

The background of the cover is a photograph of a railway track curving through a field of tall, slender trees with golden-brown autumn foliage. The sky is a pale blue with soft, wispy clouds. The foreground shows the gravel bed of the track and some fallen leaves.

Uralla Shire Council
Annual Report
2023-2024

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Section 1 Welcome

From The Mayor



Our 2023-24 Annual Report provides an opportunity for Council to pause, reflect upon and share the many achievements and milestones that have made our community an even better place in which to live, work, and thrive.

The official opening of Constellations of the South at The Glen, Stage 1 of our Fibonacci installation at Pioneer Park, and the new Rotary Park in Uralla were undoubtedly highlights. Collectively, these new open spaces have become valuable assets for our community and a drawcard for visitors, providing safe, accessible and beautifully designed spaces for us all to enjoy.

The opening of Constellations of the South aligned with the winter solstice, and our free family stargazing event was a huge success. We hope to see this become an annual event.

Preservation of the 135-year-old Uralla Court House commenced in 2021, and its completion in June was a moment for celebration. The newly restored building enhances Uralla's impressive line-up of 19th and 20th Century architecture which is showcased along our town's heritage walk and has created a new multi-functional space for community use.

These accomplishments would not have been possible without the dedication and collaboration of our team of councillors, council staff, community organisations, local businesses and residents. I extend my sincerest gratitude to each and every one of you.

In November 2023, Council welcomed our new General Manager, Toni Averay. Toni brings her experience, energy, vision, and a commitment to working with community. Together with a new leadership team and dedicated team of staff, Council will continue to deliver on expectations and the shared aspirations of our community.

Looking ahead, we remain committed to addressing emerging challenges, embracing new opportunities, and building a brighter future for generations to come. Our key priorities include:

- Enhancing public safety and amenity;
- Promoting sustainable practices and environmental stewardship;
- Addressing our future housing needs and expanding affordable housing options;
- Investing in our water security and water quality; and
- Supporting growth and the development of our visitor economy.

As we celebrate success, we also acknowledge the resilience and spirit of our community. Your input, ideas, and involvement are invaluable, and I encourage you to continue shaping our Shire's vision.

Thank you for your continued trust and engagement. I look forward to another year of progress and collaboration.

A handwritten signature in black ink, appearing to read 'Robert Bell'.

Robert Bell
Mayor, Uralla Shire

From The General Manager



As we reflect on the past year, it is my pleasure to support Mayor Bell and our Councillors in presenting our 2023-24 Annual Report – a year defined by great progress and community-driven achievements.

This year, we celebrated milestones that reflect our vision of a vibrant, inclusive, and sustainable Shire. Council staff and I are committed to delivering high-quality services and infrastructure for our community, while ensuring we focus on effective budget management and long-term financial sustainability.

During the year, we successfully recruited an outstanding team of capable and committed staff, building our capacity to meet the needs and aspirations of our growing community.

I want to acknowledge the ongoing support of our Councillors and the important role our community plays in guiding us forward. We greatly appreciate the strong partnerships we have formed with community groups across the Shire.

We are excited by the opportunities ahead while at the same time noting there are still challenges to address.

These include:

- Ensuring robust State planning to manage the impacts of renewable energy projects while maximising legacy community benefits;
- Maintaining our financial sustainability;
- Continuing our advocacy to the State and Federal Governments to support priority investments in Uralla Shire;
- Delivering on future proofing projects such as our integrated water management plan; and
- Meeting increasing legislative and governance requirements across our community services, particularly in aged care.

We will remain committed to fostering an inclusive and harmonious community, and working together to enhance our region's liveability, sustainability, and cultural richness.

A handwritten signature in blue ink that reads "Toni Averay". The signature is fluid and cursive.

Toni Averay
General Manager, Uralla Shire Council

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 2023-2024
- B. GIPA Report 2023-2024
- C. Statement of Business Ethics
- D. State of the Shire Report

Our Council

Uralla Shire Council is constituted under the 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 are committed to ensuring 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 2023 to 30 June 2024, 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:

- December 2023 acquired 2 conferees.
- January 2024 acquired 3 conferees.

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 2023-24, Council held twelve (11) Ordinary Meetings and eleven (4) Extraordinary Meetings.

