets in consultation with community, update any changes and measure progress annually	Completed	A Building Asset Management Plan was adopted by Council which will guide the work required to maintain levels of service for our building assets.
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Activities carried forward

Action	Status	Annual Comment
Develop and implement a Business Plan for the Uralla Caravan Park	C/F to 2023-2024.	The preparation of a business plan for future operation is underway. An interim Park Manager has been engaged pending a RFT for a Park Manager to be completed in 2023-2024. In the meantime Council has undertaken a range of asset upgrade, repairs and improvements at the park
Review and update the Local Environmental Plan to provide desired land use zonings to encourage growth	C/F to 2023-2024.	No Planning Proposals were received during the 2022/2023 period.
Develop and implement Park Maintenance Schedule	C/F to 2023-2024.	Park Maintenance continues to prioritise major events such as Anzac Day, Thunderbolts Festival.

Projects discontinued

Action	Status	Annual Comment
Pursue Grant funding to develop a printable Uralla Shire map	Cancelled/ not achievable	Council continues to seek funding to produce a printable Uralla shire map



Our Environment - *We are good custodians of our environment*



25/34 activities completed successfully



8/34 activities have been carried over to the current year



1 activity was cancelled as resourcing did not allow progress

Significant initiatives and achievements

Action	Status	Annual Comment
Collaborate with community and interested stakeholders on strategic vegetation management	Completed	Collaborated with Z-NET greening Uralla Volunteers in planting trees at various streets and open spaces within the Uralla Township. Council submitted a successful grant application in collaboration with ZNET and Southern New England Landcare.
Investigate increased recycling opportunities in public spaces (eg Return and Earn)	Completed	Uralla Bowling Club commenced earn and return service. Successfully partnered with ZNET to raise awareness about recycling to reduce contamination levels in recycling bins. Council continued to sell recycled materials.
PROJECT: Complete field investigations for Groundwater drilling	Completed	Drilling to identify potential future water sources to improve water security for the Shire was completed, final report has been sent to Department for review before presentation to Council.

Activities carried forward

Action	Status	Annual Comment
Establish environmental indicators and update annual environmental trends	C/F to 2023-2024.	Work continues on compiling a checklist of Environmental Indicators to be reported in the State of the Environment Report An update of annual environmental trends is to be undertaken in FY 2023-2024.
Implement and maintain Crown Land Plans of Management	C/F to 2023-2024.	A final review of Crown Land Plans of Management is being undertaken before submission to Crown Lands and Public Exhibition.
Draft a street tree master plan for Uralla and Bundarra	C/F to 2023-2024.	Preparation of a draft Master plan was commenced. Further action has been incorporated into the 2023-2024 Operational Plan.

Review plant investment to extend the life of the landfill	C/F to 2023-2024.	RFQ for a long-term waste strategy and a master plan for Uralla landfill has been placed on Tenderlink, closing end of July. The proposed action will be completed in the 2023-2024 FY.
Develop a Uralla Master Plan including a Filling plan and a Post Closure Plan	C/F to 2023-2024.	Project scope expanded and carrying into 2023-2024.
Progress the Integrated Water Cycle Management (IWCM) Plan for bulk water, water security, demand projections, demand management and delivery capacity	C/F to 2023-2024.	Resource constraints hampered progress on this project however ongoing efforts continue in 2023-2024.
Roll out new integrated water and sewer telemetry system for Uralla and Bundarra	C/F to 2023-2024.	Roll out efforts have been carried forward to 2023-2024.

