


Bathurst Regional Council

An aerial photograph of Bathurst, Australia, taken during sunset. The sun is low on the left horizon, casting a warm orange glow over the city. The sky is filled with dramatic, dark clouds. The city below is a mix of residential houses and larger commercial buildings, with many trees interspersed throughout the urban landscape. The overall tone is warm and scenic.

2021/2022
Annual Report



A close-up photograph of a person's arm and shoulder. A hand is holding a brush, applying a thick, white substance (likely body paint or clay) to the skin. The background is blurred, showing other people's faces and shoulders, suggesting a communal or cultural event.

ACKNOWLEDGEMENT OF COUNTRY

Bathurst Regional Council acknowledges the Wiradjuri people who are the traditional custodians of the land and pays respect to Elders both past and present.

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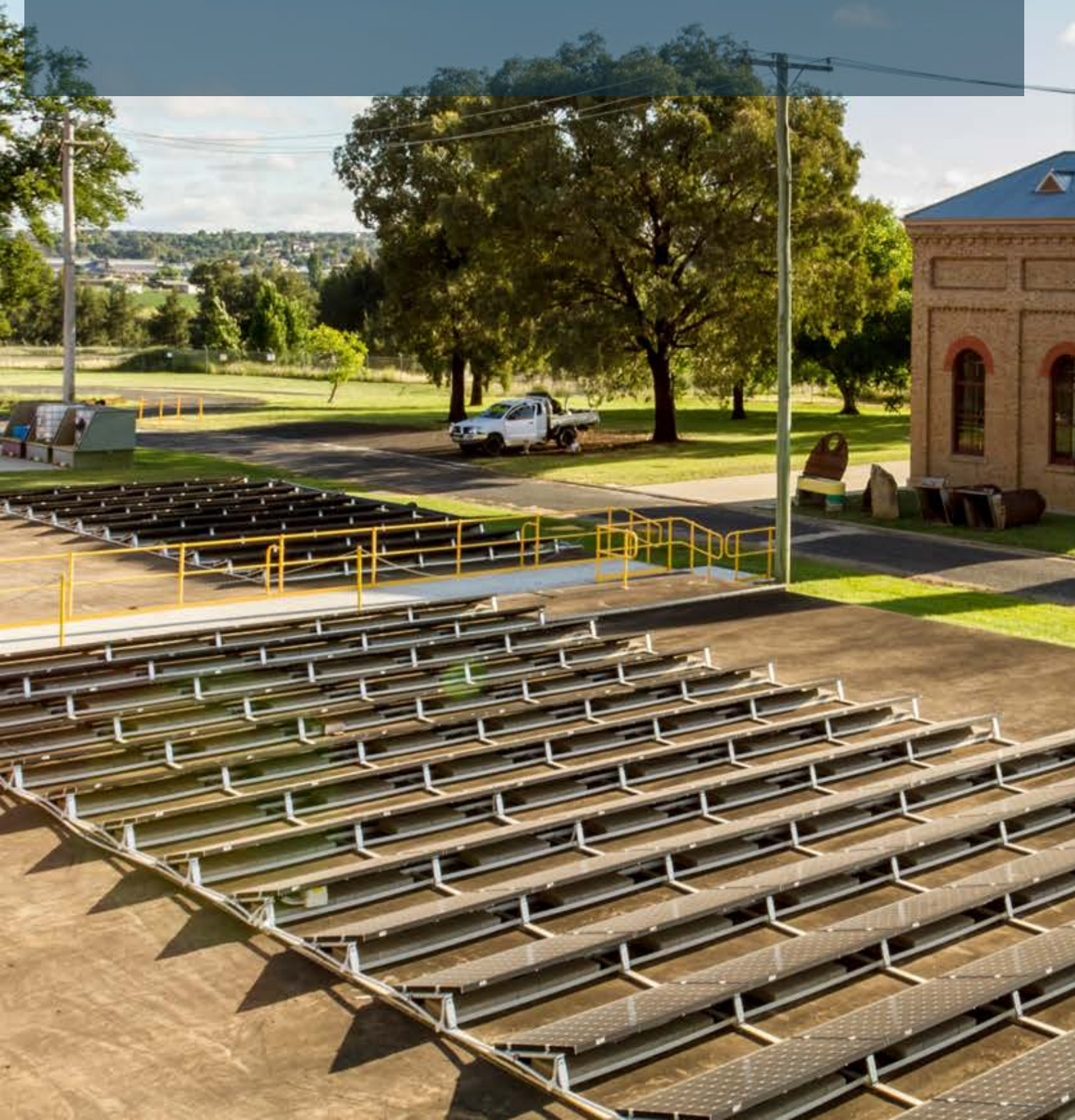
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Section 1

Introduction





Message from the Mayor and General Manager

It has been an unprecedented year for Council and our community as we dealt with the far reaching impact of COVID-19. The pandemic has had a major impact on Council's facilities and our budget. We had to adapt to facilities being closed, changing the way we delivered services and events and adjusted how we interacted with our community on a daily basis.

The resilience of our organisation has been obvious, with staff rising to the challenge to provide vital services to the community, within the limitations of changing public health orders.

Events like the Bathurst Winter Festival were re-imagined, to provide the community with the ability to enjoy a celebration of winter but in a very different manner to previous years; while our Library ventured into the world of click and collect services for the book-lovers in our city.

Infrastructure works have continued, with the Winbundale Dam wall strengthening works progressing. Planning is also well advanced for two long term water security projects, the stormwater harvesting scheme and the Winburndale Dam pipeline.

Works have also started on the region's newest cultural facility; the Central Tablelands Collections Facility will be a large-scale repository, conservation and learning space for regional NSW.

Council has also continued with its commitment to creating a Smart Community. Key projects include the changeover to LED lights for the city's street light network which will bring about long-term environmental and financial savings, the installation of the third stage of the CBD CCTV project and the announcement of Bathurst as the home for a world-class data centre.

These major projects sit alongside the work undertaken by Council and its dedicated staff, delivering services and facilities to our community everyday.



Mayor Robert Taylor



David Sherley
General Manager

Highlights of the 2021-22 Financial Year

As part of the Federal Government's COVID stimulus package, Council was successful in receiving over \$1.2 million in grant funding through the Local Roads and Community Infrastructure grant for the replacement of footpaths within the Bathurst CBD, kerb & gutter works in Rockley, extension of the Bathurst CCTV network, upgrades to public lighting and upgrades to the walking trails in the Boundary Road Reserve. All of these works were completed and have been a valuable contribution for the community.

Construction of the new Bathurst Animal Rehoming Centre (BARC) commenced in July 2021. This new facility has three key components, an administration and operations building, a dog kennel building and the adoption pavilion. The administration building incorporates the public reception area, a training room, offices and workspaces for staff, amenities, veterinary treatment room, a cattery with a capacity for up to 20 cats and laundry and storage facilities. The dog kennel building incorporates 42 individual kennels (including 3 specialist enclosures for dangerous dogs) and outdoor facilities along with a secure animal loading area, food preparation and storage areas. The adoption pavilion includes a covered pavilion, purpose built to allow for interaction between dogs and their potential new owners. The animal holding facilities will meet or exceed animal welfare regulations for the size and composition of the enclosures and will provide a climate controlled environment.

The site will be landscaped to provide opportunities to exercise the animals on leash, customer and staff car parks and an impounding shed. The adoption pavilion and training room will provide opportunities for companion animals education programs to be run on site, as well as pets as therapy programs for people with a disability. The facility will maximise the opportunities for animals in Council's care to find their forever home through local adoption or through networks with rehoming organisations. Construction of the BARC will be completed in late 2022.

Preliminary design investigations continued for the upgrade of Hereford Street, including a new high level bridge. In October 2021 Council resolved to make the upgrading of Hereford Street corridor a priority. Council staff continue to progress this project with further funds being allocated in the 2022-23 financial year to allow this.

Council were also successful in receiving over \$800,000 as part of Streets of Shared Spaces to trial streetscape improvements for a 2-year period. The Streets as Shared Spaces project includes streetscape improvements such as street tree planters, road bollards and other areas to improve the pedestrianisation of the Bathurst CBD.

Council elections were held in December 2021 following the delay of the elections due to COVID. Following the election, we saw the election of new Councillors with 4 returning Councillors. The new Councillors are working with the Community in a number of areas. Late 2021 saw the relaxation of the COVID restrictions throughout NSW. The easing of the restrictions saw a high tourism boom throughout the region. This was coupled with the Museum Restart program which saw the largest visitation rates to the museums.

Expressions of Interest were sought for the redevelopment of the former TAFE site, as well as for a regular airline passenger service between Bathurst and Sydney. The EOI process resulted in Fly Pelican being awarded the RPT which will commence in September 2022. The EOI for the former TAFE site is being considered and the outcome will be decided in late 2022.

Council was successful in receiving \$2 million in funding from the NSW Government. Works are progressing on a two-kilometre bypass at Monaghan's Bluff to reopen the Bridle Track. The necessary approvals and surveys have all been undertaken and the contractor is currently onsite and has completed repairing a major culvert. The track requires several kilometres of new road to be constructed on a new road alignment with reopened track to remain as four-wheel-drive access only.

Council invested \$1.4million into the reconstruction of a sports field at The Bathurst Sportsground which was completed in April 2022. The proposed works have been designed to upgrade the playing surface to current standards for cricket and rugby activities, as well as to ensure that the sports surface can handle all weather conditions and hold up to increased use. Council has been preparing for an upgrade to the sports field at the Bathurst Sportsground for some time and has been liaising with the major sporting user groups such as cricket and rugby league associations over recent years. The Bathurst District Sport and Recreation Council was involved in this upgrade project.

Delivery of the KEY priorities

1. Aboriginal Commitment Strategy

Council successfully delivered two Reconciliation Action Plans (RAP) from 2015 to 2021.

In 2022 Council commenced work on developing its inaugural Aboriginal Commitment Strategy (ACS) to replace the RAP. The ACS aims to guide Council to work effectively and collaboratively at a local level with the Aboriginal community.

Council invited the community to provide feedback through extensive community consultation in early 2022 with local Aboriginal people, the wider community and stakeholders. Council has developed 10 key commitments and 32 actions to achieve reconciliation, support cultural protection and increase community and stakeholder relationships.

Council as a whole will work collaboratively to ensure that Council operations are delivered in a culturally appropriate and inclusive manner



2. Emissions Reduction Plan

Council's draft Emissions Reduction Plan (ERP) brings together key elements of Council's Framework of Climate Change Response – the Renewable Energy Action Plan, the Waste Reduction Plan, the Electric Vehicle Transition Plan and the yet to be developed Gas Transition Plan.

The ERP aims to help Council understand the options available to reach the proposed emission reduction targets, to align with the State Government's target to reach net zero emissions for the State by 2050.

Council aims to achieve:

- 25% emissions reduction by FY2025
- 60% (aspirational) emissions reduction by 2035
- Net Zero by 2050

Council has established FY2019 as the baseline year for the ERP. In that year, our greenhouse gas emissions were 47,459 t. Almost 65% of emissions are due to landfill operations, and more than 25% are from electricity used to operate Council's facilities and streetlighting.

The Plan identifies a range of options to cut emissions including:

- Buying clean energy (ie buy renewable energy as part of our electricity procurement process)
- Continuing to install onsite solar plus battery storage systems at Council facilities
- Improving energy efficiency in Council buildings and other assets
- Transitioning to low emissions vehicles for both the passenger and heavy vehicle fleet
- Reducing emissions from landfill by:
 - Increasing food and garden organics (FOGO) diversion,
 - Reducing waste per person
 - Diverting other waste streams for productive reuse
 - Capturing more of the landfill gas and investigate potential productive use of this gas
 - Moving from gas to electric technologies at Council facilities, for example for pool heating.

3. Water Security

Water security is a high priority of Council. Council has adopted a multi-faceted approach for securing the water supply for the Bathurst Region's water users.

A sustainable and equitable supply of water is needed to meet the increasing demand from urban, environmental and industry uses and to respond to pressures from a changing climate and population growth. Land use planning helps secure water supplies by appropriately locating, monitoring and managing development. Coordinating and managing water requirements across business, industry, communities and the environment requires a better understanding of local water use. Protecting water catchments and sustaining high quality and dependable water supplies is essential for the well-being of both the community and the environment. This has to be managed so water is available for agriculture and can meet the increasing demands of communities and industry.

Works are continuing on the strengthening of the Winburndale Dam wall, as well as the finalisation of the design for the Bathurst Stormwater Harvesting Project.

4. Bathurst Animal Rehoming Centre



Works commenced on the Bathurst Animal Rehoming Centre (BARC), which will be the start of a new era for the management of companion animals in the Bathurst Region. BARC will provide a modern, large-capacity facility centre which provides a welcoming customer environment and exceeds expectations for animal welfare outcomes.

The small animal pound has had a very successful rehoming program in recent years and this new facility will only boost this vital program. BARC will feature an adoption pavilion and companion animal education facility which will be a first in regional NSW, incorporating a purpose-built facility aimed at maximising opportunities for animals to find their 'forever' home.

5. The Bridle Track

Council was successful in receiving \$2 million in funding from the NSW Government. Works are progressing on a two-kilometre bypass at Monaghan's Bluff to reopen the Bridle Track. The necessary approvals and surveys have all been undertaken and the contractor is currently onsite and has completed repairing a major culvert. The track requires several kilometres of new road to be constructed on a new road alignment with reopened track to remain as four-wheel-drive access only.

The reopening of the Bridle Track will bring economic benefits to Hill End and the rest of the region. The new route will be highly popular with four-wheel driving enthusiasts, anglers and campers keen to explore the area, and provide a second direct access road to the historic village of Hill End. Works are expected to be completed in early 2023.



Bridle Track reconstruction

Our Management Team



David Sherley
General Manager



Aaron Jones
Director Corporate
Services & Finance



Alan Cattermole
Director Cultural &
Community Services



Neil Southorn
Director Environmental,
Planning & Building
Services



Darren Sturgiss
Director Engineering
Services

Our Councillors



Mayor Robert Taylor



Deputy Mayor Ben Fry



Cr Warren Aubin



Cr Kirralee Burke



Cr Graeme Hanger



Cr Margaret Hogan



Cr Jess Jennings



Cr Ian North



Cr Andrew Smith

Bathurst Snapshot

Bathurst is Australia's oldest European inland settlement located just over 200 kilometres west of Sydney on the Macquarie River. As the hub of central west New South Wales, Bathurst provides access to a market of more than 8 million people with Sydney just two and a half hours drive away.

An idyllic lifestyle is supported by quality infrastructure and essential services that contribute to an annual growth rate of 1.4%.