Ordinary Meetings - Mayor and Councillors:

Mayor & Councillors	25/07/23	22/8/23	26/9/23	24/10/23	28/11/23	19/12/23
R Bell	✓	✓	✓	✓	✓	✓
T Bower	✓	✓	✓	✓	✓	✓
S Burrows	✓	✓	✓	✓	✓	✓
R Crouch	✓	✓	✓	✓	On leave	✓
L Doran	✓	✓	✓	✓	✓	✓
B McMullen	✓	On leave	✓	✓	✓	✓
T O'Connor	✓	✓	✓	✓	✓	✓
L Petrov	✓	✓	✓	✓	✓	✓
T Toomey	✓	✓	✓	✓	✓	✓

Mayor & Councillors	27/2/24	26/3/24	23/4/24	21/5/24	25/6/24
R Bell	✓	✓	✓	✓	✓
T Bower	✓	✓	✓	✓	✓
S Burrows	✓	✓	✓	✓	✓
R Crouch	✓	✓	✓	✓	✓
L Doran	✓	✓	✓	✓	✓
B McMullen	✓	On leave	✓	✓	✓
T O'Connor	✓	✓	✓	✓	✓
L Petrov	✓	✓	✓	✓	✓
T Toomey	✓	✓	✓	✓	✓

Ordinary Meetings - Mayor and Councillors:

Mayor & Councillors	10/8/23	2/11/23	10/11/23	16/8/2024
R Bell	✓	✓	✓	✓
T Bower	✓	✓	✓	✓
S Burrows	✓	✓	✓	✓
R Crouch	✓	✓	✓	✓
L Doran	✓	✓	✓	✓
B McMullen	On leave	On leave	✓	✓
T O'Connor	✓	✓	✓	✓
L Petrov	✓	✓	✓	✓
T Toomey	✓	✓	✓	✓

General Manager Workshops and Briefings

In addition to council meetings the General Manager also facilitated 11 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 Engagement Sessions in 2023-2024 at the following locations multiple times:

- Kentucky
- Kingstown
- Invergowrie/ Barry Munday's Reserve
- Rocky River
- Bundarra
- Alma Park
- Mayor's Youth Forum

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 their development 24.10/22:

Professional Development	Planning for Non-Planners Part 1	Planning for Non-Planners Part 2	Infrastructure Tours	LGNSW Annual Conference	Country Mayors Association Meetings
Mayor Bell	✓	✓	✓	✓	✓
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)	50
USC Councillors weekly bulletin	50
General Manager Workshops & Briefing Sessions	11

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 2023-2024
SPECIFIC PURPOSE COMMITTEES	
1. Audit, Risk & Improvement Committee <i>*The new ARIC Committee held its inaugural meeting 26 June 2023 with the appointed delegate for 2023-2024 being Cr T Toomey.</i>	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)

