

The background of the lower half of the image is a photograph of a rural landscape. In the foreground, there is a dense field of green and yellow wildflowers. In the middle ground, several trees are scattered across a rolling green field. The background shows distant hills under a sky with a bright, golden sunset or sunrise, creating a warm, orange glow over the entire scene.

2017/2018 ANNUAL REPORT

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A MESSAGE FROM THE MAYOR

I am pleased to present the 2017/2018 Hilltops Council Annual Report.

I wish to thank my fellow Councillors, Interim General Manager Anthony McMahon, Acting General Manager, David Aber, the Executive team and staff for their work during this transition period and towards establishing Hilltops Council.

This year we have achieved a lot and there is much more work to do. The Hilltops region is full of potential and more with more people from outside the region discovering the rich and diverse lifestyle experiences Hilltops has to offer. From our fantastic local produce to our rich cultural and heritage attractions. Our beautiful canola crops, award winning cherries and our high-grade merino wool. Our region lends itself to endless possibilities for opportunity, growth and development in agriculture, tourism and other industries that will capitalise on the beauty, the resources and the people we have within.

This year we worked in close consultation with the community to develop the first Hilltops Community Strategic Plan (CSP) to guide the organisation towards 2030. Councillors reached

out to the community to ensure that everyone was well represented as we set our long-term vision for the region and our individual communities. The new Community Strategic Plan will guide further Delivery Programs and their subsequent Operational Plans, turning our community visions into achievable works programs that deliver an integrated, resilient, and interconnected region. I look forward to continuing to work with my fellow Hilltops Councillors to make our region a place that our residents love to live, our tourists love to visit, and our businesses thrive.

Hilltops Council is committed to fostering a culture of community engagement, providing residents and businesses with opportunities to be part of Council's decision-making process. This is important as everything we do impacts on the local community we serve. We promise to continue to listen to and engage with our community as we develop the plans, policies, procedures and infrastructure projects that will set solid foundations for our future.

Cr Brian Ingram
Mayor



A MESSAGE FROM THE GENERAL MANAGER

Welcome to the 2017/18 Hilltops Council Annual Report. This report has been developed for our community, to share our progress over the last financial year, as we've strengthened the foundations of the new Hilltops Council.

The Annual Report is, and will be going forward, one of the key points of accountability between our Council and our community. This report highlights to the community the principal activities that have been undertaken by Hilltops Council to implement the strategies established in our Community Strategic Plan using the resources we have available.

The report provides a summary of the achievements we have made and the many projects that Council has undertaken and provides an overview of Council's financial position, operations and progress, and is prepared in accordance with the Local Government Act, 1993.

Hilltops Council this year have worked hard to establish and cement the frameworks that will enable us to grow with a strategic focus and provide the best outcomes for our community. The Executive Team have worked closely with Councillors to establish our corporate identity and identify our short and long-term goals.

During this period Council made a significant investment to combine the three former Council's information technology platforms into a single integrated Hilltops platform. During the reporting period we have gone live with the finance, procurement and work order modules of the program. The 2018/19 period will see the groundwork and preparation for introduction of payroll, property, rating and asset management modules. Long term this platform will allow improved asset management and greater community access to information.

As part of our amalgamation agreement we have protected staff numbers across the region and worked hard to ensure our delivery planning framework and capital works program is distributed equitably.

Stronger Community Fund grants of over \$14 million have been allocated to successful round 1 projects including the development of plans for beautification of Burrangong and Murrumbidgee Creeks, urban growth and sporting field upgrades across the region.

Stronger Country Communities Fund grants of \$1.7 million was received for various projects including recreational upgrades in Boorowa, Harden and Young. Funds were also awarded to

amenities upgrade to the Young arts and cultural precinct and the Harden Visitor Information Centre.

Council manages assets in excess of \$820 million and it is these assets that underpin community access to services and facilities, which in turn, enhance community well-being. We believe that this provision and maintenance of assets and associated services is at the heart of Councils long-term commitment to its residents.

My gratitude goes to the Mayor, Councillors, Interim General Manager Anthony McMahon, Acting General Manager David Aber, the Executive Team and staff for their hard work and support. I am pleased with what has been achieved and I look forward to the year ahead with incredible optimism.

Edwina Marks
General Manager



OUR COMMUNITY



The Hilltops Council area is blessed with some of the finest mixed agriculture producing land in NSW. The undulating fertile 7100 square Kilometers is full of a broad variety of rural enterprises. The traditional sheep, cattle and grain production is complimented by orchards, vineyards and intensive rural industries producing pigs, poultry and ducks.

Mining, retail and service providers co-exist with agricultural industries providing employment opportunities for our almost 19 000 residents.

Our region is in close proximity to regional cities of Orange, Bathurst, Wagga and our nation's capital Canberra, with Sydney under 350kms away. Our location allows Hilltops to be accessible to large numbers of potential visitors without compromising our relaxed way of life.

Our people are what make Hilltops a special place. Our labor force of 7563 with an unemployment rate of 6.69%.

While most of our residents live within our main urban towns, the village lifestyles and special community interactions are a major draw card for residents and visitors.

Hilltops has four distinct seasons making it an ideal destination for visitors and resident livability all year round. Cozy coffee shops, pubs, clubs and appetising restaurants, Hilltops boasts an impressive array of eating out choices. Residents participate in many sporting, cultural and social activities all year round.

The year has been marked by the change from administration to the elected council as of 11 September 2017. There have been a number of activities undertaken to strengthen the Council's role in leading the community and being open and transparent. The Council continued to meet in Boorowa, Harden and Young as it had done under administration. Local democracy was further enhanced by the live streaming of Council meetings with an average of 150 people watching each meeting live and further 135 people accessing the meeting via Council's website following the meeting. This initiative has been warmly welcomed by the community and has opened up Council meetings to a wider audience than has previously had access.

During the first months of the new Hilltops Council, significant community consultation was undertaken to devise a new Community Strategic

Plan (CSP). Council engaged with over 2500 residents and state and federal government representatives. A number of meetings were held at Boorowa, Harden and Young for community members, these meetings were well attended. Council also held specialist meetings with stakeholder groups including business leaders, young people and village leaders. The CSP has delivered an agreed vision for the region and has provided a firm foundation on which to deliver our services to the community. As part of the integrated planning and reporting framework for Councils in New South Wales, staff also produced a four-year Delivery Program, an Operational Plan, a Long-Term Financial Plan, a Workforce Management Strategy and an Asset Management Strategy.



Council has worked hard to ensure that its messages and communication are effective and provide the community with ongoing information about their Council and its activities. Council undertook a redesign of its webpage which will continue to be developed as Council works towards providing more of its services via the internet. Council's communications are provided through media releases, newspaper and radio advertising, website, Facebook and Instagram. On average, Council reaches over 9000 people on Facebook each week, making this the most effective way to reach the community. Council's Facebook reach has increased by over 440 followers in the 2017-18 year.

