



TEMORA

The Friendly Shine

Book 1:
**Annual
Report**
2023 - 2024



Acknowledgment

Temora Shire in the NSW Riverina region recognises the Wiradjuri people, who are the traditional custodians of these lands.

We pay respect to the Wiradjuri people both past and present, and recognise the culture, strength, resilience and capacity of the Wiradjuri people.

We also acknowledge the contributions of Aboriginal Australians to this country we all live in and share together.

Please note that any financial data contained in the Temora Shire Council Annual Report 2023-2024 is accurate at the date of publication.

Temora Shire Council

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Book 2: Annual Financial Statements 2023-24

Book 3: State of Our Shire 2021-24

1.0

Introduction

About this Report

This annual report provides an overview of Temora Shire Council’s operational and financial performance during the period 1 July 2023 to 30 June 2024.

In particular, this report focuses on Council’s work and achievements in implementing the strategies detailed in our four year Delivery Program 2022-2025. These strategies and actions are developed by Council in response to the expectations of the community (resulting from extensive community engagement) expressed as themes in our Community Strategic Plan (CSP) Temora Tomorrow – Towards 2035, adopted by Council in February 2022.

These objectives are summarised into four themes reflecting the priorities of the local community:

- 1 Enhancing our quality of life
- 2 Providing local leadership
- 3 Building a strong local economy
- 4 Enjoying our beautiful environment

In summary, the strategies detail how Council will achieve what the community needs and wants. This report also contains statutory reporting as prescribed by the Local Government Act 1993 and Local Government (General) Regulation 2005 as well as other legislation for which Council is required to report annually. The statutory reporting includes audited financial reports providing details of Council’s financial performance for the year.

The annual report forms an important element of the Integrated Planning and Reporting framework, which is summarised in the diagram below:



The Mayor's Foreward

It is my pleasure to present the Temora Shire Council's 2023/24 Annual Report.

The 2023/24 Annual Report incorporates the Integrated Planning & Reporting Framework. The report is closely aligned with the Temora Shire 2030 Community Plan and associated documents.

I report that Council remains in a fair financial position, however, like most other NSW rural and regional Councils, ongoing financial sustainability is a major issue and must be addressed going forward.

My fellow Councillors, together with our General Manager (Ms M K Boxall), and all our Staff have worked hard over these past 12 months to ensure Temora Shire remains one of the strongest Councils in NSW.

Council acknowledges our strong relationship with both our Federal and State Governments, through our Members of Parliament in the Hon. M F McCormack MP and Ms S A Cooke MP. Temora Shire Council and our community deeply value their support in all we do.

“Council have experienced unprecedented challenges during the past 12 months. However, in spite of this, we have achieved a great deal together and I encourage you to please read our Annual Report for a more detailed reflection on those achievements.”

To this end, I wish to warmly thank our Deputy Mayor (Cr G P Sinclair), Councillors, Ms Boxall, Directors, Managers and all Staff for the commitment and dedication given to our Temora Shire community. I make special mention of the Mayor's and General Manager's Executive Assistant (Mrs Anne Rands). Her patience and efficiency are among her highly valued traits.



There will be a new Council elected on 14th September, 2024. I note that we have Councillors who've chosen to retire from Local Government. They include Cr M J Oliver (served three terms), Cr C E McLaren (served two terms) and Cr L L Reinhold (served two terms). Council extends our warm appreciation to them, for their selfless service.

To our new Temora Shire Council – I extend the best wishes of us all. It is our fervent hope this highly regarded Council will continue its exceptional work for generations to come.

I trust this report will provide you with valuable information on the operations and management of Temora Shire Council.

**Cr Rick Firman, OAM
MAYOR**

The Temora Shire

Situated in the north of the Riverina region of NSW, Temora Shire is in the heart of the rich and productive southern wheat and sheep area of the state.

Grazing and intensive animal production work in parallel with cropping to provide the other major rural industries for Temora. Sheep production for wool and meat is the main livestock based industry, but other significant enterprises centre on cattle, including a major feedlot and pig production on a large intensive piggery and three small operations.

The towns and villages are the major areas of population, being home to about two thirds of the Shire's residents. Temora township has a population of 4,600 and the villages of Ariaiah Park (400) and Springdale (60) are home to the other

non-rural dwellers. The towns have a cycle of activity which is sympathetic with the agricultural cycle, and Temora supports a wonderful safe and friendly lifestyle for all, with its many service industries, retail shops, professionals, medical facilities and schools.

Much of our past is there to see at the Rural Museum and the Temora Aviation Museum presents a world standard collection of working Warbirds. Above all, Temora is a healthy, safe and secure place to live and a pleasure to visit. Our residents particularly enjoy sport and social activities, which are at the centre of Temora's community life. We love to showcase our town, and those experiencing Temora for work or pleasure marvel how over one hundred community groups work so well together, for the wellbeing and enjoyment of us all, in this: the friendliest little town in NSW.

Population statistics (2021 Census) 6586			
	Males 3,270	Females 3,316	Total Persons 6,586
0-4 years	186	180	366
5-14 years	443	418	861
15-19 years	213	176	389
20-24 years	174	140	314
25-34 years	288	290	578
35-44 years	302	307	609
45-54 years	364	399	763
55-64 years	456	494	950
65-74 years	465	469	934
75-84 years	286	292	578
85 years and over	93	151	244
Distances from major centres:			
Wagga Wagga 87km	Sydney 410km	Canberra 212km	Melbourne 518km

Population



47

Median Age
39 in NSW



51.1%

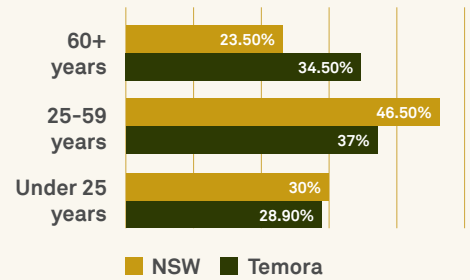
Female
50.6% in NSW



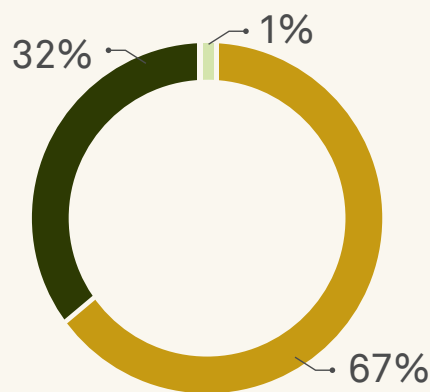
48.9%

Male
49.4% in NSW

Age Groups (%)



Household Composition



- Family Households
- Single Person Household
- Group Households



35%

Couples with Children
45% in NSW



47%

Couples without Children
38% in NSW



15%

One parent families
16% in NSW

Diversity



88.8%

of residents were born in Australia
85.3% in NSW



3.4%

of residents are Aboriginal and/or Torres Strait Islander
3.4% in NSW



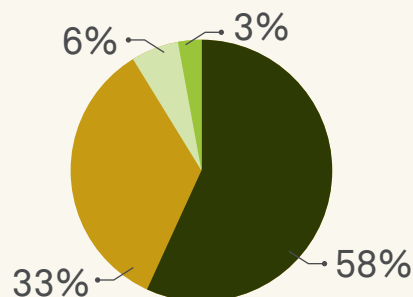
3.4%

of households are non-English language speaking
29.5% in NSW

Schooling

- Year 9 (or below)
Temora 12%, NSW 7%
- Year 10
Temora 25%, NSW 11%
- Year 12
Temora 11%, NSW 14.5%
- Cert III & IV
Temora 21%, NSW 15%
- Diploma
Temora 6%, NSW 9%
- Degree
Temora 11.5%, NSW 28%

Employment Status (15+ years)



- Worked Full-time
- Worked Part-time
- Away from Work
- Unemployed

Top 3 Industry Sectors in Temora



Grain Growing
5.8%
0.1% NSW



Grain-Sheep or Grain-Beef Cattle Farming
5.2% 0.2% NSW



Aged Care Residential Services
5.8% 0.1% NSW

Year in review: Council Events 2023 - 2024

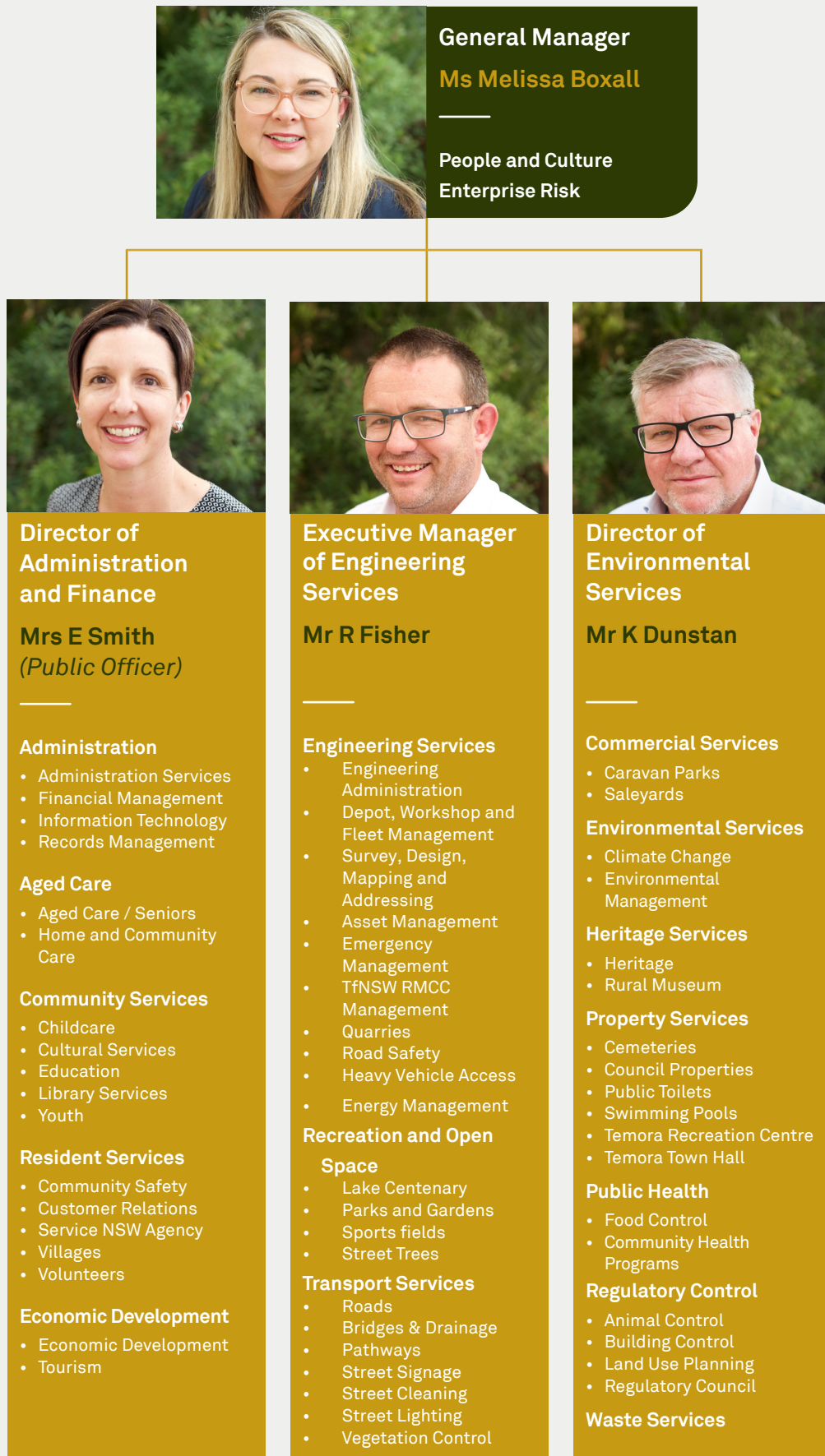
- Jul**
 - School Holiday Activities
 - NAIDOC Week: The Last Daughter screening
- Aug**
 - Local Government Week:
 - Mayoral Morning Tea
 - Councillors visit Temora Shire Schools
 - Boom Time Forum #4
 - Heritage Bus Tour
 - Hoskins St Business Occupancy
- Sep**
 - FLOW Seniors Program: various activities
 - The Resilience Project: Community Launch
 - Regional Drought Resilience: community consultation
 - National Citizens Ceremony
 - School Holidays Program
- Oct**
 - Temora Shire Council Art Prize Exhibition
 - Mayor's Public Speaking Challenge
 - Mayoral Reception: Hon Michael McCormack MP visits
 - Regional Drought Resilience: Workshops
 - Small business month event: 8 Retail Trends Workshop with Debra Templar
- Nov**
 - Mayoral Reception and Citation: Can Assist Temora
 - 100 million bottles recycled celebration with Lions Club Temora
 - The Bald Archy Exhibition
 - HR Needs Assessment: launch
 - Bob Aldridge Park: New amenities building opening
- Dec**
 - Duthchas 'Home' screening event
 - Platform Y: pool party
 - School Holiday Program



- Jan**
 - Australia Day: Ariah Park and Temora breakfasts
 - Australia Day: pool party
 - Aboriginal Artwork: launch
 - New Residents: pool party
 - Ceramic Plate Workshop
- Feb**
 - Ensemble Offspring's: Songbirds
- Mar**
 - DRENCH Festival: various activities
 - International Women's Day: Author Visit - Fleur McDonald
 - Bundawarra Centre: 51st annual live exhibition
 - Bundawarra Centre: entrance opening
 - Recognition of Steve Holden ceremony
 - Kooks Crossing opening
 - Help Learner Drivers Become Safer Drivers workshop
 - Tara Betric Road re-opening
- Apr**
 - Embrace Festival
 - Author Visit - Andrew Skeoch
 - Youth Week: Jamble Festival
 - School Holiday Program
 - Chai Tea with David
 - Road Safety workshop for 65+ year olds
 - Anzac Day service
 - Mayoral Reception: Ex-servicemen and women
- May**
 - National Simultaneous Storytime
 - Arthur Wicks: Mining the Archives exhibition
 - Temora Careers & Volunteers Expo
 - Mayoral Reception: Recognising our volunteers
- Jun**
 - Family Trees exhibition
 - Inaugural Aboriginal Art Trail
 - NGA Japanese Ceramics exhibition
 - Celebration of 35 years of Sister City friendship with Izumizaki



Organisational Structure



1.5

Contacting Council

Council Headquarters

Council Chambers
105 Loftus Street, Temora 2666
PO Box 262, Temora 2666

Phone: (02) 6980 1100

Email: temshire@temora.nsw.gov.au

Website: www.temora.nsw.gov.au

Office Hours

General Business: 8.00 am to 4.30 pm

Service NSW: 8.30 am to 4.00 pm

(Service NSW closed over Lunch from 12.30 pm to 1.30 pm)

Temora Shire Council welcomes resident input and a variety of channels of communication are available. You can ring, email, write or call into the office.

Councillors

Mayor: Cr Rick Firman

Deputy Mayor: Cr Graham Sinclair

Cr Belinda Bushell

Cr Jason Goode

Cr Anthony Irvine

Cr Nigel Judd

Cr Claire McLaren

Cr Max Oliver

Cr Lindy Reinhold

Senior Staff

General Manager: Melissa Boxall 0475 060 658

Director of Administration and Finance: Elizabeth Smith 0427 461 685

Director of Environmental Services: Kris Dunstan 0408 639 688



Participating in Council Decisions

There are a number of ways in which residents are able to have input into the Council decision making Processes. These include:

Council meetings

Open to the public, Council meetings are held monthly, every third Thursday at Temora Shire Council Chambers located at, 105 Loftus Street, Temora.

Recordings of all Council meetings are available on our website:

www.temora.nsw.gov.au

All Council meetings are advertised through local media channels.

Deputations

Members of the public attending Council meetings do not generally address Council at these meetings.

Application can be made to Council seeking approval to deliver a presentation during the public forum held before the commencement of each meeting.

Details of how to apply are available at Temora Shire Council office. Residents are encouraged to avail themselves of this opportunity.

Committee Structure

Council has established a number of committees. Considering specific issues in detail, each committee is available for residents participation or to contact to discuss community matters.

The Mayor is ex-officio member of all committees.

Committee	Council Delegate
Environmental Liaison Committee	Cr Oliver, K Dunstan
Local Emergency Management Officer	General Manager
Riverina Eastern Regional Organisation of Councils (REROC)	Cr Firman (Alt Cr Judd), M Boxall
Riverina Regional Library Service	Cr McLaren (Alt Cr Bushell), E Smith
Bland-Temora Bushfire Zoning Liaison Committee	Cr Sinclair (Alt Cr Judd), M Boxall, E Smith
Goldenfields Water County Council **	Cr Sinclair ** (4 year term)
Temora Traffic Committee	Cr Oliver
Riverina Regional Weeds Committee	Cr Sinclair, K Dunstan
Lachlan Regional Transport Committee	Cr Judd
Riverina JO	Cr Sinclair
Imagine Temora	Cr McLaren, Cr Reinhold
Lake Centenary Management Committee	Cr Sinclair (Alt Cr Oliver)
Australia Day	Cr Sinclair, Cr Firman, Cr Oliver

Committee	Council Delegate
Ariah Park Advisory Committee	Cr Judd
Bushfire Management Committee	Cr Sinclair, M Boxall, E Smith
Bundawarra Centre Management Committee	Cr Oliver
Friends of Temora Shire Cemeteries	Cr Oliver
Town Hall Theatre	Cr Reinhold
Temora Agriculture and Innovation Committee	Cr Sinclair, Cr Goode, Cr Judd
Temora Women's Network	Cr Reinhold
Springdale Community Committee	Cr Oliver
Temora and District Sports Council	Cr Firman, Cr Oliver
Film Club	Cr Reinhold
Heritage Committee	Cr Judd, Cr Oliver, Cr Goode, Cr McLaren
Ariah Park Pool Committee	Cr Judd
Access & Equity Committee	Cr Bushell, Cr McLaren
Sister City Committee	Cr Goode (Cr Firman alternate)
Temora Fight the Fruit Fly Committee	K Dunstan
Temora Arts Centre	Cr McLaren, Cr Reinhold

2.0

Activities and Services

Enhancing Our Quality of Life

Our strategic objectives for enhancing our quality of life are to have:



A community with appropriate services and care for our ageing population and people with disability



A community with opportunities to be healthy



A community with services and facilities for our children and young people



A community that offers opportunities for sport and recreation



A community that enjoys arts and cultural activities and events



A community that is safe and inclusive, and looks after people who are experiencing disadvantage

Measure	Target
Alcohol related hospitalisations (per 100,000). NSW Rate 479.9 in 2016/17 according to NSW Health Statistics	Less than NSW State average
Community rating for feeling there is a good community spirit	2016 = N/A 2021 = 4.33 Target: > 4.40
Community satisfaction rating for cultural activities from TSC Community Survey	2016 = 3.68 2021 = 3.74 2024 = 3.42 Target: > 3.75
Community satisfaction rating for sports facilities from TSC Community Survey	2016 = 3.94 2021 = 3.99 2024 = 4.02 Target: > 4.00
Community satisfaction rating for Youth activities from TSC Community Survey	2016 = 3.27 2021 = 3.91 2024 = 3.10 Target: > 4.00
Community satisfaction rating of HACC service provision from TSC Community Survey	2016 = 3.99 2021 = 4.05 2024 = 3.55 Target > 4.10

1.1



A community with appropriate services and care for our ageing population and people with a disability