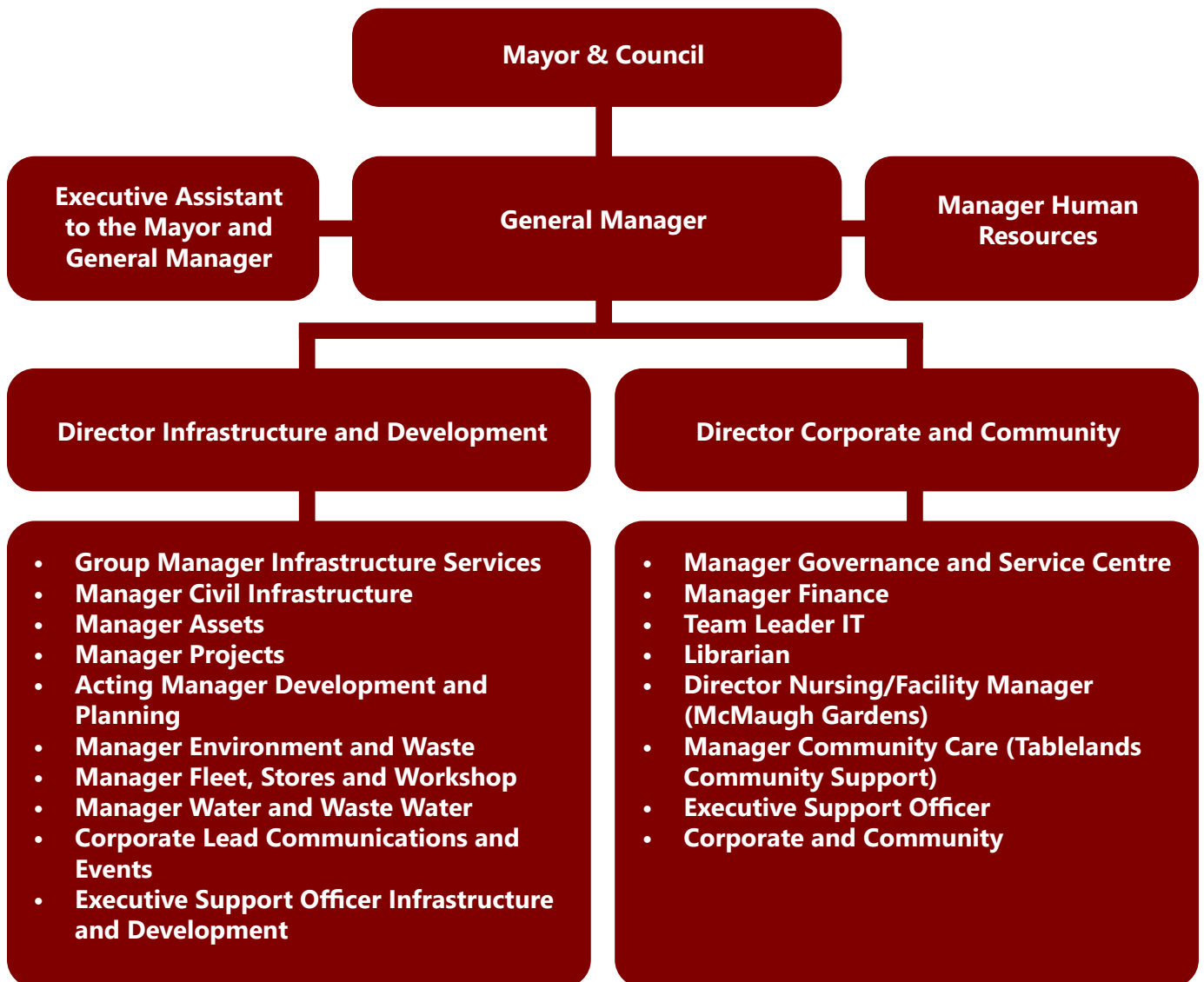
Our Structure

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, Infrastructure and Development and Corporate and Community.

From 11 July 2022 to 30 June 2024



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.

SOCIETY		Our Society <ol style="list-style-type: none">1. A growing community with an active volunteer base and participation in community events2. A safe, active and healthy shire3. A diverse and creative culture that celebrates our history4. Access to and equity of services.
ECONOMY		Our Economy <ol style="list-style-type: none">5. An attractive environment for the business sector6. Grow and diversify employment, through existing and new businesses7. Communities that are well serviced with essential infrastructure
ENVIRONMENT		Our Environment <ol style="list-style-type: none">8. To preserve, protect and renew our beautiful natural environment9. Maintain a healthy balance between development and the environment10. Avoid, reduce, reuse (repair), and recycle (recover) wastage to minimise waste disposal11. Secure, sustainable and environmentally sound water-cycle infrastructure and services
LEADERSHIP		Our Leadership <ol style="list-style-type: none">12. Informed and collaborative leadership in our community13. A strategic, accountable and representative Council14. 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 2023-2024, Council aspired to 225 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 to drive performance and grant funding opportunities.

These actions were detailed in the combined 2022-2026 Delivery Program and 2023-2024 Operational Plan, which was adopted by Council at its Extraordinary Meeting on 29 June 2023.

97% of Council's Operational Plan actions for the year ending 30 June 2024 were successfully completed. Five actions have been carried over to the current financial year for further progression or completion. One project was cancelled due to factors outside of Council's control. These projects will be revisited when the funding and resources become available.



Our Society

We have an accessible, inclusive and sustainable community.