Media releases are produced on a regular basis. The last year has seen the production of the "View" a monthly publication providing news

and updates on Council news, projects and events. The view is available via email or in hard copy. Council also regularly updates the community on capital works that it undertakes via the website and public notices.

Council is committed to their focus on interaction with the community and meets once a month in one of its villages, on a rotating basis. The meetings commence with a sausage sizzle followed by an opportunity for residents to discuss all Council related matters with Councillors and executive staff. These meetings have been well attended and have enabled the Council to hear first-hand about the issues affecting the villages.



Council has been active in advocating for the community with both the State and Federal governments. Council enjoys good working relationships with its members including the Hon Steph Cook, Member for Cootamundra, Hon Pru Goward, Member for Goulburn, Hon Michael McCormack, (Deputy Prime Minister), Member for Riverina and Hon Angus Taylor, Member for Hume.

Council was originally only funded \$5.0 million for the amalgamation process. Costs proved to be far greater than the funds provided for by the State Government. Council made many representations to the State Government and a further \$2.7 million for amalgamation costs was received from the NSW Government. This was directly attributable to the advocacy Council undertook. Council has also advocated on issues including better medical facilities, mobile blackspots, road funding and water security for Boorowa to name but a few. Council has also provided feedback and made formal submissions to a number of State Government policy papers.





Mayor Brian Ingram

Brian first stood for Council in 2012 when he was elected a Councillor of the former Young Shire. He became Mayor of Young in 2015. He was elected Mayor of Hilltops Council in September 2017, making him the first Mayor of the newly formed Council.

Brian enjoys harness racing and spending time with his family and believes he can positively contribute to making the Hilltops region a better place for the community.



Deputy Mayor Tony Wallace

Tony aims to ensure strong governance and fiscal scrutiny to develop a vibrant and dynamic region.

Having studied economics and law and practising as a solicitor in Sydney, Tony moved with his wife to a mixed farm near Murringo in 1999. He served as a councillor for Young Shire from 2012. Tony believes in improving the effectiveness and efficiency of local government for the benefit of all ratepayers and residents of the Hilltops.



Cr Greg Armstrong

Greg believes that Local Government must be accessible and equitable.

With a family history of three generations of Local Government service and more than 40 years personally, Greg is committed to making Hilltops a preferred location for business, lifestyle and wellbeing.



Cr Tony Flannery

Tony is married with 4 daughters. He runs a mixed farming business with his wife Samantha, employing 6 permanent and 4 casual staff.

Tony also operates a renewable energy company Hydro Power Pty Ltd, which has operations on Wyangala Dam as well as Cochrane Dam (near Bega). The power station at Wyangala produces the majority of the electricity consumed by the towns of the Hilltops Council - Boorowa, Harden and Young.

Tony was a councillor on Harden Shire Council for 7 years prior to amalgamation.

He enjoys nearly all forms of sport in particular cricket, rugby league, swimming, soccer and athletics.

Tony is very passionate about farming and rural life in general and believe standing for council provides the opportunity to make a difference to the services and the support for local communities.



Cr John Horton

John became a Councillor because he believed with his past corporate working life experiences, he could contribute significantly to our Community.

He studied wool classing, Accountancy Fundamentals, Mercantile Law and formed the very successful dance Band the Nitelites. John has four Sons and nine Grandchildren, lived in the Canberra area most of his working life and has a successful background in Management, Sales and Marketing.

John worked as State Manager for multinational companies Beecham Research Laboratories and American Express International. He was responsible for opening the American Express office in Canberra and played a leading role in producing the American Express Food and Wine Frolic Festivals which were held in all Australian capital cities in the 1980's.

He was elected Councillor of the former Harden Shire Council in 2012 and was elected Mayor in 2014. John takes his responsibilities seriously, is passionate about the Hilltops merger being successful and is contributing to make the Hilltops the standard by which all regional Councils in NSW are measured. He wants to ensure Hilltops is the best possible home for all residents.

For relaxation he meets with Family and friends, visits the Hard Rock Gym in Harden, plays his piano and piano accordions and enjoys working in the garden. John strongly believes that 'without change there can be no growth.'



Cr Chris Manchester

Chris believes that we have to work together and look to the future for Hilltops to work, not dwell on the past. We need experience as well as new representation for this to happen, which he believes we have with the current Council and General Manager.

Chris has spent most of his life in the Harden/Young region and has a passion for the area. He spent 29 years on the Harden Shire with 16 years as Mayor, 20 years with Goldenfields Water and 6 years as a Board Member of LGNSW and the Shire Association plus many other representative roles for Local Government.



Cr Rita O'Connor

Rita is positive and solutions-focused with an optimistic interest in exploring the opportunities that can be created in our Hilltops Region.

Rita has lived in Harden for 35 years, is married to a farmer and has raised five children. Rita was a high school teacher for 32 years in the Hilltops region. Rita is passionate about youth, education, health and empowering women. She believes the city/country divide can be narrowed by advocating for better services.



Cr Margaret Roles

Marg has lived and worked in the Hilltops region all her life. Her family farm is almost equidistant from Young, Boorowa and Harden and in her professional life, as teacher and civil celebrant, she has been fortunate enough to come to know many of the people and places that make up the wider Hilltops Region.

Working in a voluntary capacity with Mercy Care and Young Community Hub has also broadened her understanding of the life and needs of others in the area. This region has given Marg a varied and fulfilling life as it is giving her children and their families.

Marg understands her role as councillor is to work in a fair and balanced way for the sustainable economic, social and cultural growth of the Hilltops region by:

- being open to new ideas and opportunities
- listening and responding to those who have entrusted me with leadership.
- being consultative, reasoned and transparent in decision making.



Cr Matthew Stadtmiller

Matt was a Councillor at Harden from 2012 to 2016 before being sacked along with other democratically elected Councillors by Baird's Government.

He is an opponent of forced mergers. Matt dislikes wastage, favouritism, short sighted decisions. He likes democracy, transparency and sensible and fair use of Council resources for each community.



Cr Wendy Tuckerman

Wendy believes that the communities of the Hilltops Region have a unique opportunity to work together to enhance our area as a wonderful place to live and work. We also have an opportunity to create an environment of innovation, job creation and to market our region to the world as a must-see destination. The Council plays an integral role to realise that vision and that's why she wanted to be a Councillor on the newly established Hilltops Council.

Wendy chose to live and raise her children on a farm just outside of Boorowa 21 years ago and couldn't think of a better place to live. As a Council Wendy believes we must continue to strive to create an environment of choice and possibilities where businesses thrive and grow, where our younger generation have employment and educational opportunities within the region and we have the infrastructure to accommodate that growth and opportunity.