43,567

Population by 2036:

53,361

Area:

3,818km²

4 **MUSE**
Council
m
s

30 public
carparks

9
Councillors

84
suburbs

23 **FACILITIES**
SPORTING

16%
of dwellings are
medium or high
density



31,037 dogs | 9,746 cats

MICROCHIPPED

120 **PLAYGROUNDS AND PARKS**

\$2.43
billion
GROSS REGIONAL
PRODUCT

17 **COUNCIL
OWNED**
buildings with solar
power

512
Council owned
BUILDINGS and
STRUCTURES

799km SEALED ROAD PAVEMENT
376km UNSEALED ROAD

2 **Council
run childcare
facilities**


17,471
dwellings

APPROX.
138km
CYCLEWAY AND
FOOTPATH

28%
couples
with
children

84%
of workforce
are local residents

MANUFACTURING

sector the largest economic contributor

MEDIAN
resident age is 37

19,000ha
of LAND ZONED nature
reserves, NATIONAL PARKS
and recreation

5.4%
of our population
identify as Aboriginal
or Torres Strait Islander

657Kw
Total capacity
of Council's
solar

27%
RESIDENTS
aged under 20

13
cemeteries

1,028,000
ANNUAL VISITORS

15
Public
e-vehicle
chargers



Education
sector the
largest

EMPLOYER



**Centre
of
Education**

Charles Sturt University
TAFE
5 high schools
18 primary schools
2 special support schools

5 top languages spoken
1. English
2. Filipino
3. Mandarin
4. Arabic
5. Cantonese

3,521
local businesses

299 children
enrolled in childcare
in Council run services

1815
Australia's first
European Inland
Settlement

245km of
DRAINAGE PIPELINE

What services we

Cultural & Community Services

- Community Development
- Library Services
- Tourism
- Bathurst Regional Art Gallery
- Museums Bathurst
- Disability Services
- Aboriginal Commitment Strategy
- Youth Council
- Social Planning
- Crime Prevention
- Community Halls
- Rural Village Development
- Bathurst Memorial Entertainment Centre (BMEC)

Environmental, Planning & Building Services

- Placemaking
- Strategic Land Use
- Development Assessment
- Construction Certification
- Ranger and Animal Services
- Economic Development
- Business Development & Support
- Business Communications
- Fire Safety Inspections
- Animal Shelter
- Planning Proposals
- Environmental Management, Assessment and Education
- Submissions to Government Strategies
- Sustainable Energy Projects

provide



BATHURST REGIONAL
COUNCIL

Corporate Services & Finance

- Workforce Strategy & Planning
- Human Resources
- Work Health & Safety
- Corporate Governance
- Councillor Support
- Enterprise Risk Management & Insurance
- Council Meetings, Forums and Briefings
- Corporate Strategy
- Local Emergency Management
- Integrated Planning & Reporting
- Event Coordination & Management
- Information Technology
- Customer Service
- Financial Management
- Data & Information Management
- Council Property Management & Leasing
- Corporate Communication

Engineering Services

- Road Design
- Area Maintenance
- Facilities Planning & Maintenance
- Civil Construction & Maintenance
- Sporting Fields, Parks & Reserves
- Halls & Building Maintenance
- Public Spaces
- Trees & Roadside Vegetation Management
- Waste Collection & Management
- Bushfire Hazard Reduction Management
- Water & Sewerage Services

COVID response & supporting our community

The challenges

The impacts of the global pandemic continued to be felt through our community. Living with continued lockdowns and supply chain shortages impacted Council's business, as well as the Region's business community. The challenges also brought opportunities to innovate and re-create ways of doing business while ensuring continuity of services and maintaining our commitment and obligations to support our community.

How we adapted

Council maintained a strong focus on supporting the community. Council supported residents and businesses via the COVID-19 support packages, which included rate relief and community grants to boost local economy. We continued to maintain our parks, undertake roadworks and progress our capital works programs. While COVID-19 meant that Council had to close popular face-to-face community services, we kept our community connected through regular communication and social inclusion programs.

The diverse and resilient economy in the Region, coupled with the low number of COVID cases, resulted in a lower first wave COVID impact for Bathurst when compared to other areas of Australia. A range of stimulus measures at a Federal, State and Local Government level enabled a quick bounce back to pre-COVID levels.

Small Business Support

The Omicron outbreak has had a more pronounced impact on the Bathurst economy than the first wave of COVID-19. The number of cases in Bathurst was significantly greater and the shutdown period far longer. This led to a deeper and more prolonged impact for Bathurst than that experienced in the first wave in 2020.

Economic Development continued to support local business through:

- Dissemination of information regarding State and Federal support programs.
- A complete overhaul of the [www.bathurstbusinesshub](http://www.bathurstbusinesshub.com.au) website relaunching as www.bathurstliveinvest.com.au
- Development of marketing material for Business and Resident attraction to promote Bathurst as a place to live and work Continued promotion of the Bathurst Buy Local Business Program including two promotions to encourage locals to spend in Bathurst
- BizMonth whilst postponed to February 2022 due to the lockdown provided another opportunity for local business to be celebrated
- Activation of the CBD through the Musicians in the Park and Cinema in the Park initiatives.

In 2021, a Business Concierge program was created by Economic Development to assist businesses wishing to expand their existing operations or new business wanting to relocate to Bathurst. The Economic Development team coordinates Council staff (planning, health, engineering) to assist the business in any Development Application required to be submitted, resulting in reduced application timeframes and conditions of approval.

The Bathurst Region continues to experience record levels of interest from investors, with several major projects proposed including:

- IBM Client Innovation Centre at Charles Stuart University
- Bathurst Integrated Medical Centre and adjoining multi-level car park
- Leading Edge Data Centre
- A \$65 million upgrade to the Bathurst Simplot manufacturing facility
- A \$200 million upgrade for Bathurst Health Services

GST registered businesses increased by 115 in the first three quarters of 2021/22 (latest figures available) and Gross Regional Product increased by 2.6% to \$2.55 billion in the financial year 2021/22. In the 2022 March quarter the unemployment rate sat at 2.1%. The combination of Council COVID assistance and the diversified nature of the Bathurst Economy resulted in a quick bounce back in the Bathurst economy. Reduction of 25% in the Outdoor dining and Footpath Obstruction licence fees.

Looking Ahead

The organisation's challenge for the next 12 months is to focus internally on how to evolve and respond to growth in these challenging times. We will continue to make recommendations for continued efficiency and effectiveness.





Our Vision

A Vibrant regional centre that enjoys a rural lifestyle. The Bathurst Region achieves health and well-being through strengthening economic opportunities, planning for sustainable growth, protecting and enhancing our assets and encouraging a supportive and inclusive community.

A Region full of Community spirit and shared prosperity.



Our Mission

The equitable development and maintenance of services provided for the general health and wellbeing of the citizens of the Bathurst Region and the adjustment of these services to meet the changing needs.

Section 2

Achievements of Community Objectives





Our Region Our Future Bathurst Community Strategic Plan

Our Region Our Future - the Bathurst Community Strategic Plan (CSP) 2022 is a document under the NSW Government's Integrated Planning and Reporting (IP&R) Reforms.

Its specific aim is:

To inform the community about the major directions and programs Council is undertaking in shaping the future of the Bathurst Region.

The CSP represents the "blueprint" for the future by describing the focus of Council's activities. It also recognises that others in the community (individuals, businesses, governments and agencies) can also contribute to future outcomes.

The CSP was revised at the commencement of the new term of Council (in 2021) in consultation with the community.

The CSP's key themes to provide for sustainability and community well-being are:

- We value Our sense of place and identity;
- We aspire to have A smart and vibrant economy;
- Strengthen Environmental stewardship;
- We encourage Sustainable and balanced growth:
- We foster Community health, safety and well-being; and
- We advocate for Community leadership and collaborations.

Delivering the plan

The 4 year Delivery Program links the "planning" in the Community Strategic Plan (CSP) with its implementation via the annual Operational Plan.

The report on Council's achievements during the last 4 years in implementing the CSP is provided in the End of Term Report.

The Vision of the Our Region Our Future - Bathurst Community Strategic Plan is:

Bathurst: A vibrant and innovative region that values our heritage, environment culture, diversity and strong economy.



A copy of the CSP can be found on Council's website
www.bathurst.nsw.gov.au/council/general-information/public-documents

Objective 2

A Smart and Vibrant
Economy

Objective 1

Our Sense of place
and identity

Objective 3

Environmental
Stewardship

Our Region Our Future

Objective 6

Community leadership
& collaboration

Objective 4

Enabling sustainable
growth

Objective 5

Community health,
safety and well being

Major Studies and Strategies 2021/2022

Vision Bathurst 2040 - the Bathurst Region Local Strategic Planning Statement

Council continues to implement Vision Bathurst 2040 – the Bathurst Region Local Strategic Planning Statement (LSPS). The LSPS outlines the Bathurst Region's economic, social and environmental land use needs of the next 20 years as the Region grows and changes. It highlights those characteristics that make our Region special and outlines how growth and change in land uses will be managed into the future. The LSPS responds to the NSW Government's Central West and Orana Regional Plan.

Other Studies/ Strategies

Council's Strategic Planning Section completed the following major studies and strategies in 2021/22:

- Vision of the Our Region Our Future - Bathurst Community Strategic Plan 2022
- Community engagement for the development of a new Bathurst Active Transport Strategy
- Hereford St corridor investigations.
- Urban Design/ Place Management

Council completed the Bathurst Streets as Shared Spaces pilot project in William Street, Church Streets and Ribbon Gang Lane. Council was successful in obtaining a further \$500,000 grant under the Governments Streets as Shared Spaces Round 2 funding program. Trial works will continue between Machattie Lane and Parrish Lane in 2022.

Council continued to review of the Region's village plans with consultation from Rockley, Peel & Sofala completed.

Council completed the Bathurst Town Centre Master Plan and in July 2022 adopted the Plan as a reference document to guide decisions in the CBD. Council will also progress a draft Policy "Futureproofing Our CBD 2022 and beyond" in 2022/23 to establish principles to guide decision making in the public realm of the CBD.

Council called for expression of interest for the commercial adaptive reuse/redevelopment of the former TAFE site. EOIs closed on 3 May 2022, however no suitable responses were received and Council resolved not to proceed further. Council learnt lessons from the EOI process which will guide a future EOI process.

Planning Control Amendments

Council amended the Bathurst Regional Local Environmental Plan (LEP) 2014 as follows:

- Heritage Conservation Area Review Planning Proposal.
- Minor amendment to: Mount Haven Estate map.

Council amended the Bathurst Regional Development Control Plan (DCP) 2014 as follows:

- Various administrative updates.
- Update to section 9.6 Flooding – to relocated the LEP flood maps to the DCP.
- Gormans Hill – increase permitted residential density.
- Community Participation Plan – update notification requirements for new development adjoining rural heritage items.

Work continues on other key amendments to Council's planning controls including:

- Implementation of the Laffing Waters Master Plan.
- Update to schedule 5 of the LEP to list a further 53 heritage items.
- Bathurst Integrated Medical Centre – consider alterations to height and floor space ratio provisions in the LEP to facilitate the development of an Integrated Medical Centre in the CBD.

Heritage Management

Council adopted the new Bathurst Region Heritage Plan 2021-25. Updates on the implementation of the Plan are reported quarterly on Council's Yoursay website.

The Strategic Planning Section continued to implement the Bathurst Region Heritage Plan with key projects and programs including:

- Heritage Advisory service – free advice to property owners to encourage the maintenance and conservation of the Region's heritage – 79 site visits undertaken in the year. Site visits were impacted by COVID 19
- The Bathurst Region Local Heritage Fund – a small grants program to encourage the maintenance and conservation of the built heritage of the Bathurst Region by property owners. 35 projects completed at a value of \$520,139.
- The Bathurst Region Conservation and Interpretation Fund – a small grants program to encourage the interpretation and promotion of the Region's heritage. 7 projects completed at value of \$68,236.
- The Bathurst CBD Main Street Improvement Fund – a small grants program to encourage maintenance and improvements to buildings in the Bathurst CBD. 14 projects completed at a value of \$323,926.
- The Bathurst Macquarie Heritage Medal Project/Scholarship (grant of \$10,000) for 2022 did not proceed. Council adopted a new model for the Medal going forward to reserve the grant allocation and award the medal only as and when a worthy recipient emerges.

Other key projects completed in 2020/21 included:

- Conservation Strategy for the Australian and Fossil Museum
- Completion of a Conservation Management Plan for the former Ambulance Station.
- The 2022 Pillars of Bathurst were launched on Proclamation Day 2022 and represented the last of the Pillar Plaques as original envisaged. The project has been handed over to the Bathurst Library to convert to a future digital biographies collection.
- Interpretation Plan for the Mount Panorama Wahluu Boardwalk – Stage 1 signage was erected across the top of the Mountain.
- Updated guidelines for Statement of Heritage Impacts and Interpretation Strategies Work commenced on the following projects:
- Condition Assessment and Maintenance Plan for the historic street and park lamp standards.



A copy of the CSP can be found on Council's www.bathurst.nsw.gov.au/images/stories/heritage

Caring for the Environment

Environmental and Health Programs

Council actively engaged with the community in 2021/22 through a range of environmental health compliance and education programs. Council continues to assist local food businesses through access to free online food handling training, advice on premises fit-outs and the provision of regular educational newsletters. These activities are supported by routine inspections of food and skin penetration premises, and implementation of Council's On-site Sewage Management Strategy. Council continues to work with landholders to increase the number of systems which have a current approval to operate in place, with a focus on high risk systems. Council updated and implemented the Legionella Management Plan to assist local businesses in complying with the requirements of the Public Health Act 2010.

Environmental Projects cover a broad range of issues from sustainability initiatives in the home to land rehabilitation works in our local waterways. Key activities include the Bathurst Backyard Bird Count - an interactive survey of local bird species held in October 2021 and two guided bird watching tours. Throughout the year the @sustainablebathurst Facebook page was used to communicate, educate and promote sustainability in the Bathurst Region. Council held a Sustainable Living stall at the Bathurst Farmers Markets in March 2022. Council continued to roll out litter prevention programs in the CBD which saw a reduction in cigarette butt litter of 93.7% during a 6 month prevention program.

Council implemented several projects to address high priority actions which have been identified in Council's Pest Bird Management Plan, Biodiversity Management Plan and Roadside Vegetation Management Plan. Works in 2021/22 included ongoing construction of a rehabilitation and enhancement project at the Brick Pit wetland. Pigeon removal activities took place throughout 2021/22 with 287 pigeons and 256 other pest birds removed. Natural environment activities focused on maintenance works and re-vegetation in various urban tributaries of Queen Charlottes Vale, Sawpit and Raglan Creeks and urban drainage reserves.

During 2021/2022 the bulk lamp replacement of street lights with LED luminaires continued with 5869 replaced by the end of June 2022. 54 lights in Machattie Park were replaced with energy efficient LED luminaires. The installation of renewable energy infrastructure continued with major projects including Stage two of the solar installation at the Rail Museum taking the total installed kilowatts to 48kW with a 27kWh battery in December 2021. A 46.8kW solar system was installed at Council's Waste Management Facility in December 2021. Other solar projects in development during the reporting period are a 100kW solar system for the new Central Tablelands Collections Facility and a 700kW solar system for the Wastewater Treatment Plant. The total solar energy capacity on Council facilities at the end of the reporting period was 757kW. Council installed two electric vehicle charge stations at the National Motor Racing Museum. As for the charge stations at the Rail Museum these are available free of charge to visitors of the museums.

State of the Environment Report

The 2021/22 State of the Environment report provides Council and the community with a snapshot of the condition of the environment in the Bathurst Regional Local Government Area. The Integrated Planning and Reporting system requires that a State of the Environment report is produced every four years, rather than annually as previously required. The annual snapshot provides an update on trends under the themes of land, biodiversity, water and waterways, people and community, and towards sustainability. Data will continue to be collated on an annual basis.

Council will participate in the Regional State of the Environment data collation process with 14 other Councils from the Greater Central West Region of NSW. This project provides a snapshot report on trends in the above-mentioned themes on across the most recent four-year period.

The 2020/21 Bathurst State of the Environment Report (SOE Report) was available on Council's website from 30 November 2021. The new SOE Report will be available on Council's website from 30 November 2022.