1.1.1: Provide home and community care for our older residents



Action Code	Action Name	Annual Comment	Status
01	Maintain Pinnacle Services as a premium provider of aged and disability services	Pinnacle Community Services (Pinnacle) continued to provide aged care and disability supports to residents within Temora Shire.	✓ Completed for current year
02	Supply Home Support Services to the communities of Temora, and other communities for senior residents	Pinnacle remains an approved provider for aged care supports through the Government funded program types of Commonwealth Home Support Program and Home Care Packages in Temora Shire.	✓ Completed for current year
03	Assist the provision of Aged Care facilities within Temora Shire	Pinnacle Community Services is a registered Home Care and NDIS Provider. Pinnacle Community Services provides Community transport services and Commonwealth Home Support Programs.	✓
04	Ensure community awareness of transport options available	Pinnacle has continued to promote community transport services within Temora Shire through social media platforms and other local advertising methods. With the closing of Temora Taxi Service, Pinnacle's community transport services saw an increase in demand from the local community.	✓ Completed for current year
05	Ensure that the views of disabled people are represented to Council	The Access and Equity Committee provides opportunities for people with disability to have their views represented directly to Council. Pinnacle's Manager also provides representation on behalf of people with disability at the Access and Equity Committee meetings.	✓ Completed for current year
06	Ensure equality of access for disabled people	Pinnacle maintained NDIS registration to provide supports to people with disability within Temora Shire. At the end of the reporting period Pinnacle had 104 active NDIS clients.	✓ Completed for current year
07	Provision of the National Disability Insurance Scheme in Temora Shire	Pinnacle has maintained its NDIS registration to provide support to NDIS funded clients in the Temora Shire.	✓ Completed for current year

Action Code	Action Name	Annual Comment	Status
08	Show commitment to Disability Services in Temora Shire	Pinnacle provides support to people with disability in Temora Shire including in-home, community supports, day programs and supported independent living.	✓ Completed for current year
09	Ensure information flow to residents regarding services for Aged and disabled services	Council continues to promote Council and community aged care and disability services through various channels, including socials, Narraburra News, and face-to-face. Council's Disability Inclusion Action Plan was updated in December 2023 and issued as an easy-to-read version in February 2024 to ensure accessibility of content.	✓ Completed for current year

1.1.2: Provide a range of housing (independent living and care facilities) and other support options for older people and people with a disability in Temora and Aria Park

Action Code	Action Name	Annual Comment	Status
01	Support the development of private and community aged care facilities, "The Peppers" and Dr Parry Homes	Council continues to support the delivery of independent living and residential services for older people and people with a disability. Dr Parry Homes is progressing the design of the Apollo Place development and Council has facilitated meetings and provided support to the project. Council continues to advocate for the provision of a range of housing options for older residents of Temora Shire.	✓ Completed for current year
02	Support of accommodation for aged and disabled people	Pinnacle operates a supported independent living house in Temora. Short-term respite facilities are also available for NDIS clients. A rate rebate is available to Aria Park Community Housing. Council advocates for additional funding for Whiddon Homes in their efforts to redevelop Greenstone Lodge. Pinnacle is a provider of Home Care Packages, NDIS, Community Transport and Commonwealth Home Support Programs.	✓

1.1.3: Provide services which enhance employment and education outcomes for people with disability

Action Code	Action Name	Annual Comment	Status
01	Improve Council employment conditions and opportunities for people with disabilities	People and Culture Manager commenced in April 2024. To commence action in next six months.	X Not Progressing



A community with opportunities to be healthy


1.2.1: Continue to provide a range of health services within Temora Shire, and retain telehealth service provision to residents




Action Code	Action Name	Annual Comment	Status
01	Support the maintenance of services at Temora Hospital	Council has actively supported the Temora Hospital redevelopment project, through the provision of feedback, participation on working groups and promotion of community information sessions and workshops.	✓ Completed for current year
02	Ensure Ariaiah Park is provided with accessible health services	Council continues to advocate for health services in Ariaiah Park. Advocacy efforts undertaken this year to provide pathology services has been unsuccessful.	✓
03	Participate in multidisciplinary meetings relating to health and associated issue	Council Officers have attended six Interagency meetings from July 2023 - June 2024, held at the Temora Community Centre. Attendance at Interagency meetings provides the opportunity for service providers to bring awareness to Council about community needs and services available to community members.	✓ Completed for current year
04	Provision of clear health service information linkages	Council have been active in the consultation process of the Temora and District Hospital upgrade. Economic and Community Development Officer attends Temora's Interagency meetings regularly. The Communications Officer promotes information on community health facilities and services through Direct Me, socials and Narraburra News.	✓ Completed for current year
05	Support the attraction of health workers to Temora Shire	Council has maintained its support for the provision of a range of health services in the Shire through the provision of the Temora Medical Precinct facilities. Council remains a strong advocate for community and hospital based health care services and has actively supported the progression of the Temora Hospital Redevelopment Master planning process.	✓ Completed for current year



1.2.2: Provide alcohol and other drug education to promote responsible behaviour

Action Code	Action Name	Annual Comment	Status
01	Commit to actions that promotes responsible behaviour relating to drug and alcohol	Council supports the work of the Temora Community Centre and the Murrumbidgee Local Health District in the provision of drug and alcohol support services. Council continues to participate on the Liquor Accord and has renewed the Alcohol Free Zone in Temora for a further four years. Community education campaigns are delivered via road safety and youth related programs.	 Completed for current year

1.2.3: Provide opportunities for our residents to maintain good mental health

Action Code	Action Name	Annual Comment	Status
01	Improve Council Proactively support and promote community mental health facilities	Council's Direct Me directory offers access to a range of activities and services. The directory includes information about community health, mental health facilities and services.	 Completed for current year



1.3



A community with services and facilities for our children and young people



1.3.1: Provide quality childcare for children aged 0 to 5 years

Action Code	Action Name	Annual Comment	Status
01	Support the improvement to existing and new childcare services in Temora Shire	Council participates in the Bland Temora Family Day Care Program. Council provides accommodation for the Temora Pre-School.	✓
02	Promote available childcare and early learning options in Temora Shire including preschools, long day care, family day care and playgroups	Contact details for each of the childcare and early learning options in the Shire are on Council's website. Council holds a Family Expo which showcases facilities and services available for children and young people.	✓

1.3.2: Provide safe places and opportunities for our young people to develop a sense of identity, self-worth, confidence, belonging, and achievement through social activities.

Action Code	Action Name	Annual Comment	Status
01	Build additional youth teams that allow groups of young people with a common interest to connect and advance their skills	Platform Y is a welcoming space for young people to grow and build social connections. Recent additions to our Youth Programs included: weekly Gaming and Robotics workshops at Aria Park Youth Hall; a weekly art group at the Arts Centre, which explore drawing and other art practices; a Junior Leadership Team to assist with succession planning. All teams operate under the guidance of the Youth Development Officer, Youth Program Coordinator or local volunteer mentors.	✓
02	Provision of youth programs and activities to Temora Shire Council villages	Conflicting schedules and staffing issues limited the capacity to visit Aria Park Central School this year. The Youth Development Officer (YDO) was unable to visit Aria Park this term and was in contact with young people via Student Representative Council Coordinator. Youth Program Coordinator (YPC) advertised School Holiday programs through school newsletters, assemblies and the Aria Park Group Facebook page. A Gaming and Robotics Workshop was held at Aria Park Youth Hall during the September and April holidays which was well attended. Transportation was offered to the January Circus workshops but was not utilised. Weekly Gaming and Robotics workshops were held at the Youth Hall under the guidance of a local mentor. Twenty one young people and two staff from Aria Park Central School attended the Canberra Careers Xpo in August. The transportation for this event was funded by Council, ensuring all students in Temora Shire had access to this event.	✓

Action Code	Action Name	Annual Comment	Status
03	Provide programs that benefit the youth of Temora Shire through education, social interaction or personal development	Programs at Platform Y provided an opportunity for young people to grow and develop into thoughtful and capable young citizens. All programs had an educational component, required social interaction, and as a result provided an opportunity for personal development. A strong culture of volunteering and community engagement was promoted at Platform Y.	✓
04	Acknowledge the efforts of young people both publicly and electronically	Young people, their contribution and identity, have been celebrated this year through social platforms, including Temora Youth, Temora Leadership Group and Platform Y Hospitality groups for their contribution to community activities and events.	✓ Completed for current year
05	Develop and deliver programs that meet the needs of Youth	Regular consultation and collaboration with local young people ensured programs offered aligned with their expectations and needs. Fortnightly meetings with the Temora Youth Leadership Team provided young people with an opportunity to advocate for their peers and have input into programs and events at Platform Y. Team mentors, YDO and YPC regularly engaged in informal dialogue with young people to evaluate existing programs and implement recommendations.	✓
06	Develop leadership skills and promote leadership roles for young people	The YDO and YPC held Temora Youth Leadership Team meetings every two weeks, providing the young people with an opportunity to build their skills in meeting protocols, advocating for others, communication, collaboration and public speaking. Catering at local events (i.e. Youth Made Market, Jamble, Arts Centre Aboriginal Art Trail launch) enabled the leaders to take on more responsibility and mentor younger members in a professional context. Leaders also assisted the YPC with some holiday workshops and preparing for special events. A Junior Leadership Team was established to assist with succession planning. Two young people participated in the inaugural Riverina Murray Sonder Youth Changemakers Camp, funded by Office for Regional Youth.	✓
07	Explore opportunities to share resources and information for Youth between Councils (REROC)	YDO was part of the Riverina Eastern Regional Organisation of Councils (REROC) Youth network and was in contact with other Councils via email. YDO attended REROC Youth meetings via zoom when able. The YDO facilitated the attendance of our three local secondary schools at the REROC Take Charge Leadership Forum, with Council subsidising transportation costs.	✓



Action Code	Action Name	Annual Comment	Status
08	Promote Platform Y as an inclusive and safe space for young people	<p>Platform Y was promoted as a welcoming space for young people to grow and build social connections, regardless of race, age, gender, sexuality or ability.</p> <p>YDO liaised with Temora Community Centre and Pinnacle to ensure programs were promoted to their clients as inclusive and accessible.</p> <p>Workshop mentors were required to hold a current working with children check certificate.</p> <p>Platform Y hosted a Youth Week Jamble at the Railway Precinct, providing families and young people with an opportunity to explore the space in a relaxed setting.</p> <p>YDO collaborated with other organisations for special programs (i.e. Youth Made Market, Adulding 101) promoting Platform Y and introducing a new cohort of young people to the space.</p>	✓
09	Ensure Youth programs are equitable to all sections of the Temora Shire	<p>Weekly workshops, school holiday and special programs were offered to local young people at no cost.</p> <p>If possible, transport assistance was made available to those in local villages to attend programs.</p> <p>Weekly Gaming and Robotics workshops were offered at Aria Park, as well as school holiday workshops.</p> <p>YDO liaised with Pinnacle and the Temora Community Centre to investigate potential members from their client base.</p>	✓
10	Continue to develop pathways to connect the Youth Officer to young people, parents and community	<p>YDO connected with young people via school visits, local media, community events, social media and school newsletters.</p> <p>YDO liaised with Temora Community Centre, broadening the reach of programs and minimising duplication.</p> <p>YPC worked with local providers to deliver some of the School Holiday programs.</p> <p>YDO worked with local schools delivering: Adulding 101 Program (year 12 school leavers to build skills to be 'life ready'); and Canberra Careers Xpo attended by Temora High School, St Annes School and Aria Park Central School.</p> <p>The Hospitality Team catered at community events: The Resilience Project launch; Arts Centre events; 'Duthchas' screening; Music in the Regions 'Songbirds'; Embrace; Youth Week 'Jamble'; and assisted with TBEG Business Awards catering.</p> <p>The Youth Made Market showcased young peoples entrepreneurial skills. Temora Youth programs relied on the community mentors, building stronger community connections.</p>	✓



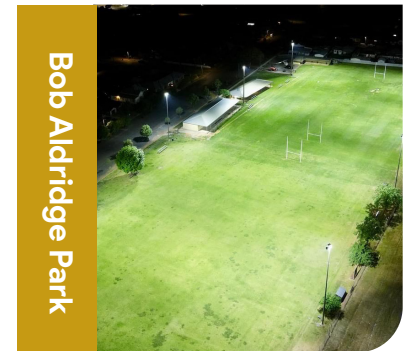
Platform Y Hospitality Team

1.4



A community that offers opportunities for sport and recreation

1.4.1: Provide footpaths, cycleways and outdoor gym equipment to enable people to be physically active and keep fit in and around our towns and villages



Bobo Aldridge Park

Action Code	Action Name	Annual Comment	Status
01	Ensure a network of transport infrastructure to facilitate fitness	Fitness station and walking track commissioned at Aria Park. Several footpaths constructed in Temora on Crowley Street, Aurora Street & DeBoos Street.	 Completed for current year

1.4.2: Provide sports and sporting facilities that cater to a range of community interests, ages and abilities

Action Code	Action Name	Annual Comment	Status
01	Provision of sporting grounds that meet the needs of Temora Shire residents	Reporting back to Council regarding recreation and open space / recycled water provision commenced. Good progress achieved in field quality due to improved irrigation performance combined with sports field maintenance program and high quality mowing equipment.	 Completed for current year
02	Provide suitable policies to oversee the management of Council's sports facilities	No progress. Plan to review the Right of Use policy in 2024 calendar year.	 Not Progressing
03	Address access and inclusion in the sports facility strategy	Not commenced. Consider with Recreation and Open Space work, including Right of Use policy review.	 Not Progressing

1.4.3: Provide year-round recreation and leisure facilities and activities for the enjoyment of people of all ages and abilities

Action Code	Action Name	Annual Comment	Status
01	Provision of playgrounds in Temora Shire to a safe and contemporary standard	Federal Park complete. Bradley Park is nearing completion.	✓ Completed for current year
02	Retention and upgrade of community halls in Temora, Springdale and Aria Park	Funding allocated in 2024/25 budget to upgrade the understage area making allowances for storage of some costumes and props.	✓ Completed for current year
03	Retention of Lake Centenary as a premier water sports facility	Significant capital works to be delivered in the coming 12-24 months.	✓ Completed for current year
04	Determine the future strategic direction of Temora Libraries	The future of public library services is underpinned by the following values: Equity of access: anyone regardless of race, gender, socioeconomic status, age or ability is welcome; Freedom of expression: a diversity of points of view is represented in a library's collections; Right to know: learning and access to ideas and knowledge is a universal right; Trust: in the quality of the information, services and staff.	✓
05	Provision of parks and gardens that meet the needs and expectations of the community	Parks and gardens maintenance is performing well. Adding to the asset stock over time is stretching the available resources with less urgent maintenance works often neglected e.g. street tree maintenance and spraying is often the victim of insufficient resources.	✓ Completed for current year
06	Maintain Temora Memorial Town Hall as a premium event destination	Ongoing. Capital project funded for upgrade of under-stage area.	✓ Completed for current year
07	Provide community facilities that meet the needs of residents	Allocated Capital Projects completed on time and within budget. Ongoing.	✓ Completed for current year
08	Development of Temora Recreation Centre as a premium venue	Ongoing.	✓ Completed for current year






A community that enjoys arts and cultural activities and events

1.5.1: Run classes, events and exhibitions to promote participation in the arts (painting, pottery, photography, sculpture)



Action Code	Action Name	Annual Comment	Status
01	Provision of a mechanism as a means of communication with the Arts Community and delivering arts and cultural product	Temora Arts Centre's communication strategy has successfully engaged the arts community throughout the year. Partnerships with TaDVAC and U3A have significantly enhanced our outreach efforts, leveraging their social media, word of mouth, and local advertising in shops. Our use of temora.com.au, various social media platforms, Narraburra News, individualised emails, local newspapers, and TEM FM radio continues to be effective.	 Completed for current year
02	Maintain excellent relationship with regional arts bodies	Council has continued to strengthen its partnership with Eastern Riverina Arts (ERA), resulting in significant community benefits. The collaboration has led to successful grant acquisitions for local groups and valuable donations enhancing our facilities. Active participation in ERA's initiatives and governance has further cemented Council's role in promoting arts and culture. This ongoing relationship highlights Council's dedication to enriching the community's cultural landscape and ensuring broad access to arts and cultural activities.	 Completed for current year
03	Support local arts through the conduct of exhibitions	Council continues to support the Arts Centre, Temora Town Hall, Town Hall Theatre and Bundawarra Centre through a diverse range of programs and exhibitions. Through the FLOW program, Council has delivered a range of arts programs to older people to encourage creativity and reduce social isolation. Council has once again hosted the annual Art Prize at the Bundawarra Centre and the Bundawarra Centre exhibited the Bald Archy Prize. An Aboriginal Art Trail was displayed across Temora Art Centre, Temora Shire Library and Bundawarra Centre. Works included pieces from Wiradjuri artists, as well as other local Aboriginal artists currently residing on Wiradjuri country. Temora Arts Centre hosted the early works of Arthur Wicks in May and over the next two years will be hosting four Japanese ceramic pieces from the National Gallery of Australia, under the Sharing the National collection program.	 Completed for current year
04	Support all arts and cultural events within the framework determined by Council	This year, the Temora Arts Centre, under the guidance of the Council, has made significant strides in promoting arts and cultural events. The Centre successfully hosted more than four exhibitions, including a prestigious two-year loan from the National Gallery of Australia. The Seniors in Isolation program, part of the FLOW initiative, saw over 30 days of activation at the Centre, providing valuable opportunities for senior community members to engage in creative activities. Due to the success of recent exhibitions, plans are underway to revise the strategic plan for the multipurpose room, focusing more on exhibitions and "clean" arts. This change, in collaboration with the new Tourism Officer, aims to boost tourism and enhance the Centre's facilities, ensuring sustained growth and community engagement in the arts.	 Completed for current year

1.5.2: Provide a program of theatre, dance, music and cinema that caters for a variety of audiences

Action Code	Action Name	Annual Comment	Status
01	Support for events within Temora Shire	This year, Council's support for events within Temora Shire has significantly enriched the community's arts and cultural landscape. The FLOW Program for Seniors, funded by the Reducing Social Isolation for Seniors Grant, successfully engaged seniors through various creative activities. Additionally, Temora Shire hosted a diverse array of events, including theatre performances, music sessions, and film screenings, which catered to various audiences and fostered community engagement.	 Completed for current year
02	Provision of facilities for the conduct of arts and cultural events	This year, the Temora Arts Centre has enhanced its role as a central hub for local arts and culture. Emphasizing inclusivity and accessibility, the Centre has seen increased visitation and engagement through new community partnerships. The introduction of diverse programs, driven by community involvement, has further enriched the cultural offerings, reinforcing the Centre's commitment to serving and supporting the community.	 Completed for current year
03	Review public art in Temora Shire	This year, the Arts Centre Manager has played a crucial role in promoting key community projects and enhancing communication efforts. Council has also begun updating the Art Acquisition Policy (C15), which, alongside the new strategic plan for the Arts Centre, will significantly advance the Centre's cultural objectives. Additionally, the Manager's active participation in Imagine Temora and the Temora Arts Centre Advisory Committee has been instrumental in driving these initiatives forward.	 Completed for current year



1.6



A community that is safe and inclusive, and looks after people who are experiencing disadvantage

1.6.1: Provide opportunities for intergenerational activities that promote safety, respect and understanding



Action Code	Action Name	Annual Comment	Status
01	Aim to reduce stigma associated with disability	The Access and Equity Committee met in September 2023 and March 2024, discussing equitable access to council services, buildings and infrastructure. Council Officer engaged with local businesses to run "Quiet Hour on Hoskins Street" in December 2023. Temora Library started a new Intergenerational Preschool. Library staff, along with A Dragon's Tale Early Education Centre (Dragon's Tale) have been visiting residents of Greenstone Lodge to participate in an educational program aimed at enhancing social skills and connection in the community. This program provides opportunity for children to engage with local seniors and community members living with disability. Council Officers use inclusive images throughout Council communication channels by using images of people living with a disability. Council has updated its Disability Inclusion Action Plan.	 Completed for current year
02	Provide safe and crime free streets for the residents of urban areas in Temora Shire	Council has delivered a range of programs and services that encourage interaction between the generations including programs at Platform Y, the Library, Arts Centre and Bundawarra Centre. The Temora Shire Library has worked in collaboration with Greenstone Lodge and Dragon's Tale to deliver a successful intergenerational preschool program.	 Completed for current year

1.6.2: Provide options and support for people who are fleeing violence, or who experience homelessness, substance abuse or mental illness

Action Code	Action Name	Annual Comment	Status
01	Promote availability of services for people who are fleeing violence, or who experience homelessness, substance abuse or mental illness	Council advocates for services and support for vulnerable members of the community and works in partnership with community organisations that deliver specialist services.	 Completed for current year



Providing Local Leadership

Our strategic objectives for providing local leadership are to have:



A community with strong local leadership



A community that acknowledges and celebrates its heritage and diversity



A community that is supported by our volunteers



A community that speaks up and advocates for itself



A community that is well informed through engagement and communication

Measure	Target
% of community who undertake voluntary work for an organisation or group (ABS Census)	2016 Baseline = 32.9 2021 Census = 25.2% (13% NSW, 14.1% Australia) 2021 Target: 35%
% of women in elected positions (Temora Shire Council)	2012 = 1 (11.1%) 2016 = 2 (22.2%) 2021 - 2024 = 3 (33.3%) Target: 50%
Community satisfaction rating for heritage programs (TSC Community Survey)	2016 = 3.79 2021 = 3.70 2024 = 3.91 Target: > 3.80
Community satisfaction rating with communications (TSC Survey)	2021 = 3.64 2024 = 2.90 Target: > 3.70



A community with strong local leadership

2.1.1: Encourage and take steps to enable a representative cross section of the community to stand for public office (including women, Aboriginal people, young people, people with diverse sexualities, people with disability)



Action Code	Action Name	Annual Comment	Status
01	Support diversity in representation	A program to review, update and create Councillor related policies has been undertaken. Work has been undertaken through a communication strategy in preparation for the next council election scheduled for 14 September 2024. Council remains committed to encouraging diverse representation being on the elected Council and has promoted opportunities for training and information sessions for Councillor candidates, including sessions targeting women, people with a disability, and people from diverse backgrounds.	 Completed for current year

2.1.2: Engage the Temora Shire community to plan for a sustainable local government

Action Code	Action Name	Annual Comment	Status
01	Attract grant funding to assist in the development of the Shire	<p>Funding secured for Small Business Month, School Holiday Programs, Embrace Festival, Bradley Park Playground construction, Deboos Street Master Plan, Federal Park play equipment upgrade, Temora West Park accessible paths, Australia Day, Lake Centenary upgrades, & various improvements to roadways, culverts & bridges.</p> <p>Grant funded projects delivered include resurfacing Nixon Park amenities upgrades, netball courts and athletics improvements, Bundawarra Centre ramp and entry upgrade, swimming pool outdoor upgrades, lighting upgrades for Bob Aldridge, Temora Tennis Club, and Temora West sports ground, Harper Park toilet upgrade, Edis Park swings, various road signage and roadworks, car park sealing.</p> <p>Applications submitted for NSW Ambulance Museum development, Recreation Centre air-conditioning upgrade, and the Master Plan for the Bundawarra Estate.</p> <p>Unsuccessful applications included the expansion of the Airpark Estate and the Sprout & Grow program at the Bundawarra Centre.</p>	 Completed for current year

2.1.3: Encourage diversity in our community leadership to better reflect the gender, age and occupations of the broader community

Action Code	Action Name	Annual Comment	Status
01	<p>Commitment to the Council sister cities of:</p> <ul style="list-style-type: none"> • Uppington - South Africa • Izumizaki, Japan • Randwick, Australia 	<p>Temora Sister City Committee AGM was held on Tuesday 15 August 2023 at Temora Arts Centre. Councillor Jason Goode, attended as a representative from Council and also the Chairperson. Jason Goode was re-elected as Chairperson at the AGM, with Bob Brabin being elected as Duty Chairperson. Izumizaki Council has invited the Temora Sister City Committee to Izumzaki in October 2024 to celebrate 35 years of friendship. The planning for this trip has begun.</p> <p>A celebration was held at Temora Shire Library in June 2024 to commemorate 35 years of friendship between the Sister Cities and to acknowledge the gifts that we made by local artists Roz Langford and Carol Glasgow. These gifts will be presented in Izumzaki.</p>	<p>✓ Completed for current year</p>
02	<p>Ensure commitment to diversity in Temora Shire</p>	<p>Council has delivered a range of initiatives to encourage the inclusion of people from diverse backgrounds including the continued support of the Access and Equity Committee, the preparation of an updated Disability Inclusion Action Plan, the Embrace Festival and supporting the Temora Business Human Resources Needs Assessment Project, in partnership with the Temora Business Enterprise Group (TBEG).</p> <p>Council has been recognised for Excellence in Diversity and Inclusion at the TBEG 2023 Awards, nominated for a Regional Award through Business NSW and received a Multicultural NSW Champion Employer Award.</p>	<p>✓ Completed for current year</p>




2.2



A community that acknowledges and celebrates its heritage and diversity

2.2.1: Acknowledge the Wiradjuri people at civic events and fly the Aboriginal flag





Action Code	Action Name	Annual Comment	Status
01	Acknowledge the indigenous history of the region	An acknowledgement of country is given at civic events. The acknowledgement of country at council meetings was revised and implemented at the December 2023 Council meeting. The Aboriginal Flag was flown during NAIDOC Week and Reconciliation Week at the Temora Shire Administration Building and Council has worked in collaboration with the local Aboriginal community on the development of the Gugaa Aboriginal artwork that will be utilised in Council publications, promotional material, street banners and future NAIDOC and Reconciliation events.	 Completed for current year


2.2.2: Continue to maintain the heritage facades of our main streets

Action Code	Action Name	Annual Comment	Status
01	Support community and visitor awareness and appreciation of Temora Shire's heritage through preservation and enhancement	Ongoing.	 Completed for current year

2.2.3: Erect signage at Shire entrances and at other locations within the Shire to welcome visitors and other travellers to Wiradjuri country

Action Code	Action Name	Annual Comment	Status
01	Ensure appropriate recognition of the indigenous heritage of the Temora Shire region	Council has worked in collaboration with Aboriginal community members, Elders and Aboriginal Wiradjuri artist Stuart James to prepare designs of Shire entrance signs. Funding through the Australia Day 2024 Community Grants program enabled the commissioning of artwork that represents Temora Shire's Aboriginal heritage that will further inform the entrance signs and other collateral that can be utilised during future NAIDOC and Reconciliation activities.	 Completed for current year
02	Ensure commitment to diversity in Temora Shire	<p>Council has delivered a range of initiatives to encourage the inclusion of people from diverse backgrounds including the continued support of the Access and Equity Committee, the preparation of an updated Disability Inclusion Action Plan (2023 - 2025), the Embrace Festival and supporting the Temora Business Human Resources Needs Assessment Project, in partnership with the TBEG.</p> <p>Council has been recognised for Excellence in Diversity and Inclusion at the TBEG 2023 Awards, nominated for a Regional Award through Business NSW and received a Multicultural NSW Champion Employer Award.</p>	

2.2.4: Celebrate local indigenous history and preserve historical artefacts for future generations

Action Code	Action Name	Annual Comment	Status
01	Ensure the indigenous history of the Temora Shire region is retained	The Bundawarrah Centre continues to engage visitors and community members in the local Aboriginal history through the Keeping Place. Council has supported NAIDOC and Reconciliation events throughout the year and Council has undertaken an Aboriginal artwork and signage project in collaboration with the Regional Museum, Temora High School and Aboriginal Artist Stewart James, which was unveiled at the Australia Day celebrations at Temora Recreation Centre. The artwork will be used in Council gateway signs, promotional material and NAIDOC street flags.	 Completed for current year

2.3



A community that is supported by our volunteers



2.3.1: Promote and enable opportunities for our community members to volunteer their services to achieve community outcomes through events, activities and local organisations

Action Code	Action Name	Annual Comment	Status
01	Facilitate opportunities for volunteers to enhance the environment and community	Pinnacle has continued to provide opportunities for volunteers in Temora Shire through community transport and meals on wheels services. Volunteers assist to keep the cost of service delivery down for clients which allows increased capacity for more clients.	✓ Completed for current year
02	Advise residents of specific volunteering opportunities within the community	Community volunteering opportunities, internal (i.e. Pinnacle, 355 committees) and external, were promoted through Narraburra News, socials, at Mayoral events and through emails. Economic and Community Development Officer influenced Jobs Riverina Murray employment portal to include an additional job type category for volunteers.	✓ Completed for current year
03	Acknowledge the valuable role that volunteers play in the community	The achievements of volunteers were celebrated through Minute with the Mayor, Facebook videos, reels and posts, and in Narraburra News. Council also partnered with Temora TAFE and TBEG to coordinate a Careers and Volunteers Expo, so that organisations could recruit volunteers. Social media was used to promote Volunteer Award nominations and Council's sponsorship of two volunteers to attend NSW Volunteering Conference.	✓ Completed for current year

2.3.2: Provide training to volunteer committees to support them in their role (safety, governance, grant writing, child protection)

Action Code	Action Name	Annual Comment	Status
01	Support volunteer committees to undertake their community role	Council engages and supports volunteer committees through the provision of information regarding funding sources and provides information in relation to regulatory expectations as required. Council has provided donations and sponsorship of a range of initiatives driven by volunteer organisations, held a Mayoral volunteer appreciation reception during Volunteer Week and has provided sponsorship for volunteer training.	✓

2.4



A community that speaks up and advocates for itself

2.4.1: Advocate to the Commonwealth Government to retain, maintain and enhance local service provision (eg Centrelink)




Action Code	Action Name	Annual Comment	Status
01	Keep Federal members informed of Temora's needs and our strategies to meet those needs	Temora Shire Council continues to work in collaboration with the local member, hosting regular meetings between Council and community. Submissions are made to the Commonwealth Government on matters, such as the heavy vehicle alternate route. Council presented to the Senate Inquiry regarding Banking in Regional areas, which was held in Junee.	 Completed for current year
02	Maintain close links with relevant State and Federal Govt. Departments, agencies and Regional Offices.	Council continues to work in partnership with relevant Commonwealth Government agencies to ensure appropriate service provision in Temora Shire.	 Completed for current year


2.4.2: Advocate to the State Government to retain, maintain and enhance local service provision (eg Hospital, TAFE) Local

Action Code	Action Name	Annual Comment	Status
01	Keep State members informed of Temora's needs and our strategies to meet those needs	Temora Shire Council values the strong working relationship it has with the local member and meets regularly to discuss matters impacting the Shire. Submissions have been made on a range of State Government matters and the staff have strong working relationships with State Government agencies through a range of networks, programs and projects.	 Completed for current year
02	Maintain close links with relevant State Govt. Departments, agencies and Regional Offices	Council maintains close working relationships with a range of government agencies including Regional NSW, Transport for NSW, Rural Fire Service, NSW Police and the Reconstruction Authority. Temora Shire Council officers and elected representatives regularly attend a range of regional and state wide forums to advocate for the needs of Temora Shire.	 Completed for current year

2.4.3: Continue to push for expanded telecommunications capacity across the Shire (NBN, mobile phone coverage)

Action Code	Action Name	Annual Comment	Status
01	Support for NBN and other carriers to provide improved coverage	Support provided to Telstra in preparation of Blackspot Mobile Phone Grant. Telstra delivered presentation to Council. Council supported Telstra in their mobile information van set up in Hoskins Street in November. Council supported the distribution of information from Telstra regarding the closure of the 3G network. Council supported NBN with distribution of information regarding upgrade of Fixed Wireless services in Temora and Arian Park.	 Completed for current year

2.4.4: Advocate for the continued availability of services and facilities that enable us to prosper (eg banks, allied health services, building supplies)

Action Code	Action Name	Annual Comment	Status
01	Lobby for the continual improvement of, and equitable access to, services, transport, communications and utilities for Temora Shire	Representations made to various ministers and government officials on key community priorities both formally and informally as the opportunities arise.	 Completed for current year



Temora Shire Canola blooming


2.5






A community that is well-informed through engagement and communication

2.5.1: Provide regular opportunities for the community and other stakeholders to be informed and engaged in relation to community plans and decisions



Action Code	Action Name	Annual Comment	Status
01	Commitment to Section 355 Community Committees to provide communication avenue between Council and Community	Council continues to support section 355 committees and ensure that the adopted guidelines are understood and adhered to. A review of the guidelines will be undertaken as part of the commitment to the ongoing review of policies and procedures and the establishment of committees following the election in September 2024.	 Completed for current year

2.5.2: Provide regular updates to the community through newsletters, newspaper, radio and social media

Action Code	Action Name	Annual Comment	Status
01	Develop and implement a program aimed at educating residents of regulatory responsibilities	Ongoing.	 Completed for current year
02	Conduct local public education campaigns across major road safety issues as identified in the RSSP	Road Safety Officer (RSO) completed all projects for 2023/2024. RSO developed and promoted road safety messaging via social media and editorials as identified by both local Councils and Transport for NSW. RSO delivered specific road safety programs to each relevant Council.	 Completed for current year
03	Provide information on a continual basis, to inform residents	Council has actively engaged community through a number of communication channels including social media pages and groups, website, media releases, email, monthly Narraburra News, and newsletters. At the time of reporting, Council's Facebook page has 6.4k followers, and 199.5k reach over the last 12 months. The page has had 93.5k page visits, 16.6k content interactions, and 8.6k link clicks in the last 12 months.	 Completed for current year

Action Code	Action Name	Annual Comment	Status
04	Utilise all avenues to re-home unwanted companion animals	A high percentage of companion animals are rehomed with rescue groups operating in NSW, Victoria and Tasmania. Cats are a little more difficult to rehome - kittens have been easier to rehome than adults.	✓ Completed for current year
05	Use appropriate communication mechanisms to suit the audience. For example, social media to provide feedback on the needs of Youth	Regular information sharing activities have been introduced this past year, including General Manager weekly segment on TEM-FM, bi-monthly Council works update and Council meeting updates monthly media release. These items, in particular have received positive feedback.	✓ Completed for current year
06	Continue Narraburra News and maintain Council website	Narraburra News continues to be released as a monthly publication in the Temora Independent newspaper, with upcoming Council related events, activities and projects. Council's website is up-to-date with the latest Council and Committee meeting resources, updated policies and facility information. Council continues to work on streamlining the process and system for event applications.	✓ Completed for current year
07	Ensure that feedback is available on the community view of Council service by a Resident Satisfaction Survey within the term of each Council	Council has been actively keeping the community informed through engaging and up-to-date information via the Council website, social media pages and the monthly Narraburra News newsletter. Proactive media releases have been prepared and distributed to the local media outlets and the General Manager presents a Council update to the community radio each week.	✓
08	Maintain a Communications Policy that outlines the roles of websites, social media and publications	Communications and Media Policies were merged and adopted by Council in March 2024.	✓
09	Maintain currency of information on Council websites and Social Media	Social Media is supported with a Communications Plan to ensure information is delivered at the right time	✓





Building a Strong Local Economy

Our strategic objectives for building a strong local economy are to have:



A community with a variety of thriving businesses and industries



A community with opportunities for local employment



A community with opportunities for local education



A community with good access to a range of appropriate and affordable housing



A community with a strong agricultural sector



A community that celebrates and benefits from its aviation history



A community that benefits from tourism



A community with a transport network that enables economic and social outcomes

Measure	Target
% of households experiencing rental or mortgage stress - 30% or more of income on housing (ABS Census)	2016 = 10% 2021 = Mortgage: 9% Rental: 29% (not previously reported in census) Target: <7.5%
% of people attending an educational institution (ABS Quickstats)	2016 = 26.9% 2021 = 26.4% Target: > 28%
Community satisfaction rating for footpaths (TSC Community Survey)	2016 = 3.21 2021 = 3.07 2024 = 3.15 Target: > 3.25
Community satisfaction rating for the road network (TSC Community survey)	2016 = 3.58 2021 = 3.53 2024 = 2.75 Target: > 3.60
Local value of agricultural commodities produced (ABS Agricultural Census)	2105-2016 = \$108.3M 2021 = 99.3M Target: > \$110M
Number of annual visitors to Temora Aviation Museum (TAM)	2016 = 18,160 2021 = 19,159 Target: > 20,000 Actual: 17646 (covid affected)
Total number of businesses in Temora Shire (ABS Census)	2016 = 713 2021 Target: > 750 Actual 773
Unemployment rate in Temora Shire (ABS Census)	2016 = 4.9% 2021 Target: < 4.5% Actual 2.9%

3.1



A community with a variety of thriving local businesses and industries

3.1.1: Encourage the establishment of retail businesses that provide a variety of shopping options for Temora Shire residents of all ages



Action Code	Action Name	Annual Comment	Status
01	Support local businesses at every opportunity Support of TBEG	<p>Council provided funding and support for TBEG Business Awards in September 2023, Small Business Month events, HR Needs Assessment, HR forums, and Christmas Street Fair. Council officers attended all TBEG Executive Committee meetings from July 2023 - June 2024.</p> <p>Council officers represented local Temora businesses at the Country Change Expo in April 2024.</p> <p>Council officers participate in the NSW GROW Program matching Temora job vacancies with jobseekers in Western Sydney. A couple of jobseekers have successfully moved to Temora through this program.</p>	<p>✓ Completed for current year</p>

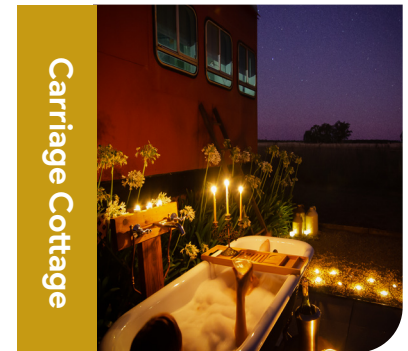


3.2



A community with opportunities for local employment

3.2.1: Promote and enable opportunities for people to work remotely in Temora Shire (and support the growth of our population)



Action Code	Action Name	Annual Comment	Status
01	Proactively seek opportunities to grow business in Temora Shire including its villages	At the time of reporting there were 38 significant development opportunities in the pipeline valued in excess of \$400M. These are in a range of industries, including aviation, mining, manufacturing, food production, renewable energy, tourism, and finance. If delivered, these developments will generate in excess of 200 direct jobs.	 Completed for current year
02	Diversify the economy and provide employment by attracting non agriculture based industry		 Completed for current year

3.2.4: Encourage and support our businesses to grow and attract new businesses into the Shire to create employment growth

Action Code	Action Name	Annual Comment	Status
01	Grow the number of local jobs available to an increasing population	The unemployment rate for Temora LGA fell from 2.6% in June 2023 to 2.8% in March 2024. Businesses continue to report challenges filling vacancies and the number of advertised job vacancies remains high. The development pipeline remains strong with over \$400M in projects in the coming years that will generate new jobs.	 Completed for current year

3.3



A community with opportunities for local education



St Anne's Central School

3.3.1: Advocate for local and regional skills development and education opportunities that support local industries (eg agriculture, veterinary science, building trades, mechanics, engineering, hair and beauty, allied health, administration, childcare, retail, hospitality and tourism)

Action Code	Action Name	Annual Comment	Status
01	Provide support and advocacy for the retention and development of Schools within Temora Shire	Council works in partnership with organisations such as the high schools, TBEG and TAFE NSW to promote further training and development opportunities. The Youth Development Officer (YDO) actively facilitates the monthly Temora Youth Careers Network (TYCN).	✓ Completed for current year
02	Connect with school contacts and establish good working relationships	Council has engaged and worked collaboratively with local schools in the area and through its programs at Platform Y delivers a range of activities that support young people. The YDO remains actively engaged in facilitating the TYCN with local high schools and TAFE NSW. A highly successful Careers Expo was held at Temora TAFE campus.	✓ Completed for current year
03	Offer life skills workshop opportunities to both young people and the community	Platform Y workshops and catering opportunities developed a range of skills to equip them in life. These included: cooking skills, team work, cleaning and personal hygiene, communication, problem solving, financial literacy and social responsibility through volunteering. The Adulting 101 workshop for Temora High School Year 12 leavers, built knowledge and skills in budgeting, sourcing accommodation, accessing health services, self care, communication and organisational skills. The Youth Made Market participants gained valuable life skills such as financial literacy, organisational skills, engaging in conversation, building resilience and goal setting.	✓
04	Support the concept of Council designation as a registered training organisation	This action has not progressed this financial year.	✗ Not Progressing
05	Provide local businesses with the opportunity for training and coaching	Council officer secured funding through Small Business NSW to engage a retail and marketing strategist to run a workshop on business trends and work with local businesses one-on-one. Support provided to TBEG in promotion of lunchbox training sessions and small business month activities. Business Connect services promoted. Relationship with local TAFE maintained to ensure local training needs are understood, including communication of HR Needs Assessment outcomes.	✓ Completed for current year

3.3.2: Provide incentives to encourage teachers to stay for longer tenures at our local schools

Action Code	Action Name	Annual Comment	Status
01	Provide incentives to encourage teachers to stay for longer tenures at our local schools	Council has worked in collaboration with local schools to assist in a range of initiatives that support the wellbeing of teachers living and working our community, including The Resilience Project. Recent promotions under the Country Change program have featured two teachers and their move to Temora Shire.	✓

3.3.3: Investigate opportunities to enhance local access to tertiary education

Action Code	Action Name	Annual Comment	Status
01	Support for students undertaking further education	Council continues to support opportunities for students to study at a tertiary level through the provision of scholarships at Charles Sturt University (CSU) and through the Temora and District Education Fund. Community members have been surveyed regarding their remote learning needs and Council has resolved to not pursue a Country University Campus, and instead will investigate opportunities to improve the provision of facilities at the Temora Shire Library.	✓ Completed for current year
02	Support local students financially through scholarships	Scholarships have been provided to local tertiary students through CSU and the Temora and District Education Fund.	✓



Take the Lead graduates with speaker Kate McBride from The Australian Institute

3.4



A community with good access to a range of appropriate and affordable housing

3.4.1: Attract social and affordable housing investment to meet the needs of local families and retirees






Action Code	Action Name	Annual Comment	Status
01	Promote Temora Shire as a retirement destination	Inclusive new resident attraction is a key component of promotional activities and Temora Shire remains a popular destination for retirees looking for a new home.	 Completed for current year
02	Investigate options for Council to assist with the provision of affordable housing	Continued support provided to Dr Parry Homes in relation to affordable seniors housing at Apollo Place. Affordable housing investigation project scoped with Passive Place for potential delivery in late 2024.	