Wendy was first elected to the Boorowa Council in 2004, was elected Deputy Mayor in 2006, Mayor in 2007 and elected unopposed every year until amalgamation in 2016. In 2017 Wendy was delighted to be elected to the inaugural Hilltops Council to again represent the people of the region.



CR John Walker

Born and educated in Young, John Walker has worked in mapping and construction professions throughout Australia and abroad in all tiers of government and private enterprise. He believes the Hilltops region to be of significant historical importance and also has a huge potential for development with outstanding human and agricultural resources. John considers his position as a community representative as one of opportunity to encourage fair democratic open and respectful process for the Hilltops region to reach its full potential for the benefit of residents.



Internal Committee Membership

- **Audit and Risk Improvement Committee:** Councillors B Ingram and G Armstrong
- **Financial Assistance & Sponsorship Committee:** Councillors M Roles, W Tuckerman, C Manchester, G Armstrong and J Horton
- **Policy Development & Review:** Councillors B Ingram and G Armstrong
- **Asset Management Steering Committee:** Councillors J Walker, G Armstrong, T Flanery and T Wallace

External Committee Membership

- **Goldenfields Water County Council:** Councillors G Armstrong and M Stadtmiller
- **Floodplain Risk Management Committee (external statutory):** Mayor B Ingram and Councillor M Roles
- **Hilltops Fruit Fly Initiatives (external advisory):** Mayor B Ingram and Councillor C Manchester
- **Lachlan Regional Transport:** Councillors J Horton and T Flanery
- **Southwest Regional Waste Management Group:** Councillor R O'Connor and Manager of Environment and Health
- **Southwest Slopes Bushfire Management & Liaison Committees:** Mayor B Ingram and General Manager
- **Police Advisory Command Team:** Mayor B Ingram
- **Young Showground Trust:** Mayor B Ingram
- **Canberra Region Joint Organisation:** Mayor B Ingram and General Manager
- **Country Mayors Association:** Mayor B Ingram and General Manager

- **Central West Regional Organisation of Councils (CENTROC):** Mayor B Ingram and General Manager
- **Blayney/Demondrille Rail Line:** Mayor B Ingram and General Manager
- **Aboriginal Advisory Committee:** Committee yet to be formed
- **Passenger Transport Working Group:** Councillors J Walker and J Horton
- **Freight Productivity Group:** Councillor T Flanery
- **Windfarm Community Consultative Committees:** Coppabella: Councillor R O'Connor, Rye Park: Councillor J Walker, Bango: Councillor W Tuckerman
- **Local Traffic Advisory Committee:** Councillors J Walker and C Manchester, Director of Infrastructure
- **Southern Tablelands Arts Inc (Starts):** Council Membership
- **Local Emergency Management:** General Manager

Section 355 Committees

- **Murringo Community Association:** Councillor T Wallace
- **Jugiong Advancements Group:** Councillors R O'Connor and J Horton
- **Wombat Progress Association:** Councillor R O'Connor
- **Galong Progress Association:** Councillors J Horton and T Flanery
- **Young National Cherry Festival:** Councillor J Walker
- **Young Town Band:** Councillor J Walker
- **Boorowa Irish Woolfest:** Councillor W Tuckerman

- **Australia Day:** Young: Mayor B Ingram and Councillor G Armstrong, Boorowa: Councillor W Tuckerman, Harden: Councillors C Manchester and M Stadtmiller
- **Boorowa Red Hill:** Director of Sustainable Growth
- **Boorowa Community Garden:** Councillors W Tuckerman and R O'Connor
- **Harden Kite Festival:** Councillor J Horton
- **Healthy Harden:** Councillor J Horton
- **Young Healthy Shires:** Councillor M Roles
- **Young Sports Advisory:** Mayor B Ingram
- **Harden Sports Advisory:** Councillors T Flanery and M Stadtmiller
- **Boorowa Showground:** Councillors W Tuckerman and T Flanery
- **Harden Visitor Information Centre:** Councillor R O'Connor
- **Sibelco Voluntary Planning Agreement:** Councillors C Manchester and T Flanery
- **Sibelco Liaison Committee:** Councillors C Manchester and T Flanery
- **Rye Park Wind Farm Community Enhancement Fund Committee:** Councillor W Tuckerman
- **Traffic & Access Advisory:** Councillors J Walker and C Manchester
- **Arts & Cultural Committee; Including (Family Adventure Playground, Senior's Week):** Councillors J Horton, T Wallace and M Roles
- **Economic Development:** Mayor B Ingram, Councillors G Armstrong and T Flanery
- **Environmental Initiatives:** Councillor R O'Connor
- **Tourism:** Councillors R O'Connor, J Horton and W Tuckerman

COUNCILLOR ATTENDANCES

Cr Ingram Mayor	
Ordinary Council Meetings	9
Extraordinary Council Meetings	2
Cr Wallace Deputy Mayor	
Ordinary Council Meetings	8
Extraordinary Council Meetings	3
Cr Armstrong	
Ordinary Council Meetings	7
Extraordinary Council Meetings	2
Cr Flannery	
Ordinary Council Meetings	8
Extraordinary Council Meetings	3
Cr Horton	
Ordinary Council Meetings	9
Extraordinary Council Meetings	3
Cr Manchester	
Ordinary Council Meetings	8
Extraordinary Council Meetings	3

Cr O'Connor	
Ordinary Council Meetings	9
Extraordinary Council Meetings	3
Cr Roles	
Ordinary Council Meetings	8
Extraordinary Council Meetings	3
Cr Stadtmiller	
Ordinary Council Meetings	8
Extraordinary Council Meetings	3
Cr Tuckerman	
Ordinary Council Meetings	9
Extraordinary Council Meetings	3
Cr Walker	
Ordinary Council Meetings	9
Extraordinary Council Meetings	3

Councillor Expenses

Total cost during the year of the payment of expenses of, and the provision of facilities to, Councillors in relation to their civic functions was \$47,132.50 which included:

- provision of dedicated office equipment allocated to councillors: \$10,672.12
- telephone and data services for councillors: \$2,057.68
- attendance of councillors at conferences and seminars: \$10,971.67
- training of councillors and provision of skill development: \$4,350.00
- interstate visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses: Nil
- overseas visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses: Nil
- expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions, being expenses payable in accordance with the Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors: Nil
- expenses involved in the provision of care for a child of, or an immediate family member of, a councillor: Nil
- Other expenses including travelling to meetings and sustenance at meetings: \$19,081.03



COUNCIL MEETINGS

Council conducts business in an open forum, with the only exceptions being those matters pertaining to personnel (staff), litigation, commercial in-confidence matters and the private business of individuals where confidentiality has been requested. However, all such decisions are ratified in open council meetings. All ratepayers, media and the general public are welcome to attend meetings of Council.