ACTION COMPLETE : 59/59 activities completed successfully

Significant initiatives and achievements

Action	Status	Annual Comment
Seek funding to extend pedestrian and cycle ways subject to approval from council and subject to associated operating costs being funded from operational revenue. Particular projects to include grant funding for the design and construction of upgrades to the CBD area for parking lane, footpath, amenity and accessibility improvements	Completed	All received funding has been actively deployed during the period. This program will continue in the 24/25FY.
ADVOCACY - pursue funding for infrastructure and services to support the needs of the region including transport, NBN, mobile telephone service and radio coverage.	Completed	Significant discussions with Telco providers have been undertaken on outage schedules. Local and Federal Members have been appraised of the situation and supported Council in our endeavours to reach a considered approach.
Identify and seek funding opportunities for works and civil projects subject to approval from council and subject to associated operating costs being funded from operational revenue	Completed	A significant portfolio of civil projects funded by recovery grants are underway. Principal items include Pioneer Park, Rotary Park, The Glen, and The Old Uralla Courthouse, completed and commissioned by the close of 23/24FY.
Upgrade recycling waste collection bins and improve operations at Uralla Waste Management Facility	Completed	New bins issued and available as requested.
Survey library users to review service levels	Completed	CNRL hosts an annual library user survey which comprises an online survey assessing service levels, library collection, hours of operation, library services and events. The results are included in the CNRL Annual Report. In addition, staff undertake random surveys to gauge awareness of the Uralla Library facility and services.
Engage with the community to activate the Old Court House community space	Completed	Courthouse refurbishment was completed, and community activities were successfully undertaken during the period.
Investigate opportunities to apply for suitable grants to facilitate events in the community	Completed	Grant Coordinator has identified numerous grants supporting events such as Spring Holiday Break, Reconnecting Regional NSW, Youth Week, Black Spot programs and the upcoming Christmas Street Fair and Australia Day celebrations for 2025. This role is seen as being successful to enhancing USC's opportunity in grant funding.



Our Economy

We drive the economy to support prosperity.

ACTION COMPLETE : 42/45 activities completed successfully

CARRIED OVER: 3/45 activities have been carried over to the current year

Significant initiatives and achievements

Action	Status	Annual Comment
Identify and seek funding opportunities for works and civil projects subject to approval from council and subject to associated operating costs being funded from operational revenue	Completed	A significant portfolio of civil projects funded by recovery grants has been delivered. Significant items include Pioneer Park, Rotary Park, The Glen, and The Old Uralla Courthouse, all completed and commissioned by the close of 23/24FY. Additionally, road restoration actions have also been completed during the period.
Progress electronic development assessment processes to improve efficiency and customer service standards	Completed	LG Planning portal has improved to on-line lodgement and delivery of support to customers as required.
Review State Significant Development (SSD) decisions and provide advice to Council	Completed	Robust review processes in place for review of Secretary's Environmental Assessment Requirements (SEARS) and other matters associated with SSD and related projects, ultimately providing advice and formulation of submissions where relevant.
Actively lobby for opportunities and benefits from the New England Renewable Energy Zone (NEREZ)	Completed	Renewable Energy and Community Benefit Sharing Policies developed. VPAs entered into with two Renewable Energy Zone developers. Continued engagement with EnergyCo NSW and Department of Planning and Environment to secure best outcomes. Exploring worker accommodation options. Housing Strategy in development.
Survey undertaken to ascertain customer expectations in relation to Council's buildings infrastructure	Completed	Completed for all high profile building projects (eg refurbished Courthouse, public facilities) during the period. Further activity will continue to take place throughout the 24/25FY as Asset Improvement Plan actions in the Draft Buildings Asset Management Plan are executed. This includes an engagement plan to capture community expectations
Identify and seek funding opportunities for works and civil projects subject to approval from council and subject to associated operating costs being funded from operational revenue	Completed	The existing LOS and their annual delivery costs are now known. The measure of how accurately the existing LOS balance community 'expectations' and 'willingness to pay' will need to be tested in the future. That process can only be done effectively during future deep community discussions regarding rates and potential increases.



Our Economy

We drive the economy to support prosperity.

ACTION COMPLETE : 42/45 activities completed successfully

CARRIED OVER: 3/45 activities have been carried over to the current year

Activities carried forward

Action	Status	Annual Comment
Progress electronic development assessment processes to improve efficiency and customer service standards	Carried over to 24/25	An LEP review is a complex statutory process requiring substantial evidence and supporting studies. The Department of Planning advised that the LEP review could not progress until a Housing Strategy was completed. REMPLAN was engaged to prepare the Housing Strategy which was in progress at the end of the 23/24 FY. This will provide the platform for the LEP review to commence in 24/25.
Review State Significant Development (SSD) decisions and provide advice to Council	Carried over to 24/25	Developer Contribution Plan will be reviewed following the LEP review and when funding and resources are available.