3.4.2: Provide land for residential development

Action Code	Action Name	Annual Comment	Status
01	Ensure availability of land for residential development that meets the needs of new and existing residents	The provision of new residential housing opportunities is currently occurring across two major land releases in Temora and Council is progressing planning towards the next opportunities for further residential development in Temora and Aria Park.	 Progressing



3.4.3: Promote investment in a range of housing stock to create rental opportunities for local residents

Action Code	Action Name	Annual Comment	Status
01	Encourage the provision of affordable rental accommodation	<p>Secured an action in the Drought Resilience Plan to identify vacant homes in Temora to be carried out in mid 2024, if funding is secured.</p> <p>Dustin Rose Estate completed and Highfields Estate commenced construction in early 2024.</p> <p>Several infill medium density housing developments commenced construction.</p> <p>Initial plans drafted by Dr Parry Homes for Apollo Place affordable seniors housing development.</p> <p>Commenced engagement with Passive Place on a project to investigate the impact of large infrastructure projects on the availability and affordability of housing in Temora Shire.</p>	 Completed for current year
02	Plan for the possibility of a sudden upsurge in investment and population which may result from a large employer	<p>Ongoing review on Local Environmental Plans (LEP) to ensure adequate supply of land.</p> <p>Support provided to housing developments through Developer Infrastructure Deferred Payment Policy.</p> <p>Boom Time community forum held in July as part of Local Government Week.</p> <p>Subscription to population forecasting portal initiated.</p>	 Completed for current year
03	Support the provision of a range of accommodations options within Temora Shire	<p>Council officers maintained communication with Dr Parry Homes regarding the affordable seniors housing project. Apollo Place Project is in initial design phase.</p> <p>As at June 30 2024 there were 637 new lots in the development pipeline, ranging from pre-development (concept) to recently completed. This includes 11 industrial zoned lots, 505 residential (R1) zoned lots, 48 large lot residential (R5) zoned lots, and 73 airpark estate (SP2) zoned lots.</p> <p>The Temora Local Housing Strategy was released to support the rezoning of phase 2 of Highfields Estate. A funding application was submitted for the concept masterplan of the southern half of the Bundawarra Estate to support additional subdivision and rezoning to R1.</p>	 Completed for current year

3.5



A community with a strong agricultural sector

3.5.1: Utilise research and partnerships to support our farmers to be resilient now and into the future



Action Code	Action Name	Annual Comment	Status
01	Ongoing support for Temora Agricultural Innovation Centre	The Temora Agricultural Innovation Centre (TAIC) section 355 committee meets twice per year. Council provides maintenance funding to support the TAIC. Signage at the facility has been updated to promote the partnership between Council and Farmlink. Events and operations at the TAIC are promoted through Council's Narraburra News.	✓
02	Create heavy vehicle routes to meet agricultural needs	Access to Temora Shire area further progressed than peers. Major transition occurring in the Heavy Vehicle industry. Council needs to facilitate access to unlock productivity gains but should also be cognisant of accelerated asset consumption and appropriate benefit sharing.	✓ Completed for current year

3.5.2: Create opportunities and incentives that attract and retain an agricultural workforce for Temora Shire (including agriscience, horticulture, engineering, environmental science)

Action Code	Action Name	Annual Comment	Status
01	Monitor the impact of consolidation of farming enterprises	Drought Resilience Plan completed for Temora and Bland Shires. The plan identified six priority actions which may be funded when the implementation program is released. Place Info population forecasting subscription will enable more accurate forecasting of population changes over 30 years in rural Temora Shire.	✓ Completed for current year

3.6



A community that celebrates and benefits from its aviation history

3.6.1: Promote and provide opportunities for recreational flying from Temora Aerodrome



Action Code	Action Name	Annual Comment	Status
01	Maintain comprehensive maintenance, drainage and signage programs at Temora Aerodrome	Relatively quiet year at the Temora Aerodrome with routine maintenance being the only work occurring. Management and operating frameworks will be a focus in 2024/25.	✓ Completed for current year
02	Support the provision and extension of weather monitoring and forecasting systems at Temora Aerodrome	Complete.	✓
03	Ensure the provision of facilities at Temora Aerodrome to meet the needs of users	Excellent facilities at the Temora Aerodrome with recent renewal and upgrade works significantly lifting the depreciated replacement cost of assets to a point where majority of assets are either new or in good condition. Challenges remain regarding fit for purpose management and operating documentation.	✓ Completed for current year
04	Maintain and implement an Airport Management Plan	Ongoing. Making slow progress on updating the Temora Aerodrome Manual. Once complete there are a number of subsidiary documents that require review and update.	✓

3.6.2: Continue to grow and refresh the Aviation Museum to celebrate aviation history and provide visitor experiences

Action Code	Action Name	Annual Comment	Status
01	Support the continuing promotion of Temora Aviation Museum	Ongoing promotion of aircraft showcase events on website, social media and Narraburra News. A Day at the Lake supported and promoted. Commenced planning for Warbirds Downunder scheduled for October 2024. Promoted the launch of the Guardhouse Cafe and new flight simulators. Dual tickets for entry to the Bundawarra Centre and Aviation Museum offered at the Visitor Information Centre.	✓ Completed for current year

3.6.3: Investigate and plan for new aviation opportunities in Temora that cater for residents and aviators

Action Code	Action Name	Annual Comment	Status
01	Investigate and plan for new aviation opportunities in Temora that cater for residents and aviators	Council has continued to promote and support initiatives to increase utilisation of the aerodrome through income generating operations.	✓



3.7




A community that benefits from tourism





3.7.1: Provide visitor facilities, services, activities and events that cater for a broad range of visitors



Action Code	Action Name	Annual Comment	Status
01	Ensure acceptable signage to recognise villages	Complete.	 Completed for current year
02	Enrich and diversify the visitor experience	This task is ongoing. A new spreadsheet for accommodation was updated to distribute to companies that are seeking accommodation for workers. Brochures are continually updated, spreadsheets were compiled with opening hours for public holidays which are made available for public use and put on Council facebook page and the Visitor Information Centre (VIC) notice board along with local and regional event flyers.	 Completed for current year
03	Ensure signage pertaining to AVIC and CMCA accreditation meet standards	Signage for the AVIC was conducted late last year and approved in the accreditation process by the Tourism Group.	 Completed for current year
04	Develop the facilities at the Temora Rural Museum and Bundawarra Centre	The new TEMFM toilet facility has been completed and was accessible to the public in time for the Centre's Annual Live Exhibition in March. The Development Application to extend the header shed to better display that collection has been approved by Council and a quote for its construction is presently being sought. The refurbishment of the VIC and construction of the new entry portal into the museum has been completed. Council has authorised an application for grant funding under the Federal Government Regional Precincts and Partnerships Program for construction of Stage 3 of the NSW Ambulance Museum. The application was lodged on 29th February 2024 and a response is still to be received by Council.	 Completed for current year
05	Ensure quality and quantity of accommodation in Temora meets the needs of stakeholders	Contact is made throughout the year to update information on accommodation providers. There have been two new providers open this year enhancing the type of accommodation that is provided.	 Completed for current year
06	Enhance and support new and existing tourism events	A wide range of events supported through promotion on the Visit Temora channels, including temora.com.au, Facebook and Instagram. Direct support provided to several new and existing events including the Temora Aviation Museum's A Day at the Lake, Spark in the Park, and the Annual Live Exhibition at the Bundawarra Centre. Delivery of several Council-led events including the Drench Festival and the Aboriginal Art Trail.	 Completed for current year

Action Code	Action Name	Annual Comment	Status
07	Partner with individuals, organisations and companies to support growth in the visitor economy	Canola Trail partnership continues with Junee and Coolamon Shires, along with industry partners - Temora Aviation Museum, Junee Licorice & Chocolate Factory, Coolamon Cheese, and the Coffee Pedelar. Tourism operator forums held for Temora Shire and wider Canola Trail, both hosted in Temora. Continued membership of Visit Riverina and engagement with Destination Riverina Murray.	 Completed for current year

3.7.2: Promote Temora Shire's unique tourist offerings as part of the Riverina visitor destination

Action Code	Action Name	Annual Comment	Status
01	Improvement of Tourism signage within the Temora Shire	Aboriginal Artwork design completed and launched at Australia Day Pool Party. Artwork to be featured in the Welcome to Wiradjuri Country signage at shire entrances when funding permits.	 Completed for current year
02	Ensure tourism product, including brochures are current, relevant and attractive	Temora has a broad range of up to date hardcopy tourism related material. When stock runs low new material is ordered and this ensures the material is current and attractive.	 Completed for current year
03	Maintain accreditation of the Temora Visitor Information Centre	An onsite accreditation review was conducted by The Tourism Group on the 29th April 2024 with success. An offsite review will be conducted in 2025.	
04	Ensure Visitor Information Centre (VIC) is modern and meets the needs of users.	The VIC refurbishment was completed in March 2024.	

3.8



A community with a transport network that enables economic and social outcomes

3.8.2: Continue the provision of Community Transport to Temora residents



Action Code	Action Name	Annual Comment	Status
01	Support the provision of community transport to Temora Shire residents	Pinnacle has continued to promote and provide Community Transport services to Temora Shire residents within the funding allocations. A total of 3,588 client trips were completed for the reporting year. Trip outputs increased by 18% in the second half of the year which could be attributed to the Temora Taxi Service closing at the end of February 2024.	 Completed for current year

3.8.3: Provide adequate parking to enable access to shopping, health care, events, and recreation

Action Code	Action Name	Annual Comment	Status
01	Provide sufficient accessible car parking spaces	Some work completed or underway in this space in Hoskins Street and at Nixon Park.	 Completed for current year
02	Develop off street parking in Temora CBD	As reported previously, non asset solution (enforcement) should be the first approach as adequate parking exists. Off street parking has limited opportunity without significant development cost.	 Not Progressing
03	Provide adequate long vehicle parking in Temora Shire	Not considered since last group of Heavy Vehicle Parking was delivered in urban Temora.	 Completed for current year

3.8.5: Provide a heavy vehicle route network that meets the needs of industry and keeps heavy vehicles out of our CBDs (enhancing our outdoor dining options)

Action Code	Action Name	Annual Comment	Status
01	Develop a policy framework for heavy vehicle access	Policy reviewed and adopted in 2023/24.	✓
02	Commitment to the Alternate Heavy Vehicle Route around Temora	Progress on Heavy Vehicle Alternate Route remains slow.	✓ Completed for current year



Heavy Vehicles

Federal Park play equipment upgrade



Enjoying our Beautiful Environment

Our strategic objectives for providing local leadership are to have:



A community that is liveable and provides for enjoyable town and village life



A community that enjoys appropriate urban infrastructure



A community that strives to minimise its environmental impacts



A community that enjoys a variety of open spaces for leisure



A community that sustainably plans for its future.

Measure	Target
CO2 Emissions (snapshotclimate.com.au)	2017-18 = 215,000t 2019-20 = 200,000t 2022-23 = 215,000t Target: < 150,000 t
Community satisfaction rating for Parks and Playgrounds (TSC Community Survey)	2016 = 3.94 2021 = 3.99 2024 = 4.05 Target: > 4.30
Community satisfaction rating for Town Planning (TSC Community Survey)	2016 = 3.73 2021 = 3.45 2024 = 3.25 Target: > 3.75
Community satisfaction rating Visual Impact (TSC Community Survey)	2016 = 4.00 2021 = 3.72 Target: > 4.00
Community satisfaction rating with Drainage (TSC Community Survey)	2016 = 3.07 2021 = 3.01 2024 = 2.65 Target: > 3.08

4.1



A community that is liveable and provides for enjoyable town and village life

4.1.1: Use street trees, manage urban weeds and provide street furniture, street signs and street lighting to maintain an aesthetically pleasing urban environment



Action Code	Action Name	Annual Comment	Status
01	Retention of Council personnel at Ariah Park	Complete.	✓
02	Adopt principle of the provision of services by outreach to Ariah Park	Service provision and ongoing engagement and information provision continues to be delivered to Ariah Park. The Ariah Park and Springdale Flood Studies were adopted by Council and road safety initiatives targeting safe driving in the Ariah Park village main street have been undertaken.	✓
03	Implement the actions of the Amenity Tree Action Plan	Street Tree Audit undertaken in 2023. Policy has been amended and adopted. Follow up clauses endorsed by Council. The only part of the policy still to be reviewed relates to nature strip plantings. High priority actions from the Street Tree Audit have been actioned in part (trees removed but some stumps remaining). Replanting is currently underway.	✓ Completed for current year
04	Hold committee meeting of Council, at a village location annually	The May 2024 Asset and Operations Meeting was held at the Springdale Community Hall. Local residents were invited to attend the meeting and a range of matters were discussed, including updates on projects and new projects scheduled for the new financial year.	✓ Completed for current year
05	Support for village committees to achieve the community aspirations within the limitations of Council resourcing	Council continues to support village committees through the provision of section 355 status and the provision of funding support through external grants and Council funding for specific projects.	✓ Completed for current year
06	Partner with individuals, organisations and companies to support new resident attraction	Membership continued with NSW GROW program, Country Change, and Regional Activators Alliance's (RAI) Move to More campaign in support of new resident attraction. Council officers participated in the Country Change Expo held in March 2024.	✓ Completed for current year

Action Code	Action Name	Annual Comment	Status
07	Provide a welcoming community for new residents	<p>Council held a new residents welcome pool party in March 2024 which was attended by approximately 15 community members.</p> <p>The Language Buddy program held weekly at the Temora Shire Library provides a safe and inclusive space for new residents with English as a Second Language.</p> <p>DirectMe guide updated regularly.</p> <p>New resident promotional videos produced in partnership with the RAI Move to More campaign.</p>	<p>✓ Completed for current year</p>

4.1.2: Provide appropriate and affordable community facilities and meeting spaces for community use

Action Code	Action Name	Annual Comment	Status
01	Review external aesthetics at NRCC House	Public Library Infrastructure Grant project is complete.	<p>✓</p>



Baby Bounce at Temora Shire Library

4.2



A community that enjoys appropriate urban infrastructure

4.2.1: Provide a stormwater drainage network that mitigates flooding impacts



Action Code	Action Name	Annual Comment	Status
01	Development of a Floodplain Risk Management Plan including 10 year rolling works program	Flood plain risk management plan complete for Springdale/Ariah Park and nearing completion for Temora. A ten year capital works plan is not part of the flood plain risk management plan.	 Completed for current year
02	Undertake Stormwater Drainage upgrade and renewal in accordance with the Stormwater Assets Capital Works Program	Victoria Street underground drainage adjacent to Camp Street compete. Most other drainage projects have been rolled forward for completion next year.	 Completed for current year
03	Improvement of drainage within Temora Shire	Significant progress in 2023/24. Springdale Flood Plain Risk Management Study and Plan Goldengate Detention Basin Design. Temora Flood Plain Risk Management Study and Plan nearing completion.	 Completed for current year

4.2.2: Provide access to parks and playgrounds for residents and visitors, and incorporate public open space when new residential subdivisions are planned



Action Code	Action Name	Annual Comment	Status
01	Provide public conveniences to a standard acceptable to the community	Ongoing.	

4.2.3: Maintain a network of roads, footpaths and cycleways to enable residents and visitors to move around the Shire


Action Code	Action Name	Annual Comment	Status
01	Commitment to road safety and relationship with RMS and adjoining Councils	Road Safety Officer (RSO) delivered specific TfNSW programs across each Council. RSO delivered Transport for NSW (TfNSW) resources to each Council. RSO collaborated with TfNSW, NSW HWP and other community groups to deliver the appropriate road safety messaging.	
02	Ensure that appropriate mechanism is in place to determine road priorities	Road Hierarchy Plan combined with Asset Management Plan and Asset Register provides ample framework to determine road maintenance, renewal and upgrade priorities. Need to consider the best mechanism to consult / communicate this information with Council.	 Progressing
03	Development and implementation of Road Safety Strategic Plan (RSSP)/Action Plan	Not funded. RSO to begin developing a RSSP in house.	Grant Not Available
04	Investigate the provision of street lighting within Temora Shire	Significant work from last Street Lighting committee remains unfinished / underway. Level 3 design completed for Burley Griffin Way Gallipoli St to Narraburra Street. 7 solar lights installed. Some issues are currently being addressed under warranty. Essential Energy is investigating minor capital works eligibility at Aria Park and Temora.	 Completed for current year
05	Undertake Footpath upgrade and renewal in accordance with the Footpath Capital Works Program	Anzac St (pool parking area), DeBoos St (Polaris to Parkes), Crowley St (Polaris to Grey) and Aurora St (Anzac to Polaris St) projects are complete.	 Completed for current year
06	Undertake Cycleway upgrade and renewal in accordance with the Cycleway Capital Works Program	No cycleway upgrade and renewal projects funded in the current financial year.	Not due to start
07	Undertake Rural Unsealed Roads upgrade and renewal in accordance with the Rural Unsealed Roads Capital Works Program	Fraters, Rees and part of Traegers rolled forward. Barbys, Boundary Range, Camps and Wells completed.	 Completed for current year
08	Undertake Rural Sealed Roads upgrade and renewal in accordance with the Rural Sealed Roads Capital Works Program	Back Mimosa Road and Tara Bectric Road Seg 4, 5 and 7 are complete. Reseals are complete. Howards Road is a multi-year project.	 Completed for current year

Action Code	Action Name	Annual Comment	Status
09	Undertake Urban Unsealed Roads upgrade and renewal in accordance with the Urban Unsealed Roads Capital Works Program	Delavan St, Wattle St and Nicholson St complete.	 Completed for current year
10	Undertake Urban Sealed Roads upgrade and renewal in accordance with the Urban Sealed Roads Capital Works Program	Camp St Shoulder construction is complete. Reseals complete. Little Crowley St rolled forward.	 Completed for current year
11	Investigate the provision of access within Temora Shire, including footpaths, ramps and car parking provision	Look to review Footpath Hierarchy and PAMPS in coming 24 months.	 Not Progressing
12	Undertake Kerb and Gutter upgrade and renewal in accordance with the Kerb and Gutter Capital Works Program	Camp St Segment 2 and 3 complete. Loftus St and Little Crowley St rolled forward for completion next year.	 Completed for current year
13	Undertake Regional Roads Program in accordance with the determined program	Majority of funding deployed on MR398 Shoulder widening.	 Completed for current year
14	Undertake Fixing Country Roads/ Heavy Vehicle Safety and Productivity Program in accordance with the determined program	Fixing Country Roads projects Tara Bectric Road Segment 4, 5 and 7 is complete and Howards Road Segment 1 has commenced.	 Completed for current year
15	Undertake Pavement rehabilitation/ Widening in accordance with the Pavement Rehabilitation/ Widening Capital Works Program	Tara Bectric Road Segment 4, 5 and 7 complete. Howards Road Segment 1 has commenced.	 Completed for current year