During 2017/2018 Ordinary Council Meetings were held on the fourth Wednesday of each month. Council Meeting agendas are available on Council's website or at each of the Council administration offices and Hilltops library branches during business hours and in addition are provided at the meeting. The Business Papers for each Ordinary council meeting are generally prepared on the third Friday of each month. Any person wishing to bring a matter before Council must lodge it prior to that day.

In addition to Council Meetings, Council held community outreach meetings in the first half of 2018. Meetings were held in Bendick Murrell, Bribbaree, Frogmore, and Galong during the reporting period.



DELIVERY PROGRAM ACHIEVEMENTS

COMMUNITY SERVICES	COMMENTS
1.1.1 A Safe and Happy Community	
1.1.1.1 Deliver legislated health protection and regulatory program	Council's Environmental Health Officers have completed the Food Inspection Program and commenced the Public Health Inspection Schedule. Food Inspection Program 96% of high and medium risk food premises have been inspected.
1.1.1.2 Activate and motivate our community to embrace healthy lifestyles	Boorowa showground project, due for Nov 18 completion. Connecting shared pathways. Upgrade of playgrounds, promotion of swimming pool facilities, promotion of fresh regional produce to the community.
1.1.1.3 Plan for and provide a safe and accessible network of recreation and community facilities	Interconnecting shared footpath projects in Young and Harden. Inclusive playground to be built as part of the Burrangong Creek upgrade. Ongoing repair and maintenance of recreation and community facilities. Upgrade and maintenance of sporting ovals.
1.1.1.4 Monitor and manage public and environmental health	Environmental Health Officers respond to and investigate food safety, public health and environmental complaints, including pollution incidents. All complaints received by Council have been investigated and actioned as necessary.

1.1.1.5 Support and promote opportunities for people to be engaged in an active, vibrant and inclusive lifestyle	Young- Burrangong Creek revitalisation project focusing on extending existing pathway network along Burrangong Creek- will see continuous pathway run from Young Showground to McKenzie Street. Sporting fields upgrades, playground improvements in Young, Boorowa and Harden, shared pathways in Harden.
1.1.2 Advocate for the provision of equitable access to whole of life medical and ancillary facilities and services	
1.1.2.1 Work in partnership to improve local and regional health service	Council advocated for a number of issues including medical facilities and an increase in the number of trainee GPs. Council have worked with local area health committees to advocate for better services.
1.1.3 Encourage retention of medical practitioners to preserve locally based continuity of service	
1.1.3.1 Develop strategies to increase the retention of locally based medical practitioners	Council facilitated MedCirc to rent a space from Council for a new bulk billing General Practitioner service in Young. Council have provided a scholarship and rental assistance to medical students in Young. Council have subsidised rent for the Kruger Medical Centre in Harden.

DELIVERY PROGRAM ACHIEVEMENTS

1.1.4 Work with key partners and the community to reduce crime, anti-social behaviour and improve community safety	
1.1.4.1 Collaborate with key partners to address issues of community safety	Council attend regular meetings with police and emergency services and applied for numerous grants for community safety strategies. Participated in Premiers domestic violence working group. Youth Forums for community strategic plan.
1.1.5 Encourage the development of facilities and services to assist the vulnerable, the aged populations and those with disabilities	
1.1.5.1 Provide flexible, community-based services to support older people, people with a disability and their careers, and those who are vulnerable	Disability Inclusion Action Plan. Inclusive playground, accessible facilities. Facilitated Seniors Week activities. Donations to the Young Food Hall. Rental assistance given to a number of community-based organisations including Meals on Wheels, Community Hub, Community Transport, PCYC, sporting grounds. Development of an Inclusive Playground as part of the Burrangong Creek revitalisation project- working in partnership with Variety and Touched by Olivia Foundation. All abilities playground designed and due to be installed in Boorowa November 2018.

1.2 Vibrant and connected towns and villages that have a strong sense of belonging	
1.2.1.1 Investigate and communicate planning opportunities and impacts	Development of village masterplans, village meetings, media and branding around the Hilltops community. Festivals and events that foster community pride and spirit. Council also developed a draft showground master plan in consultation with Bribbaree Showground committee. Council met with the Rye Park progress association to discuss the development of a village masterplan.
1.2.1.2 Enable housing choice through responsive planning instruments	New Local Environmental Plan (LEP) commenced which will enable housing choice for the Region.
1.2.2 Promote a diverse retail sector to realise local ownership and growth	

DELIVERY PROGRAM ACHIEVEMENTS

1.2.2.1 Develop strategies to support the local retail sector	An economic growth and land use opportunities study will be undertaken to inform and support the development of a comprehensive Local Environmental Plan. The studies will highlight opportunities and provide recommendations which will support the continued viability of the various retail sectors within the Hilltops community. In addition, work will commence in 2019 with Chambers of Commerce in Boorowa, Harden and Young to develop programs to support the continued growth of the retail sector.	1.2.4 Increase the capacity and resilience of our towns, villages and community organisations with opportunities for everyone to contribute toward thriving communities	
1.2.3 Respect and enhance the historical character of our Region and heritage value of our towns		1.2.4.1 Strengthen community connections through community development initiatives	Increased capacity through assistance in the preparation of grant applications. Development of masterplans for Galong, Jugiong, Murrumburrah. Monthly Village Workshops attended by Councillors and Executive staff to identify growth opportunities in each village. Council recently supported the State Heritage Register nomination for the site of the Lambing Flat Riots. Village meetings and section 355 meetings held.
1.2.3.1. Manage and promote our Heritage	Council secured funding through the Office of Environment and Heritage, Heritage Near Me Program for the revitalisation of Carrington Park focusing on the Band Rotunda and White Monument. Council's Heritage Advisor is working closely with the owners of heritage items to provide an awareness around the importance of these items to the fabric of the local community. Owners have access to local heritage grant funds to help support the maintenance and improvement of identified heritage items.	1.2.5 Maximise the community return on investment from renewable energy infrastructure agreements	

DELIVERY PROGRAM ACHIEVEMENTS

1.2.5.1 Implement Community Voluntary Planning Agreements with renewable energy providers	Investigated the use of solar panels for council buildings and facilities, allocated SCF funding towards the implementation of this initiative. Bango, Coppabella and Rye Park Wind Farms. Council has Voluntary Planning Agreements in place with committees established to oversee the projects recommended for funding as part of the community enhancement aspects of these Voluntary Planning Agreements. The Galong Limestone Community Enhancement Fund has delivered of community projects in the Galong area.
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1.3 Value our historical significance and cultural traditions	
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1.3.1.1 Develop and promote creative arts activities and industries	Council is a member of Southern Tableland Arts. The annual Lambing Flat Chinese Festival includes Chinese lantern making. The Hilltops Council section 355 Arts and Culture Committee meet regularly. Council has involvement in Bill the Bastard project.
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1.3.2. Support and nurture Aboriginal cultural heritage and expression to maximise the spiritual, cultural, economic and environmental values	
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1.3.2.1 Acknowledge and involve traditional owners and members of the Aboriginal community	Council has invested \$500,000 into the development of the Blackguard Gully site which is one of three locations in Young listed on the State Heritage Register. The site improvements will be focused on sharing the historical significance of the site and providing safe access. One element of the joint-use Library and Community Facility is the establishment of a Wiradjuri Learning and Cultural Centre focusing on education surrounding Wiradjuri Culture and language and building upon the existing strong program at Young High School. Traditional Welcome to Country performed at all events by Aboriginal elder or their delegate. Working partnership with Young Local Aboriginal Land Council.
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1.3.3 Value and encourage multicultural diversity	
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1.3.3.1 Support multicultural diversity	Council working in partnership to develop a joint-use Library and Community Facility with the Department of Education providing facilities for our community that don't currently exist such as the Wiradjuri Learning Centre. Regular meetings with leaders from local Muslim community. Council has supported the multicultural society with town hall function usage.
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DELIVERY PROGRAM ACHIEVEMENTS