Looking after the Community

Community Safety

The Bathurst Community Safety Committee continued the rollout of actions related to the crimes identified in the Bathurst Community Safety Plan 2019-2023, including the following initiatives:

- Red Bench project (domestic violence awareness);
- Partnering with ScamWatch for Scams Awareness Week 2022;
- Partnering with Chifley Police District to deliver a fraud seminar during Seniors Festival 2022;
- Council provides a small grant program, Bathurst CCTV Funding Program, for businesses to install CCTV adjacent to their premises to increase community safety in the direct area relating to their individual premises.

The Community Safety Committee membership includes key stakeholders from a broad number of organisations that have a strong focus on community safety, including Chifley Police District, Bathurst Community Corrections, Community Mental Health Drug and Alcohol Service, FACS Housing, Bathurst Liquor Accord, Bathurst Business Chamber, Charles Sturt University, TAFE NSW, and the Neighbourhood Centre.

Aboriginal Cultural Heritage

Council continued to undertake Aboriginal Cultural Heritage Assessments for the development of lands where required.

Stage 1 signage erected at the Mount Panorama Wahluu Boardwalk lookout included stories from the Bathurst Region Aboriginal Heritage Interpretation Strategy.

Community Service achievements included:

- Kelso Community Hub supported community service organisations to provide key services for the local community.
- ClubGRANTS Scheme 2021/2022: The provision of administrative assistance for the implementation of funding to local community groups and organisations;
- Initiatives linked to Bathurst Community Safety Plan 2019 – 2023 were developed and implemented. The initiatives included: Red Bench project, Scams Awareness Week and a fraud seminar as part of Senior's Festival 2022.
- Initiatives linked to the Disability Inclusion Action Plan 2017 – 2021 continued throughout the financial year, up to June 2022.
- Community and stakeholder consultation occurred during the year towards the development of the Disability Inclusion Action Plan 2022 – 2027.



- Council's inaugural Positive Ageing Strategy 2021 – 2026, commenced during the year with actions and strategies being initiated. The Strategy addresses community needs and assists with future planning for an ageing population.
- The provision of administrative support to the Bathurst Regional Community Safety Committee, Senior's Festival Organising Committee and Bathurst Youth Network. Support and assistance is provided to Bathurst Regional Access Committee.
- The provision of support to the Bathurst Regional Youth Council and related youth activities.
- The coordination of public events, including Seniors Festival, Harmony Week, International Women's Day, National Reconciliation Week, NAIDOC Community Gathering & performances and Youth Week.
- The Aboriginal Liaison Officer coordinated community development initiatives including 2021 NAIDOC Week Celebrations and Flag Raising Ceremony, commissioned artwork by a local Aboriginal artist, Community Corroboree, Aboriginal Commitment Strategy consultation, Aboriginal and Torres Strait Islander Elders care packages, Ngumbaay Galang Portrait Project, National Reconciliation Week footy and fun afternoon, National Sorry Day commemoration and 2022 NAIDOC Week Celebration and Flag Raising Ceremony.

Activities for Children

Council facilitated several programs specifically for children during the year. This included the provision of a Child Care Centre for children, birth to five years of age. Council has 60 Long Day Care places with an average utilisation of 98% throughout the year.

Bathurst Family Day Care Scheme provided care to approximately 205 registered children aged 0 to 12 years weekly with an average of 20 Educators.

Kelso Community Hub provided a range of activities for all children in the Kelso Community. Many service providers and community organisations have assisted with the service delivery to the Kelso community, outlined in detail in the Kelso Community Hub section of this report. Some programs were suspended due to COVID-19, however, essential medical programs including the Child and Family Health Clinic and the Sexual Health Clinic continued.

Various school holiday programs were held at the Bathurst Regional Art Gallery and Bathurst Library.

Bathurst Library continues to provide Baby Rhyme Time sessions for babies and toddlers aged six months to three years. Storytime sessions are offered to children 3 to 5 years old and have a dedicated following. Bathurst Library provides STEM activities for children with the Little Bang Discovery Club, a science children's program for pre-schoolers, Code Club, and the Lego Club, an all-ability after school activity. The library also organises its popular Summer Reading Club.

Activities for Young People

Council facilitated the Youth Council, whose aim is to:

- Develop an understanding of Local Government planning and operational processes, and the role of the Youth Council within this framework;
- Develop and promote activities that encourage social interaction and inclusion within the Bathurst community;
- Seek and communicate the opinions and concerns of young people;
- Work with a range of local youth services to raise awareness of health, well-being and safety issues facing young people in Bathurst;
- Provide opportunities for young people to experience positive personal growth and develop leadership skills;

Projects undertaken during this period included;

- R U Ok? Day, September 2021
- COVID-19 Competition – keeping positive during COVID-19 online arts competition, October 2021

- Christmas Scavenger Hunt, December 2021
- Participation at the Bathurst Street Fair, December 2021
- Australia Day recognition and award ceremony, January 2022
- NSW Youth Council conference Goulburn, February 2022
- Bathurst Corroboree, February 2022
- International Women's Day, March 2022
- Bathurst Youth Art Prize (BRAG) 2022
- Chase the Rainbow, Youth Week Event, April 2022
- Anzac Day, April 2022
- Scallywags' Long Day Care to acknowledge Neighbourhood Day, June 2022
- Harmony Week 2022



Bathurst Street Fair

Cultural and Linguistic Programs

Council operates Kelso Community Hub and facilitates programs in partnership with a range of government and non-government agencies to support people from Aboriginal and Torres Strait Islander (ATSI) and Culturally and Linguistically Diverse (CALD) backgrounds.

Council continues to support and consult with the broader Wiradjuri community, the Bathurst Wiradjuri and Aboriginal Community Elders group, Bathurst Local Aboriginal Land Council and other Aboriginal organisations operating within Bathurst.

Council celebrated NAIDOC Week on 6 July 2021 at Bathurst Memorial Entertainment Centre. The celebration included local performances, speeches, a flag raising ceremony and lunch catered by Indigenous Cultural Adventures.

Council's Reconciliation Action Plan (RAP) 2019-2021 concluded with 44 out of 53 actions completed. COVID-19 impacted the completion of some actions. In lieu of the RAP, an Aboriginal Commitment Strategy has been drafted to guide Council in working effectively and collaboratively with the local Aboriginal community. Community and stakeholder consultation for the Aboriginal Commitment Strategy was undertaken in early 2022.

Council commissioned an Aboriginal artwork, by local Aboriginal Artist William 'Bubba' Kennedy. The artwork has been used for Council's promotional materials and Aboriginal community development initiatives.

In February 2022, 3 dance workshops and a community Corroboree was held at the Kelso Community Hub, in partnership with Bathurst Local Aboriginal Land Council, Thikkabilla Vibrations and Dinawans Connection.

Seniors Festival was celebrated nationally from 25 March 2022 – 3 April 2022. Council provided 30 Aboriginal and Torres Strait Islander elderly people with care packages. The care packages were delivered by Council and Bathurst Local Aboriginal Land Council.

Council commemorated National Sorry Day on 26 May 2022 by unveiling a plaque at the Civic Centre adjacent to a Native Lilac Hibiscus (National symbol of Sorry Day) and sharing afternoon tea with community members.

Council hosted a National Reconciliation Week event at Kelso Community Hub on 27 May 2022, partnering with local football clubs, Headspace, Marathon Health and Bathurst Aboriginal Education Consultative Group. The event included football activities, service stalls, traditional Indigenous games and dinner catered by Indigenous Cultural Adventures.

Council celebrated NAIDOC Week on 30 June 2022 at Bathurst Memorial Entertainment Centre. The celebration included a range of local performances, speeches, a flag raising ceremony and lunch catered by Indigenous Cultural Adventures.

Council partnered with Bathurst Local Aboriginal Land Council to capture portraits of Aboriginal and Torres Strait Islander Community members from 2021-2022. The images formed the Ngumbaay Galang (One Belonging) project that was featured across illumination sites during the 2022 Bathurst Winter Festival.

Harmony Week celebrations occurred from 21-27 March 2022. Council, in partnership with The Neighbourhood Centre, sought residents to participate in a local initiative. Participants were photographed and filmed and explained what the Harmony Week message 'Everyone Belongs' means to them. Photos and responses were collated and displayed throughout the community. The short film was circulated on social media. A morning tea was held at The Neighbourhood Centre to gather the group of participants together to celebrate Harmony Week.

Council provides, through its Library, a free service providing books in languages other than English. This service operates from the State Library and covers most languages.

Kelso Community Hub

The Kelso Community Hub, located in Bonnor Street, continued to provide a community hub of services for the Kelso community in 2021/2022. Specialist activities provided at the hub included:

- Building Strong Foundations run by Child and Family Health
- Generocity Church – circulation of food hampers
- C3 Church monthly community meals
- Sexual Health Clinic
- Bathurst Library
- Marist 180
- New Street Western clinics
- Barnardo's Australia
- Kelso High Campus
- Western Area Health – vaccination programs
- Marathon Health First Aid Courses
- Birrang Enterprises Driver Education program
- Central West Women's Health Centre
- Link Up Closing the Gap visit
- NSW Police Youth School Holiday Program visits
- Orange Local Aboriginal Land Council – Mirganha Program
- Community Corroboree held in conjunction with Thikkabilla Vibrations and Bathurst Local Aboriginal Land Council
- Reconciliation Week Touch Football afternoon

Destination Management

A Bathurst Region Destination Management Plan (DMP) was endorsed at the 11 December 2019 Meeting of Council. The vision of this DMP is "A constantly evolving, sustainable and vibrant tourism industry that contributes strongly to the social and economic wellbeing of the community of the Bathurst Region". The 104 action items within the DMP are being implemented according to priority listing with 38 actions, or 36.5%, complete or ongoing as at 30 June 2022.

The DMP includes a range of recommendations to develop Bathurst as a destination. To achieve the vision of the DMP and to build the Bathurst region brand has involved the establishment of a range of assets and tools to market the region. Key outcomes achieved during 2021/2022 include:

- Worked with specialist public relations agencies to promote Bathurst Region;
- Media visits – Weekend Sunrise, NRMA, Australian Traveller, Sydney Morning Herald, freelance journalists and social media influencers;
- Updated and enhancement to destination website including improved site optimisation and navigation;
- Upgrade of new industry specific website;
- Use online e-commerce platform 'Shopify' to increase retail sales via holiday period 'support local' campaigns;
- Commissioned new 'Tourism Wayfinding and Signage Strategy' with specialist consultancy appointed;
- Implementing a new 3-year marketing plan, adopted February 2021 with 24 of 39 action items (61%) completed or underway as at 30 June 2022;
- Development and execution of a digital marketing campaigns in collaboration with Destination NSW to support the 'Feel New' brand campaign;
- Participation and collaboration with Bathurst Region Heritage Reference Group;
- Commissioning new images and video content available for ongoing promotional use;
- Attendance NSW Local Government Tourism Conference, Orange;
- Attendance at Central NSW Joint Organisation of Councils tourism working group meetings

Access and Equity

Council provides premises and ongoing maintenance at low-cost rental for The Neighbourhood Centre, the Senior Citizens' Centre, Bathurst Seymour Centre, West Bathurst Community House, Old Raglan School Hall and Kelso Community Hub. Council provides free or low-cost fees for the usage of its facilities by various community groups.

Council makes places available within all its Children's Services programs for children with disability and vulnerable children at risk of harm. Referrals are made through the local Child and Family Support Agencies, Early Intervention services and the Department of Family and Community Services (FACS). Council also provides for children with additional care requirements within its Long Day Care Centre Scallywags and Bathurst Family Day Care.

Council provides direct financial and/or infrastructure and/or in-kind support to many community groups and non-profit organisations to assist the provision of community services. These groups include Bathurst Regional Access Committee, women's health groups, pre-schools, community transport groups, senior citizens groups, nursing homes and long day care centres, youth groups and church groups.

Council also provides administrative support to the ClubGRANTS Local Committee, which distributes gaming revenue tax from local service clubs to community groups and non-profit organisations to improve access to a broad range of community services.

Disability Inclusion Action Plan (2022-2027)

Council developed its first Disability Inclusion Action Plan 2017-2021 (DIAP), with actions identified in the plan being rolled out, as and when able during the course of each year that the plan has been in place. This has ensured that Council has assisted in making Bathurst a more welcoming and accessible region, provide a framework for the four- year delivery program, to progress aims, objectives and support People with Disability.

The Disability Inclusion Action Plan 2022-2027 (DIAP) was adopted by Council at its Ordinary Meeting held Wednesday 21 June 2022 and endorsed actions contained in the Plan, to provide meaningful outcomes for People with Disability in the Bathurst Regional Council Local Government Area.

Disability inclusion initiatives undertaken in the 2021/2022 financial year include:

- The provision of a range of programs and activities:
- The Bathurst Library All Ability Lego Club;
- Winter Festival Live Better Accessibility Day;
- Continued promotion of Council's accessibility through social media;
- Provision and support of Bathurst Access Improvement Grants 2021/2022, to assist businesses and organisations to improve access to their premises;
- AUSLAN at Baby Rhyme Time at the Library.

Promotion of disability services and access to Council information:

- All Council websites provide Readspeak function including an enlarge font button;
- Disability Service Directory available on Council's website;

Recruitment practices and training:

- Training provided to Council staff regarding the Disability Inclusion Action Plan at induction;
- Recruitment software asks People with Disability to specify what additional requirements they need to assist them during the employment process;

Accessible Built Environments

Continuing to implement strategies in the Bathurst Regional Council Access and Cycling Plan 2011 with a focus on the width of footpaths.

Council has also completed some major footpath renewals in the CBD including further sections in William, George, and Havannah Streets. With further sections to be completed as more funding becomes available.

Footpath maintenance ongoing with priorities identified through BRAC and Cultural & Community Service's;

- Bathurst Access Improvement Grants continues to be provided with the assistance of the Bathurst Regional Access Committee (BRAC);
- Council continues to advocate for improved access to shops and businesses through the BCA and DA/CC assessment processes;
- Purchase of portable ramps for use at Council events;
- A hearing loop is installed in Council's Chamber;
- Continued inspection and maintenance of accessible toilets;
- Roll out of street lighting upgrades;
- Charge stations for motorised wheelchairs at the Library/Art Gallery and BVIC;
- Accessible Parking included in CBD Master Plan
- Continued provision of accessible toilets, parking and site access for major events.

Bathurst Regional Access Committee

Council continued to support the activities of the Bathurst Regional Access Committee. The Committee meets monthly to promote awareness of the challenges faced by those with a disability in accessing local services and businesses. BRAC participates in Council's development, planning and policy processes and also provides information on access issues and lobbies for improvement.

Council provides:

- A venue for the committee to hold its meetings;
- Bathurst Access Improvement Grants totalling \$15,000 on an annual basis and administrative support for the grant;
- Assists the committee with the provision of a councillor delegate.

Cycleways

Council throughout the year has continued works on its cycleways to assist with access to the Central Business District and other key areas of town. Construction works undertaken in 2021/2022 include:

- Bant Street Lewins to Busby Street - 166m
- Stanley Street George to Rankin Street - 200m
- Rankin Street Stanley to Morrisset Street - 200m
- Browning Street - William Street to George Park - 50m
- Charlotte Street - 40m
- Graham Drive to Mendel Drive - 300m
- Piper Street – Havannah to Seymour Street - 200m
- Lambert Street – Stewart Street to Rankin Street - 50m
- Rocket Street – Stewart Street to Rankin Street
- Halfpenny Drive –Gilmour Street to Newell - 200m
- Peel Street – Keppel Street to Piper Street - 200m

Community Events

Council, as part of its community engagement programs runs several large community events to encourage physical activity, public participation and general entertainment for members of the community. Whilst many events were impacted by Covid-19, Council continued to deliver programs and events to bring the community together.