4.2.4: Maintain a sewerage network to service our urban areas

Action Code	Action Name	Annual Comment	Status
01	Undertake Upgrade and renewal works on Sewerage and Recycled Water in accordance with identified program	Program complete. Focus on renewal of service connections between the sewer main and property boundary. Council has 2200 of these, many of which are in poor condition.	 Completed for current year
02	Gain S60 approval for Sewerage scheme and recycled water scheme	Integrated Water Cycle Management (IWCM) is part of this approval and Section 60 approval application will be subsequent to the IWCM.	 Not Progressing

4.2.5: Provide cemetery grounds that create respectful places for grieving families and friends, and which meet future interment needs of our local community

Action Code	Action Name	Annual Comment	Status
01	Continue to improve functionality of the cemetery. <ul style="list-style-type: none"> • Heavy patching and sealing of internal road • Update plinths in Lawn Cemetery (2 in alternate years) 	New internal road will be sealed in Council's usual Bitumen sealing program scheduled for Nov/Dec 2024.	 Progressing
02	Gain S60 approval for Sewerage scheme and recycled water scheme	Not due to commence until after the completion of the Integrated Water Cycle Management Plan.	Not due to commence



Footpath works

4.3



A community that strives to minimise its environmental impacts

4.3.1: Provide waste management facilities and increase opportunities for recycling for residents and visitors



Action Code	Action Name	Annual Comment	Status
01	Reduce the impacts of litter on our community	Ongoing	 Completed for current year
02	Monitor illegal waste dumping hot spots within Temora Shire	Hot spot waste dumping sites are monitored. Where possible, camera surveillance is used.	 Completed for current year
03	Respond to community and Government demands for the provision of suitable recycling services within Temora Shire	With the household recycling review completed and the Temora Lions Club new press installed and operational, Council's focus will turn to Food Organics and Garden Organics (FOGO) waste and preparing for the NSW Governments 2030 FOGO mandating legislation.	 Completed for current year
04	Maintain waste services in the village of Aria Park	Currently working with Aria Park Community Project reps to provide a Community Recycling Station in the reserve next to Council depot.	 Completed for current year

4.3.2: Decrease carbon emissions into the atmosphere (for example, through investment in electric vehicles and charging stations)

Action Code	Action Name	Annual Comment	Status
01	Utilise solar power system installation where economic.	June Road Caravan Park completed in 2023/24.	 Completed for current year

4.3.3: Manage weeds and pests to protect the environment

Action Code	Action Name	Annual Comment	Status
01	Commitment to the eradication of urban weeds and pests	Changes to the Weeds Action Program (WAP) funding administration were cumbersome and time consuming. Challenges appear likely to continue in the final year of the 5 year Weed Action Plan.	✓ Completed for current year
02	Ensure residents are not adversely impacted upon by untidy or overgrown lots	Untidy and overgrown blocks we stay on top of to alleviate concerns from neighbors and the public. Contractors are doing an excellent job. Crown lands and the Rail Authority usually need follow up work. Weed infestation and vermin control are acted on when notified.	✓ Completed for current year

4.3.4: Conserve and responsibly use our precious water resources

Action Code	Action Name	Annual Comment	Status
01	Ensure sustainable operation and usage of precious water	A significant portion of Council's water use remains recycled effluent or storm water reuse. This use is not in full compliance with best practice and is being considered as part of Council's IWCM Strategy.	✓ Completed for current year

4.3.5: Protect our agricultural land by taking action to minimise soil loss and enhance soil health

Action Code	Action Name	Annual Comment	Status
01	Support for agricultural community efforts to preserve soil health	Council has worked in partnership with Bland Shire Council to develop a Drought Resilience Plan. The Plan has been endorsed by Council and will be utilised to apply for grant funding opportunities in the 2024/2025 financial year. Council continues to support the TAIC, which has a focus on productivity and best practice agriculture.	✓

4.3.6: Planting native vegetation to provide shade and shelter for livestock, reduce risk of salinity, improve soil productivity, reduce erosion, enhance water quality and create wildlife corridors

Action Code	Action Name	Annual Comment	Status
01	Support for agricultural pursuits that improve environmental outcomes	Council continues to support the research facility, TAIC, has prepared a Drought Resilience Plan in partnership with Bland Shire and has met with local and regional Land Care representatives, the farming community and Agricultural businesses to ensure that Council is kept up to date on matters occurring within the Shire.	✓

4.4



A community that enjoys a variety of open spaces for leisure

4.4.1: Provide parks, reserves, playgrounds and other open space with shade provision, seating and access to drinking water



Action Code	Action Name	Annual Comment	Status
01	Commit to improving the utility of parks and recreation areas within Temora Shire	Continually improving parks and recreation areas within the LGA. Significant renewal and upgrade occurred in second half of 2023/24 in Bradley Park, Temora West Park & Federal Park.	 Completed for current year

4.4.2: Provide options for dog-off leash areas for residents and their pets to safely enjoy

Action Code	Action Name	Annual Comment	Status
01	Provide areas to enable pet owners to exercise pets	More consideration/direction required.	 Not Progressing



4.5



A community that sustainably plans for its future

4.5.1: Strategically plan for how our land is used in the medium and long term to ensure that the social, educational, economic and environmental needs of current and future generations are met (including planning for industrial land release, residential lots, schools, open space) Temora Shire Council



Action Code	Action Name	Annual Comment	Status
01	Upgrade of Temora Shire Land Use Strategies	Council is seeking to support the delivery the highest priority task of the Temora Local Housing Strategy through the rezoning of the next stage of the Highfields Estate land. The draft Planning Proposal is expected to be publicly exhibited later in 2024.	 Progressing

4.5.2: Maintain a Local Emergency Management Committee and Plan that prepares for, educates about and responds to local disasters

Action Code	Action Name	Annual Comment	Status
01	Provide emergency services to meet the needs of Temora Shire residents	Local Emergency Management Committee meetings held as scheduled every 4 months and Local Emergency Management Plan up to date.	

4.5.3: Implement community, environmental initiatives that promote tree planting, composting, growing vegetables and creating environments that promote biodiversity

Action Code	Action Name	Annual Comment	Status
01	Support for environmental initiatives to improve outcomes for residents of Temora Shire	Ongoing.	



2.2






Internal Strategies

2.2.1: Assets





Action Code	Action Name	Annual Comment	Status
01	Ensure Capital Proposals are optimised and supported by Council	This remains and area for improvement. New and upgrade capital works are not scrutinised enough prior to investment decision.	✓ Completed for current year
02	Ensure the identification of road assets operated by Council	Staff have been working with Department of Planning and Environment (DPE) regarding the identification and ownership of road assets operated by Council. Expect it will be some time before Council staff are in a position to present options to Council.	✓ Completed for current year
03	Improved long-term management of plant assets <ul style="list-style-type: none"> • Biennial review of Plant Asset Management Plan 	Review is ongoing.	✓ Completed for current year
04	Long term management of Council assets	Slow progress, with resourcing an issue in the Asset Management space.	✓ Completed for current year
05	Improve long term management of sewerage assets and ensure sustainable operation	Major CCTV Program delivered in 2023/24 (11km of a total 54km). Processing of data is ongoing. IWCM yet to be adopted and remains with DPE.	✓
06	Provide long term management of transport assets including biennial review of Transport Asset Management Plan and associated hierarchy plans	Transport Asset Management Plan is close to completion but does not function well in isolation of the remaining asset management system (Policy, Strategy, Plans and Procedures). Major challenge to develop, operate and maintain into the future.	✓ Completed for current year
07	Ensure ongoing sustainability of Plant Replacement Program	Plant Replacement Program is regularly reviewed and is supported by policy. The Plant Replacement Policy was reviewed and endorsed by Council during the year.	✓ Completed for current year

2.2.2: Efficiency

Action Code	Action Name	Annual Comment	Status
01	Present Council as a professional, efficient organisation	Council has undertaken a significant amount of work to review and update its policies and procedures. A service review of Councillor policies was undertaken in October and November 2023 and the implementation of the recommendations of this review has been implemented with a significant number of policies updated or established to meet legislative requirements and to prepare for the next council election in September 2024. Training and professional development opportunities have been provided to staff and Councillors to support the implementation of these policies.	 Completed for current year
02	Ensure quality and homogeneity of Council works	Still some work to do on documenting construction processes.	 Completed for current year
03	Ensure modern approach to engineering administration and management	Continually improving engineering strategy and processes. Attraction and retention of appropriate resources remains a challenge.	 Completed for current year

2.2.3: Governance

Action Code	Action Name	Annual Comment	Status
01	Maintain currency of Policies, Procedures and Business Rules	All Council policies are maintained within the Councils Pulse software system. New policies and procedures have been prepared to meet legislative requirements including the Managing Psychosocial Hazards Procedure and the Public Interest Disclosure (PID) Policy. Council has updated its Bullying, Harassment and Discrimination Procedure and a review of all Councillor related policies has been undertaken with an implementation program undertaken ahead of the next local government election.	 Completed for current year
02	Provide Mayor and Councillors with sufficient depth of information to enable effective decision making based on sound legislative, economic, social and moral bases	<p>Information and support is provided to the Mayor and Councillors through the provision of Council and committee meetings, workshops and information as required.</p> <p>A review of Councillor related policies has been undertaken and a review of Council and committee templates will be undertaken in preparation for the 14 September 2024 local government election.</p> <p>A draft Councillor induction program has been prepared and a communication strategy regarding the election commenced in March 2024.</p>	 Completed for current year
03	Program a tour of inspection on the first and third year of a new council	<p>Postponed first year tour undertaken in 2023.</p> <p>Third year tour will need planning for 2024-25 financial year. No tour of inspection required in the current financial year with the most recent one held in March 2023.</p>	Not due to start





2.2.4: Information Technology

Action Code	Action Name	Annual Comment	Status
01	Provision of Technology Plan for Temora Shire	Strategy has been completed and approved by Council.	✓
02	Take advantage of emerging trends and technologies	The current emerging trend of note is Artificial Intelligence (AI). This will be reviewed over the next 12 months to decide whether to implement this as a technology policy.	✓ Completed for current year
03	Optimise the use of business systems and applications	Content Manager upgrade has been completed with User Training to be organised once policies and procedures have been finalised. A major Infocouncil database upgrade was actioned in mid-June. The IT Support Officer is working on implementing a more consistent remote support tool, Splashtop, to facilitate user support. Snipe IT asset management system has been created on a local resource and is under review by the IT support Officer.	✓ Completed for current year
04	Monitor and optimise the use of IT infrastructure and technology	IT infrastructure server hardware is under monthly monitoring by the Managed Service Provider (MSP). MSP is currently consolidating Telstra connection profiles and documentation. A marked reduction in network issues between sites has been experienced this year. Improvements to the Universal Power Supply battery backup is currently being undertaken.	✓ Completed for current year
05	Review security issues pertaining to ITC	Through the use of third party consultants, common vulnerabilities and exposures are actively being reviewed for relevance and actions are taken if necessary.	✓ Completed for current year
06	Review future direction of application software	The current system meets user expectation with the continual update of software. Firewall security software has been upgraded for improved security.	✓ Completed for current year


2.2.5: Risk Management

Action Code	Action Name	Annual Comment	Status
01	Minimise Council Risk exposure	Risk Management procedure completed, with gaps identified in risk framework audit of April 2024 addressed. Fraud and Corruption Risk Register review has commenced and is mostly completed, as part of the full review of the Fraud and Corruption Policy review. Planning for the redevelopment of the business continuity plan has commenced, with a target completion date of 31 December 2024.	✓ Completed for current year
02	Develop and implement a Continuous Improvement Pathway (Statewide Mutual) which monitors the Risk Management performance of Council	Continuous Improvement Pathway audit complete for 2023/2024. Improvements in risk management of playgrounds underway with further improvements proposed for 2024/2025.	✓
03	Commit, as an organisation, to actions, policies and procedures that support a safe and healthy workplace.	Actions set for 2023/2024 have been completed. The review of the Volunteer Risk Management Procedure is due for completion by the 14th of July 2024, in line with the WHS Action Priority plan and is running to schedule.	✓







2.2.6: Staffing

Action Code	Action Name	Annual Comment	Status
01	Ensure that succession planning of staff is in place and risk to Council implications are minimised	Appointment of People and Culture Manager in April 2024. Annual Employee Engagement Program currently in progress. Talent Review undertaken with Engineering Asset Manager for all Engineering staff. Identifying current performance and future potential including risk assessment of being flight risk and associated performance, development and retention strategies.	 Progressing
02	Ensure optimal mix of staff to meet the operational needs of Council now and in the future	Throughout the year Council has maintained its focus on attracting new staff to vacant positions and retaining staff within the organisation. A People & Culture Manager position was established and recruited in the second half of the financial year and significant progress has been made in the development of policies, processes and initiatives to support Council's diverse workforce including the development of a Flexible Workplace Policy, the creation of a new Child Safe Policy and hosting the annual Wellbeing Week with a range of activities to encourage the health, safety and well-being of staff.	 Progressing
03	Improve Council employment conditions and opportunities for people with challenging circumstances (family, disability)	Appointment of People and Culture Manager. Development of Flexible Work Arrangements Policy/Procedure. Endorsed by Manex and Staff Consultative Committee. Currently out for staff consultation for implementation in Q3 2024.	 Progressing
04	Aim to become an employer of choice	Council has continued to implement actions identified through the Human Resources Review Report and has recruited a People and Culture Manager to support and assist in continuing to progress these actions and those identified through the Workforce Management Strategy.	 Completed for current year

2.2.7: Support Services

Action Code	Action Name	Annual Comment	Status
01	Provision of Quarries that meet the needs of Council	Safety Management System remains an outstanding item.	

2.2.8: Miscellaneous

Action Code	Action Name	Annual Comment	Status
01	Reduction in the financial cost, risk and disruption to Council works by Utility Providers	Section 138 policy is under development. Council has very limited influence on utility providers who are exempt from Section 138 approval. Utilities are required to consult and make good any damage caused.	 Not Progressing
02	Provide facilities for administration staff that meet the needs of users	Short term needs have been met. Master planning underway for future improvements.	 Completed for current year
03	Maintain relationships with external bodies	Council is an active participant in regional and state based organisations including REROC, Eastern Riverina Arts, Visit Riverina, Riverina Regional Library Service, Country Mayors Association and LGNSW. Council and the Temora Shire community has benefited from the advocacy work, coordination and funding initiatives supported by these agencies.	 Completed for current year
04	Provide clear process for the conduct of events within Temora Shire	Event webpage, application form and workflows reviewed and improved. In testing phase.	 Completed for current year
05	Develop priority projects to 'shovel ready' level to take advantage of grant opportunities	No Progress.	 Not Progressing
06	Ensure adequate resources to fulfil the needs of residents	Council has advocated for a review of the rate peg methodology which has now been reviewed by IPART.	



2.3



Services for people with diverse cultures and language

Temora is a community containing a low level of persons from a Non-English Speaking Background (NESB).

The 2021 Census indicated:

Country of Birth	Temora	%	NSW	%	Australia	%
Australia	5,361	88.8	5,277,497	65.4	17,019,815	66.9
England	88	1.5	231,385	2.9	927,490	3.6
Philippines	39	0.6	106,930	1.3	293,892	1.2
New Zealand	25	0.4	208,962	2.6	673,352	2.6
India	18	0.3	118,527	1.5	530,492	2.1
Germany	12	0.2	28,921	0.4	101,255	0.4

In Temora (Statistical Local Areas), 88.8% of people were born in Australia. The most common countries of birth other than Australia were England 1.5%, Philippines 0.6%, New Zealand 0.3%, India 0.4% and Germany 0.2%.

For the 2021 Census in Temora (Statistical Local Areas), there were 207 Aboriginal and Torres Strait Islander people. Of these, 97 (or 46.9%) were male and 110 (or 53.1%) were female. The median age was 25 years.

People Characteristics	Temora	%	NSW	%	Australia	%
Aboriginal and Torres Strait Islander	5,361	3.4	278,043	3.4	812,728	3.2
Male	88	46.9	138,179	49.7	403,709	49.7
Female	39	53.1	139,862	50.3	409,024	50.3
Median Age	25	-	23	-	42	-

This low level of ethnic diversity has been recognised by Council. Accordingly, a number of activities have been developed and undertaken to overcome the lack of diversity.

These include:

- Continuation of the sister-city activity with Izumizaki-mura, Japan and Uppington, South Africa
- Participation in Reconciliation Week
- The Special Broadcasting Service (SBS) radio station for the Temora community

Whilst it is acknowledged that the ethnic mix in Temora does not mirror many urban areas, the isolation of some NESB can be debilitating and Council has recognised its responsibility to these residents.



Child and Youth Services

Council recognises the responsibility to provide an innovative and appropriate mix of services for the residents of Temora and their families.

The objective of Council is to ensure quality options are available for all residents irrespective of their ethnic or socio-economic background. Some of the options offered in 2023/2024 include:

Long Day Care

The Bland Temora Family Day Care offer a long day care program. This service is funded and administered by Bland Shire Council on behalf of Temora Shire Council. Providing quality, affordable, in-house childcare services for children aged 0-12 years, the service provides regular or part-time care, occasional or emergency care, before and after school care as well as school vacation care.

During 2023/2024, the service catered for 39 families in total, with 33 of these families being from the Temora Shire. 45 children in Temora Shire were serviced along with 8 children from Bland Shire.

Pre-Schools

Temora Shire Council provides accommodation for the Temora Pre-School and Out-of-School Hours Care program, located in Gloucester Park.



Library Services

As we reflect on another remarkable year, we are proud to highlight our library's achievements, community engagement and the innovative programs that have enriched our offerings; whilst celebrating the pivotal role our library plays within the community. Together, we continue to build a brighter future through knowledge, connection, and creativity.

This year, we were honoured to receive the NSW Public Libraries Association award for Innovation & Outreach Services. This recognition underscores our commitment to enhancing library services and expanding our reach within the community. The Innovation and Outreach Award recognizes programs that creatively engage and uplift the community, and the Christmas display initiative is a perfect example of this spirit. By transforming a holiday tradition into a platform for outreach, the program not only brightens the season but also fosters a sense of togetherness. In total, \$390 was raised for the Salvation Army Christmas luncheon.

Our Intergenerational Preschool program continued to thrive, providing enriching experiences that foster connections between children and seniors. Through storytelling and shared activities, participants engaged in meaningful interactions that benefit both age groups. Grant funding from Rotary Wollundry and National Backyard Cricket (LBW Trust) will allow Intergenerational Preschool to continue to the end of 2025.

The finalisation of the Public Library Infrastructure Grant funding has allowed us to implement significant upgrades, including installation of new RFID gates, automatic doors, front entrance upgrade of wood panelling and painting, including external signage and a new logo. These improvements not only enhance our library's visibility but also modernise our branding to better reflect our mission and values.

This year, we hosted one of our largest library

events, welcoming acclaimed author and Voice of the Outback - Fleur McDonald for the annual One Book One Temora author visit. Over 80 attendees participated, making it a memorable occasion that celebrated literature and community connection.

The last half of the year saw us proudly host our second annual Library and Information Week Bookmark Competition, encouraging creativity and engagement among our young patrons. This initiative successfully highlighted the importance of libraries in our community, with the winning entrant's design professionally printed onto bookmarks for patron use. Congratulations Ari Bryon!

August also brought CBCA Book Week and this year's theme of 'Reading is Magic' was brought to life with visiting 'author-strator' Andrew Plant. Andrew provided unique insights into the creative process and the role of authors in bringing stories to life. Andrew's visits to Temora High School and St Annes Catholic College included interactive storytelling, art demonstrations, and discussions about the creative process.

In September, we launched our Sign-Up September promotion, encouraging new memberships and highlighting the benefits of library services. The library gained 17 new members who went in the draw to win signed copies of books from some of our top Aussie authors.