Projects discontinued		
Action	Status	Annual Comment
Commence preparation of a draft Climate Change Policy	Cancelled/ not achievable	Unable to progress in 2022-2023 due to resource limitations – removed from 2023-2024 action plan by Council resolution 05.05/23



Our Leadership - We are an independent shire and well-governed community



ACTION COMPLETE

90/93 activities completed successfully



ROLLED INTO NEW DELIVERY PROGRAM

3/93 activities have been carried over to the current year

Significant initiatives and achievements

Action	Status	Annual Comment
Coordinate Audit Risk and Improvement Committee	Completed	Audit Risk and Improvement Committee formed in conjunction with Walcha Council. First meeting of the new committee was held 26 June 2023
End of Financial Year Statements completed	Completed	2021-2022 completed. Unqualified audit result.
Review organisational structure and implement a structure that is fit for current services / service standards	Completed	Following consultation with Council as part of the preparation of the new workforce Management Strategy, during 2022-2023 a formal change management consultation process was undertaken on the proposed structure changes. Over the year, multiple meetings and communication processes enabled the General Manager to make decisions and finalise the new structure including associated administrative actions and recruitment.
Review and update Asset Management Plan renewals program	Completed	Throughout 2022-2023 Council reviewed and updated the following Asset Management Plans: <ul style="list-style-type: none"> • The Transport Asset Management Plan • Water Asset Management Plan • Wastewater Asset Management Plan • Stormwater Asset Management Plan
PROJECT: Renovate the Customer Services foyer to be more accessible and efficient	Completed	Council has completed the customer service refurbishment project. The open plan design facilitates staff safety and promotes responsive service. The area now incorporates a private meeting room.
Promote Council activities	Completed	Council continues to publish the monthly newsletter and promote its Website and Facebook pages which are vital links for the community to know what is happening at Council.

Organisation wide desktop service review and benchmarking to assess service levels and costs so that the need for savings/efficiencies and additional revenue can be assessed	Completed	Council completed a desk top service review of all services to benchmark assessed service levels against comparable Councils. The report was presented to 21 March 2023 Finance Advisory Committee.
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Activities carried forward		
Action	Status	Annual Comment
Transfer IT service to a shared service arrangement	C/F to 2023-2024.	Council continues to progress the transfer of managed services to a new provider. The new platform will “go-live” in February 2024. The new managed services will significantly improve the functionality of Council’s IT framework
Establish cross-functional Asset Management Team as per Asset Strategy	C/F to 2023-2024.	This project will be rolled over to the next financial year for completion once the new Asset Manager is appointed.

Projects Discontinued		
Action	Status	Annual Comment
Establish a council intranet		This will be provided through the new managed service provider arrangement that will “go-live” February 2024

Section 3 - Statutory Reporting

Rates Written Off

Local Government (General) Regulation – Clause 132

Pension rebates granted during the 2022-2023 financial year:

- General - \$91,084.65
- Water - \$28,464.89
- Sewer - \$25,993
- Domestic Waste Management - \$37,740.52

An amount of \$11,719 was written off as rates and charges during the year.

Overseas Visits

Local Government Act 1993 – Section 428(4)(b); Local Government (General) Regulation 2021 – Clause 217(1)(a)

There were no overseas visits in 2022-2023.

Councillor Expenses and Provision of Facilities

Local Government (General) Regulation 2021 – Clause 217(1)(a1)

Council has adopted a Policy, last reviewed in 28 June 2022, regarding the payment of expenses and the provision of facilities for Councillors. All fees and expenses are paid in accordance with that Policy.

By resolution 17.06/22, the Mayoral allowance for 2022-2023 was set at \$20,952. An equipped office with fixed telephone is provided for the Mayor adjacent to the Council Chambers. Councillors, including the Mayor, are paid an annual meeting fee of \$11,628 each, which is paid in equal monthly instalments regardless of whether or not meetings have been attended.

In addition to the above fees, the Council paid \$22,434.23 for the expenses of, and the provision of facilities to Councillors in relation to their civic functions. The detailed breakdown of these expenses, must be reported in accordance with Clause 217(1)(a1), is provided below:

Expense	Value
Dedicated Office Equipment	-
Telephone Calls and internet costs	\$3,008.77
Conferences and Seminars	\$10,888.38
Training and Skills Development	-
Interstate Travel	\$1,059.21
Subscriptions	\$702.50
Catering	\$4,617.67
Other travel expenses	\$2,157.70
Overseas Visits	-
Expenses of Spouses, Partners or Accompanying Persons	-
Childcare	-
TOTAL	\$22,434.23