Some of the main events include:

Bathurst NRL

After missing the 2020 event and limited capacity in 2021 due to Covid and restrictions, fans were eager to return when Penrith Panthers took on Newcastle Knights on Saturday 26 March 2022. The event saw the largest crowds in the 8 year history, of 11,253 people. Based on postcode data, 53% of ticket purchasers came from outside the 2795 postcode.



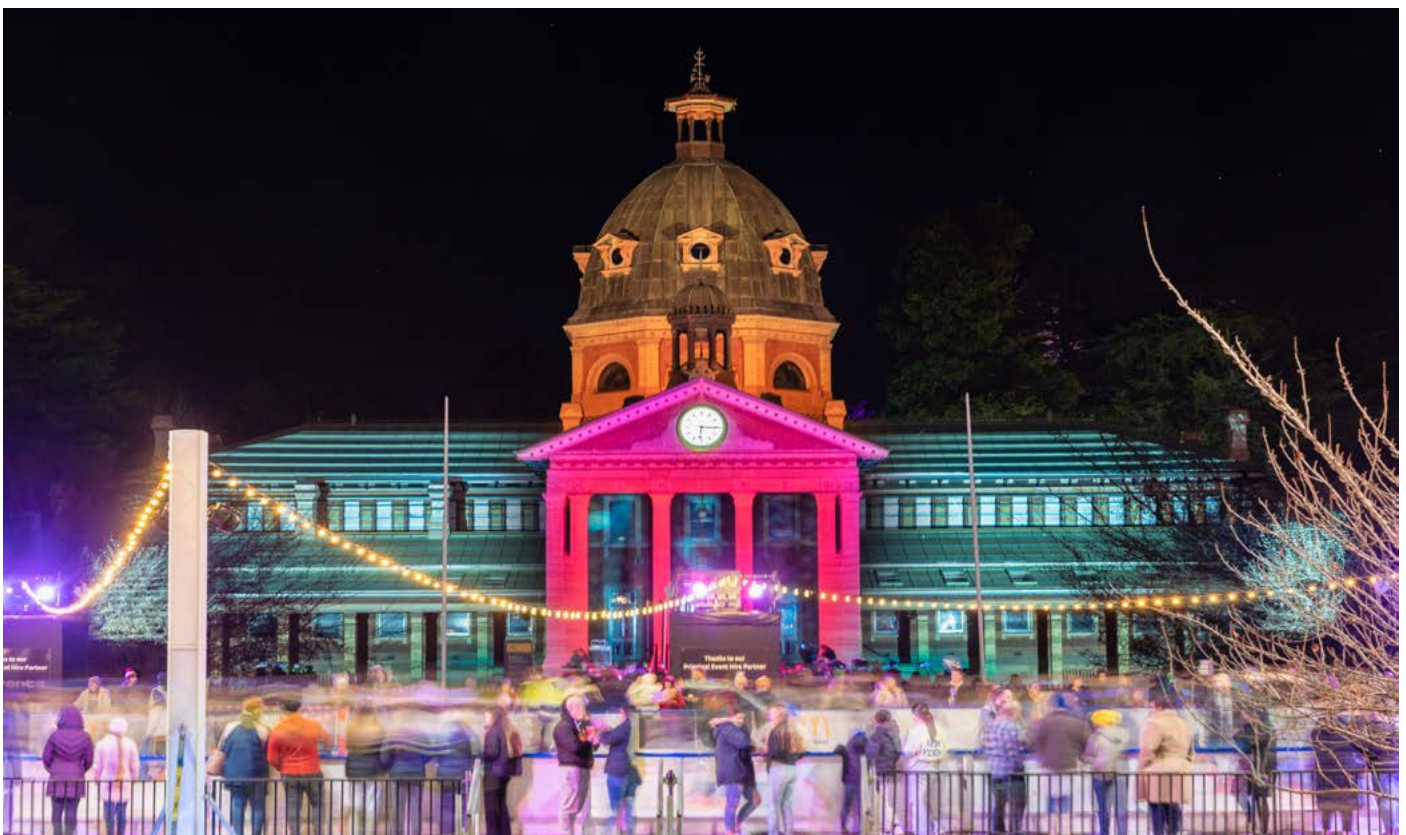
Bathurst Winter Festival

The Bathurst Winter Festival was set to return in its full pre-COVID format with an outdoor ice rink, illuminations, live music events, food, wine and great atmosphere, however the Omicron variant struck Sydney mid-June and new restrictions were put in place, restricting movement of Greater Western Sydney to Bathurst. The event made a quick pivot to ensure the event was adhering to NSW Health restrictions and celebrated the local community.

The event saw:

- 91% capacity on the ice rink, compared to 80% in previous years
- 41% of ice rink ticket purchasers were from outside 2795 postcode
- Successful community based projects for illumination; Local indigenous, high school students, PYCY Parkour students and local musicians
- Increased website traffic from 49,335 (2019) to 76,336 (2021)

The event was shaping up to be a huge destination for 2021, with a report from Wotif.com in June 2021, listed Bathurst as a top trending NSW travel destination for the Winter festival school holidays, with travel interest up 970%.



New Year's Eve Party in the Park

After two years of disruptions and changes to the NYE Celebrations, Party in the Park returned to the Adventure Playground with live music, entertainment, and a stunning show of fireworks. COVID-19 restrictions were still in place for events and therefore the event was fenced, ticketed, and capped to ensure safe social distancing. The event attracted approximately 4,000 people.

Garage Sale Trail

Council participated in the Australia wide campaign, Garage Sale Trail over two weekends in November. The event saw 42 sales/stores registered with 2,755 residents participating as a seller or shopper. This is the second year Council participated in this program in lieu of the community garage sale at Mount Panorama and sellers have stated they find this experience easier than moving all items to and from Mount Panorama. Across the region sellers made an average of almost \$500 per stall with 87% of residents believe the event helps to reduce landfill.

Inland Sea of Sound

The Inland Sea of Sound was delivered in the city centre with 968 people attending. Local musicians were featured in equal numbers to visiting artists. A highlight was the introduction of the Regional Song Contest held at Keystone 1890.

Library Services

Bathurst Library is open seven days a week and offers an extensive collection of books, DVDs, magazines as well as a suite of electronic collections and online resources to the Bathurst community. Access All Areas, the Bathurst Library Strategic Plan 2019-2024 adopted by Council in October 2019, guides the library activities and priorities.

Bathurst Library was closed from Sunday 15 August 2021 and reopened on Monday 18 October 2021 to people with an Australian Government proof of full vaccination. On 15 December 2021, the library reopened to all. The closure has affected loans, visitations, and memberships, all having decreased in comparison to pre-COVID numbers. From 1 July 2021 until 30 June 2022, 65,060 people visited Bathurst Library and 171,637 items (including electronic material) were borrowed. In June 2022, there were 11,047 library members, 3,900 of these are registered users of the library electronic collections (eBooks, eAudiobooks, eMagazines and film streaming).

Library staff and the Mobile Library Van continued to reach out to the community and schools in the villages (Hill End, Rockley, Sofala, Trunkey Creek, and Wattle Flat) and to homebound library members. The library van also pops up at the Kelso Community Hub on the last Tuesday of each month from 3.30pm to 4.30pm to provide library services to the local community.

This year, a review of the Home and Mobile Library Services (MLS) was undertaken. An analysis of population forecast with a focus on the predicted changes in age groups and locations indicates that we are likely to see more demand for the Home Library Service as the population aged 60-85 increases and that the demand for the MLS to the villages is likely to remain the same or decrease over the coming years. The review indicates that the Home Library Service in its current format is nearing capacity and that the Mobile Library Service is coming to a turning point and there are opportunities to pivot to maximise its use, such as more pop-ups in urban areas of growth, and collaboration with other Council departments.

The library provides programs for all age groups including early literacy and STEAM programs and activities for babies and children, school holiday activities, technology sessions for beginners, and author and information talks for adults. During 2021-2022, the library continued to follow NSW Health COVID-19 guidelines, implementing physical distancing and restricting numbers to in-house programs. For part of the reporting year, all programs required people to book to ensure numbers complied with the health guidelines. In 2021-2022, 192 programs were delivered attracting 3,117 attendees.

Programs and services offered in 2021-2022 were:

- Storytime: for children 3-5 years old
- Baby Rhyme Time: rhyme for babies and toddlers (6 months to 3 years old)
- Lego Club: an all-ability club
- Code Club
- Little Bang Discovery Club
- School holiday activities
- Children's Book Week
- Movie Matinees
- Author Talks, History, and Information Talks
- Discover More... Technology sessions
- Writing Workshops

Bathurst Library is committed to providing access to information and life-long learning. In 2022, the library team created and made available 58 book club kits containing 6 to 10 copies of the same title, as well as discussion notes developed by library staff, to support local book clubs. To encourage reading and participation, the library developed and ran 7 reading challenges during the year.

Bathurst Library conducted its biennial customer satisfaction survey from 25 June to 19 July 2021. Results indicate that over 95% of respondents rate the library facilities and services as being “very good” or “good”. Over 96% of respondents rated the material they borrowed as “good” or “very good”. 54.4% indicated that they use the online library, compared to 24.4% in 2019.

The Bathurst Library website functions as a virtual library branch. Library members can search the catalogue, check their accounts, and reserve items. The eLibrary platforms (eBooks, eAudiobooks, eMagazines, film streaming) can be accessed via the library website. The library subscribes to several online resources on behalf of its members. These resources can be accessed from home or from the library. The website also features information pages to support recreation, research, and study.

The library offers access to technology to enable the community to participate fully in the world around them. It provides free Wi-Fi, free access to computers via a booking system, printing, scanning and photocopying facilities. The library also offers a mobile printing service allowing users to send print jobs from home and from mobile devices to the library printers. To contribute to bridging the digital literacy gap, Bathurst Library delivered 32 digital literacy programs.

Bathurst Library provides a reference service to the community, including Family History and Local History and is committed to honouring Wiradjuri history. The library promotes First Nations collections and resources via a monthly Facebook post.

Museums Unit

The 2021/2022 financial year saw another year of operating with COVID-19 restrictions with the Museums closing for 11 weeks on 15 August and reopening from 20 October (excluding Chifley Home).

Despite this the 2021/2022 financial year saw another solid number of visitors with 75,653 people enjoying our museums. The popularity of domestic and regional tourism continued with our high-quality museum offerings attracting new audiences.

Australian Fossil & Mineral Museum (AFMM) – home of The Somerville Collection

In the 2021/2022 financial year a total of 24,642 individuals visited the Australian Fossil and Mineral Museum with a turnover of \$326,396 through shop sales and admission.

Highlights for the year included the ‘Albert Chapman Collection’ from the Australian Museum in the temporary exhibition gallery which was replaced by ‘The Dino-store’ as well as the development of a local schools showcase in the Fossil Gallery. Other highlights included an education program titled ‘so, you want a pet dinosaur?’ which was attended by an additional 4,400 school students via video conference in partnership with the Department of Education. The Museum also hosted the NSW Science Teachers’ Association National Science Week presentation ‘Propelled by Science – the Future of Energy’ which was held online instead of onsite due to COVID restrictions.

Chifley Home and Education Centre

In the 2021/2022 financial year Chifley Home and Education Centre remained closed due to COVID-19 except for a Sneak Preview over the June long weekend with 253 visitors and \$1,318 through admissions and shop sales prior to the official reopening on 2 July.

Stage one conservation works were undertaken to deal with rising damp issues in Number 10. The education centre interpretative material was completely revamped and the site was reconfigured to allow a COVID-19 safe visitor experience. The Grant funded audio tour was completed and is available via either Bathurst Step Beyond app or on devices at the Chifley Home Education Centre.

Bathurst Rail Museum

In the 2021/2022 financial year a total of 25,060 individuals visited the Bathurst Rail Museum with a turnover of \$237,489 through shop sales and admissions.

Celebrations for the 146th anniversary of the Great Western Line opening were abandoned due to closure of the rail line in the Blue Mountains due to heavy rainfall causing washaways. June long weekend saw the return of steam locomotive 6029 with a sell-out series of school and public shuttle train trips, with over 3,500 tickets sold generating an estimated \$359,000 for the local economy representing the Bathurst Regional Council contribution to the Gross Regional Product (GRP).

31 School holiday activities workshops where layout volunteers teach 10–12-year-olds layout building skills have proven very popular in the April and July 2022 school holidays.

Central Tablelands Collections Facility (CTCF)

Construction of the Central Tablelands Collections Facility was completed to 85% by the end of the 2021/2022 financial year. With all internal elements completed (electrical, plumbing, painting, floor surfaces, art racking, security and aircon) all that remained was the external landscaping, driveways and fencing. Council occupation is scheduled for mid-August 2022 with an official opening planned to follow in September.

Further to construction, activities undertaken have included the procurement for fitout, the planning for day-to-day operations and partnering with external users in readiness for occupation.

National Motor Racing Museum (NMRM)

In the 2021/2022 financial year a total of 25,698 individuals visited the National Motor Racing Museum with a turnover of \$469,950 through shop sales and admission.

With ongoing COVID restrictions, the Museum mounted a single Special Exhibition for 2021/2022 year, "Engineered Outcomes: The Larry Perkins Story" which opened ahead of the 2021 Bathurst 1000 race weekend. This very popular exhibition and the return of crowds to the Bathurst 1000, 12 Hour and 6 Hour events saw good visitation to the museum along with significant retail sales during these event periods.

Bathurst Regional Art Gallery (BRAG)

BRAG is a respected, resilient, dynamic and accessible facility that celebrates the visual arts which inspires, challenges and connects our community and plays a leading role in developing Bathurst's reputation as the city of culture and heritage in Regional NSW.

Visitation to BRAG exhibitions and programs during 2021/2022 was 97,796 (including 49,495 to the foyer gallery, 25,552 for BRAG touring projects, 12,000 for BRAG public art projects). This figure is slightly down on 2020/21 figures despite gallery closure for 3 months.

BRAG Director continued in the role of President NSW and continues as M&G NSW Peer.

Grants & Sponsorship: BRAG received the following grants and sponsorship: Create NSW Multi-year funding (\$100,000), BRAGS Inc (\$25,000), Dept Premier & Cabinet (\$63,500), DET (\$2,100) private donation (\$30,000).

In 2021 Bathurst Regional Council was successful in receiving the Highly Commended Award (Banha Belong) in The Engagement Category.

Exhibitions: In 2021/22 BRAG presented 24 exhibitions 17 of which were generated in-house with a focus on local artists including incoming touring projects (2), Collection (2), Local Artist Projects (14), Off-site/ Public Art Projects (4), and Community Exhibition Projects (2). A total of 192 artists were represented in the BRAG program, including 40 regional artists, and 129 participants from the local community, BRAG touring exhibition included Void (developed with UTS Gallery and M&G NSW: Tweed, Wagga Wagga) and Adrienne Doig: It's All About Me! (Cowra, Benalla), and 9x5 (Hill End).