1.3.4 Ensure the libraries are ongoing cultural, recreational, and learning centres for the community		1.3.5 Put frameworks in place and secure external funding to protect and enhance our heritage	
1.3.4.1 Develop and promote the Hilltops Regional Library Project	Council working in partnership to develop a joint use library and community facility with the Department of Education, providing facilities for our community that don't currently exist such as support for tertiary education and arts workshops.	1.3.5.1 Plan for and provide opportunities to protect and enhance our heritage	Council supported the State Heritage Register nomination for the site of the Lambing Flat Riots. Heritage Near Me fund application submitted for the restoration of elements of Carrington Park including the Rotunda. Heritage Near Me grant was awarded to Murringo Village. Council also provides funding to private property owners to maintain heritage properties.
1.3.4.2 Provide quality library services, programs and resources	Story visits, school visits, mothers groups, Take 5 on Fridays, author visits, Baby Bounce, Toddler Story Time and book clubs are some innovative programs introduced. Staff constantly upgrading skills to be able to assist the community with technology. Technology classes, writers' workshops, language tapes, loans from multicultural library (State library). Book collection includes most recent best sellers. The non-fiction section is constantly upgraded and includes current core subjects. Free magazine download for members, School holiday activities, Infrared Technology self-service self-checkout, Website has computer school tutorials - how to use phone, knowledge programs, Practise learner driver test and Upload military history from the website, are free for members.	1.5 Nurture and provide opportunities for our youth	
		1.5.1.1 Work in partnership to improve educational opportunities	Deficiencies in opportunities for employers and educational sector to interact has been identified. Plan being developed to facilitate interaction to enable an understanding of required training of youth for the local workforce. Working to increase involvement in Hilltops Region Education Committee. Council is partnering with Young High School for the joint use library project which will also include the Country University Centre.

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1.5.2 Support a range of cultural and entertainment activities for young people	
1.5.2.1 Plan for and provide opportunities, services and activities for youth	Whilst developing the Community Strategic Plan Council held specialist meetings with stakeholder groups with a focus on young people. Swimming pools, youth nights, skate boarding championships, park and playground upgrades, connecting shared pathways, festivals and events including Enliven and Cherry Chase:Chase the colour. (provision of kids rides, entertainment and activities).
1.5.3 Facilitate the development of skill sets that meet local employment demands	
1.5.3.1 Support programs that increases employment skills for Youth	Council employ six trainees in the 18-25 age group. Work experience students are welcomed by Council throughout the year.
1.5.4 Encourage an increase in facilities and provision of high-quality services to support families	

1.5.4.1 Provide support to families	The Council libraries provided a range of community activities to support families, such as parents and young children (reading activities). Council facilities were maintained to maximise usability for families, including ovals, pathways, playgrounds. Parks, connective pathways, playgrounds. Council support the Community Hub and other community groups via subsidised rent support families. Council provide assistance in the preparation of grant applications for community organisations and services that support families.
1.5.5 Encourage civic leadership and volunteer participation by young people	
1.5.5.1 Increase the participation of Young people in the community	Council held a youth 'Future Leaders' forum in November to provide an opportunity for youth to have input into the Community Strategic Plan. A wide range of schools and 55 youth attended the forum. Youth consultation regarding joint use library and playground upgrades. School captains and a youth ambassador officiate the Australia Day event in Boorowa.

ENVIRONMENT	COMMENTS
2.1 Maintain the environmental integrity of the region	

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2.1.1.1 Minimise the impact of flooding on development and people	Flood studies have been completed for the townships of Young, Boorowa and Jugiong. Funding has been received to undertake a flood study for the Murrumburrah township. Data will be used in the development of the comprehensive local environmental plan controls.	2.1.2 Effectively manage waste streams to minimise landfill and maximise reuse	
2.1.1.2 Protect the purpose and integrity of rural land zoned RU1	Development in the rural zones is assessed against the objectives of the respective LEPs for suitability and controls imposed to minimise land use conflicts.	2.1.2.1 Provide sustainable waste services and infrastructure for the community	Waste Management Strategy is currently being developed and will be rolled out in 2018-2019. Review of existing services and initial community consultation has been completed.
2.1.1.3 Determine best purpose and ownership of Crown Land parcels	Young Local Aboriginal Land Council are working together with Hilltops Council, NSW Department of Industry - Land & Water (Crown Lands) and NSW Aboriginal Land Council to negotiate crown land parcels in our Local Government Area. The land negotiation process will ensure that crown land is held by the most appropriate land holder to achieve and support positive, social, economic, cultural and environmental outcomes for the Hilltops community.	2.1.2.2 Participate in regional collaboration relating to waste and develop strategic partnerships	Council partners with Canberra Region Joint Organisation (CRJO) to collaborate on projects such as the Garage Sale Trail, Household Chemical Clean Out and Don't be a Tosser campaign. Council staff are active participants in the CRJO Waste and Resource Recovery Working Group and the Education Sub-committee. Council has worked in partnership with CRJO members to develop a Regional Waste Strategy which has been adopted this year.
2.1.1.4 Identify and protect areas of high biodiversity value and environmental integrity	Council is working with the NSW Office of Environment and Heritage to identify areas of important biodiversity and environment values which will be used to inform the development of the comprehensive Local Environmental Plan.	2.1.3 Implement weed management strategies to protect biodiversity and natural heritage	

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2.1.3.1 Manage the impacts associated with invasive species	Council is working with South East Local Land Services and Riverina Local Land Services to identify invasive and priority weeds and develop effective strategies to minimise the risk posed by these weeds to the community. Regional Weed Management Committee comprising of staff, Councillors and community members has been formed to provide guidance to manage impact of invasive species. Regular inspections are undertaken of both public and private lands to ensure that a proactive approach is maintained with the control of invasive weeds within the Hilltops region.
2.1.4 Maintain and enhance the health of waterways	
2.1.4.1 Monitor and manage impacts on our waterway	Council's Environmental Health Officers have investigated and taken appropriate action to prevent damage to the waterways following pollution incidents including diesel spills into the stormwater system. Council currently responds to, and investigates pollution incidents.
2.1.5 Protect and enhance the beauty of our natural landscapes	