Our Environment

We are good custodians of our environment.

ACTION COMPLETE : 33/33 activities completed successfully

Significant initiatives and achievements

Action	Status	Annual Comment
Protect and enhance the natural environment to promote and support biodiversity in compliance with the Biodiversity Conservation Act	Completed	Areas reported of concern have been investigated and where applicable have been referred to the EPA for their review.
Review and commence the Environmental Sustainability Action Plan priorities	Completed	All scheduled activities completed
Provide effective, regulatory, compliance and enforcement services for the community	Completed	<p>Completed through:</p> <ul style="list-style-type: none"> • Effective planning process, including free pre-DA services; • Environmental Health and Building requirements are met, through ongoing engagement of consultants; and • A number of complex compliance investigations were undertaken in 23/24 under the leadership of the Acting Manager Planning and Development with external legal advice where appropriate.
Collaborate with community and interested stakeholders on environmental activities	Completed	Community engagement ongoing and discussed ad hoc with members of the community and in various existing formal committees. Formal linkages with the University of New England field leaders and Znet Uralla now exist and are utilised on appropriate projects.
Draft Street and Open Space Tree Management plans for Uralla and Bundarra	Completed	Roadside Vegetation Plan has been adopted by Council and includes Urban and Rural Tree Management.
Review potential for extension of kerbside collection services to locations currently unserved.	Completed	Comprehensive review of service areas undertaken with extensive community engagement. Proposed plan modified in response to community feedback and to avoid unanticipated impacts on residents. Discussions complete with affected residents. Discussions always ongoing with minimal number of residents.

Our Leadership

We are an independent shire and well-governed community.



ACTION COMPLETE : 85/88 activities completed successfully

CARRIED OVER: 2/88 activities have been carried over to the current year

CANCELLED: 1 activity was cancelled as resourcing did not allow progress

Significant initiatives and achievements

Action	Status	Annual Comment
Community engagement and consultation undertaken prior to Council decisions to change strategy, services and as required by legislation.	Completed	Information sessions on key strategic and operational priorities conducted regularly. Community engagement prioritised on key policies addressing renewable energy and community benefit sharing policies. Presentations to Council by renewable energy developers and ongoing engagement with NSW EnergyCo.
Commence Transport Asset Management Plan - improvement plan	Completed	Transport Asset Management Plan in update stage ready for new Council to adopt in 2nd quarter FY24/25. Condition assessment completed April 2024. Revaluation due 30 June 2025.
Regularly review WHS reports and statistics to identify opportunities to improve WHS performance and drive down workers compensation premium	Completed	Our strong efforts in WHS continue. For example, our effective return to work programs for injured staff and supported rehabilitation resulted in \$220k reduction in our Workers Compensation insurance premium by our provider.
Investigate options for the employment of additional apprentices and trainees	Completed	ACTIONED - Trainee Water and Sewer Operator and School Based Trainee Water and Sewer Operator added to the structure for the FY 23/24. Civil Infrastructure trainees maintained in the structure. Apprentice Plant Mechanic added to the structure FY 23/24.
Engage and collaborate with groups, businesses and potential developers	Completed	Strong focus on customer service and facilitative planning guidance provided for proposed new developments e.g. new shopping centre. Actively engaging with business owners including Chamber of Commerce.

Our Leadership

We are an independent shire and well-governed community.



ACTION COMPLETE : 85/88 activities completed successfully

CARRIED OVER: 2/88 activities have been carried over to the current year

CANCELLED: 1 activity was cancelled as resourcing did not allow progress

Activities carried forward

Action	Status	Annual Comment
Undertake a desktop scenario test of Business Continuity Plan for IT	Completed	Draft Policy for Business Continuity and Disaster Recovery plan is being reviewed. Once completed then Council will undertake a formal desktop scenario test.
Draft a Cyber Security Policy	Completed	Currently In the event of a natural disaster, Uralla Councils IT system would still be accessible via remote login due to being cloud based.