Education & Public Programs: BRAG delivered 105 education and public programs during 2021/2022, with 2,030 participants including 255 students and 45 groups (participation was down from previous year due to significant lockdown in Bathurst for 21/22 period). Innovative programs were developed such as the Bathurst Youth Art Prize, Summer Sketch Club, and Whiteley's Central West.

School Holiday Programs have continued to develop to engage with collaboration, public displays and inter-generational creating with a highlight being the Colourful Collaborative Columns.

Public Art: BRAG worked with a range of partners to develop and deliver public art projects including Ngambaay Galang (Bathurst Local Aboriginal Lands Council) on the Outdoor Bathurst Digital platforms for NAIDOC and Winter Festival; 2022, commissioning of artwork by Sonny Day and Biddy Maroney for the Out There Digital Platforms and assessing public art EOIs for the SASS R@ project. Out There Bathurst projector BRAG forecourt (2021 Winter Festival). The Public Art Program Committee continued to provide advice on public art projects in the region.

Digital Engagement: BRAG continued to adapt to delivering online and screen-based digital content during the COVID-19 restrictions including delivering online school holiday workshop (Step into Spring), the Home Program artist led and teacher professional development workshops, and online exhibitions (BRAGS Art Fair with 3940 visits online).

Online engagement has continued to increase across BRAG social media and website. Facebook: 5.7% increase in average monthly reach. Instagram: 64% increase in annual new followers and a 103% increase in reach. For BRAG YouTube channel a 225% increase in subscribers and a 346% increase in views. Website: a significant increase in website traffic and engagement for bathurst.com.au, 33% increase in visitors, and 30% increase in page views from previous year. All comparisons made to the previous period 2020/2021.

Hill End Air: The Hill End AIR program was suspended in January 2022 with NPWS engaging in an open EOI for the leases of Murrays and Haefligers Cottages. An EOI was submitted to NPWS in May with negotiations for leases pending. BRAG also submitted a revised EOI to TFNSW in February for the Station Master Cottage Residence with plans for upgrades to buildings ongoing.

Permanent Collection: 60 works entered the collection through donation, Cultural Gift, purchase and purchase approximately valued at \$175,150 including a major donation by Wiradjuri artist Karla Dickens of the Mothers Little Helpers series.

Bathurst Memorial Entertainment Centre (BMEC)

Attendance at BMEC events from 1 July 2021 to 30 June 2022 was 32,673 with 336 events/activities facilitated by BMEC staff.

BMEC's purpose is to provide access to high quality performing arts activities and events for the community as audiences and/or active participants through BMEC Programs and to utilise these programs to: challenge thinking; stimulate creativity; develop skills; strengthen networks; encourage engagement with the performing arts by young people and encourage their retained engagement into adulthood and old age; encourage familiarity with and fluency in performing arts genres; and to generally encourage a clear sense of community cultural identity.

Sponsorship & Grants

In 2021/2022 BMEC received \$21,316 in sponsorship from Reliance Bank and \$4,000 in sponsorship from Ben & the late Martha Gelin. The latter sponsorship is part of a five-year commitment totalling \$20,000.

In 2021/2022 BMEC maintained its multi-year funding from Create NSW of \$80,000 per year. BMEC remains one of only three Performing Arts Centres in NSW in receipt of multi-year funding.

\$50,000 was received from Create NSW towards the 2021 Inland Sea of Sound festival through the Festival relaunch initiative.

BMEC received \$30,000 through the Regional Arts Fund for the Fast Cars & Dirty Beats project. This project also received \$52,000 from Create NSW to Kate Smith, to be auspices by Council.

\$4.78 million in funding from Create NSW for the BARN facility has been announced but a contract is yet to be signed.

BMEC Annual Season

In the second half of 2021 four of ten productions were cancelled or postponed due to the pandemic. In the first half of 2022 two of eleven productions were cancelled or postponed.

Local participation in the Annual Season included the full cast of Cabaret Kite – Too Hot to Handle, the world Premiere of *Kangaroo*, the new, local production of *Highway of Lost Hearts* and the Pure Imagination Performing Arts and local musicians' involvement in *The Rivoli*.

Local Stages

In 2021/2022 Local Stages presented:

- The Bathurst Writers' & Readers Festival' in May. Live and pre-recorded sessions & Sydney Writers Festival sessions returned. 670 attendees recorded.
- Weekly Drama Classes for young people in primary and early secondary school. These were held online via zoom while BMEC was closed due to Covid-19 restrictions.
- Compareo, weekly performing arts classes for local people with disabilities.
- Kangaroo, a local premiere production was produced in partnership with the Q Theatre. Penrith, local company Lingua Franca & Arts OutWest and was in rehearsals in June 2021. Presented at BMEC in the

Annual Season on 9 & 10 July 2021 and at Cowra Civic Centre on 7 August. As Penrith performances were not possible due to COVID-19 restrictions a podcast is to be created and distributed.

- Support for Stage One of Fast Cars and Dirty Beats, which has had a series of community workshops and professional development as well as the creation of a new professional work which will be presented in March 2023. 21 Professional artists have been engaged. Over 300 primary aged school children from three small schools, and over 100 members of the community have participated in this stage.
- Support for the Regional Song Contest as part of the Inland Sea of Sound
- Weekly drumming workshops linked to the Fast Cars project
- Presentation of a local version of *Highway of Lost Hearts* in the BMEC Annual Season attended by 377 people

Seniors Festival Organising Committee

The Seniors Festival Organising Committee presented a full range of entertainment, social activities and educational opportunities during Seniors Festival 2022, which was held from Sunday 25 March 2022 through to Sunday 3 April 2022. They included:

- Bus tours and lunches;
- Exercise classes;
- Live music at Bathurst RSL Club – performance by Kamahl;
- Fraud Awareness Presentation by NSW Police Fraud Squad,
- Evans Art Council Creative Arts and Crafts Workshops;
- Swooners and Divas live show at BMEC;
- Bathurst Seymour Centre Open Day and Creating Family Stories Program Day;
- New Horizons Open Day with Tours and Morning Tea;
- Greens on William – lawn bowling;
- Miss Traill's House & Garden – exhibition of "The Doctor Will See You Now" and Morning Tea;
- Technology Workshops;
- Monday Movie Matinee at the Library;
- Library Author Talk – No Ordinary Life with Anne Hutchison
- Bathurst Library Information Session at Bathurst RSL Club and
- Museum Tours and refreshments - Australian Fossil and Mineral Museum and Rail Museum.

Visitor Information Centre and Tourism Services

Bathurst Visitor Information Centre offers a wide range of services and products to visitors as well as to the local community of the Bathurst region. Visitation has been severely impacted by the effects of the COVID-19 pandemic, particularly the extended lockdowns of 2021.

In 2021/2022 28,755 visitors came through the doors, a 37.5% decrease due to the impact of COVID-19 lockdowns and the closure of the Centre.

142,304 users visited the bathurstregion.com.au destination website (25.8% Increase), 371,210 page-views (11% decrease);

6,366 phone enquiries were received, a 7.4% increase;

Social media: Total 10.1% increase in followers across Facebook, Instagram and YouTube to 21,274

\$72,905 worth of sales generated 19.3% decrease due to Covid-19 closure period:

Tourism partners for 2021/2022 totalled 125 (30% decrease), with the paid partnership negatively affected by the Covid-19 pandemic;

Creation of collateral to support new destination branding including printing of new 2021 destination planner (25,000 copies printed);

Coordination of heritage, community level and village-based events

Implementation of the actions of the Destination Management Plan (2019) and

Implementation of three-year Destination Marketing Plan (2021).

Two staff members attended the LGNSW Tourism Conference May 2022, 5 staff attended a Regional VIC exchange with Orange, 7 staff completed 'MoveSafe' WHS training in May 2021 and one staff member attended the NSW Tourism Awards (virtual event) and Australian Tourism Awards in March 2022.

Provided 500+ information and promotional packs for events and community activities held in Bathurst.

'What's on' newsletters and new consumer and industry electronic direct mail distributed 4000 hardcopy and electronic newsletters, circulated monthly.

Step on guides: six tours booked January-June 2022.

Sister City Relationship

Bathurst has had a sister city relationship with Ohkuma (Japan) since March 1991. Unfortunately, in March 2011, Ohkuma was affected by the Great East Japan Earthquake and Tsunami. While the city itself was not damaged the nuclear power plant nearby was damaged and there was radioactive fallout resulting in the creation of an exclusion zone around the power plant. Ohkuma fell within the exclusion area and consequently the whole town was relocated to other parts of Japan. Many of the residents of Ohkuma were relocated to Aizu Wakamatsu, where schools have been set up for Ohkuma children and a housing area for residents.

Since March 2011, Ohkuma and Bathurst residents have continued their friendship via delegations of residents and officials travelling between Australia and Japan. In 2021/22 two groups that had been scheduled to visit from Toyo High School and Senshu were cancelled due to the ongoing COVID-19 pandemic.

School groups are expected to resume travel in 2023, with three groups already booked. Representatives from Ohkuma will also visit Bathurst in March 2023 as part of the "Wings of Hope" program. This will be the first such visit since before the pandemic.

Council has also developed a relationship with Cirencester in the UK. Cirencester is the home of 9th Earl and Countess Bathurst. Bathurst was named after the 3rd Earl Bathurst. Over the past 12 months activities have included a continuing dialogue and exchange of information as well as an ongoing business venture between the Bathurst Visitor Information Centre (BVIC) and local Cirencester businesses to maintain a retail presence and interpretive area at BVIC.

Media Announcements

Bathurst Regional Council actively promotes its facilities, services and activities to residents and other users across the Bathurst Region across a range of media.

Events and a range of Council activities, projects and decisions are publicised to all sections of the local media through regular media releases, which are also made available on Council's online News Centre on the Your Say Bathurst website. Information about Council and upcoming events is also advertised regularly through a program of community service announcements on the Bathurst Region's main radio stations, Radio 2BS, B-Rock FM and 2MCE FM. Council also supports this with a range of paid radio ads to promote specific projects and activities.

Each week the local daily newspaper, the Western Advocate, carries a Mayoral Column which the Mayor uses to discuss issues, activities and events relating to Council. Regular weekly advertisements are also published in the Western Advocate promoting matters of relevance to the community. Council's weekly advertising is also included in a free local newspaper, Central West Village Voice to extend the reach of this messaging in the local community. These public notices are also made available via Council's website, and promoted through Council's Social Media Channels.

In addition to these channels of communication, Council produces a Community Newsletter four times a year which is direct mailed to ratepayers and is made available at a number of Council facilities and on Council's website.

Council continues to complement its media and communications activities with its social media platforms to increase the reach of its messaging, providing links to media announcements, Council activities, events and projects via these channels.

In 2021/2022 Council's digital audience has continued to grow with increased numbers of followers on all our social media platforms.

Month	Facebook	Twitter
July 2021	13,234	1,719
June 2022	15,097	1,767

Community Groups

Due to the COVID-19 restrictions, community halls across the region were required to close, and therefore were unavailable for hire throughout the duration of the pandemic. In most cases, where a Council owned community hall is managed by a community group, the community group relies on income from hirers to meet their annual operational expenses, including public liability insurance premiums.

Council provided \$2000 to each community group that manages a Council-owned hall or village hall as a contribution towards their annual public liability insurance premium.

Section 3

Legislative and other information





Review of Financial Accounts

The following information on Council's financial statements for the year ended 30 June 2022 has been provided by Council's Auditor, Audit Office of New South Wales.

Income Statement

Operating result

	2022 \$m	2021 \$m	Variance %
Rates and annual charges revenue	51.0	49.2	↑ 3.7
Grants and contributions revenue	34.0	27.6	↑ 23.2
Operating result from continuing operations	6.2	5.6	↑ 10.7
Net operating result before capital grants and contributions	(12.0)	(9.2)	↓ 30.4

The Council's operating result from continuing operations (\$6.2 million including depreciation and amortisation expense of \$34.4 million) was \$0.6 million higher than the 2020–21 result. The net operating result before capital grants and contributions (\$12.0 million deficit) was \$2.8 million lower than the 2020–21 result (\$9.2 million deficit).

Rates and annual charges revenue (\$51.0 million) increased by \$1.8 million (3.7 per cent) in 2021–22. This was the result of the approved rate peg of 2.0 per cent and increases in annual charges for sewer and waste management.

Grants and contributions revenue (\$34.0 million) increased by \$6.4 million (23.2 per cent) in 2021–22 mainly due to:

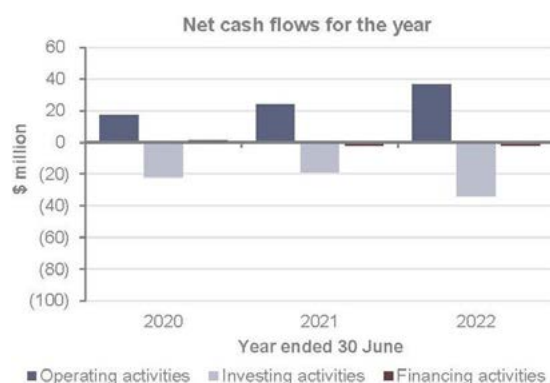
- receiving 75 per cent of 2022-23 financial year allocation of financial assistance grants in advance (\$1.1 million increase)
- a \$3.4 million increase of capital grants and contributions recognised for upgrades to Bathurst airport, cycleways, roads and bridges.

Statement of Cash Flows

Cash balances increased from \$6.2 million to \$7.3 million at 30 June 2022.

Net cash generated from operating activities increased and cash used in investing activities also increased in the current year.

Council drew down \$3.3 million in new borrowing during the 2021-22 financial year for the construction of the Hereford St sports complex and road construction.



Financial Position

Cash and investments	2022	2021	Commentary
	\$m	\$m	
Total cash, cash equivalents and investments	106.0	93.2	Externally restricted balances included water and sewer fund and unexpended grants.
Restricted and allocated cash, cash equivalents and investments:			Balances are internally allocated due to Council policy or decisions for forward plans including work programs.
• external restrictions	96.5	79.0	
• internal allocations	9.4	14.1	

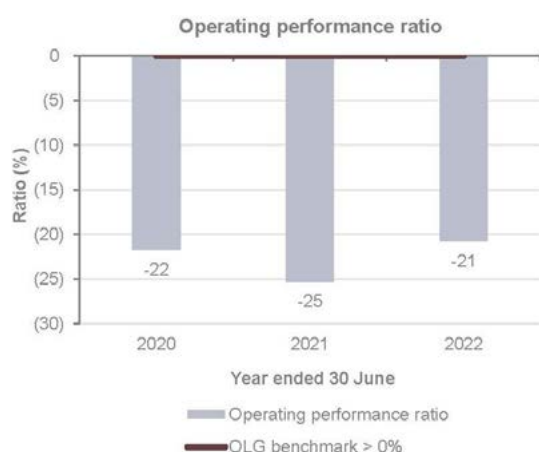
Debt

Council has an approved overdraft facility of \$0.65 million and an approved credit card facility of \$0.12 million. At 30 June 2022, Council had utilised neither its credit card or overdraft facility.

Performance measures

The following section provides an overview of the Council's performance against the performance measures and performance benchmarks set by the Office of Local Government (OLG) within the Department of Planning and Environment.