The past year has been filled with innovation, outreach, and community spirit. We are grateful for the continued support from our patrons, staff, and volunteers, which have made all our achievements possible. We look forward to building on this momentum in the coming year, continuing to serve as a vital resource and community hub.



Our commitment to regular programming remained steadfast, featuring:

- 1 **Baby Bounce**
- 2 **Preschool Group Visits**
- 3 **Tea Events with David Lyons**
- 4 **Storytime**
- 5 **Get Crafty/Knitting Clubs**
- 6 **Lego Club**
- 7 **Language Buddy**
- 8 **Housebound deliveries**
- 9 **School Holiday Activities**

Library memberships increased by 79 during 2024, bringing the total memberships to 1,609.

Total loans through 2023: Temora: 14,205

Most loaned item of 2023: *What Happened to Nina*, by Dervla McTiernan

Sporting Facilities

Sport plays a major role in the lives of many young residents in the Temora Shire. Council continues to support the region's sporting interests by working closely with the community and sporting groups in an effort to ensure excellent sporting facilities are available and continually maintained to a high standard.



Representation

Temora Shire Council has engaged in the representation of Youth Services within a number of programs and committees such as:

- 1 **Temora Youth Team**
- 2 **Interagency**
- 3 **Local Government Week Committee**
- 4 **Youth Week**
- 5 **REROC Youth Meeting**

Support Programs and Events for Young People

- Temora Youth Team
- Aria Park Youth Council – “The Shed”

Platform Y is a safe space for young people aged 10- 25 years to socialise, learn new skills and engage in activities that promote wellbeing and enhance their sense of community inclusivity.

Council recognises the challenges of young people in regional areas and aims to provide innovative programs, driven by the Youth Leadership team. This team contributes to the strategic direction of youth programs, encouraging community engagement and giving them a voice within the wider community.

The employment of a Youth Development Officer (Creative innovation and youth development initiatives) and Youth Program Coordinator (Program/ Project delivery including weekly workshops and holiday programs) ensures young residents are provided with innovative programs, which are driven by the Youth Leadership Team.

Interagency

Interagency provided access for young people to programs and support within Temora and wider Riverina.

Temora Women's Network

Events provided for local women to gain knowledge on different issues

Youth Week

Working with the theme of *Express. Empower. Get Loud!*, workshops and activities were provided for local young people aged 8-25 years to celebrate Youth Week. These included Youth Week Jamble: Plug 'n' Play Youth Music Festival, Cooking and Macrame workshops and two Gaming Tournaments - one in Temora and another in Aria Park.

Local Government Week

Mayoral Morning Tea

The Local Government Week Mayoral Morning Tea was held on Monday 31st July 2023 at the Temora Memorial Town Hall.

Mayor, Cr Rick Firman and Deputy Mayor, Cr Graham Sinclair, provided personal invitations to our community's volunteers, Citizens of the Year and Temora Shire school leaders. This event was also open to the wider volunteer community. There were approximately 40 attendees on the day, and Mayor Firman addressed and thanked community volunteers.

The Temora Public School band provided some entertainment for guests.

Boom Time Forum #4

The Local Government Week Boom Time Forum #4 was held on Tuesday 1st August 2023 at the Temora Ex-Services Club.

The forum was an opportunity for residents and business owners to hear about the upcoming private sector developments impacting Temora Shire and how Council is preparing for population growth. The agenda included:

- Economic Development Pipeline
- Housing and Planning for Expansion
- Tackling Workforce Challenges
- Panel Questions & Answers

There were approximately 100 attendees. Attendees included Councillors, Council staff, local residents, local business owners and visitors from other Riverina areas such as Wagga Wagga,

including representatives from State Government departments.

Councillors join in on regular activities

On Monday 31st July 2023, Mayor Firman attended St Anne's Central School Seniors Assembly, as part of school visits program. Other visits to schools included Cr Oliver to A Dragon's Tale Day Care Centre or Storytime, Cr Bushell to Temora West Public School for Storytime and Cr Judd to Aria Park Preschool.

Seniors Career Talk

General Manager, Melissa Boxall, Engineering Works Manager, Alex Dalhenburg and Cr Anthony Irvine attended Temora High School on Wednesday 2nd August 2023 for their Seniors Career Talk session.



2.5



Services Encouraging Access and Equity

Council recognises the responsibility to provide accessibility to all shire members.

Community projects

The following projects have been undertaken with regard to improving access and equity for all residents living in the Temora Shire:

- Construction of New Footpaths.
- Allocation of Disability Parking spaces, including Hoskins Street.
- Bob Aldridge unisex change rooms.
- Lighting upgrades at Bob Aldridge, Temora West Sporting Grounds and Temora Tennis Club.
- Federal Park upgrades, including paths and soft fall.
- Bradley Park upgrades, including new paths, accessible toilet and seating.
- Harper Park toilet upgrade for accessibility.

Advertising

Council promotes services in a variety of ways including:

- Advertising in local newspaper
- Producing and distributing publications
- Public meetings
- Community committee structure
- Media releases
- Monthly newsletter – Narraburra News
- Websites
- Facebook, Instagram

The *Temora Independent* newspaper, has sole local coverage of the Temora Local Government area. In addition, the Narraburra News is utilised to disseminate information to local residents and relevant stakeholders about events and activities of the region. Given the scope of coverage,

Council advertising reaches the majority of Shire residents.



Community Directories

Council publishes a booklet which details all services available within the Temora Shire area including Council information, and State and Federal Government services.



Public Meetings

Council convenes public meetings as required on issues of concern or where public input is required. This process facilitates information flow between community and Council.

Resident Committee Participation

Council outwardly encourages the participation of community representatives on appropriate Council committees. The committees which include community representation are:

- Temora and District Sports Council
- Friends of Temora Shire Cemeteries Committee
- Springdale Community Committee
- Aerodrome Users Committee
- Lake Centenary Management Committee
- Aria Park Swimming Pool Committee
- Aria Park Advisory Committee
- Imagine Temora Committee
- Temora Shire Australia Day Committee
- Bundawarra Centre Advisory Committee
- Town Hall Theatre Committee
- Temora Agricultural Innovation Centre Management Committee
- Temora Women's Network Committee
- Temora Fight the Fruit Fly Committee
- Access and Equity Committee
- Heritage Committee
- Sister City Committee
- Temora Youth Committee
- Temora Arts Centre Advisory Committee

Website

Council's main website,

www.temora.nsw.gov.au,

offers access to the 'business' side of Temora Shire Council, providing regular news updates and

featured programs allowing visitors to stay informed about the shire. The easy to navigate website allows residents to access information about council policies, fees and charges, positions vacant and to do business with Council like paying rates.

Council also runs a tourism website,

www.temora.com.au,

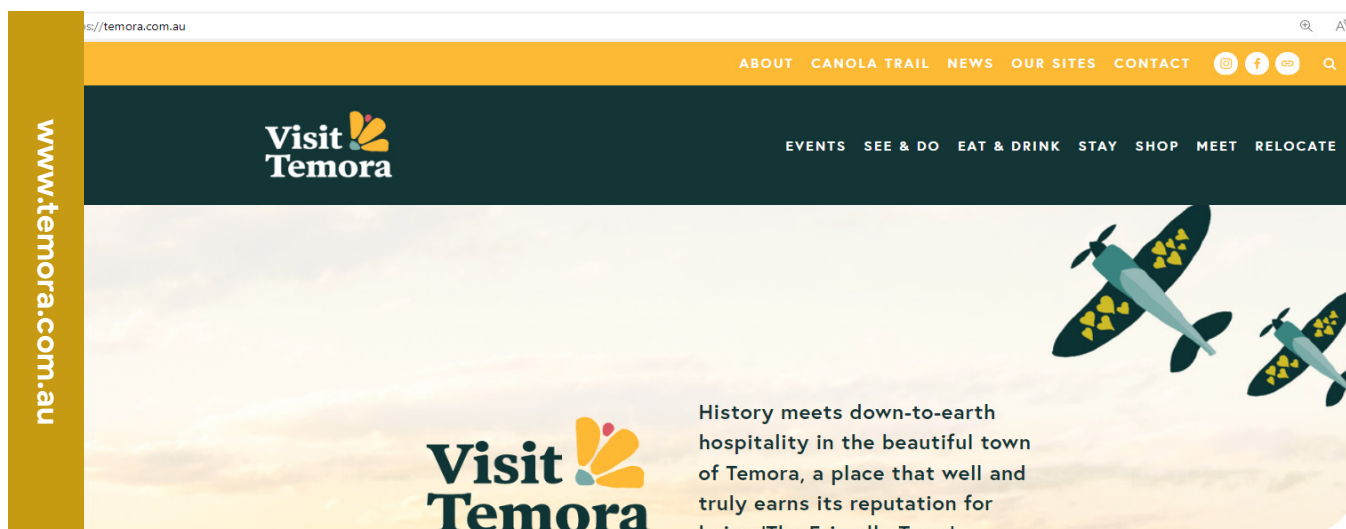
which offers a portal to the tourism and events components of Council's operations. This website has a focus on the outstanding facilities found in the Temora Shire, proposing Temora as a destination for events and conferences and supporting local tourism providers. It is here you can explore things to do and see, where to eat and places to stay in Temora Shire.

Council has several social media pages that offer an opportunity for the community to actively engage with Council, and some of our facilities and functions, via Facebook, Instagram and Twitter.

Our Temora Shire Council Facebook page has over 6,400 followers in June 2024 and is a very useful platform for interactive communication and customer service with residents.

Our *Visit Temora* Facebook and Instagram pages are aimed at our tourism market highlighting accommodation, events and exciting advancements suited to our region's visitors.

Other social media pages include Temora Recreation Centre, The Bundawarra Centre, Temora Arts Centre, Library, Pinnacle Community Services, Temora Youth, Temora Ambulance Museum and Temora Airport and Airpark Estate as well as our council-run Facebook groups





Developer Contributions

Developer contributions collected under Council's s7.12 Plan are applied towards meeting the cost of one or more of the public facilities identified in the plan. These facilities are either community facilities or drainage infrastructure.

Details of projects for which s7.12 Contributions have been used during 2023/2024:

Project ID	Project Description	Kind of Public Amenity	s7.12 Plan Contributions Expended	% of Project funded by s7.12 Contribution	Project Completed? (Y/N)
W3758	Bradley Park Upgrade	Open Space	50,000	10%	Y

S7.12 Developer Contributions Plan 2023/2024 summary:

Kind of Public Amenity	Opening Balance @ 01.07.2023	Receipts	Expenditure	Closing Balance @ 30.06.2024
Roads	61,186	-	-	61,186
Open Space	50,000	-	(50,000)	-
Drainage	152,845	349,946	-	500,791
Total Contributions	264,031	349,946	(50,000)	561,978



Disability Inclusion Action Plan

Promote positive attitudes and behaviours: *A Shire that is accepting of diversity*

Strategy	Action	Comment on Progress
CSP Strategic Objective 1.6: <i>A community that is safe and inclusive, and looks after people who are experiencing disadvantage.</i>		
Provide opportunities for intergenerational activities that promote safety, respect and understanding	Aim to reduce stigma associated with disability	The Access and Equity Committee met in September, discussing equitable access to council services, buildings and infrastructure. There was a meeting held in March 2024. Council Officer engaged with local businesses to run "Quiet Hour on Hoskins Street" in December 2023.
CSP Strategic Objective 2.1: <i>A community with strong local leadership</i>		
Encourage and take steps to enable a representative cross section of the community to stand for public office (including people with disability)	Support people with disability in representation	A program to review, update and create Councillor related policies has been undertaken and work has been undertaken through a communication strategy in preparation for the next council election scheduled for 14 September 2024. Council remains committed to encouraging diverse representation being on the elected council and has promoted opportunities for training and information sessions for Councillor candidates.
CSP Strategic Objective 1.3: <i>A community with services and facilities for our children and young people</i>		
Provide safe places and opportunities for our young people with disability to develop a sense of identity, self-worth, confidence, belonging and achievement through social activities	Develop and deliver programs that meet the needs of Young people with disability	Regular consultation and collaboration with local young people ensured programs offered aligned with their expectations and needs. Fortnightly meetings with the Temora Youth Leadership Team provided young people with an opportunity to advocate for their peers and have input into programs and events at Platform Y. Team mentors, Youth Development Officer and Youth Program Coordinator regularly engaged in informal dialogue with young people to evaluate existing programs and implement recommendations.

CSP Strategic Objective 1.3: A community with services and facilities for our children and young people

Promote Platform Y as an inclusive and safe space for young people with disability

Platform Y was promoted as a welcoming space for young people to grow and build social connections, regardless of race, age, gender, sexuality or ability. The Youth Development Officer (YDO) liaised with Temora Community Centre and Pinnacle to ensure programs were promoted to their clients as inclusive and accessible. Workshop mentors were required to hold a current working with children check certificate. Platform Y hosted a Youth Week Jumble at the Railway precinct, providing families and young people with an opportunity to explore the space in a relaxed setting. The YDO collaborated with other organisations for special programs (eg. Youth Made Market, Adulting 101) promoting Platform Y and introducing a new cohort of young people to the space.

Ensure Youth programs are equitable to all sections of the Temora Shire

Weekly workshops, school holiday and special programs were offered to local young people at no cost. If possible, transport assistance was made available to those in local villages to attend programs. Weekly Gaming and Robotics workshops were offered at Aria Park, as well as school holiday workshops. Youth Development Officer liaised with Pinnacle and the Community Centre to investigate potential members from their client base.



Create liveable communities: *A Shire where everyone has equal opportunities to live, work and play*

Strategy	Action	Comment on Progress
CSP Strategic Objective 1.1: <i>A community with appropriate services and care for our ageing population and people with disability.</i>		
Provide and promote home and community care for people with disability (NDIS, community transport, Meals on Wheels, outings, domestic assistance, social support, home modifications, home maintenance)	Maintain Pinnacle Services as a premium provider of disability services	Pinnacle continued to provide disability support to residents within Temora Shire.
	Ensure awareness of transport options available for people with disability	Pinnacle has continued to promote community transport services within Temora Shire through social media platforms and other local advertising methods. With the closing of Temora Taxi Service, Pinnacle's community transport services saw an increase in demand from the local community.
	Ensure that the views of disabled people are represented to Council	The Access and Equity Committee provides opportunities for people with disability to have their views represented directly to Council. Pinnacle's Manager also provides representation on behalf of people with disability at the Access and Equity Committee meetings.
	Ensure equality of access for disabled people	Pinnacle maintained NDIS registration to provide supports to people with disability within Temora Shire. At the end of the reporting period Pinnacle had 104 active NDIS clients.
	Provision of the National Disability Insurance Scheme in Temora Shire	Pinnacle has maintained it's NDIS registration to provide support to NDIS funded clients in the Temora Shire.
	Show commitment to Disability Services in Temora Shire	Pinnacle has continued to provide support to people with disability in Temora Shire including in-home, community supports, day programs and supported independent living.
	Ensure information flow to residents regarding disabled services	Council continues to promote disability services through various channels, including socials, Narraburra News, and face-to-face. Disability Inclusion Action Plan was updated in December 2023 and issued in easy-to-read version in February 2024 to provide accessible content.
Provide a range of housing (independent living and care facilities) and other support options for people living with disability in Temora and Aria Park	Support of accommodation for people with disability	Pinnacle Community Services operates a Supported Independent Living House in Temora. Short-term respite facilities are also available for NDIS clients. A rate rebate is available to Aria Park Community Housing. Pinnacle Community Services is a provider of Home Care Packages, NDIS, Community Transport and Commonwealth Home Support Programs.

Create liveable communities: *A Shire where everyone has equal opportunities to live, work and play*

Strategy	Action	Comment on Progress
CSP Strategic Objective 1.4: <i>A community that offers opportunities for sport and recreation</i>		
Provide sports and sporting facilities that cater to a range of abilities	Provision of sporting grounds that meet the needs of Temora Shire residents	
	Address access and inclusion in the sports facility strategy community satisfaction rating for sports facilities (inc. sporting fields, Recreation Centre, swimming pools)	Not Started.
Provide year-round recreation and leisure facilities and activities for people with disability	Provision of playgrounds in Temora Shire to a safe and contemporary access standard	Federal Park complete and Bradley Park is nearing completion.
	Provision of parks and gardens that meet the needs and expectations of people with disability	
	Provide community facilities that meet the needs of people with disability	Allocated capital projects completed on time and within budget, including
CSP Strategic Objective 3.6: <i>A community that celebrates and benefits from its aviation history</i>		
Promote and provide opportunities for recreational flying from Temora Aerodrome for people with disability	Ensure the provision of facilities at Temora Aerodrome to meet the needs of people with disability	Excellent facilities at the Temora Aerodrome with recent renewal and upgrade works significantly lifting the depreciated replacement cost of assets to a point where majority of assets are either new or in good condition.
CSP Strategic Objective 3.8: <i>A community with a transport network that enables economic and social outcomes</i>		
Provide adequate parking to enable access for people with disability to shopping, health care, events, and recreation	Provide sufficient accessible car parking spaces for people with disability	Some work completed or underway in this space in Hoskins Street and at Nixon Park.
CSP Strategic Objective 4.2: <i>A community that enjoys appropriate urban infrastructure</i>		
Provide access to parks and playgrounds for residents and visitors with disability, and incorporate public open space when new residential subdivisions are planned	Provide public conveniences to a standard acceptable to people with disability	Completed and ongoing.
Maintain a network of roads, footpaths and cycleways to enable residents and visitors with disability to move around the Shire	Undertake Footpath upgrade and renewal in accordance with the Footpath Capital Works Program	Anzac St (pool parking area), DeBoos St (Polaris to Parkes), Crowley St (Polaris to Grey) and Aurora St (Anzac to Polaris St) projects are complete.
	Investigate the provision of access within Temora Shire, including footpaths, ramps and car parking provision	Look to review footpath hierarchy and PAMPs in coming 24 months.

CSP Strategic Objective 3.7: A community that benefits from Tourism

Provide visitor facilities, services, activities and events that cater for a broad range of visitors with disability	Ensure quality and quantity of accommodation in Temora meets the needs of people with disability	Contact is made throughout the year to update information on accommodation providers. There have been two new providers open this year enhancing the type of accommodation that is provided.
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Support access to meaningful employment: Increasing employment opportunities for people with disability

Strategy	Action	Comment on Progress
CSP Strategic Objective 1.1: A community with appropriate services and care for our ageing population and people with disability		
Provide services which enhance employment and education outcomes for people with disability	Improve Council employment conditions and opportunities for people with disability	People and Culture Manager commenced in April 2024.
CSP Strategic Objective 2.3: A community that is supported by volunteers		
Promote and enable opportunities for our community members to volunteer their services to achieve disability inclusive outcomes through events, activities and local organisations	Facilitate opportunities for volunteers to enhance the environment and community	Pinnacle continues to provide opportunities for volunteers in its three locations, through community transport. Volunteers assist to keep the cost of service delivery down for clients which allows increased capacity for more clients.
	Advise residents of specific volunteering opportunities within the community	Community volunteering opportunities, internal (i.e. Pinnacle, 355 committees) and external were promoted through Narraburra News, socials, at Mayoral events and through emails. Economic Development Officer influenced Jobs Riverina Murray employment portal to include an additional job type category for volunteers.
	Acknowledge the valuable role that volunteers play in the community	The achievements of volunteers were celebrated through Minute with the Mayor, Facebook videos, reels and posts, and in Narraburra News. Council also partnered with Temora TAFE and TBEG to coordinate a Careers and Volunteers Expo, so that organisations could recruit volunteers. Social media was used to promote Volunteer Award nominations and Council's sponsorship of two volunteers to attend NSW Volunteering Conference.