Induction training and ongoing professional development for Mayor and Councillors

Local Government (General) Regulation 2021 – clause 186 (a) (b)

The Mayor and councillors participated in the following professional development programs as part of the resolution 24.10/22:

Professional Development	Planning for Non-Planners Part 1	Planning for Non-Planners Part 2	Understanding Local Government Finance for Councillors	Business Excellence In Local Government	Free Online Webinars (Participation at the discretion of councillors)	Infrastructure Tours	LGNSW Annual Conference	Country Mayors Association Meetings	
Mayor Bell	✓	✓	<i>Discretionary Attendance</i>	<i>Discretionary Attendance</i>		✓	✓	✓	
Cr Burrows	✓	✓				✓			
Cr Bower	✓	✓				✓			
Cr Crouch	✓	✓				✓			
Cr Doran									
Cr McMullen	✓	✓				✓			
Cr O'Connor	✓	✓				✓			
Cr Petrov	✓	✓				✓			
Cr Toomey	✓	✓				✓			

Local Government (General) Regulation 2021 – Clause 186 (c)

The Mayor and councillors were provided with the following information as part of the ongoing professional development program:

Circulars/seminars/activities	Number
OLG Circulars (link provided to Councillors in weekly bulletin)	Online
LGNSW (link provided to Councillors in weekly bulletin)	51
USC Councillors weekly bulletin	50
General Manager Workshops & Briefing Sessions	14

Major Contracts

Local Government (General) Regulation 2021 – Clause 217(1)(a2)

Council awarded major contracts, for \$150,000 or more, as set out below:

Project	Name of Contractor	Nature of goods or services supplied	Total amount payable exclusive GST \$
Road Upgrade	Boral	Supply and spraying of emulsion – LGP Contract LGP213-2	\$900,000
Road Upgrade	Local Government Procurement	Bitumen, Emulsions and Asphalt Materials and Services – GP213-2	\$250,000
Road Upgrade - 2 coat seal – Hawthorne Stage2	Roadwork Industries	Bitumen Overlay - LGP Contract LGP213-2, section 55 exempt	\$235,000
Road Upgrade	Roadwork Industries	Asphalt overlay and deep lift patching services	\$302,862
Road Upgrade - Flood emergency works	Stabilcorp	Lime stabilising pavement - LGP Contract LGP213-2, section 55 exempt	\$1,000,000
Road Upgrade	Stabilcorp	Heavy patching of Kingstown Road, Uralla	\$201,067
Road Upgrade	Stabilcorp	Rehabilitation and widening of Bundarra Road, 1.35km at Barbados Corner	\$400,009.89
Road Upgrade	Stabilcorp	Heavy patching on Arding, Kliendienst and Kingstown Roads, Uralla	\$644,982.03
Fuel Supply	Campbell's Fuel Service	Fuel supply – LGP Contract NPN117, section 55 exempt	\$390,000
Plant	RDO Equipment	Supply 2 x 770GP motor graders	\$1,076,000
Rotary Park refurbishment	Wallace Construction	Upgrade park – toilet block, BBQ and seating, carpark and entry, paths, shaping and turf and plantings	\$648,772
Building Upgrade	Wallace Construction	Resheeting of Courthouse roof	\$242,440
Plant	Westrac Tamworth	Supply CS74B Roller per RFQ1034213 - Resolution 51.12/22	\$235,025.35
Road Upgrade	Stabilcorp	Pavement stabilisation Gostwyck Road	\$230,000
Road Upgrade	Roadwork Industries	Stage 2 Hawthorne Drive sealing	\$212,343
Road Upgrade	Stabilcorp	Thunderbolts Way pavement gravel overlay	\$600,000

Legal Proceedings

Local Government (General) Regulation 2021 – Clause 217(1)(a3)

Set out below is a summary of the amounts incurred by the Council during the 2022-2023 financial year in relation to legal proceedings taken by or against the council; total being **\$4,648.18**.