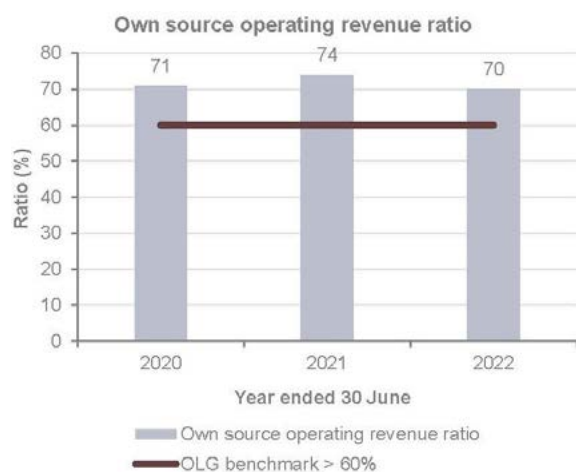
Operating performance ratio



Council's result is consistently below the benchmark due to its reliance on land sales as source of general fund revenue. Gains on asset sales are excluded from the numerator of this measure.

The 'operating performance ratio' measures how well council contained operating expenditure within operating revenue (excluding capital grants and contributions, fair value adjustments, and reversal of revaluation decrements). The benchmark set by OLG is greater than zero per cent.

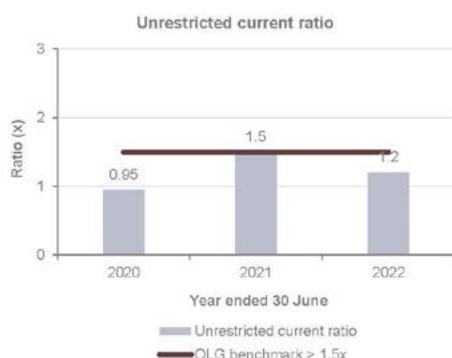
Own Source Operating Revenue Ratio



Council exceeded the benchmark for the current reporting period.

The 'own source operating revenue ratio' measures council's fiscal flexibility and the degree to which it relies on external funding sources such as operating grants and contributions. The benchmark set by OLG is greater than 60 per cent.

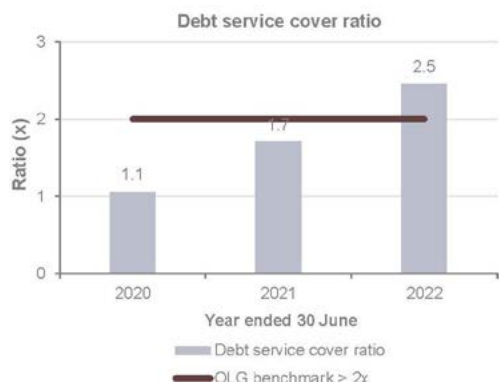
Unrestricted current ratio



The Council did not meet the benchmark for the current reporting period.

The 'unrestricted current ratio' is specific to local government and represents council's ability to meet its short-term obligations as they fall due. The benchmark set by OLG is greater than 1.5 times.

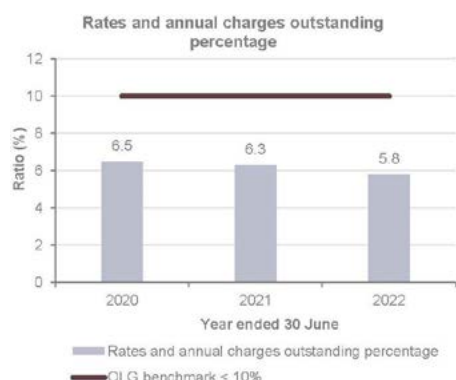
Debt service cover ratio



For the first time in several years, the Council exceeded the benchmark for the current reporting period.

The 'debt service cover ratio' measures the operating cash to service debt including interest, principal and lease payments. The benchmark set by OLG is greater than two times.

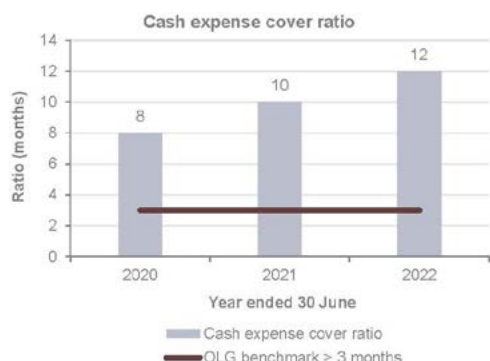
Rates and annual charges outstanding percentage



Council has continued to effectively manage its debt recovery, maintaining a ratio which is well below the benchmark for regional councils.

The 'rates and annual charges outstanding percentage' assesses the impact of uncollected rates and annual charges on council's liquidity and the adequacy of debt recovery efforts. The benchmark set by OLG is less than 10 per cent for regional and rural councils.

Cash expense cover ratio



The Council has exceeded the benchmark for the current reporting period.

This liquidity ratio indicates the number of months the council can continue paying for its immediate expenses without additional cash inflow. The benchmark set by OLG is greater than three months.

Infrastructure, property, plant and equipment renewals

Council has renewed \$15.0 million of assets in the 2021-22 financial year, compared with \$13.7 million in the 2020-21 financial year. A large portion of this was spent on roads infrastructure. *A further \$18.2 million was spent on new assets during the 2021-22 financial year. This included \$6.6 million in new buildings, in particular the animal control and collections facilities buildings.*

Legislative Compliance

The audit identified a material deficiency in the Council's financial statements in regard to rural fire-fighting equipment that was not recognised. Except for that matter, accounting records were maintained in a manner and form that facilitated the preparation and the effective audit of the General Purpose Financial Statements. Staff provided all accounting records and information relevant to the audit.

Mayor & Councillor Fees, expenses and facilities

Money Expended during the 2021/2022 Financial Year on:

Mayoral fees	\$56,338
Councillor fees	\$213,086
Councillors' expenses	\$52,336
Total	\$297,817

Councillor's expended listed above listed above the following items which must be separately reported:

Provision of dedicated office equipment allocated to Councillors	\$7,695
Telephone calls made by Councillors	\$5,704
Attendance of Councillors at conferences and seminars	Nil
Training of Councillors and provision of skill development	\$2,184
Interstate visits by Councillors, including transport, accommodation and other out of pocket travelling expenses	Nil
Overseas visits by Councillors, including transport, accommodation and other out of pocket travelling expenses	Nil
Expenses of any spouse, partner or other person who accompanied a Councillor	Nil
Expenses involved in the provision of care for a child or an immediate family member of a Councillor	Nil

Overseas travel

Council has a sister city relationship with Ohkuma in Japan. No visit occurred in this year.

Senior staff salaries

Five senior staff were employed by Council during 2021/2022:

- General Manager;
- Director Corporate Services & Finance;
- Director Engineering Services;
- Director Cultural & Community Services; and
- Director Environmental, Planning & Building Services.

The total expenditure for 2021/2022 in respect of employment of these senior staff, including salary, motor vehicle expenses, package benefits, fringe benefits tax, superannuation and provision for leave entitlements was \$1,515,053

General Manager	\$395,310
Directors	\$1,119,743

Contracts for Goods and Services over 150,000

During the year Council awarded numerous contract and tenders. The list of payments below shows payments to suppliers who received more than \$150,000 for the year. This will include all contracts and tenders but will also include a number of quotations, eg for car purchases.

Tablelands Builders Pty Ltd	Central Tablelands Collection Facility	\$ 5,282,730.10
Downer EDI Works Pty Ltd	Central Tablelands Collection Facility	\$ 3,444,294.59
ROMBA Civil & Landscape	Central Tablelands Collection Facility	\$3,041,715.10
J R Richards & Sons	Recycling and organics collection	\$ 2,958,730.76
Eodo Pty Ltd	Winburndale Dam safety upgrade	\$ 2,881,846.32
Energy Australia Pty Ltd	Electricity	\$ 2,700,271.34
Regional West Constructions Pty Ltd	Bathurst Animal Rehoming Centre	\$ 2,560,778.48
JK Williams Contracting Pty Limited	Bathurst Aerodrome improvement works	\$ 2,159,395.26
Alto Valves & Fittings	Water pipes, valves & Fittings	\$ 1,900,508.05
Colas NSW Pty Ltd	reseal and roadworks	\$ 1,831,015.62
Work Control Pty Ltd	Plant Hire	\$ 1,502,862.73
Interflow Pty Ltd	Relining pipes WWTP, sewer maintenance	\$ 1,376,760.88
Bridge & Marine Engineering Pty Ltd	Howards bridge design & construction	\$ 1,296,261.59
StateCover Mutual Limited	Workers Compensation premium	\$ 1,261,121.65
Hibbo Hire Pty Ltd	Plant Hire	\$ 1,033,758.13
Revenue NSW	ESL levy Rural Fire Service	\$ 1,022,572.70
Ryan's Drilling & Civil Pty Ltd	Plant Hire	\$ 966,663.03
Hynash Construction Pty Ltd	Dozer hire, flood mitigation Perthville	\$ 963,008.60
Skillset	Labour Hire	\$ 913,152.40
Data #3 Limited	Software subscriptions	\$ 746,468.36
Belgravia Health & Leisure Group	Management of Aquatic Centre	\$ 707,517.87
Origin Energy Electricity Limited	Electricity	\$ 700,203.92
NSE Group Pty Ltd	Maintenance and repairs WWTW	\$ 663,707.00
IXOM Operations Pty Ltd	Liquid Caustic Soda	\$ 637,955.41
P C Brunton Electrical	Electrical maintenance Chifley Dam & WFP	\$ 626,130.34
Oilsplus Holdings Australia Pty Ltd	Fuel	\$ 579,130.34
Lowes Petroleum Services	Fuel supply	\$ 579,945.74
Essential Energy	Electricity	\$ 527,815.90
Nowra Chemicals	Chemical Supply WWTW	\$ 498,802.68
Oberon Quarries Pty Ltd	Roadbase	\$ 490,938.51
Kelso Electrical	Electrical maintenance	\$ 490,779.53
Vinidex Pty Ltd	Pipes and fittings	\$ 467,772.17
Australian Native Landscapes	Top Soil, sand processing of food and garden	\$ 447,372.47
ESEM Projects	Bathurst Winter festival illuminations	\$ 430,676.19
NSW Public Works Advisory	Contract Administration	\$ 403,741.31
Commissioner of State Revenue	Payroll tax	\$ 399,880.01
Crennan Legal Pty Ltd	Legal Services	\$ 360,210.09

Nimdor Cleaning Services Pty Ltd	Cleaning Council buildings	\$ 356,086.28
Bathurst Meals on Wheels Serv	Stronger Country Communities fund grant	\$ 355,315.50
Mott Macdonald Australia Pty Ltd	Reservoir flow monitoring	\$ 354,877.04
Electoral Commission NSW	2021 Local Govt election	\$ 347,819.36
Penrith District Rugby League	Hosting Fee Penrith Panthers	\$ 345,307.05
Civica Pty Ltd	Authority fees, computer software	\$ 345,064.02
Gracey's Earthmoving & Excavations Pty Ltd	Realignment works Bridle Track	\$ 340,179.00
Select Civil Pty Limited	Compactor hire	\$ 339,817.50
Premise Australia Pty Ltd	Stormwater Harvesting Project	\$ 338,399.43
Aussie Digger Bobcat Pty Ltd	Plant Hire	\$ 338,045.29
Upper Macquarie County Council	UMCC contribution for weed management	\$ 328,902.20
Bathurst Regional Security	Patrol and security monitoring	\$ 323,618.48
TPG Network Pty Ltd	Internet Charges	\$ 308,786.95
Bathurst Mazda	Fleet Purchases	\$ 305,551.60
Glenray Industries Ltd	Mowing maintenance	\$ 302,534.06
MRG Electrical Services	Maintenance and repairs WWTW	\$ 289,571.60
Tracserv Pty Ltd	Plant maintenance	\$ 281,440.15
Telstra	Phone provider	\$ 279,001.03
Ampol Australia Petroleum Pty Ltd	Fuel	\$ 277,733.78
Ethan Group	Computers, Iphones, malware protection	\$ 266,713.10
Boral Construction Materials Group Limited	Emulsion and coldmix	\$ 266,352.68
O.S. Trees Pty Ltd	Removal and tree maintenance	\$ 264,194.25
Kennards Hire Pty Ltd	Hire equipment	\$ 257,793.79
Bathurst Automotive Group	Fleet Purchases	\$ 238,384.28
Ben Hagney Electrical Pty Ltd	Plant Hire	\$ 234,369.09
Tutt Bryant Equipment	Supply Roller	\$ 225,448.81
Central NSW Joint Organisation	Annual Fees and online training services	\$ 223,013.89
Living Turf	Fertiliser application, weed sparying	\$ 219,430.45
ELS Projects Pty Limited	Accessible Toilet refurbishment Machattie	\$ 219,072.03
Bathurst Excavations	Plant Hire	\$ 214,940.00
AVESCO Events Unit Trust	Bathurst 1000	\$ 207,719.10
Banika Pty Ltd	Plant Hire	\$ 206,934.27
Rollers Australia Pty Ltd	Plant Hire	\$ 206,579.56
WesTrac Equipment Pty Ltd	Plant maintenance	\$ 205,937.48
JCB Construction Equipment Australia	Fleet Purchase and modifications	\$ 205,817.24
Easy Line Carpentry	Maintenance and repairs	\$ 203,954.57
Ice-Air Pty Ltd	Air conditioning servicing	\$ 199,681.45
J B Civil Concreting Pty Ltd	Concrete Works at Court House	\$ 193,427.30
Solve Access Consulting	Retaining wall Bentinck St	\$ 187,508.75
Australian Laboratory Services	Water analysis	\$ 184,216.12
Motorsport Australia	Permit fee	\$ 182,931.73
Mr J C Scerri	Plant hire	\$ 181,680.25

Kelso Truck Tyre & Mechanical Pty Ltd	Plant maintenance	\$ 180,907.11
Accelerate Events	Challenge Bathurst	\$ 180,764.15
Cidweld Pty Ltd	Fabrication and metal maintenance	\$ 180,147.76
Omega Chemicals	Chemical Supply WFP	\$ 179,147.73
Local Government NSW	Training	\$ 177,121.55
Taggle Systems Pty Ltd	Water Meters	\$ 176,548.46
Hanson Construction Materials	Concrete	\$ 175,338.08
TFH Hire Services Pty Ltd	Fencing hire	\$ 175,130.92
Webber Concrete Constructions	Concrete culverts	\$ 170,705.79
Vestone Capital Pty Ltd	Lease on PC's	\$ 169,468.14
Transport For NSW CED Unit	Vehicle registrations	\$ 168,618.10
Goddard Investment Trust	Land purchase	\$ 167,431.70
Riceman Property Services	Grounds maintenance bulk water supply	\$ 166,999.58
Shumack Engineering (NSW) Pty Ltd	Installation box culverts	\$ 166,307.24
Terra Farma	Organics recycling	\$ 165,632.06
Tinbilla Pty Ltd	Plant Hire	\$ 162,332.50
Advanced National Services Pty Ltd	Cleaning Contract	\$ 156,965.01
Department Of Planning Industry & Environment	Land Valuation services	\$ 153,466.50
		\$63,084.199.23

Legal Expenses

Environmental, Planning and Building Services	Land and Environment Court – Class 4 proceedings in relation subdivision of land using Company Title without development consent.	\$57,923	Finalised
	Land and Environment Court – Class 1 proceedings in relation to Council's deemed refusal to issue an Occupation Certificate where works were inconsistent with the development consent.	\$31,179	Finalised
	Dog Attacks	\$13,630	
	Leassing Matters	\$6,015	Ongoing
	General Planning Advice	\$3,000	Ongoing
Total Environmental, Planning and Building Services Costs		\$111,747	
Corporate Services and Finance	Debt Recovery	\$82,876	Ongoing
	Code of Conduct complaints	\$1,750	Finalised
	Wiradjuri Traditional Owners Corporation	\$62,592	Ongoing
	Mt Panorama Section 10 application	\$37,777	Ongoing
	Regis Resources - effluent use	\$6,124	Finalised
	NCAT Water/Sewer Charges	\$1,790	Finalised
	Trademark & Business Name Expenses	\$2,610	Finalised
	Public Liability Expenses - Boyd St	\$11,478	Finalised
	Public Liability Expenses - Howick/ William St	\$10,504	Finalised
	Public Liability Claims below PL Excess	\$21,610	Finalised
	Events	\$1,940	Finalised
	Land and Building Leasing	\$27,913	Finalised
	General Legal Expenses	\$6,573	Ongoing
Total Corporate Services and Finance Costs		275,033	
Engineering Services	Road Reserve Adjustments	15,014	Finalised
	Aerodrome Leases	\$168	Finalised
	Natural Resources Access Regulator	\$254,592	Finalised
	Engineering General	\$2,586	Ongoing
Total Engineering Services Costs		\$272,360	
Cultural and Community Services	Children's Services Debt Recovery	\$4,725	Finalised
	Leasing Matters	\$217	Finalised
Total Cultural & Community Services Costs		\$4,942	
Total Legal Expenses		\$664,082	

External Bodies Exercising Functions Delegated by Council

During the 2021/2022 financial year the following external bodies exercised functions delegated by Council.