2.1.5.1 Partner with schools and community to deliver environmental education programs and projects	Council's Environmental Health Officers deliver environmental education on request to local infants, primary and secondary schools. In 2017-2018, our Environmental Health Officers delivered programs to over 160 students from 5 local schools. Popular programs are based on waste minimization and recycling education. Staff can develop programs based on the needs of the school.
2.1.5.2 Plan to improve the quality of the natural environment	Council actively partners with the various community groups through the environmental initiatives committee to deliver environmental improvement projects. Council was successful in gaining funding to remove weed species from a priority section of the Burrangong Creek, partner with local schools to revegetate high-risk erosion areas, and work with Schools to raise awareness and assess the health of the Creek. The Project will commence in 2018-2019. Council supported Boorowa Community Landcare Group and Landcare NSW in taking a bus load of students to Sydney as a reciprocal visit to the North Sydney Coal Loader sustainability centre and to meet with the parliamentary friends of Landcare.
2.1.6 Encourage sustainable farming that meets environmental best practice	

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2.1.6.1 Build capacity within the agricultural community	Hilltops council supports the regions agricultural producers and associated value add food product manufacturing. The region is well positioned to capture some of the growth in demand for agricultural and higher value food products.
2.2 Protect and rehabilitate our native habitat and natural resources	
2.2.1.1 Work in partnership to provide natural resource Management initiative	Council continues to actively participate with environmental groups and provide support to the long-term partnerships. Through the environmental initiatives committee, partnerships such as with the Boorowa Community Landcare Group and North Sydney Council. Their Bushcare members deliver environmental outcomes during the annual tree planting weekend on local farms to celebrate Biodiversity month.
2.2.1.2 Provide education on the impacts associated with invasive species	Council's biosecurity (weeds) officers, actively provide education to landholders on priority weeds, their risks, control and management.
2.2.2 Support programs that create environmental awareness and promote sustainable practices, such as recycling	

2.2.2.1 Deliver community Education on recycling and waste management	Council, in partnership with the CRJO, participated in the Garage Sale Trail and the Household Chemical Cleanout in 2017-2018 initiatives which encourages recycling and reuse of items as an alternate means to disposal. An A-Z recycling fact sheets has also been developed for use by the community.
2.2.3 Use technologies in community facilities, infrastructure and service delivery to reduce our ecological footprint	
2.2.3.1 Provide sustainable waste services and infrastructure	Council provides an annual hazardous household chemical clean up at Boorowa, Harden and Young for residents to dispose safely of these items.
2.2.3.2 Implement waste reduction, resource recovery and recycling technology and initiatives	In 2017, Council hosted the Household Chemical Cleanout in Boorowa, Harden and Young. Supported by the NSW EPA, the collection allows for the safe disposal of problem household chemicals and wastes and ensures that these materials are not disposed illegally into the general waste stream.
2.3 The Hilltops communities maximise renewable and affordable energy resources	

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2.3.1.1 Plan for and work towards reducing Council's environmental footprint	The Country Mayors Association met regarding waste strategies and converting waste into energy. The Premier and Deputy Premier both spoke about waste into energy strategies and explained that moving forward waste is of concern to all of Australia, not just regional Councils and for this fact investigations into new options will continue.
2.3.2 Work with key partners to investigate and implement ways to reduce the communities' carbon footprint	
2.3.2.1 Work in partnership to explore clean energy opportunities	Investigation into the use of solar power for Council buildings and facilities is underway. Grant funding is set aside to fund this initiative. Council has engaged with renewable energy companies who are seeking to build windfarms. Council has set up the Rye Park Windfarm Committee which will allocate money for the community from the windfarm projects via a Voluntary Planning Agreement.
2.3.3 Facilitate the adoption by businesses and the community to employ energy efficient technologies	

2.3.3.1 Educate the community on the benefits of alternate energy sources	Working towards establishment of Hilltops Healthy Shires committee to assist facilitation of community education.
2.3.3.2 Enable opportunities to improve partnerships, programs and facilities	Advertising of all grant funding opportunities. Assistance in the preparation of grant applications for community groups and not-for-profit organisations.
2.3.4 Work with industry and Government to facilitate natural gas provision to the region	
2.3.4.1 Reticulate natural gas to Harden residents	Meetings have been held and studies undertaken. Council are currently exploring project cost, viability and partnership options. Meetings have been held with Sibelco to encourage natural gas provision to the region.
ECONOMY	COMMENTS
3.1 A thriving and diverse economy for business, tourism and investment	
3.1.1.1 Promote the region as a great place to live, work, invest and visit	Money allocated in the budget for the development of the Hilltops Business/Lifestyle Prospectus. The Prospectus development considered by the Hilltops Regional Economic Development Committee and postponed until outcomes of studies related to the Local Environmental Plan are released.

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3.1.1.2 Create a welcoming environment for business to establish in the region	Demographic resources profiling the region provided to guide investment decisions. Opportunities and gaps identified in the Hilltops Economic Action Plan with strategies to address them. Additional resource identified in Council's structure to facilitate pre-DA assistance through the Sustainable Growth team to make the application process easier. Work in partnership with CRJO, Destination Southern NSW to maximise tourism and business opportunities.	3.1.2.2 Explore tourism opportunities in the region	Development of Chinese tourism strategy Employment of Chinese Tourism Officer. Improvement in festival and event delivery. New Visitor Guide launched.
3.1.2 Support all sectors of the economy to maximise tourism and business opportunities through Stronger alignment with representative groups		3.1.2.3 Maximise resources and opportunities to value add to existing industries	Facilitated meetings between Mayor and GM with individual business, industry sectors and Government Departments. Hilltops Regional Economic Development Committee re-formed as an important link between Council and the business community to strengthen business relationships. Continue to encourage the activities of independent Chambers of Commerce in each of the major commercial centres of Boorowa, Harden and Young.
3.1.2.1 Strengthen partnerships with the business community	New opportunities investigated. On-going support and facilitation of training by external suppliers to enhance business skills, create and support networks e.g. CenWest Innovate, Regional Development Australia Southern Inland, Southern Region BEC, NSW Business Chamber, CBRIN and government agencies. Support for the establishment of Hilltops Connect – a business driven networking event in the Hilltops.	3.1.3 Provide leadership on economic development and tourism initiatives in the region	
		3.1.3.1 Encourage and attract new business industry, Investment and employment opportunities	Currently Investigating strategies to assist regional business develop and expand including guidance to links to internal and external resources. Hilltops Regional Economic Development Committee formed to provide future direction.