Description	Cost	Status
Heavy Vehicle weight non compliance	\$4,648.18	Finalised

Subsidised Private Works

Local Government (General) Regulation 2021 – Clause 217(1)(a4)

Council makes the following charges for work carried out on private land.

Plant	Council adopts a standard schedule of hire charges for the use of plant on private land. The charge is on the basis of wet hire and is market competitive.
Additional Labour	Direct cost plus 25% for overheads.
Materials	Actual cost plus 25%.

The rates are reviewed annually during the preparation of the Annual Budget and advertised with the Schedule of Fees and Charges attached to the Operational Plan. Council has not carried out any work on private property during the 2022-2023 year except private works orders that have been raised and works charged in accordance with the adopted fees and charges.

Financial Assistance to Others

Local Government (General) Regulation 2021 – Clause 217(1)(a5)

Contributions made to schools and local community groups under Section 356 of the *Local Government Act 1993* were as follows:

Presentation Nights	\$
Uralla Central School	100
Bundarra Central School	100
St Joseph's School	100
Rocky River School	100
Kingstown School	100
Kentucky School	100
Total	600

Community Grants and Donations	
Thunderbolts Festival	12,000
Uralla Arts Lantern Parade	3,000
Rotary Art Show	2,000
Australia Day Activities	2,500
Other Shire events & Community Grants Fund	1,000
Street Stall (Plus overheads)	11,590
Pre-school rent	20,616
Youth Services & NAIDOC	6,600
School presentation nights	800
NIAS	2,000
Bush Bursary	3,000
Arts North West	4,758
Total	69,864

Uralla Shire Council provides local community groups with the use of a small shop, "The Uralla Community Store", located in the main street from which to run fundraising activities such as the sale of raffle tickets, produce, handicrafts and cake stalls. Applications are called for annually with one week per year being allocated to each group.



General Manager and Senior Staff Remuneration

Local Government (General) Regulation 2021 – Clause 217(1)(b-d)(i-v)

The General Manager, Executive Director Infrastructure & Development and Executive Director Corporate & Community were designated as a Senior Staff Members in accordance with the meaning of the *Local Government Act 1993*.

General Manager

The total remuneration comprised in the annual remuneration package of the General Manager at the end of the reporting period was as follows:

(i) the total value of the salary component of the package	\$226,722.00
(ii) the total amount of any bonus payments, performance payments or other payments made to the General Manager that do not form part of the salary component of the General Manager	\$0.00
(iii) the total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which the General Manager may be a contributor	\$23,806.00
(iv) the total value of any non-cash benefits for which the General Manager may elect under the package	\$12,912.13
(v) the total amount payable by the council by way of fringe benefits tax for any such non-cash benefits	\$6,069.00
Total:	\$269,509.13

Executive Directors

The total remuneration comprised in the remuneration packages of the Executive Director positions at the end of the reporting period was as follows:

(i) the aggregate total value of the salary component of the packages	\$358,674.00
(ii) the total amount of any bonus payments, performance payments or other payments made to them that do not form part of the salary components of their packages,	\$0.00
(iii) the total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which the Executive Directors may be a contributor	\$ 37,661.00
(iv) the total value of any non-cash benefits for which the Executive Directors may elect under the package	\$0.00
(v) the total amount payable by the council by way of fringe benefits tax for any such non-cash benefits	\$0.00
Total:	\$396,335.00

The Uralla Shire Council employee/worker profile as at 23 November 2022 was:

(i) persons employed by the council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contracts	155
(ii) persons employed by the council as senior staff member	3
(iii) persons engaged by the council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person	0
(iv) persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	0
Total:	155

Stormwater Management Services

Local Government (General) Regulation 2021 – Clause 217(1)(e)

Council raised \$33,137.50 through the Stormwater Annual Charge in 2022-2023. These funds are utilised to continue the implementation of strategies outlined in Council's Delivery Program.

External Bodies that Exercise Council Functions

Whilst Council has 355 committees that provide advice to council there were no external bodies exercising council functions under delegation.