Improve access to services through systems and processes: *Council systems and practices are easy to use and information is available in a format that meets my needs*

Strategy	Action	Comment on Progress
CSP Strategic objective 1.2: <i>A community with opportunities to be healthy</i>		
Continue to provide a range of health services within Temora Shire, and retain telehealth service provision to residents	Participate in multidisciplinary meetings relating to health and associated issue	Council Officers have attended six Interagency meetings from July 2023 - June 2024, held at the Temora Community Centre. Attendance at Interagency meetings provides the opportunity for service providers to bring awareness to Council about community needs and services available to community members.
	Provision of clear health service information linkages	Council have been active in the consultation process of the Temora & District Hospital upgrade. The Economic & Community Development Officer attends Temora's Interagency Meetings regularly. The Communications Officer promotes information on community health facilities and services.
Provide opportunities for our residents to maintain good mental health	Proactively support and promote community mental health facilities	Council's Direct Me directory offers access to a range of activities and services. The directory includes information about community health, mental health facilities and services.
CSP Strategic Objective 1.6: <i>A community that is safe and inclusive, and looks after people who are experiencing disadvantage</i>		
Provide options and support for people with disability who are fleeing violence, or who experience homelessness, substance abuse or mental illness	Promote availability of services for people with disability who are fleeing violence, or who experience homelessness, substance abuse or mental illness	Council advocates for services and support for vulnerable members of the community and works in partnership with community organisations that deliver specialist services. Pinnacle Community Services provides short-term respite facilities for NDIS clients.
CSP Strategic Objective 3.8: <i>A community with a transport network that enables economic and social outcomes</i>		
Continue the provision of Community Transport to Temora Shire residents	Support the provision of community transport to people with disability	Pinnacle has continued to promote and provide Community Transport services to Temora Shire residents within the funding allocations. A total of 3,588 client trips were completed for the reporting year. Trip outputs increased by 18% in the second half of the year which could be attributed to the Temora Taxi Service closing at the end of February 2024.



2.8



Stormwater Management – Annual Charge

Council levied an annual charge for stormwater management services in 2023/2024. This revenue was placed in Reserve for future works.

2.9



Companion Animals

Council lodged the 2023/24 Pound Data to the Office of Local Government via email.

The data included in the lodgement follows:

Dog attacks:

- 5 dog attacks reported to Council
- 5 dog attacks reported to Office of Local Government.

Companion Animal Community Education Programs

The following community education programs were supported in 2023/2024 in cooperation with the Narraburra News and the Temora Independent Newspaper:

- N.D.N – National Desexing Network
- RSPCA
- Australia Working Dog Rescue (TG Dogs)
- Local Vets – Desexing Month ½ price (Cats)
- Pet Rescue
- Dogmaster Trainers

Companion Animals



- Cattle Dog Rescue
- Bark Control Australia
- Professional Trapping Supplies
- Aces Animal Care
- GTE Dog Transport
- Riverina Pet Cat-Dog Rescue
- Red Dog Rescue
- Carrol Robinson – Cat & Kitten Rescue
- Paw Pals – Wagga
- Iron Dog Rescue
- Glenfield Shelter
- Albury Woding Animal Rescue
- Shellie Rosza – Animal Rescue & Wires
- Precilla – Junee Cat & Kitten Rescue

Council Strategies for Desexing Dogs and Cats

- All animals re-housed are done so as desexed animals only.

Alternatives to Euthanasia for Animals

- Temora Shire Council offers a local re-housing agency for all animals. Dependent upon suitability, re-housing is considered as first option prior to euthanasia
- Euthanasia fee is then used as a donation to the rehousing agency in the form of food to run the agency.
- Off Leash Areas provided - Council provide two off leash areas in Temora Shire – These facilities are located in Gardner Street and on the northern side of Lake Centenary.
- Local radio segment and Council's Narraburra News on Rescue Group responsibilities and re-housing options for cats and dogs
- Vets – Desexing Program

Companion Animal Fund Money - 2023/2024

Description	Amount (\$)
Expenditure	\$175,875
Income	\$2,885

Re-housing figures of companion animals - 2022/2023

Description	No. of Animals
Rescued/Re-housed	Dogs 75 Cats 58
Stolen	0
Euthanised – Cats/Dogs/Traffic (Vets & Ranger)	54
Claimed	72
TOTAL	259

2.10



Swimming Pool Inspections

Description	No.
Number of swimming pool inspections that were of tourist and visitor accommodation	2
Number of premises with more than two dwellings	0
Number of swimming pool inspections that resulted in issuance of a certificate of compliance under s22D of the SP Act	0
Number of swimming pool inspections that resulted in issuance of a certificate of non-compliance under cl 21 SP Reg	0



NSW RFS – Bland Temora Zone

The NSW Rural Fire Service – Bland Temora Zone encompasses the Local Government Areas of Bland Shire Council (8,560sq km) and Temora Shire Council (2,802sq km).

The Bland Temora Zone consists of (as at 21 October 2024)

- 1,064 volunteers
(Decline of 29 from 30 June 2023)
- 6 permanent staff
(2 x Bland FCC, 4 x Temora FCC)
- 2 x temporary staff
(April – December 2023)
- 34 brigades
(Bland 24, Temora – 10)

The 2023/24 fire season was less operationally demanding than a typical bush fire season across the Zone. An unusually wet season meant that conditions were not conducive to larger grass and bush fires previously experienced across Bland Temora Zone.

There were two protracted grass fires within Bland Temora Zone being Paynes Road and Andersons Lane Tallimba, both were within the Bland LGA and were four days. Cause of ignition was due to lightning strikes within the Zone.

Our members were still busy, attending to a total of 140 incidents for the 2023/24 period including bush and grass fires, motor vehicle accidents, structural fires, assisting other agencies (i.e. Police, Ambulance, SES) and automatic fire alarms.

Management

The 2023/24 year saw minimal turnover of staff with only two staff members relocating within the organisation. Our vacancy has since been filled and recruitment for a District Manager is in progress with a commencement scheduled for the

new year, 2025.

Administration

33 long service medals were presented to volunteers for up to 1258 years of service to the NSW RFS.

Membership (Learning and Development)

New membership totaled thirteen with five of these new members joining brigades within the Temora LGA.

14 training courses were conducted in the 2023/24 FY with a collective total of 113 members undertaking training.

A five-year training plan 2022 — 2027 was endorsed by the Bland Temora Zone Senior Leadership Team. This training plan focuses on the training needs of volunteers across the Bland Temora Zone and outcomes and recommendations from inquiries resulting from the 2019/2020 fire season.

Community Risk (Community Safety and Engagement)

Bush fire hazard complaints

- Bland - 2
- Temora - 1

Hazard reduction works for Bland Temora Zone

- Proposed 152 Ha
- Completed 228 Ha

Specific hazard reduction activities

- Communications towers x 8
- Interface Asset Protection Zones x 16

Community Engagement Activities

- Get Ready Weekend x 1
- Other expos and events x 2



Service Reviews

As per Section 428(3) of the Local Government Act 1993 Council has established a Service Review Program that will be rolled out through the implementation of the Delivery Program.

In the 2023/2024 financial year Council undertook a desktop review of its policies and procedures that interface with Councillors.

The objective of the review was to evaluate the existing policies and procedures to identify gaps or areas of improvement and ensure that the policies and procedures are aligned with legislative requirements, best practices and resource constraints.

The desktop review was completed in November 2023 and included a recommendation that 25 policies be reviewed. Several policies were identified as requiring review prior to the Local Government elections scheduled for 14 September 2024 while others were flagged for review within 12 months of the Local Government election. Through the review process, it was also noted that Council needed to create six new policies or procedures where gaps were identified. Further, the review identified whether the policies should be reported to the elected Council or could be reviewed by the General Manager.

Outlined below are the policies reviewed or created prior to 30 June 2024.

- Public Interest Disclosures (PID) Policy

- Councillor Induction & Professional Development Policy
- Councillor Expenses & Facilities Policy
- General Manager Performance Review Policy
- Child Safe Policy & Charter
- ARIC Terms of Reference & Internal Audit Charter
- Communications & Media Policy
- Customer Service Policy & Charter
- Unreasonable Complainants Policy
- Managing Complaints & Compliments Policy
- Data Breach Policy
- Privacy Management Plan
- Enforcement Policy
- Records and Information Management Policy
- Code of Practice s355 Committees

The follow policies will be reviewed prior to September 2025.

- Fraud Control Policy
- Password Protection Policy
- General Policies
- Credit Card Policy
- IT Acceptable Usage Policy
- Sister City Relationship Management Policy
- Gifts & Benefits Policy
- Records Management Procedures for Councillors





3.0

Elected Representatives and Management

3.1

Mayor and Councillors - Support and Expenses

In the 2023/2024 financial year, Council paid the following Mayoral and Councillor Fees, including Superannuation contributions:

Position	Fees Paid
Mayor	\$22,707
Councillors	\$110,942

Councillor Expense and Facilities Policy

(Refer Policy G31 for more details)

Council has in place the Councillor Expense and Facilities Policy. This new policy was endorsed by Council in January 2024. The policy states that where Councillors are required to incur expense on the business of Council, the following shall apply:

1. Travel

- Wherever possible, Council will provide a car for the use of Councillors in attending meetings of committees, seminars, conferences and inspections at which the Councillor is officially representing Council, outside the Council area.
- Where required to use the Councillors own vehicle, reimbursement shall be in accordance with the rate prescribed by the Local Government (State) Award.

2. Accommodation

- When required to obtain overnight accommodation, the cost of accommodation up to 4 star standard and meals will be reimbursed.

3. Registration Fees

- Council will meet the reasonable cost of registration fees associated with attendance at conferences approved by the General Manager.

4. Provision of Facilities

- Council will provide the Mayor with a furnished office, incorporating a computer, telephone and

meeting space.

- Council will provide administrative support to Councillors to assist them with their civic duties only.
- Where Council owned vehicles are available, these are to be provided to Councillors travelling on business of Council
- Portable device to carry out duties as a Councillor
- Internet allowance at place of residence to carry out duties as a Councillor
- Council will provide each councillor, upon request, home office supplies

Councillors Expenditure

Total expenditure during 2023/2024 on the provision of Councillor Facilities and the payment of Councillor expenses was:

\$42,313

Fees	Amount (\$)
Provision of dedicated office equipment and Internet allocated to Councillors	11,820
Telephone calls made by Councillors	\$322
Attendance of Councillors at Conferences, meetings and Seminars	21,029
Provision of induction training and professional development	NIL
Training of Councillors and provision of skill development	6,062
Interstate visits by Councillors	NIL
Overseas visits by Councillors	NIL
Expenses of Spouse, partner or other person*	NIL
Other expenses	3,080
Total	42,313

* Payable directly by Councillors

Induction Training and Ongoing Professional Development

Councillors who completed induction training during the period 1 July 2023 and 30 June 2024 – Nil.

Councillors who participated in any ongoing professional development program during the period 1 July 2023 and 30 June 2024 – Nil.

Number of seminars, circulars and other activities delivered as part of the ongoing professional development program during the year – NIL.

3.2

Salaries of Senior Staff

In the 2023/2024 year, Council employed:

Senior Staff	No.	Total Remuneration (\$)
General Manager – Salary Component	1	239,582
Superannuation including employer contribution and salary sacrifice		26,348
Non-Cash Benefits*		32,546
Fringe Benefits Tax Payable		10,528

Note: Two other employees act in a senior capacity however, due to the remuneration requirement of the 'senior staff' classification they are not technically classified as 'senior staff'.

*Non-Cash Benefits includes relocation expenses.

3.3

Human Resource Activities

The appointment of a People and Culture Manager was made late April 2024.

The 2023/24 Wellbeing Week was held in August 2023 Staff participated in a variety of activities including skin check clinic, mini massages, Employee Assistance Program provider

information session, safety training and guest speaker Scott Readon talking about resilience and workplace safety.

The 2024/25 Wellbeing Week was held earlier in 2024 in order to secure guest speaker Patrizia Cassiniti in June, where she delivered a powerful message about workplace safety. Staff participated in a variety of activities such as health checks and mini massages, Employee Assistance Program provider information session and Financial Wellbeing information sessions.

Monthly meetings and breakfast with outdoor staff continue to be well received. During these meetings staff and management have an opportunity to consult on work matters, receive a variety of information including updates on works projects and outcomes of recent Council meetings.

Mental Health First Aid training was offered to identified cohorts to aid customer service and staff management responsibilities.

Participation in Temora Careers and Volunteers Expo co-hosted with TBEG, TAFE and Council. This event was held to promote local opportunities in the community as well as careers@council.

Workplace consultation commenced for proposed divestment of Pinnacle Community Services in Cootamundra and Leeton LGA's and implementation of compressed work week trial for outdoor staff and draft flexible work arrangements policy/procedure.

3.4

EEO Activities

Achievement of EEO Management Plan Objectives

Council's Equal Employment Opportunity Plan provides:

- A commitment to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital status, physical impairment, age or sexual preference; and

Senior Staff	M	F	Total
Full Time	50	27	77
Part Time	1	18	19
Casual	20	69	89
Trainees	3	2	5
Total	74	116	190
Pinnacle	8	61	69
TSC	66	55	121
Total	74	116	190

Age Range		Full Time	Casual	Part Time	Trainee
Under 20 yrs (19) (10%)	7 Male (3.55%)	0	5	0	2
	12 Female (6.09%)	1	9	0	2
21-40 yrs (60) (30%)	27 Male (13.71%)	19	6	0	2
	33 Female (16.75%)	11	18	4	0
41-64 yrs (118) (60%)	46 Male (23.35%)	34	11	1	0
	72 Female (36.55%)	15	46	11	0

Sex	Average Age
Males	43.67 years
Females	44.19 years

b) A commitment to promote Equal Employment Opportunities for women, Aboriginal and Torres Strait Islanders, people with disabilities and people from non-English speaking backgrounds (NESB).

Action 1:

All staff are to be provided with a copy of the Equal Employment Opportunity Plan.

All staff have access to the Equal Employment Opportunity Plan via electronic Policy Management System.

All new staff members are informed as part of the induction program.

Action 2:

Invite comment and input from all Council employees at all levels on initiatives within and resulting from the Equal Employment Plan.

All staff are encouraged to provide comment at annual staff reviews and will have an opportunity to provide feedback in the upcoming Employee Engagement Survey.

Action 3:

Job advertisements to be written in non-discriminatory terms.

All job advertisements are non-discriminatory.

Action 4:

Review Council practices and establish formal policies and procedures for all recruitment activities.

Council has maintained practices consistent with industry standards. A draft recruitment and selection process has been developed for adoption.

Action 5:

Interview questions to be designed to determine whether applicants understand and can apply Equal Employment Opportunities principles.

All applicants are required to demonstrate knowledge of Equal Employment Opportunity principles relevant to their position.

Action 6:

Review all job evaluation/performance appraisals to ensure that it is non-discriminatory in content and administration.

Performance appraisals reports are continually monitored to ensure non-discriminatory content.

Action 7:

Review the policy and guidelines on relief/acting in higher position

Relevant policy was reviewed and updated. Council comply with policy and guidelines as a means of consistency and support for staff to act in higher positions.

Action 8:

Identify opportunities for providing positions for people with physical disabilities

Job advertised to be written in non-discriminatory terms.

Workstations are designed to be adapted to individual needs eg (sit stand desks, specialized hardware)

Action 9:

Identify barriers to people gaining promotion and career path development

Ongoing Project.

Action 10:

Advertise all advancement opportunities to all staff

All opportunities are advertised internally or externally.

Action 11:

Identify occupations and levels where part-time positions are currently availing.

Ongoing Project.

Action 12:

Identify opportunities within Council for the employment of trainees and encourage people under 21 to apply for such positions.

In 2023/2024 Council employed 3 trainees under the Commonwealth Government Trainee Initiative Program.

Action 13:

Commitment by Council to provide traineeships and apprenticeships positions as a social responsibility.

Council continues to meet its social obligations to employ youth on training programs. There are presently 8 apprentices/trainees on staff.

Action 14:

Prepare a formal training plan and review this annually.

Training requirements are recorded in training register. General training has been rolled out throughout the year and training roadmap is in development.



Action 15:

Publicise available training and development courses directly to all staff at all work places, clearly identifying who should attend and the objective of the course.

Staff are advised via staff noticeboards and internal staff newsletter and all staff email.

Action 16:

Document conditions of service practices and procedures for all categories of employees.

Ongoing process.

Action 17:

Evaluation of condition of services to ensure non-discriminatory priorities.

Ongoing process.

Action 18:

Regularly review progress on implementation and relevance of plan.

The plan is informally assessed on a regular basis and formally reviewed annually during the Resourcing Strategy formulation and Annual Report formulation.

Action 19:

Develop a reporting format to enable the issue of annual progress report.

This report is in the defined reporting format.

Summary

This review has indicated compliance with the specific action plans to address Equal Employment Opportunities principles. The defining test of the effectiveness of the plan is the results achieved.

Council is totally committed to Equal Employment Opportunities principles. It is the responsibility of Temora Shire Council as employer to ensure equal access to all people for positions, and accordingly, the most suitable applicant will be appointed without discrimination.

Workforce Plan

In working toward the goal of;

“Getting the right number of people, with the right skills, in the right jobs, at the right time”,

Council is actively implementing the recommendations presented in its Workforce Plan.

As part of this commitment, Council spent \$367,132 on staff training across the workforce,

upskilling existing employees. This ensures employees have the appropriate skill base to undertake their duties to a high standard whilst meeting community service level expectations.

In the 2023/2024 year, staff turnover was 25.88%. This is a positive reflection on the communication, recruitment and retention strategies utilised by Council and its employees. Continual monitoring of these strategies is undertaken in consultation with staff to assist Council to achieve preferred employer status. Approximately 17.25% of staff turnover is attributed to casual staff movements, with the majority of these in Pinnacle Community Services.

In support of the workforce strategies, Council has initiated a review of internal work practices and its employee salary system. It is expected the review will identify opportunities for productivity gains and commensurate rewards for employees.

This is an ongoing process which will assist in retaining a stable and skilled workforce heading into the future.

3.5

Annual Reporting of Labour Statistics

On 14 February 2024 the total number of persons who performed paid work were as follows:

Total no. of persons who performed paid work	129
Persons employed by the Council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contract	126
Persons employed by the Council as Senior Staff members	1
Persons engaged by the Council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person	Nil
Persons supplied to the Council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	2

Overseas Visits

No overseas visits were undertaken during the course of 2023/2024 on Council business by any Councillors, Council staff or other persons while representing Council.



4.0

Corporate Governance

4.1

Legal Proceedings

In accordance with the Local Government (General) Regulation 2021 clause 217 (1)(a3), Temora Shire Council is required to provide a summary of the amounts incurred during the 2023/24 year in relation to legal proceedings taken by or against Council (including costs and expenses paid or received by way of out of court settlements, other than those the terms of which are not to be disclosed) and a summary of the state of progress of each legal proceeding.

Court	Description	Status of proceedings at 30 June 2024
NSW Civil and Administrative Tribunal	Administrative review of decision under the Government Information (Public Access) Act 2009	Decision pending
NSW Civil and Administrative Tribunal	Administrative review of decision under the Government Information (Public Access) Act 2009	Decision pending

The table below summarises legal amounts and costs relating to legal proceedings for the year ending 30 June 2024.

Description	Amount (\$)
Amount paid in respect of proceedings	36,098
Costs received in respect of proceedings	0
Amounts paid in out-of-court settlements	0
Amounts received in out-of-court settlements	0

4.2

Contract Details

Details of the contracts awarded during the year:

Company	Service	Contract Price (\$)
CRS (NSW) Pty Ltd	Hoskins Street reconstruction project	4,549,887
MJ & JA Reardon	Bundawarra Centre - Walkway & Entry	293,428
Stabilfix Pty Ltd	Stabilisation Services	Schedule of rates Est. 300,000 - \$500,000
WesTrac Wagga Wagga	2 x PSA Class 15 Motor Graders	1,020,000
Creative Outdoors & More Pty Ltd	Bradley Park Construction	248,244
Downer EDI Works Pty Ltd	Spray Sealing	Scheduled of rates 7,745,463

4.3

External Bodies with Delegation of Council

Council did not delegate any functions to external bodies during 2023/24.

4.4

Ethical Procurement

To comply with section 428 (4)(c) & (d) of the Local Government Act 1993, Council provides the following statements regarding anti-slavery actions and ethical procurement in 2023-24.

Temora Shire Council is committed to combatting modern slavery and has drafted a Modern Slavery Policy as the first step to reducing the risk of procurement activities resulting in or contributing to human rights violations.

Council's procurement model enables organisation members to undertake purchasing for their requirements. Council recognises the importance of taking steps to ensure that goods and services procured by and for Council are not the product of modern slavery.