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3.1.3.2 Implement strategies and incentives to support business development and expansion	Information gathering identified from other regional Local Government areas and business associations to inform the Hilltops Regional Economic Development Committee, enabling them to develop a suite of strategies and incentives aimed towards business development and expansion. Recommendations to Council in the 2018/19 year.	3.2.1.1 Support the diversification of the Agriculture sector	A rural and residential land study and economic growth study will be undertaken to form the development of a comprehensive Local Environmental Plan. These studies will provide strategies and objectives to protect and enhance the value of the region's agricultural economy. High quality local produce promoted through #hilltopsregion
3.1.3.3 Work in partnership to continue to develop the tourism industry	Members of Destination Southern NSW. Hilltops Tourism Committee meetings held regularly. Council working in collaboration with local businesses to develop tourism potential and improve visitor offerings.	3.2.2 Support the growth of supply chain distribution channels and associated infrastructure	
3.1.4 Facilitate the establishment and relocation of business and industries to the region		3.2.2.1 Investigate the feasibility of a Hilltops Freight Services Precinct	A Hilltops Freight and Transport Study will be undertaken as part of the development of the comprehensive Local Environmental Plan. This will investigate opportunities surrounding the freight services sector.
3.1.4.1 Attract new Businesses and Industries to the region	Council have identified need for a specialist position within the organisation to attract new business and industry to the region. This position will commence next financial year. Meetings have been held with business and organisations seeking to commence operation in the Hilltops Region.	3.2.3 Support the development of sustainable agriculture that protects the environment, public health, human communities, and animal welfare	
3.2 An agricultural region of excellence in innovation, technology and high-quality local produce		3.2.3.1 Support the growth of a sustainable rural industry	A variety of studies will be undertaken to support the development of a comprehensive Local Environmental Plan. These studies will identify opportunities and threats to the Agricultural sector.

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3.2.4 Work towards a connected region, digitally, socially and physically through freight links	
3.2.4.1 Support regional initiatives	Ongoing support given to CENTROC and CRJO initiatives.
3.2.4.2 Advocate for improved road and freight access into, out of and through the Hilltops region	Identified the need for external expertise. Process for consultative partnership initiated. Council has advocated with local members seeking road improvement funding on the Olympic Highway and the Lachlan Valley Way.
3.3 A diversified economy which encourages business development, investment and fulfilling career opportunities to attract and retain residents, especially young people	
3.3.1.1 Support the growth of jobs to build regional skills	Council facilitates business development opportunities as well as a calendar of skill enhancing workshops provided to the business community each year.
3.3.2 Assist business to match their needs with training initiatives to maximise employment opportunities for the region's young people	

3.3.2.1 Support the business community to build capacity	Hilltops Regional Economic Development Committee will provide feedback from business on skill gaps to identify training needs. Ongoing.
3.3.3 Encourage an increase in affordable childcare places and after school programs to support working parents	
3.3.3.1 Advocate for Increased childcare related services to support working families	No action was taken by Council during the reporting period to advocate for increased childcare related services.
3.3.4 Build strong linkages with institutions providing flexible education, training and employment pathways in the region especially for young people	
3.3.4.1 Build relationships to support flexible education and employment pathways	Council maintains ongoing dialogue with educational institutions, careers advisors, employment agencies and traineeship providers. Council has encouraged the Country University Centre to hold medical student placements in Young, Council host a welcome event for ANU medical students when they arrive on placement.

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INFRASTRUCTURE	COMMENTS
4.1 High quality connectivity across the Region enabling linkages to major towns and cities	
4.1.1.1 Advocate and plan for infrastructure to support economic growth	100% expenditure of allocated funds. 70% success with funding new projects. Bennett springs Bridge (80% completed). Bribbaree Bridge (100% completed).
4.1.2 Work with key partners to support viable public transport links across the region and connecting to major centres	
4.1.2.1 Work in partnership to improve local and regional public transport	Advocate and support partners to provide services where they are available. Council provided funding to Community Transport to trial a bus link between Young, Boorowa and Harden.
4.1.2.2 Provide and enhance the regional Airport	Council manages the regional airport. Civil Aviation Safety Authority compliance 100%. Runway inspected twice weekly.
4.1.3 Improve and align key freight linkages towards growing industry demands	

4.1.3.1 Advocate for improved freight transport links, services and infrastructure	Council continues to maintain the network and investigate opportunities to enhance the network. Two new bridges constructed which will support freight linkages.
4.2 High quality-built infrastructure that is safe and efficient	
4.2.1.1 Provide a safe efficient and integrated transport network	Council has received grants that are being used to upgrade the regions-built infrastructure. Council continues to maintain the roading network to provide a safe and efficient network.
4.2.2 Provide a roads network that has agreed levels of service for the community and other road users and minimises impact	
4.2.2.1 Develop and upgrade Council local roads networks	Roads within the local government area are maintained as per the annual works program. Asset Management Plan currently being developed to ensure service delivery needs are met. Levels of service are still being developed prior to community consultation.

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4.2.2.2 Provide sustainable asset management, that is based on service delivery needs and integrated into Council's corporate and financial planning processes	Council is developing and improving project management strategies to enhance the delivery of capital works Projects.
4.2.2.3 Facilitate the achievement of consistent, high quality, sustainable outcomes in the delivery of capital works by Council	Council has an ongoing program to review and prioritise infrastructure needs and community expectations.
4.2.2.4 Ensure that infrastructure is relevant to current and emerging community needs	Council aligned works delivery plans to reflect the infrastructure needs of the community.
4.2.3 Strengthen the integration of essential service delivery and growing infrastructure needs of the region	
4.2.3.1 Provide essential service delivery that addresses changing infrastructure needs	Council has undertaken an integrated Water Management Plan which will provide a basis for integrating water delivery in the region. Council continued to provide water and sewerage maintenance activities across Hilltops region.

4.2.4 Work within our constraints to standardise the level of services offered between towns and villages	
4.2.4.1 Clarify agreed levels of service to the community	Council has begun work with village communities to understand needs and community expectations as part of the Community Strategic Plan process.
4.2.4.2 Create whole village plans for each village	Masterplan consultation Community consultation has begun in Galong and Jugiong. Bribbaree has started a showground masterplan.
4.2.5 Develop a plan for the equitable distribution of costs for the provision of infrastructure	
4.2.5.1 Provide or source long term funding of infrastructure	Council applies for grants to assist upgrade, maintain and construct infrastructure.
4.2.6 Maintain assets in line with communities' agreed levels of service	
4.2.6.1 Develop plans and maintain assets to mutually agreed levels of service	Plans to maintain service levels are being assessed and developed.