Projects Discontinued

Action	Status	Annual Comment
Undertake assessment, consultation and consideration of special rate variation need.	Cancelled	Council did not wish to progress any special rate variation during 2023 – 2024.

Section 3 Statutory Reporting

Rates Written Off

Local Government (General) Regulation – Clause 132

Pension rebates granted during the 2023-2024 financial year:

- General - \$84,864.28
- Water - \$27,591.77
- Sewer - \$25,666.77
- Domestic Waste Management - \$42,607.78

An amount of \$11,919 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 2023-2024.

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.

In 2023-2024, Council aspired to 225 actions focused on achieving our community's vision across our

Councillors Expenses for the period 2023 -2024

Mayoral Allowance	\$21,581.00
Councillors Allowance	\$107,793.00
Telephone Calls and Internet Cost	\$2,759.00
Conference and Seminars	\$4,500.00
Travel Costs	\$2,850.00
Food and Catering Costs	\$1,586.00
Total	\$141,068.00

Major Contracts

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

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

Name of Contractor	Project	Nature of goods or services supplied	Total
Wallace Construction Services	Pioneer Park upgrade	Fibonacci theme PSLP	\$492,000.00 + GST
Stabilcorp	Thunderbolts Way - Tarana Hill Segment	Pavement gravel overlay stabilisation and seal	\$350,000.00 + GST
Ms Cheryl Ireland	Queen St Uralla Caravan Park	Management Services	\$159,510.00 + GST

Capital Works Projects

Project	Source of Funds	Budget	Target Date for Completion	Status
Kingstown Road, Uralla (9.5 to 10.05km)	Local Roads Community Infrastructure Phase 3	\$252,330	30-Dec-23	Completed
Northeys Road, Uralla (1 to 1.5km)	Local Roads Community Infrastructure Phase 3	\$134,752	30-Dec-23	Completed
Northeys Road, Uralla (1.5 to 2.5km)	Local Roads Community Infrastructure Phase 3	\$277,585	30-Dec-23	Completed
Northeys Road, Uralla (2.5 - 3.25km)	Local Roads Community Infrastructure Phase 3	\$212,232	30-Dec-23	Completed
Gostwyck Road, Uralla (2-2.25,2.5-3.75,5.25-5.75,6.25-6.75km)	Local Roads Community Infrastructure Phase 3	\$410,992	30-Dec-23	Completed
Gostwyck Road, Uralla (8.25 - 9.25km)	Local Roads Community Infrastructure Phase 3	\$277,587	30-Dec-23	Completed
Various Roads Resheeting Uralla Shire Council rural LGA (Hardens)	Local Roads Community Infrastructure Phase 3	\$278,725	30-Dec-23	Completed
Thunderbolts Way MR73, North of Uralla – Ferndale Segment Ch27.7km to 29.2km (1,500m x 8m) (0 at Uralla St, North)	Regional and Local Roads Repair Program	\$780,000	30-Jun-25	Completed
Warwick St, Uralla 2 sections, McCrossin Street to Rock Abbey Road (550m x 6m), & Barleyfields Intersection (600m x 7m)	Regional and Local Roads Repair Program	\$487,500	30-Jun-25	Completed
Bergen Road, Kentucky 1km x 5m comprising 2 discrete sections	Regional and Local Roads Repair Program	\$325,000	30-Jun-25	Completed
Mihi Road Mihi, Intermittent patch gravelling 1km	Regional and Local Roads Repair Program	\$86,908	30-Jun-25	Completed
Kingstown Road Heavy Patching 37 to 42km	Roads to Recovery 2019-24 Program	\$369,837	30-Jun-24	Completed

Legal Proceedings

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

There were no legal proceedings taken by or against the Council during the 2023-2024 financial year.