Council's supply chain includes suppliers for goods, materials and services. Council's highest categories of spend include energy, civil and building construction and plant purchases.

No issues have been raised by the Anti-Slavery Commissioner during the 2023-24 financial year.

4.5

Grants Under Section 356 Introduction

Recipient Name	Description	Amount (\$)
Ariah Park Central School	Presentation Sponsorship 2023	200
Ariah Park Community Projects	Memorial Hall Rates Donation	401
Ariah Park Community Projects	Charity Shop Rates Donation	77
Centre for Volunteering	Attandance at 2024 Volunteering Conference sponsorship	355
Fight Cancer Foundation Limited	Hilltops Accommodation Centre Donation	1,000
Murrumbidgee Local Health District	2024 MLHD Awards sponsorship	500
Music in the Regions	Theatre Hire Fees donated	364
NSW Greyhound Breeders	2024 sponsorship	500
Sacred Heart Parish Christmas Eve Mass	Mobile Stage Hire Fee donated	400
Soroptimist International of Cootamundra Inc.	Half the Sky Awards Ceremony sponsorship	500
Southern Sports Academy	Athletes attend academy sponsorship	1,600
St Anne's Catholic College	2023 Presentation sponsorship	200
Temora & District Education Fund	2024 sponsorship	1,500
Temora Australian Rules Football	AFL 9's Carnival donation	207
Temora Carols by Candlelight	2023 Event fees donated	684
Temora Girl Guides	Rates Donation	577
Temora High School	2023 Presentation sponsorship	200
Temora Historical Society	DA Fees donated	559
Temora Public School	2023 Presentation sponsorship	200
Temora Rugby Union Club	Dizey's Day - Porta-Loo Hire fee donated	536
Temora Schoolboys Rugby League	2023 Yearbook sponsorship	100
Temora Swimming Club Inc.	Southern Inland Swim Meet sponsorship	200
Young Regional Conservatorium	Beginner Instrumental Groups sponsorship	1,000
Total		11,860

4.6

Privacy and Personal Information

Temora Shire Council has adopted the model Management Plan for the Privacy and personal Information as required by the Act. The Management Plan provides:

- a) Statement of Council commitment to the principles enshrined in the Act;
- b) Details of the information of the Privacy Management Plan;
- c) Details of the information of the Privacy Management Plan;
- d) Internal review of the Plan.

4.7

Category 1 & 2 Business

Category One Businesses

Council conducted no business activities which meet the requirement of a Category 1 Business. The principles of competitive neutrality and complaints handling mechanism are therefore irrelevant.

Category Two Businesses

Temora Shire Council has one business activity categorised as Category 2, namely the Temora Sewerage Treatment Works.



4.8

Rates and Charges Written Off

During 2023/2024 financial year Council wrote-off \$406 in rates and charges.

These amounts have been broken down by debtor type in table below:

Small Balance Write Offs (s607)	Amount (\$)
General Rates	189
Stormwater Drainage Charges	6
Domestic Waste Collection Charges	78
Trade Waste Collection Charges	3
Sewer Rates and Charges	130
Total	406

Total Pension concessions allowed **\$175,433**.

\$96,488 representing 55% of the mandatory pensioner reduction is subsidised by the NSW Government.

4.9

Works on Private Land

All works carried out under Section 67 of the Local Government Act have been carried out in accordance with the rates set in the adopted schedule of Fees & Charges. No subsidisation of actual costs were undertaken in 2023/2024.

4.10

Government Information Public Access Act (GIPA)

Statistical Information about Access Applications (s125 GIPA Act)

Publicly available information

Council encourages the public to make informal applications where appropriate in order to meet the intent of the Government Information (Public Access) Act by allowing more information to become more easily available.

A range of information is available for public access on Council's website, at Council's offices or by contacting the Right to Information Officer by telephone or email. The Officer will either advise where the information is located or request that an Informal Access Request form be lodged

with Council. There is no charge for this request; however appropriate photocopying charges may be applicable in accordance with Council policy.

The Officer will discuss the method of supply of the information, including the likely timeframe.

The public will also be offered the opportunity to inspect and obtain copies of the information from Council's Administration Office during office hours.

Access applications received

Temora Shire Council received eight access applications during the year ended 30 June 2024. A schedule providing details for the information required under the act is included in this Annual report.

Table A: Number of applications about access applicants to be included in annual report

	Media	Members of Parliament	Private Sector Business	Not for Profit Organisation or Community Groups	Members of the Public (application by legal representative)
Access granted in full	0	0	0	0	1
Access granted in part	0	0	0	0	3
Access refused in full	0	0	0	0	2
Information not held	0	0	0	0	2
Information already available	0	0	0	0	3
Refuse to deal with application	0	0	0	0	0
Refuse to confirm/deny whether information is held	0	0	0	0	0
Application withdrawn	0	0	0	0	0

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

Outcome	Personal Information application*	Access application (other than personal information application)	Access application that are partly personal information application and partly other
Access granted in full	0	1	0
Access granted in part	0	3	0
Access refused in full	0	2	0
Information not held	0	2	0
Information already available	0	3	0
Refuse to deal with application	0	0	0
Refuse to confirm/deny whether information is held	0	0	0
Application withdrawn	0	0	0

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	No. of Applicants
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 Act

Reason for Invalidity	No. of Applicants
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
Privelege generally - Sch 1 (5A)	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

	No. of Applicants
Responsible and effective government	2
Law enforcement and security	0
Individual rights, judicial processes and natural justice	5
Business interests of agencies and other persons	4
Environment, culture, economy and general matters	0
Secrecy provisions	1
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

	No. of Applicants
Decided within the statutory time frame (20 days plus any extensions)	8
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	0

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

	Decision varied	Decision upheld	Total
Internal Review	1	0	1
Review by Information Commissioner*	2	0	2
Internal review following recommendation under section 93 of Act	1	0	1
Review by NCAT	0	0	0
Total	4	0	4

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)

	Number of applications for review
Applications by access applicants	2
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

4.11

Public Interest Disclosures

Temora Shire Council received Nil public interest disclosures in the period 1 July 2023 to 30 June 2024.

Statement of Affairs

Council maintains a number of documents which are available for inspection and copying including:

- a) Annual Report;
- b) Annual Financial Statements including Auditor's Report;
- c) Operational Plan, Delivery Plan and Resourcing Strategy;
- d) Returns of the interests of Councillors, designated persons and delegates;
- e) Business Papers and Minutes for Council and Committee Meetings (excluding items deemed Confidential);
- f) Register of Delegations;
- g) Records of Building Certificates.

Council's policy register is available on the website www.temora.nsw.gov.au

The policies include:

Community

- | | |
|-----|--|
| C1 | Use & Hire of Mobile Stage |
| C2 | Street Stalls |
| C3 | By Laws and Regulations for use of Lake Centenary |
| C4 | Cemeteries Policy |
| C5 | Street Banner |
| C6 | Terms of Usage for Nixon Park Club House |
| C7 | Guidelines for Television and Film Production Shoots |
| C8 | Supported Accommodation Residential Tenancy Policy |
| C9 | Events Donations Policy |
| C10 | CCTV Guidelines |
| C11 | Citizenship Ceremonies Dress Code |
| C14 | Camping Policy Lake Centenary |
| C15 | Art Acquisition, Management & Decommissioning Policy |
| C16 | Flag Protocols Policy |
| C17 | Event Management Application |
| C18 | Disability Inclusion Action Plan |
| C19 | Sporting Fields Yearly Right of Use |
| C21 | Terms of Usage for Temora Memorial Town Hall |

Engineering Works

- | | |
|------|--|
| EW2 | Footpath Maintenance & Construction |
| EW4 | Chain of Responsibility Procedure |
| EW3 | Private Hire of Council Equipment |
| EW5 | Restricted Access Vehicle Policy |
| EW7 | Environmental Policy |
| EW8 | Amenity Tree Management Plan |
| EW9 | Engineering Environmental Management |
| EW10 | Remote Supervision Signs |
| EW11 | Construction of foot paving, kerb & gutter |
| EW12 | Street Lighting |
| EW13 | Road Verge & Nature Strip Policy |
| EW14 | Business Rules for Use of TAIC Irrigation Dam |
| EW15 | Airport Usage Fees |
| EW16 | Development Infrastructure Deferred Payment Policy |
| EW17 | Asset Management Steering Committee Charter |
| EW18 | Asset Management Policy |
| EW20 | Reticulated Sewerage Service Policy |

Governance

- | | |
|-----|--|
| G1 | Payment of Expenses & Provision of Facilities |
| G2 | Code of meeting Practice |
| G3 | Procurement Procedure |
| G4 | Related Party Disclosures Policy |
| G5 | Complaints Disclosure Reporting Procedure |
| G6 | Fraud Control Policy |
| G7 | Customer Service Policy |
| G8 | Code of Practice Section 355 Committees |
| G9 | Corporate Credit Card |
| G10 | Internal Reporting Policy |
| G11 | Child Protection |
| G12 | Record and Information Management |
| G13 | Communications and Media Policy |
| G14 | Records Management Policy for Councillors |
| G15 | Statement of Business Ethics |
| G17 | Code of Conduct |
| G18 | Privacy Management Plan |
| G19 | Enforcement Policy |
| G20 | Internal Audit Charter & Committee Charter |
| G21 | General Policies |
| G22 | Procedures for the Administration of the Model Code of Conduct |
| G23 | Legislative Compliance Policy |

- G24 Password Protection Policy
- G25 External Grant Funding Policy
- G27 Model Councillor and Staff Interaction Policy
- G28 Social Media Policy
- G29 General Manager Performance Review Policy
- G30 Councillor Induction and Professionalsal Development Policy
- G31 Councillors Expenses and Facilities Policy
- G32 Data Breach Policy
- G33 Gifts and Benefits Policy

Finance

- F1 Plant Replacement
- F2 Debt Recovery
- F3 Investments
- F4 Temora Pension Concession Policy
- F5 Rates Management Policy

Human Resources

- HR1 Hearing Conservation Policy
- HR2 Workplace Injury management Procedures
- HR3 Infectious Disease Policy
- HR4 Private or Secondary Employment Policy
- HR5 Stress Policy for Employees and Councillors
- HR6 Staff & Council Presentation
- HR7 Employee Incentive Scheme
- HR8 Email & Internet Usage
- HR9 First Aid Policy
- HR10 Protective Clothing Protective Equipment
- HR11 Workplace Amenities
- HR12 Level 3 WHS Committee Constitution
- HR13 Manual Handling
- HR14 Working at Heights
- HR15 Volunteer Risk management
- HR16 Critical Incident Response
- HR17 Disaster Workforce Recovery & Continuity Business Plan
- HR19 Staff Training Policy
- HR20 Staff Uniform
- HR21 Alcohol and Other Drugs Policy
- HR22 Workplace Surveillance Policy
- HR24 Bullying, Harassment & Discrimination Policy
- HR25 Equal Employment Opportunity management Policy & Plan
- HR26 Motor Vehicle Policy for Private use
- HR27 Staff Exit Policy
- HR28 Salary Work Arrangements Policy

Planning Regular

- PR1 Sewage Management Plan
- PR2 Home Based Business Policy and Guidelines
- PR3 Signage Policy and Guidelines
- PR4 Swimming Pool Safety Policy (Private)
- PR5 Local Orders Policy
- PR6 Liquid Trade Waste Regulation Policy
- PR7 Contaminated Lands Policy
- PR8 Temora Shire Council Model Asbestos Policy for NSW Councils
- PR9 Conflict of Interest Policy for Council-related Development

Risk Management

- RM1 Gathering Information for Incident Management
- RM2 Notification Plan for Pesticide Use
- RM3 Settlement of Minor Liability Claims
- RM4 Water Supply – Backflow prevention
- RM5 Play equipment policy and procedures
- RM6 Cemetery Safety Management Plan
- RM7 Contractor Management & Procedure
- RM8 Management of Flooded Roads Procedures
- RM9 Incident Response Procedure
- RM12 Risk Management Policy
- RM13 Fire Protection for Council facilities Buildings
- RM14 Outdoor Dining and Street Stall Policy

5.0

Financial and Audit Reports

Section 428 of the Local Government Act 1993 requires that the Annual Report must contain a copy of Council's audited financial reports prepared in accordance with the Local Government Code of Accounting Practice and Financial Reporting.

Council's Financial Reports detail Council's performance and position for the year ended 30 June 2024. A summary of the financial statements is provided below.

A full copy of Council's 2023/24 Financial Statements, including the Independent Auditor's Reports and the Report on the Conduct of the Audit can be found on www.temora.nsw.gov.au and is attached to this report.

Council's operating profit for the year was \$7,135,000, an increase of \$656,000 when compared to the 2022/2023 financial year. Council had \$30,472,000 in cash and investments at the end of the financial year of which \$9,068,000 was externally restricted and a further \$20,236,000 was internally allocated by Council. External restrictions were related to unexpended grants, developer contributions and funds related to sewer, domestic waste management and stormwater. Internal restrictions have been determined by Council for specific purposes including plant and infrastructure replacement, employees leave entitlements, gravel pit rehabilitation, airside maintenance, Pinnacle Community Services, local roads contributions, and for the 2023/24 financial year \$2,814,000 in funds that had been received in advance from the Federal Government in relation to the annual financial assistance grant allocation and \$3,154,000 in funds that had been received in advance from the State Government for the Regional Local Roads Repair Program.



Summary of the 2023/24 Financial Statements: Income Statement

	2024 (\$'000)	2023 (\$'000)
Total Income from continuing operations	44,036	36,860
Total Expenses from continuing operations	36,901	30,381
Operating Result from continuing operations	7,135	6,479
Net operating result for the year	7,135	6,479
Net operating result before grants and contributions provided for capital purposes	638	1,625

Summary of the 2023/24 Financial Statements: Statement of Financial Position

	2024 (\$'000)	2023 (\$'000)
Total Current Assets	32,517	22,243
Total Current Liabilities	(9,579)	(9,731)
Total non-current assets	354,710	337,819
Total non-current liabilities	(1,892)	(2,304)
TOTAL EQUITY	375,756	348,027

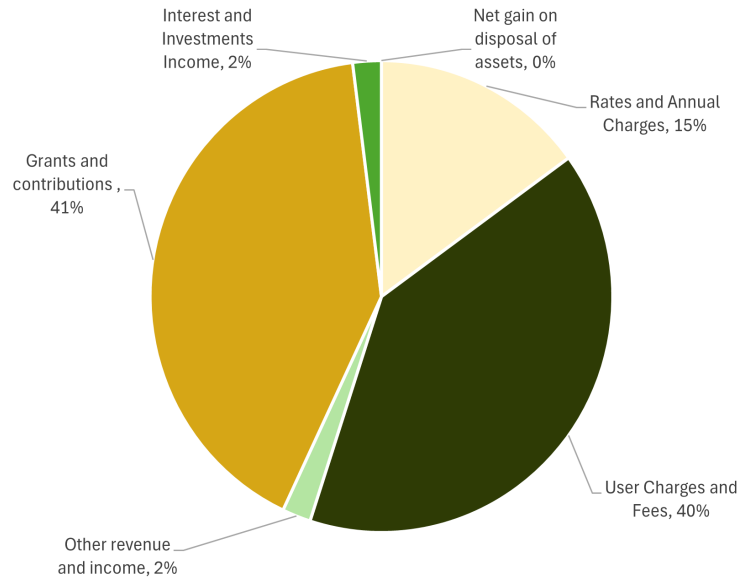
Summary of the 2023/24 Financial Statements: Other Financial Information

	2024	2023
Unrestricted current ratio (times)	4.70	4.77
Operating performance ratio (%)	1.26%	5.04%
Debt service cover ratio (times)	16.88	17.85
Rates and annual charges outstanding ratio (%)	3.68%	3.65%
Infrastructure renewals ratio (%)	181.01%	43.47%
Own source operating revenue ratio (%)	59.30%	54.34%
Cash expenses cover ratio (months)	11.57	13.05

2023/24 Income

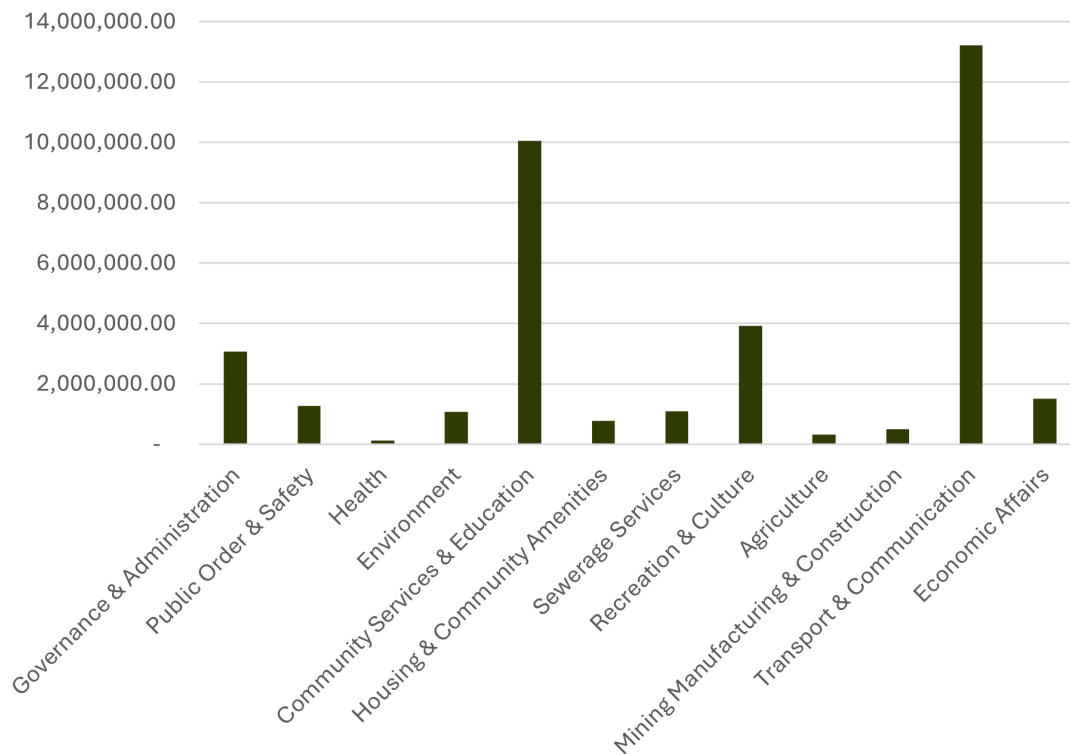
Council's three main income sources for 2023/24 were:

- **Grants and contributions** - \$17,854,000
- **User Charges and Fees** - \$17,415,000
- **Rates and annual charges** - \$6,631,000



2023/24 Operating Expenditure

Council spends the funds it receives in a variety of ways. The following table provides a breakdown of each dollar spent by the various functions that Council is responsible for.



Governance and Administration

Includes costs relating to Council's role as a component of democratic government, including elections, members' fees and expenses, subscriptions to local authority associations, meetings of Council and policymaking committees, public disclosure (e.g. GIPA), and legislative compliance.

Public Order and Safety

Includes Council's fire and emergency services levy, fire protection, emergency services, enforcement of regulations and animal control.

Health

Includes food control and health administration.

Environment

Includes noxious plants and insert/vermin control, other environmental protection, solid waste management, including domestic waste, other waste management, other sanitation, and garbage, street cleaning, drainage and stormwater management.

Community Services and Education

Includes administration and education, social protection (welfare), other community services, and administration, youth services, aged and disabled persons services, children's services, including family day care, other family and children services.

Housing and Community Amenities

Includes public cemeteries, public conveniences, street lighting, town planning and other community amenities.

Sewerage Services

Includes the provision of reticulated sewerage and common effluent services.

Recreation and Culture

Includes public libraries, museums, community centres and halls, including public halls, sporting grounds, swimming pools, parks, gardens, and other sporting, recreational and cultural services.

Agriculture

Includes Temora Agricultural Innovation Centre.

Mining, Manufacturing and Construction

Includes building control, quarries and pits.

Transport and Communications

State, regional and urban roads, includes sealed and unsealed roads, bridges, footpaths, parking areas and aerodrome.





TEMORA

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