Participation in Corporations, Partnerships, Joint Ventures or Other Bodies

Local Government (General) Regulation 2021 – Clause 217(1)(a8)

Council was party to the following partnerships, cooperatives and joint ventures:

- * Arts North West
- * Central Northern Regional Library
- * Country Mayors Association of New South Wales
- * Local Government New South Wales
- * New England Weeds Authority
- * Northern Inland Regional Waste Group
- * Mid North Weight of Loads Group
- * Rural Fire Service District/Zone group
- * Statewide Mutual
- * StateCover Mutual Ltd

Equal Employment Opportunity

Council is an Equal Employment Opportunity (EEO) employer.

Uralla Shire Council is committed to fully utilising the talents and resources of employees and that no employee or job applicant receives less favourable treatment on the grounds of race (including colour, nationality and ethnic or national origin), sex, marital status, pregnancy, physical and intellectual impairment, sexuality, gender or age by conditions or requirements which cannot be shown to be relevant to performance.

Council is committed to promoting equal employment opportunity as governed by Anti-Discrimination law, EEO principles and the *Protected Disclosures Act 1994* for all its employees.

Council includes in its induction process information to raise new staff awareness of policies and procedures relating to EEO.

Council regularly reviews its Training Plan to identify skill gaps, to train and employ appropriate staff, and to promote career progression.

Compliance with Companion Animals Act and Regulation

Council's activities during the year in relation to enforcing and ensuring compliance with the *Companion Animals Act 1998* are set out below.

Animal Control Services	NUMBER
Total Dogs Seized by Ranger	55
Total Dogs Seized by other persons	7
Dogs Returned to Owner (not impounded)	7
Dogs Uncontrolled in public area (off-leash)	45
Dogs processed through Animal Shelter	48
Dogs Released to owners	24
Dogs Sold	23
Dogs Released to Organisations to re-home	8
Dogs Euthanized – Unable to Rehome (unsuitable)	4
Dogs Euthanized as a result of Dog Attack – Unable to Rehome (unsuitable)	4
Dogs Total Euthanized	8
Cats processed through Animal Shelter	69
Cats Released to owners	4
Cats Rehomed	19
Cats Released to Organisations to re-home	11
Cats Total Euthanized	35
Total Outgoing Animals from Animal Shelter Facility	117
Penalty Infringement Notices Issued – Companion Animals	13
Penalty Infringement Notices Issued – Livestock	0
Reportable Dog Attacks	24
Dangerous Dog Declarations	2
Notice of Intentions to Declare Dog Dangerous	2
Menacing Dog Declarations	0
Notice of Intentions to Declare Dog Menacing	0
Off-Leash Areas in the Shire	2
OTHER ANIMAL MANAGEMENT ACTIVITIES	90
Community Education Programs as required in the Council Newsletter	Monthly
Community Education & Information as required on the Council Website	Active
Total animal registrations	68

Strategies the Council has in place to promote and assist the desexing of dogs and cats	
Community Assistance Program with RSPCA New England formal Armidale RSPCA and Armidale Animal Welfare League. Assistance with desexing of Dogs and Cats.	
Literature supplied from the Office of Local Government and Cat Protection Society NSW advising of desexing, permit requirements and The Good Neighbour Project-cat containment/desexing. All Companion Animal Certificates for Cats are posted with this promotional material.	
Council website and shelter website promoting desexing.	
Enforcement action under sections 10b and 11E Companion Animals Act. Regular search of the Companion Animals Register identifying unregistered animals and non- desexed cats requiring permit. Notice issued under section 10B and 11E of Companion animals Act to owners of non-desexed cats and unregistered animals.	
Strategies in place for complying with the requirement under s64 of the CA Act to seek alternatives to euthanasia for unclaimed animals	
Shared service Armidale Animal Shelter. Armidale shelter advertise all animals available for rehoming and two rehoming agents contacted advising of available animals for rehoming.	
Use of rehoming organisations. No animal surrenders taken by Uralla council unless Ranger has contacted two rehoming agents first. Animals moved owner to rehoming agent if available, Armidale Shelter last resort.	
Where the rehoming agent is collecting animals held past the required time limits, assistance with transport to local shelters is provided.	
List of rehoming agents provided by the Office of Local Government (OLG).	
Lodgement of pound data collection returns with the Office of Local Government (OLG)	
Data lodged NSW Companion Animals Register. Impounding data supplied by Armidale Animal Shelter & Impounding data from Uralla Ranger.	
Lodgement of data about dog attacks with the Office of Local Government (OLG)	
Data lodged NSW Companion Animals Register. Customer Request Management (CRM) reports of dog attack incidents used to provide data.	
EXPENSES 2022-23	
Amount of funding spent on companion animal management and activities.	\$259,289.00
Fund money used for managing and controlling companion animals	\$0