Committee	Area of Management
Eglinton Hall and Park Committee	Management of Eglinton Hall and Park
Perthville Development Group Inc	Management of Perthville Hall and Multi Purpose Court Complex
Raglan Hall & Park Committee	Management of Raglan Hall & Park
Rockley Mill Museum Management Committee	Management of Rockley Mill Museum
Sofala Showground Hall Committee	Management of Showground facilities
Trunkey Creek Recreation Reserve Management Committee	Management of Recreation Reserve
Upper Macquarie County Council	(noxious weeds) Operating with delegates from Bathurst Regional Council
Wattle Flat Bronze Thong Committee	Management of Racecourse
Wattle Flat Progress Association	Management of Recreation Ground

Community Advisory Groups and Committees of Council

Duty Delegates

- Bathurst Agricultural, Horticultural & Pastoral Association Inc
- Bathurst And District Bicycle User Group (Bugs)
- Bathurst City & RSL Concert Band
- Bathurst Community Interagency Group
- Bathurst Domestic Violence Liaison Committee
- Bathurst Education Advancement Group (BEAG)
- Bathurst Family History Group
- Bathurst Health Council
- Bathurst Meals on Wheels Service Inc
- Bathurst Refugee Support Group
- Bathurst Regional Access Committee (BRAC)
- Bathurst Regional Art Gallery Society (Brags)
- Bathurst Senior Citizens Management Committee
- Bathurst Seymour Centre Inc
- Boundary Road Nature Reserve Landcare Group
- Central West Women's Health Centre
- Combined Pensioners & Superannuants Association
- Evans Art Council
- Great Western Walk Implementation Committee
- Hill End & District Volunteers Bush Fire Brigade (Formerly Hill End & Tambaroora Progress Association)
- National Trust Of Australia – Bathurst & District Branch (& Cox's Road Project Committee)
- NSW State Emergency Service – Bathurst Unit
- The Australian Milling Museum (Bathurst)
- Wattle Flat Heritage Lands Trust
- Wattle Flat (Bronze Thong) Racecourse Committee
- Western Sydney University Advisory Group
- White Rock Progress Association

Delegates

- Arts Out West
- Australian Airport Owners Assoc - Nsw Division
- Australian Local Government Association National General Assembly
- Australian Local Government National Local Roads Congress
- Australian Local Government Women's Association
- Bathurst Airport Users Group
- Bathurst Business Chamber
- Bathurst Community Climate Action Network Inc
- Bathurst Correctional Complex Community Consultative Committee
- Bathurst District Historical Society
- Bathurst District Sport & Recreation Council
- Bathurst Liquor Accord
- Bathurst Neighbourhood Centre (BNC)
- Bathurst Regional Community Safety Committee
- Bathurst Regional Local Emergency Management Committee
- Bathurst Town Square Working Party
- CNSWJO
- Chifley Dam Catchment Steering Committee
- Chifley Local Area Command - Community Safety Precinct Committee
- Clubgrants Committee
- Country Mayors Association
- Eglinton Hall & Park Committee
- Floodplain Management Authority
- Friends of Bathurst War Memorial Carillon
- Greening Bathurst
- NSW Inland Forum - RCNSW
- NSW Rural Fire Service - Chifley Zone Liaison Committee, Senior Management Team (If Required)
- Perthville Development Group Inc (School of Arts)
- Public Libraries Association Nsw
- Rail Action Bathurst
- Skillset
- Somerville Collection Board Of Directors
- Upper Macquarie County Council
- Western Regional Planning Panel (WRPP)

Project Advisory Committee

- Bathurst Public Art Program Committee
- Bathurst Region Heritage Reference Group
- Bathurst Region Natural Resource Advisory Group
- Bicycle Facilities Working Party
- Councillors Meetings With Community Groups/Representatives
- International Women's Day Working Group
- Living Legends Working Party

Statutory Committees (S355 Management committees)

- Audit And Risk Management Committee (ARMC)
- Australia Day Working Party
- Bathurst Community Health Committee
- Bathurst Regional Youth Council
- Georges Plains Floodplain Management Sunset Committee
- Policy Committee
- Bathurst Regional Positive Ageing Strategy Committee
- Rockley Mill Museum Management Committee
- Sbs For Bathurst Committee
- Sister Cities Working Party
- Sofala Floodplain Management Sunset Committee

Statutory Committee – Other Legislation

- Consultative Committee (Staff) - (Local Government (State) Award)
- Health & Safety Committee (Staff) - (Work Health & Safety Act 2011 And Regulations 2017)
- Mount Panorama Motor Racing Advisory Committee - (Mount Panorama Motor Racing Act 1989)
- NSW Rural Fire Service - Chifley Bushfire Management Committee - (Rural Fires Act 1997)
- Traffic Committee (Road Transport (Safety & Traffic Management) Act 1999)

Consortium

- Bathurst 1000 (October)
- Bathurst 12 Hour (February)
- Bathurst 6 Hour (Easter)
- Challenge Bathurst (November)
- Bathurst International (November/December)

Private Works

In this report period (2021/2022) there were no Private Works carried out by Council

Council Assets and Asset Renewal

Work continued on updating Council's stormwater management developer contribution plans.

A. Stormwater Management Services (if levied)

B. Collections Facility

C. BRAC

D. Hereford Street Fields

Planning Agreements

Council agreed to enter into the following Voluntary Planning Agreements (VPA):

Development	Parties	Status
Seniors Living Development	Crighton Bathurst Pty Ltd	Development consent acted upon however agreement has not been formally entered into.
Crudine Ridge Wind Farm	Wind Prospects CWP Pty Ltd	Development consent granted by Department of Planning conditional upon a VPA. Council at its meeting held 16 August 2017 resolved to endorse the VPA and take the necessary steps to execute the VPA. The VPA has since been executed by both parties.

Planning Submissions

Council made submissions or attended events in relation to the following matters;

- Proposed Employment Land Guidelines
- Central West and Orana Regional Plan
- Regional Housing Taskforce
- SEPP Infrastructure Amendment – Utility Scale Solar
- Draft Fun SEPP
- Employment zone reform – translation detail for Bathurst Regional LEP
- Attendance at Design and Place SEPP Working Parties
- Draft Central West and Orana Regional Plan 2041
- Draft Central West and Orana Regional Transport Plan
- Agritourism Standard Instrument changes

Community Grants Program

Economic Development Projects/Strategies

Smart Community Development

- Continued rollout of Smart Community Projects, cementing Bathurst's reputation as an emerging Innovation Centre.
- Stage 1, 2 and 3 of the CCTV rollout completed.
- More than 5,600 streetlights (about 95% of Bathurst streetlights) have been upgraded to LED luminaires.
- Worked with Spatial Services to develop a Bathurst Digital Twin that includes 3D imagery of the Bathurst CBD. This will enable 3D buildings to be visualised in the CBD in the conceptual/design phase.
- 28 start-up businesses operating at the Upstairs Start-up Hub with Council remaining an active Foundation Partner.
- Ongoing strategic partnership with the University of Wollongong's SMART Infrastructure Facility and investigations for joint projects underway to develop sensors for use in traffic management in the CBD.
- Meeting of the Smart Community Project Group (cross-departmental) when required.
- Active members of the Australian Smart Communities Association (ASCA) and the Smart Cities Council.
- Continued use of data in the decision-making process and grant applications, including Spendmapp (card transaction data) and Localis (mobile analytics and web scraping data).
- Worked with NBN to co-fund the additional ducting and capital works required to enable Enterprise Ethernet Fibre to Bathurst Airport. This type of fibre connection enables Bathurst Airport businesses to apply for fibre to their premises at no cost under the \$0 build fibre to the premise NBN deal.
- Working with Telstra to improve connectivity at Hill End. Sponsorship, Funding and Grants Sponsorship, Funding and Grants
- Sponsorship secured from ATCO, CSU, Commonwealth Bank, Verto, NBN, TAFE NSW, 2BS B-Rock and the Central West Careers Advisers Association across the numerous 2021/22 economic programs.
- \$16,500 NSW Summer Night Fund
- \$2,500 NSW Small Business Month Business Support Programs
- Bathurst Careers Expo was postponed to February 2022 due to the Delta outbreak. February 2022 Careers Expo cancelled due to the Omicron outbreak and restrictions placed on school excursions

BizMonth moved to February 2022 due to Delta outbreak

Events included:

- BizMonth Launch sponsored by NBN and run in conjunction with the Bathurst Business Chamber. Panel discussion with IBM, Charles Stuart University, Leading Edge Data Centres and NBN on the future of the technology industry in Bathurst. Event attracted 50 attendees (maximum capacity) and was LiveStreamed for those uncomfortable attending due to COVID.
- BizMonth Business Lunch sponsored by Commonwealth Bank, Verto, ATCO, Bathurst Regional Security and NBN. Keynote speaker Shane Jacobson. Ticket sales impacted by Omicron outbreak – 155 attendees.
- Backing Business Forum – hosted by Regional Development Australia and sponsored by Bathurst Regional Council.
- Carillon Business Awards Finalists announcement.
- Continued growth of the Bathurst Buy Local Gift Card Program:
 - 162 businesses participating in the program
 - 3,387 cards load with \$237,963 in 2021/22
 - \$183,688 spent in local businesses in 2021/22 across 3,766 card redemptions.
 - December 2021 saw the second highest monthly sales ever (after December 2020 - 1,429 cards worth \$107,661) with 1,528 cards worth \$93,522.

- Over 1,200 subscribers to the Bathurst Business Hub newsletter, with 12 eNewsletters sent out (one for each month) and numerous business alerts to promote council projects;
- Bathurst Business Hub website rebranded with new information on living and investing in Bathurst added;
- Bathurst Business Hub Facebook page visits increased 81.7% and Bathurst Region (live and invest) and Evocities websites regularly updated and refreshed with new information;
- Other business support initiatives included:
 - Musicians and Cinema in the Park funded by the Summer Nights Fund Grant.
 - Love Your Local Campaign, ran in collaboration with events and tourism.
 - The New Setting, a free webinar targeted at local food and beverage traders.
 - Breakfast with Charles Bowie, aimed to help the food industry achieve sales growth post the reopening.
 - One on One with Charles Bowie. One on one sessions with Charles Bowie to talk strategy and future direction for their business.
 - Meet the Councillors, run in conjunction with the Bathurst Business Chamber businesses were given a chance to meet the new Councillors and hear about the local economy post lockdown.
 - Backing Business Forum with Regional Development Australia.
 - Retail Life Retailers Act Now and make a difference - Rebuild, Recharge, Renew – workshop and one on one sessions assisting retailers in business planning, window displays and visual merchandising.
 - Grant writing workshop for businesses and community organisations.

New Residents and Evocities

- 1,769 jobs loaded on Evojobs;
- Evocities website evolved to drive traffic to Council's live pages. New bathurstliveinvest.com.au site created (replacing Bathurstbusinesshub.com.au) to accommodate Live Bathurst information.
- New Resident Guide in final stages.
- All operations group meetings and steering committee meetings for Evocities attended.
- Welcome Lunch held 27 March 2022 outside the Bathurst Visitor Information Centre with 100 people in attendance.

New Business Attraction, advocacy and promotion

- Established a Business Concierge Service to assist and guide new businesses looking to relocate to Bathurst and existing businesses expand. Over the 2021 period, Economic Development meet with over 140 investors and local business owners.
- Council site leased to Leading Edge Data Centre, a Tier III Data Centre approved on Panorama Avenue, next to Bathurst TAFE.
- Assisted State Government and Charles Sturt University on finalising a deal for IBM to open an IBM Client Innovation Centre in Bathurst.
- Coordination and approval for 12 filming and photography projects including Dancing with the Stars.

Economic Development Strategies

- Social Media Strategy
- Aerodrome Strategy to be finalised in FY23.

Stakeholder engagement and presentations

- Held over 140 meetings with local business and industry stakeholders and potential future businesses in the 12 months to June 2022.
- Presented to a number of stakeholder groups, including Bathurst Business Chamber, Bathurst Young Professionals, and the Persuaders.
- Invested in CRM system to track engagement with local businesses and investors.

Signage

- Doors open campaign on billboards approaching city limits. Signs to be changed in FY2023.

Donations Under Section 356 Grants

During the year 2021/2022 Council donated a total of \$ 391,890 under Section 356 to a range of community groups.

General	\$82,308
BMEC Fee Waivers	\$8,597
Mount Panorama Fee Waivers	\$12,272
Market rental subsidies	\$288,713

Rates Subsidy

During the year Council abandoned \$1,603,699 in rates and charges (including postponed rates).

Pensioner rebate	\$1,283,475
Postponed rates	\$51,239
Other rates & charges	\$268,985

Swimming Pool Audit

Council initially adopted the Swimming Pool Inspections Policy in 2013 following amendments to the Swimming Pools Act surrounding establishment of the NSW Governments Swimming Pools register and compliance certificates at point of sale or leasing residential properties.

During the 2021/22 financial year Council issued the following certificates under the Swimming Pools Act.

Compliance	21
Non-compliance	16

Companion Animals

Lodgement of Pound Data Collection Return

Council lodged its 2021/2022 Survey of Council seizure of cats and dogs with the Office of Local Government in August 2021.

Dog Attacks

Council, during 2021/2022 financial year, notified the Office of Local Government of 24 dog attacks.

Companion Animals Management and Activities

Council's budgeted expenditure on Companion Animal management and activities for 2021/2022 was \$675,792. This includes all activities related to Companion Animals, impounding and regulatory control, necessary upgrades, maintenance and running of the animal pound, desexing programs and the provision of off leash areas.