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 carried out work on private property during the 2023-2024 year and works orders that have been raised for works are being 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	\$ 200
Bundarra Central School	\$ 200
St Joseph's School	\$ 100
Rocky River School	\$ 100
Kingstown School	\$ 100
Kentucky School	\$ 100
Total	\$ 800

Community Grants and Donations	
Thunderbolts Festival	\$ 12,000
Uralla Arts Lantern Parade	\$ 3,000
Rotary Art Show	\$ 1,000
Australia Day Activities	\$ 2,500
Other Shire events & Community Grants Fund	\$ 1,000
Street Stall (Plus overheads)	\$ 17,500
Pre-school rent	\$ 21,853
Youth Services & NAIDOC	\$ 6,600
School presentation nights	\$ 800
NIAS	\$ 2,000
Bush Bursary	\$ 3,000
Arts North West	\$ 4,886
Pioneer Park – Artwork Grant Scheme	\$ 40,000
Total	\$116,139

General Manager and Senior Staff Remuneration Local Government (General) Regulation 2021 – Clause 217(1)(b-d)(i-v)

The General Manager, Director Infrastructure & Development and 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	\$229,417.00
(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
(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	\$25,236.00
(iv) the total value of any non-cash benefits for which the General Manager may elect under the package	\$16,000
(v) the total amount payable by the council by way of fringe benefits tax for any such non-cash benefits	\$8,926.00
Total:	\$279,579.00

Directors

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

(i) the aggregate total value of the salary component of the packages	\$331,205.00
(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
(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 Directors may be a contributor	\$36,433.00
(iv) the total value of any non-cash benefits for which the Executive Directors may elect under the package	\$0
(v) the total amount payable by the council by way of fringe benefits tax for any such non-cash benefits	\$0
Total:	\$367,638.00

The Uralla Shire Council employee/worker profile as at Wednesday 14 February 2024 was:

(i) persons employed by the council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contract	199
(ii) persons employed by the council as senior staff members	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	2
Total:	204

Stormwater Management Services

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

Council raised \$33,137.50 through the Stormwater Annual Charge in 2023-2024. 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.

Council is dedicated to maximising the talents and resources of our employees. We ensure that no employee or job applicant faces discrimination based on race (including colour, nationality, and ethnic or national origin), sex, marital status, pregnancy, physical and intellectual impairment, sexuality, gender, or age, unless such conditions are relevant to job performance. Our commitment to promoting equal employment opportunity is guided by Anti-Discrimination laws, EEO principles, and the Protected Disclosures Act 1994. We incorporate EEO policies and procedures into our induction process to raise awareness among new staff. Additionally, we regularly review our Training Plan to identify skill gaps, provide necessary training, and support career progression for our employees.

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	44
Total Dogs Seized by other persons	7
Dogs Returned to Owner (not impounded)	2
Dogs Uncontrolled in public area (off-leash)	35
Dogs processed through Animal Shelter	42
Dogs Released to owners	8
Dogs Sold	11
Dogs Released to Organisations to re-home	10
Dogs Euthanized – Unable to Rehome (unsuitable)	13
Dogs Euthanized as a result of Dog Attack – Unable to Rehome (unsuitable)	1
Dogs Total Euthanized	12
Cats processed through Animal Shelter	24
Cats Released to owners	2
Cats Rehomed	0
Cats Released to Organisations to re-home	2
Cats Total Euthanized	20
Total Outgoing Animals from Animal Shelter Facility	66
Penalty Infringement Notices Issued – Companion Animals	10
Penalty Infringement Notices Issued – Livestock	0
Reportable Dog Attacks	26
Dangerous Dog Declarations	1
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	168
Community Education Programs as required in the Council Newsletter	-
Community Education & Information as required on the Council Website	-
Total animal registrations	53

Strategies the Council has in place to promote and assist the desexing of dogs and cats

- Council website
- Armidale Animal Welfare desexing vouchers
- RSPCA community assistance program – On hold

Strategies in place for complying with the requirement under s64 of the CA Act to seek alternatives to euthanasia for unclaimed animals

- Rehoming agents contacted before Surrenders taken. Surrenders only transferred to Armidale Shelter if required.
- Armidale Companion Animal Shelter assess incoming animals & contacts rehoming agents as required.

Lodgement of pound data collection returns with the Office of Local Government (OLG)

Entered on OLG Companion Animals Register

Lodgement of data about dog attacks with the Office of Local Government (OLG)

Entered on OLG Companion Animals Register

Expenses

Amount of funding spent on companion animal management and activities.	\$176,551.96
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
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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.
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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.
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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 Swimming Pools Act 1992	1
resulted in issuance of a certificate of non-compliance under cl 21 of the Swimming Pools Regulation 2018	3

Carers Recognition Act

Carers (Recognition) Act 2010

In alignment with the NSW Carers (Recognition) Act 2010 and the NSW Carers Charter, Council is committed to supporting our employees who are carers. We recognise the invaluable contributions that carers make to our community and understand the importance of balancing work and caregiving responsibilities.