Planning Agreements	
Particulars of compliance with and effect of planning agreements in force during the year	Nil
Contributions and Levies	
Disclosure of how development contributions and development levies have been used or expended under each contributions plan	No contributions or development levies have been used.
Details for projects for which contributions or levies have been used:	
Project identification number and description	N/A
The kind of public amenity or public service the project relates	N/A
Amount of monetary contributions or levies used or expended on project	N/A
Percentage of project cost funded by contributions or levies	N/A
Amounts expended that have been temporarily borrowed from money to be expended for another purpose under the same or another contributions plan	N/A
Value of the land and material public benefit other than money or land	N/A
Whether the project is complete	N/A
Total value of all contributions and levies received during the year	\$126,080.93
Total value of all contributions and levies expended during the year	No contributions or development levies have been used.
Recovery and threat abatement plans – Councils identified in a plan as responsible for implementation of measures included in the plan, must report on actions taken to implement those measures as to the state of the environment in its area.	Council has no recovery or threat abatement plans.

Swimming Pool Inspections

Details of inspections of private swimming pools. Include the number of inspections that:	
were of tourist and visitor accommodation	0
were of premises with more than 2 dwellings	0
resulted in issuance of a certificate of compliance under s22D of the SP Act	3
resulted in issuance of a certificate of non-compliance under cl 21 SP Reg	1

Carers Recognition Act

Carers Recognition Act 2010

Uralla Shire Council recognises the contribution carers make to the Uralla Shire community. Council's human resources policies fully take the *Carers Recognition Act 2010* into account when these policies are drafted, implemented and reviewed.

Council employees are entitled to use any current or accrued sick leave entitlement to provide care and support to a person whose wellbeing is their responsibility. In cases which require long-term provision of care, the employee is encouraged to discuss arrangements with their supervisor or manager.

Disability Inclusion Act

Disability Inclusion Act 2014

Council adopted its four year Disability Inclusion Action Plan (DIAP) at its Ordinary Meeting held 24 May 2022. The document was uploaded to Council's website and sent to Family and Community Services (FACS) and Local Government NSW (LGNSW) on 29 June 2022.

Staff have increased awareness of inclusive and respectful language, with many well advanced in this area. All new staff are advised of the principles of council's DIAP as part of the induction process.

Council continues to install and update signage in line with the changing needs of the community.

The new gender neutral, accessible right and left handed toilets and baby change room facilities at Rotary Park are another huge step forward for Uralla Shire Council in the area of inclusion and accessibility. This facility also has lovely accessible paths and a covered area and barbeque catering to people of all abilities.

Additionally, a wheelchair accessible pathway now extends almost all the way across Uralla.

Public Interest and Disclosure (PID)

Public Interest Disclosure Act 1994

Annual Report on Public Interest Disclosures (PID) 1 July 2022 to 30 June 2023. There were no PID's made in 2022/2023

Number of public officials who made public interest disclosures to Council	0
Number of public interest disclosures received by Council	0
Of the public interest disclosures received by Council, how many were primarily about:	0
• Corrupt conduct	
• Maladministration	0
• Serious and substantial waste	0
• Government information contravention	0
• Local government pecuniary interest contravention	0
Number of public interest disclosures (received by Council since 1 January 2012) that have been finalised in this reporting period	0

Uralla Shire Council applied its internal reporting policy for the duration of 2022-2023. This policy has now been superseded by the Public Interest and Disclosure (PID) policy. The new policy is available for viewing on Council's website. Information is provided to new employees in the Employee Induction Manual.