Bathurst Animal Rehoming Centre (BARC)

Construction of the new Bathurst Animal Rehoming Centre (BARC) commenced in July 2021. This new facility has three key components, an administration and operations building, a dog kennel building and the adoption pavilion. The administration building incorporates the public reception area, a training room, offices and workspaces for staff, amenities, veterinary treatment room, a cattery with a capacity for up to 20 cats and laundry and storage facilities. The dog kennel building incorporates 42 individual kennels (including 3 specialist enclosures for dangerous dogs) and outdoor facilities along with a secure animal loading area, food preparation and storage areas. The adoption pavilion includes a covered pavilion, purpose built to allow for interaction between dogs and their potential new owners. The animal holding facilities will meet or exceed animal welfare regulations for the size and composition of the enclosures and will provide a climate controlled environment.

The site will be landscaped to provide opportunities to exercise the animals on leash, customer and staff car parks and an impounding shed. The adoption pavilion and training room will provide opportunities for companion animals education programs to be run on site, as well as pets as therapy programs for people with a disability. The facility will maximise the opportunities for animals in Council's care to find their forever home through local adoption or through networks with rehoming organisations. Construction of the BARC will be completed in late 2022

Community Education - Companion Animals

Council's opportunities for community education activities were limited due to the implementation of Public Health Orders. A Pet Day was incorporated into the Bathurst Winter Festival program in July 2021. Community education has focused on social media activities through both the "Happy Tails" rehoming program and educational information on desexing, registration and other relevant matters.

Strategies to Promote and Assist the Desexing of Dogs and Cats

Council conducts a desexing program in conjunction with the RSPCA and local veterinary clinics which allows pensioners and health care card holders to have their dogs and cats desexed at a subsidised rate. Council contributed \$20,000 this year towards this program and encourages eligible residents with pets to take advantage of this opportunity. Council has allocated a further \$22,550 in the 2022/2023 Budget to continue this program.

Strategies as an Alternative to Euthanasia

Council has in place the following strategies to reduce the need for euthanasia of impounded animals

- A regular radio segment which is utilised to advise the public of animals that are currently available at the pound;
- Posts on Council's Facebook page at least weekly promoting animals that are currently available at the pound, as well as posts detailing successful pet adoption stories. The success of the "Happy Tails" social media program was recognised by Local Government NSW, winning the "Excellence in Communication" category in August 2019;
- Desexing program;
- Community Education Program including social media posts;

- Rehoming program with the RSPCA;
- Partnerships with other rescue organisations and
- A volunteer program which assists in exercising and socialising impounded dogs, assisting in the transition to a new forever home.

Off-Leash Areas

Council currently has twelve off-leash dog exercise areas which are located throughout the City of Bathurst and the surrounding villages of Eglinton, Perthville and Raglan. A full list of off-leash areas is provided below;

- Centennial Park (Subject to exclusion of playground area and operating hours before 8am and after 5pm).
- Kefford Street (Fully fenced and with solar lighting to improve accessibility);
- Kefford Street “small dogs” area (fully fenced);
- Hector Park and Rocket Street Reserve, including a fully fenced area;
- The River Walk between the Evans and George Street Bridges subject to operating hours before 8am and after 5pm;
- Russell Street opposite Police paddock, bounded by Vale Creek and Russell Street;
- Eglinton Showground, at the rear of Cottonwood Drive;
- Kelso Reserve between McMenamin, Rivett and Bell Places;
- Perthville, Brian Booth Oval, Vale Creek side;
- Raglan, Lavis Park and the reserve between Napoleon Street and Adrienne Street;
- South Bathurst Jaques Park, bounded by Alma and Violet Streets and
- Windradyne Drainage reserve, corner of Bradwardine and Evernden Roads.

Companion Animals Fund Monies

Council received \$62,443 from the Companion Animals Fund. Activities where these funds were expended include:

Companion animal registrations salaries	\$58,601
Small Animal Pound expenses	\$26,666
Microchipping expenses	\$3,556
Community Pet Desexing program	\$20,000
Cat impounding expenses	\$6,757

Workforce Diversity

Council undertook the following human resource activities during 2021/2022:

- With COVID restrictions easing an education day was held with local school careers advisors. Council has also recommenced the hosting of work experience students.
- Continued commitment under Memorandum of Understanding with Charles Sturt University by hosting three paid industry placements for engineering cadets.
- Continued commitment to support and host Apprentices and Trainees in partnership with Skillset Limited.
- The dedicated resource to co-ordinate the Council Learning & Development initiatives supported by Councils ongoing commitment to investment in staff training and development continues to result in improved compliance, reduced injuries, improved customer service and staff satisfaction.
- The Manager to Leader training program has supported Council to improve Managers to better appreciate appropriate use of differing management styles and the climate they create for the teams they manage. A focus on understanding and improving connections to improve employee engagement was also undertaken. This program will be ongoing.
- Ongoing commitment to financial support and study leave for eligible staff under Council's Staff Education Assistance Scheme.
- Strategies continue to be reviewed and improved to ensure the HR team proactively provide support to all business units.
- Recruitment and On-Boarding system (including induction) further streamlined to ensure compliance and better support new staff integration.
- Continuation of review and updating of staff policies and supporting procedures.
- Staff exit surveys trend data reported upon and used in addition to other data to determine priorities to improve staff working conditions.
- Further improvements made to the Performance Appraisal Process to meet Council needs implemented.
- Recognition and presentation of service awards to long serving staff members is ongoing. Council are also now formal acknowledging staff who have achieved qualifications supported by Council.
- The HR team continued to play a vital role in the Council Covid-19 response and ongoing support & communication with management & staff.
- Council's workforce management plan (strategy and supporting action plan) was developed and endorsed. The Workforce Management Plan is a four-year plan, addressing the human resources required to achieve the activities identified in the Council delivery program. An action plan has also been developed to identify the gaps/risk actions, responsibilities, and time frames to support achieving the strategies identified in the Workforce Management Plan.

Work Health Safety

Major Work Health and Safety achievements include the following:

- Council's alcohol and other drug testing program continued 2021/2022 with approximately 85 staff tested. (Note during COVID lockdown testing was suspended). No adverse results were confirmed.
- WHS safety related training during 2021/2022 was provided for staff members, volunteers and contractors in areas such as warden responsibilities, emergency management, evacuation, first aid, manual handling, basic risk management, volunteer induction, Mount Panorama General Induction, armed holdup and loss prevention, and resuscitation and defibrillation use.
- Follow up manual handling training was conducted by Ethos Health for all Council staff members in May and June 2021. This training was very engaging and had positive feedback from both the trainers, as well as the staff members involved. A reduction in manual handling related injuries has also been observed.
- Council continued its roll out of Defibrillator's, unit standardisation and training. Additional units, paid for using the safety refund, including an additional training unit identical to the Lifeline View units to allow for training in house. This also included the implementation of alarmed boxes. These units are now available in most of Council's larger public facilities, as well as major locations such as the Water Filtration Plant. Council now has 17 units installed throughout its facilities, as well as the training unit.

- The Bathurst LGA has many communications dead spots that have been problematic from both safety and operational reasons. Through the Council Health and Safety Committee the ZOLEO Global Satellite Communicator was identified as option to improve safety in these situations. Following a suitable trial period 9 units have been implemented in identified high risk work sections.

Equal Employment Opportunity (EEO)

Activities and actions defining Council's commitment to EEO have been built into the Council Workforce Management Plan. These include:

- Implementation of Council's EEO Policy. This is now covered as part of staff induction, located on the Council staff intranet, as well as Councils Website (Recruitment portal)
- Updating of Council policies & procedures supported by training, to advocate a workplace culture built on fairness & equity, zero tolerance in regard to bullying, harassment & discrimination and adhering to EEO principles relating to all aspects of the employee lifecycle.
- Continuation of online training modules in Bullying and Harassment, Aboriginal Cultural Awareness and Equal Employment Opportunity (EEO) as well as targeted toolbox talks.
- Staff exit surveys continue to be analysed to collect data on EEO comments or input to continuously improve these processes.
- Key strategies and actions have been included in Councils Workforce Management Plan related to Disability Inclusion, the Aboriginal Commitment Strategy as well as Ageing Workforce and Intergenerational Workforce.
- During the financial year, a total of 1,214 job applications were received and a total of 62 roles were filled.

Employee Assistance Program

Council continued to provide access to free, confidential professional counselling services for staff and their family members during the year through the provision of the Employee Assistance Program. Council's EAP provider offers staff counselling as well as additional services targeting Managers, Money Assist, Family Assist and Legal Assist. During the period 1 July 2021 to 30 June 2022, 22 initial assessment sessions were conducted. A total of 61 hours of service activities took place during this period which resulted in an overall utilisation rate of 4.55% when family members are taken into account.

Government Information Public Access

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review

Reviews carried out by the agency	Information made publicly available by the agency
Yes	No

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

Number of Applications Refused	Wholly	Partly	Total
	0	0	0
% of total	0%	0%	

GIPA Act Schedule 2

Table A: Number of applications by type of applicant and outcome*

	Access Granted in full	Access Granted in Part	Access Refused in Full	Information not held	Information already available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application withdrawn	Total
Media	0	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0	0
Private sector business	1	3	0	0	0	0	3	0	4
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0
Members of the public (by legal representative)	10	0	0	0	0	0	0	0	10
Members of the public (other)	5	1	0	0	0	0	0	0	6
Total	16	4	0	0	0	0	0	0	20

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to table B.

Table B: Number of applications by type of applicant and outcome

	Access Granted in Full	Access Granted in Part	Access Refused in full	Information not held	Information already available	Refused to Deal with Application	Refused to confirm/deny application	Application withdrawn	Total
Personal information applications*	0	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	16	4	0	0	0	0	0	0	20
Access applications that are partly personal information and partly other	0	0	0	0	0	0	0	0	0
Total	16	4	0	0	0	0	0	0	20

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	0
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the Act

	Number of time consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Privilege generally - Sch 1(5A)	0
Information provided to High Risk Offenders Assessment Committee	0
Total	0

**More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.*

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

	Number of times consideration used*
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0
Total	0

Table F: Timelines

	Number of applications*
Decided within the statutory timeframe (20 days plus any extensions)	20
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	20

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision Varied	Decision Upheld	Total
Internal review	0	0	0
Review by information Commissioner*	1	1	1
Internal review following recommendation under section 93 of Act	1	1	1
Internal review follow recommendation under section 93 of Act	0	0	0
Review by NCAT	1	1	1
Total	1	1	1

*The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by NCAT	0	0	0
Total	0	0	0

Table I: Applications transferred to other agencies.

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0
Total	0
	Number of applications transferred
Agency-Initiated Transfers	1
Applicant – Initiated Transfers	0
Total	0

Privacy and Personal information protection

The privacy and Personal Information Protection (PPIP) Act requires New South Wales public sector agencies and their staff to protect personal information. The Act describes how this protection should happen, and includes having a Privacy Management Plan.

Council's Privacy Management Plan Outlines how private information is handled and how to deal with public requests and is currently due for periodic review.

There were 0 internal notifications of alleged breached of privacy during the reporting period.

Public Interest Disclosures Act

The Public Interest Disclosures Act 1994 (PID Act) sets up a scheme for people who work in the NSW Public sector (e.g. in a Council or Councillors) to come forward with important information.

All Australian government agencies, Commonwealth companies and public authorities have responsibilities under the Act.

These include establishing effective and clearly articulated internal procedures for facilitating and responding to public interest disclosures. Council meeting this obligation through its internal Reporting Policy and Internal Report Procedure.

Council has Corporate Governance Toolkit on its intranet which holds information and resources for Staff and Nominated disclosure Officers on how to make an Internal Report; how to investigate reports and tools to manage Public Interest disclosures.

Councils Internal reporting process is included in our staff induction program. An awareness PowerPoint is distributed periodically to all staff across the organisation for their information.

The follow table details categories and numbers of Public Interest Disclosures for this reporting period.

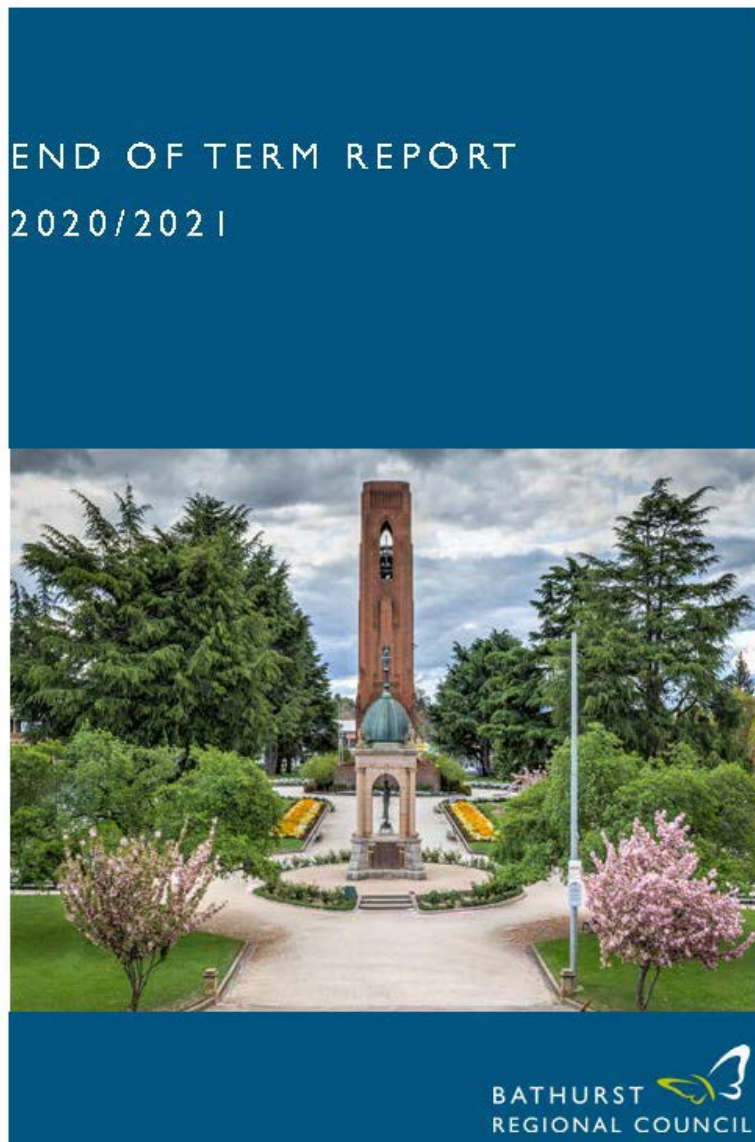
Category of PID'S	Made by public officials performing their day to day functions	Under a statutory or other legal obligation	All other PID's
Number of Public Officials who made PIDs to Council	0	0	0
Number of PIDs received by Council in total	0	0	0

The number of public interest disclosures received by the Council in total and the number of public interest disclosures received by the Council relating to each of the following:

Category of PID's	Made by public officials performing their day to day functions	Under a statutory or other legal obligation	All other PID's
Corrupt Conduct	0	0	0
Maladministration	0	0	0
Serious and substantial waste of public money or	0	0	0
Local government money (as appropriate)	0	0	0
Government information contraventions	0	0	0
The number of public interest disclosures (received since 1 January 2012) that have been finalised by the Council	0	0	0

End of Term Report and Operational Plan Report

A copy of the 2020/2021 End of Term Report and Operational Plan Report can be found of Council's website www.bathurst.nsw.gov.au/council/general-information/public-documents





Bathurst Regional Council
Wiradjuri Country
PMB 17

Bathurst NSW 2795
phone: 02 6333 6111

email: council@bathurst.nsw.gov.au

visit: www.bathurst.nsw.gov.au