To support our employees who are carers, we offer a range of flexible working arrangements, including but not limited to:

<p>Flexible hours of work and compressed working arrangements.</p>	<p>Employees can adjust their start and finish times to accommodate their caregiving duties. Opportunities for part-time employment are available to help carers manage their responsibilities.</p>
<p>Remote work</p>	<p>Where practicable, employees may be able to work from home to provide the flexibility needed for caregiving.</p>
<p>Job sharing arrangements</p>	<p>Opportunities for employees can share roles to reduce individual workloads and provide more time for caregiving.</p>
<p>Leave provisions</p>	<p>Additional leave options, including carer’s leave, are available to support employees during times of increased caregiving demand.</p>

Council is committed to fostering an inclusive and supportive workplace that respects and values the role of carers. Our policies and practices are designed to ensure that carers are not disadvantaged in their employment and can continue to contribute effectively while fulfilling their caregiving responsibilities. Employees are encouraged to speak to Human Resources to discuss individual needs or changes in their circumstances.

NOTES and references - Clause 24 of the Local Government Award 2023, outlines provisions for flexible work arrangements. For identified roles that can be considered for flexible arrangements, our job advertisements include statements such as: Flexible working arrangements will be considered for the successful candidate, including compressed working agreements (9-day fortnight).

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 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 Disclosures (PID)

Public Interest Disclosures Act 2024

Annual Report on Public Interest Disclosures (PID) 1 July 2023 to 30 June 2024.

There were no PID’s made in 2023 - 2024.

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:	
Corrupt conduct	0
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

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 2023/2024 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 2023-2024 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 2023-2024 and its financial position as of the reporting period are outlined below:

	2023-24	2022-23	
	\$000	\$000	
Income statement			
Total income from continuing operations	33,195	31,413	
Total expenses from continuing operations	28,941	27,329	
Net operating result from continuing operations	4,254	4,084	
Less: Income received for the purpose of capital grants	3,557	5,213	
Net operating result excluding grants received for capital purpose	697	-1,129	
Statement of financial position			
Total current assets	34,033	30,638	
Total non-current assets	305,324	292,974	
Total assets	339,357	323,612	
Total current liabilities	12,966	14,202	
Total non-current liabilities	6,080	6,119	
Total liabilities	19,046	20,321	
Total equity	320,311	303,291	
Other financial information			
	Indicators	Indicators	Benchmark
Unrestricted current ratio (times)	2.42	3.57	>1.5X
Operating performance ratio (%)	8.96%	-1.04%	>0.00%
Debt service cover ratio (times)	19.48	12.56	>2.0%
Rates and annual charges outstanding ratio (%)	14.83%	12.49%	<10.00%
Buildings and Infrastructure renewals ratio (%)	81.27%	87.99%	>100%
Own source operating revenue (%)	46.75%	45.69%	>60.00%
Cash expense cover ratio (months)	14.76	14.35	>3m

In accordance with Section 420 of the Local Government Act 1993 (NSW), any person may make a submission in writing to Council with respect to the Council's Audited Financial Statements or the Auditor's Reports.

Copies of the Audited Financial Statements and the Auditor's Reports may be inspected at:

Internet: <http://www.uralla.nsw.gov.au/>

Address: 32 Salisbury Street, Uralla, NSW 2358

Submissions close one week after the above public meeting has been held.

Modern Slavery Act 2018

The annual financial statements for the financial year 2023-2024 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 2023-2024 and its financial position as of the reporting period are outlined below:

The Modern Slavery Act 2018 (NSW) 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 2023-2024. Council was not required to take any action in this regard.

Throughout 2023-2024 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 (NSW).

Government Information (Public Access) Act 2009 (GIPA)

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

State of the Shire Report 2024

Council's achievements in implementing the Community Strategic Plan over the previous four years is contained in the State of the Shire Report (Annexure D).

Section 4 Attachments

Attachments

- Annexure A** Financial Statements 2023-2024
- Annexure B** GIPA Report 2023-2024
- Annexure C** Statement of Business Ethics
- Annexure D** State of the Shire Report 2024