From March 2023, monthly Code of Conduct conversations have been held in management and staff meetings.

Code of Conduct Reporting

Sections 11.1 and 11.2 of Council's procedures for the administration of the Code of Conduct 2020 Policy requires a report be provided to Council and the Office of Local Government (OLG) on the following range of complaints statistics within three months of the end of September each year.

For 2022/2023 there were no Code of Conduct matters reported or investigated

	Annual Reporting Requirement Descriptor	Annual Statistic
Number of Complaints		
1.	The total number of complaints received in the period about Councillors and the General Manager under the code of conduct from the following sources:	
a	Community	0
b	Other Councillors	0
c	General Manager	0
d	Other Council staff	0
2.	The total number of complaints finalised in the period about Councillors and the General Manager under the Code of Conduct in the following periods:	
a	3 Months	0
b	6 Months	0
c	9 Months	0
d	12 Months	0
e	Over 12 months	0
Overview of complaints and costs		
3a	The number of complaints finalised at the outset by alternative means by the General Manager or Mayor	0
b	The number of complaints referred to the Office of Local Government (OLG) under a special complaints management arrangement	0
c	The number of code of conduct complaints referred to a conduct reviewer	0
d	The number of code of conduct complaints finalised at preliminary assessment stage by the conduct reviewer	0
e	The number of code of conduct complaints referred back to the General Manager or Mayor for resolution after preliminary assessment by conduct reviewer	0
f	The number of finalised complaints investigated by a conduct reviewer	0
g	The cost of dealing with complaints via preliminary assessment	0
h	Progressed to full investigation by a conduct reviewer	0
i	The number of finalised complaints investigated where there was found to be no breach	0
J	The number of finalised complaints investigated where there was found to be a breach	0
K	The number of complaints referred by the General Manager or Mayor to another agency or body such as the ICAC, the NSW Ombudsman, Office of Local Government (OLG) or the Police :	
	ICAC	0
	NSW Ombudsman	0
	Police	0
	Other Agency (please specify)	0
l	The number of complaints being investigated that are not yet finalised	0
m	The total cost of dealing with code of conduct complaints within the period made about councillors and the General Manager including staff costs	0

Preliminary Assessment Statistics		
4	The number of complaints determined by the conduct reviewer at the preliminary assessment stage by each of the following actions:	
a	To take no action (clause 6.13(a) of the 2020 Procedures)	0
b	To resolve the complaint by alternative and appropriate strategies (clause 6.13(b) of the 2020 Procedures)	0
c	To refer the matter back to the General Manager or the Mayor, for resolution by alternative and appropriate strategies (clause 6.13(c) of the 2020 Procedures)	0
d	To refer the matter to another agency or body such as the ICAC, the NSW Ombudsman, Office of Local Government (OLG) or the Police (clause 6.13(d) of the 2020 Procedures)	0
e	To investigate the matter (clause 6.13(e) of the 2020 Procedures)	0
f	Other action (please specify)	0
Investigation Statistics		
5	The number of investigated complaints resulting in a determination that there was no breach, in which the following recommendations were made:	
a	That the council revise its policies or procedures	0
b	That a person or persons undertake training or other education (clause 7.40 of the 2020 Procedures)	0
6	The number of investigated complaints resulting in a determination that there was a breach in which the following recommendations were made:	
a	That the council revise any of its policies or procedures (clause 7.39 of the 2020 Procedures)	0
b	In the case of a breach by the General Manager, that action be taken under the General Manager's contract for the breach (clause 7.37(a) of the 2020 Procedures)	0
c	In the case of a breach by a councillor, that the councillor be formally censured for the breach under section 440G of the Local Government Act 1993 (clause 7.37(b) of the 2020 Procedures)	0
d	In the case of a breach by a councillor, that the councillor be formally censured for the breach under section 440G of the Local Government Act 1993 and that the matter be referred to Office of Local Government (OLG) for further action (clause 7.37(c) of the 2020 Procedures)	0
7	Matter referred or resolved after commencement of an investigation (clause 7.20 of the 2020 Procedures)	0
Categories of misconduct		
8	The number of investigated complaints resulting in a determination that there was a breach with respect to each of the following categories of conduct:	
a	General conduct (Part 3)	0
b	Non-pecuniary conflict of interest (Part 5)	0
c	Personal benefit (Part 6)	0
d	Relationship between council officials (Part 7)	0
e	Access to information and resources (Part 8)	0
Outcome of determinations		
9	The number of investigated complaints resulting in a determination that there was a breach in which the council:	
a	Adopted the independent conduct reviewers recommendation	0
b	Failed to adopt the independent conduct reviewers recommendation	0
10	The number of investigated complaints resulting in a determination where:	
a	The external conduct reviewers decision was overturned by the Office of Local Government (OLG)	0
b	Council's response to the external conduct reviewers recommendation was overturned by the Office of Local Government (OLG)	0
11	Code of Conduct data was presented to council on 28 November 2023	

Financial Management

The annual financial statements for the financial year 2022-2023 comprising the General Purpose Financial Statements, Special Purpose Financial Statements, and the Special Schedules are attached to the Annual Report. These statements included comments from Council's Auditors - The Audit Office of NSW. A condensed overview of Council's financial performance in 2022-2023 and its financial position as of the reporting period are outlined below:

	2022-2023	2021-2022
	\$000	\$000
Income statement		
Total income from continuing operations	31,413	28,311
Total expenses from continuing operations	27,329	23,555
Net operating result from continuing operations	4,084	4,756
Less: Income received for the purpose of capital grants	5,213	5,771
Net operating result excluding grants received for capital	-1,129	-1,015
Statement of financial position		
Total current assets	30,638	24,893
Total non-current assets	292,974	268,807
Total assets	323,612	293,700
Total current liabilities	14,202	13,474
Total non-current liabilities	6,119	5,488
Total liabilities	20,321	18,962
Total equity	303,291	274,738
Other financial information		
Unrestricted current ratio (times)	3.57	3.45
Operating performance ratio (%)	-1.04%	-2.17%
Debt service cover ratio (times)	12.56	13.46
Rates and annual charges outstanding ratio (%)	12.49%	10.54%
Infrastructure renewals ratio (%)	174.89%	73.09%
Own source operating revenue (%)	45.69%	57.52%
Cash expense cover ratio (months)	14.35	12.9

Modern Slavery Act 2018 (NSW)

The Modern Slavery Act 2018 requires each Council to publish in its annual report:

- a statement of the action taken by the council in relation to any issue raised by the Anti-slavery Commissioner during the year concerning the operations of the council and identified by the Commissioner as being a significant issue, and
- a statement of steps taken to ensure that goods and services procured by and for the council during the year were not the product of modern slavery within the meaning of the Modern Slavery Act 2018 (NSW).

NSW local councils are required to take reasonable steps to ensure that the goods and services they procure are not the product of modern slavery.

The Anti-slavery Commissioner did not raise any issues concerning Councils operation during 2022-2023. Council was not required to take any action in this regard

Throughout 2022-2023 Council has improved its procurement processes to incorporate specific checks and balances to only procure goods and services that are not the product of modern slavery. Procurement templates have been updated acknowledging the change in legislation and taking further due diligence steps so that goods and services procured by and for Council during the year were not the product of modern slavery within the meaning of the *Modern Slavery Act 2018*.

Government Information (Public Access) - GIPA

Council is required to provide a report on GIPA each year. GIPA report attached in Section 4.

Section 4 – Attachments

Annexure A - Financial Statements 2022-2023

Annexure B - GIPA Report 2022-2023

Annexure C - Statement of Business Ethics