DELIVERY PROGRAM ACHIEVEMENTS

4.2.6.2 Effectively develop and administer infrastructure funding and resources	Grants are managed and acquitted in line with funding source regulations.
4.3 Provide best practice water cycle management	
4.3.1.1 Provide safe, reliable and sustainable town water supplies	Council provide drinking water supply that complies with Australian Drinking Water Guideline (ADWG). Compliance is guided by the Drinking Water Quality Management (DWQM) System that is being prepared for adoption by the council. Security, Sustainability and reliability is heavily reliant on business model, resourcing strategy and renewal of ageing infrastructure.
4.3.1.2 Advance planning for and development of the Boorowa Water Supply line	
4.3.2 Work with key partners to ensure all villages and towns have sufficient water storage for emergency management	
4.3.2.1 Ensure all towns and villages have sufficient Emergency water storage/supply	

4.3.3 Protect and improve catchments across the region by supporting relevant partner	
4.3.3.1 Work with regional partners to protect and Improve catchments	Council partners with Local Land Services. Hilltops is serviced by the South East and Riverina regions. The regional boundaries were determined in 2013 following extensive community consultation.
4.3.4 Manage sewerage waste water quality to meet industry best practice	
4.3.4.1 Provide safe, reliable and sustainable town sewerage services	Council collect and treat Sewage to meet the requirement of Protection of Environmental Operations (POEO) licences and dispose the treated effluent that is safe for the receiving environment and suitable for reuse. This operation is heavily monitored by EPA. State of sewage Collection system asset condition needs to be well maintained to avoid environmental pollution. Treatment Plant assets require to be well maintained to comply with POEO discharge limits as well as upgrading the ageing infrastructure.
4.3.5 Manage stormwater systems to maximise reuse potential and meet industry best practice	

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4.3.5.1
Promote and implement programs for the efficient use of water resources

Water restriction promotion and education.
Smart water advice links on Councils website.

LEADERSHIP & GOVERNANCE	COMMENTS
5.1 Working together to achieve our objectives through strong civic leadership	
5.1.1.1 Undertake sound, best practice long term community and corporate planning	The Community Strategic Plan was developed using best practise community engagement.
5.1.2 Actively engage with State, Federal and non-Government agencies in a local and regional advocacy role	
5.1.2.1 Represent the community at regional, state and national forums	The Hilltops Mayor and General Manager have represented the Region at the LGNSW conferences, Country Mayors Association meetings, CRJO and CENTROC.
5.1.3 Partner with, and provide support to, organisations who deliver services and programs locally	

5.1.3.1
Collaborate with agencies and emergency services to support coordinated emergency management

Council is an active participant of the Local Emergency Management Committee.

5.1.3.2
Work with partners to ensure signage is correct and up to date

Signage is erected on an “as needed basis.”

5.1.4
Maximise opportunities to secure external funding for partnerships, projects and programs to improve the quality of life for residents and visitors

5.1.4.1
Advocate for the decentralisation of Government services to the Hilltops

Council donations and sponsorship programs to assist community groups build capacity and events within the region. Funding secured for joint-use library project which demonstrates Councils role in a local/state government partnership.

5.1.4.2
Build community capacity

Full time Grants Officer employed by Council. \$24.8 million in grant funding was secured for the 2017/18 financial year. Council donations and sponsorship programs to assist community groups build capacity and events within the region.

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5.1.5 Develop partnerships with business, industry and agriculture leaders	
5.1.5.1 Engage and educate industry and community on development processes, roles and outcomes	Various business and economic development initiatives facilitated and promoted throughout the year to support and develop the business community and grow skills of business owners e.g. Small Business Masterclasses. Information packs on the planning and development process are currently under development. Signed up to Service NSW Easy to do Business program which makes it easier for small business owners to navigate the development process. Program will be implemented in 2018/19.
5.1.5.2 Work in partnership to build skills and expertise	Council partnered with Southern Tablelands Arts to provide a range of events including website development and creative small business workshops.
5.2 An engaged and connected Community	
5.2.2.1 Advocate and collaborate to advance the region and address local issues	Planning and development forums will be rolled out upon completion of the information packs.

5.2.2.2 Communicate to relevant community members on development matters	Council actively communicates with all sectors of the community via email, media releases, newsletters, paid print advertisements, radio, website, Facebook and Instagram.
5.2.2.3 Communicate with all sectors of the community	A range of communication mechanisms have been utilised to engage with all sectors of the community in the past 12 months including, print and social media, radio, flyers, and mail drop box. Village workshops have enabled a wider opportunity for the community and councillors to communicate and have one-on-one discussions or to raise issues.
5.2.2 Work with our partners, so they are well informed, proactive and responsive to current issues that impact the community	
5.2.3 Encourage and provide opportunities for community access and participation in Council decision making	The community are encouraged to attend public forums and meetings to participate in discussion for community decisions. The public are also invited to attend and address council meetings and may also watch council meetings live, or from two days following a meeting.

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5.2.3.1 Provide and promote opportunities for the community to be engaged on decisions, policies and plans through the use of a community engagement framework	An initial framework was specifically developed to support the Community Strategic Planning process; however, a more comprehensive framework will be developed in 2019.	5.2.4.1 Provide effective, friendly, customer service and information	Customer Service Policy provides a guideline for the timeframes associated with response timeframes to customer questions and complaints.
5.2.3.2 Promote and support effective representation of our Mayor and Councillors	During the first months of the new Council, significant community consultation was undertaken to devise a new Community Strategic Plan (CSP) for the new Hilltops Council. Council engaged with over 2500 residents and state and federal government representatives. Meetings were held at Boorowa, Harden and Young for community members and were well attended. A similar consultation program was undertaken for the development of the Hilltops Economic Action Plan.	5.2.4.2 Provide appropriate responses to questions and Concerns of the community	A Draft Customer Service Policy has been developed and will be implemented in 2018/19. The framework is developed for the achievement of high-level customer service within the organisation. Council staff endeavour to provide appropriate responses to community concerns.
5.2.3.3 Encourage two-way communication with the community	Council continues to promote and encourage two-way communication with the community through the public exhibition process. Customer Service Policy developed. Will be implemented in 2018.	5.3 Plan and lead with good governance	
5.2.4 Actively listen and respond to the community, providing high quality customer service		5.3.1.1 Develop plans to support sustainable growth	A comprehensive suite of planning documents including Local Environmental Plan, Development Control Plan, Contributions Plans and policies is under development. These documents will inform and guide the sustainable development and future growth of the Hilltops area.
		5.3.1.2 Review and prepare planning strategies, policies and studies	As part of the integrated planning and reporting framework for Councils in New South Wales, staff also produced a four-year Delivery Program, an Operational Plan, a Long-Term Financial Plan, a Workforce Plan and an Asset Management Strategy.

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5.3.1.3 Develop Information technology plans to increase efficiencies	No plans have been developed in 2017/18.
5.3.1.4 Provide services to assist emergency services	Council actively supports and assists and takes an active role with traffic management and resourcing to support emergency services in times of extreme weather events, fire and traffic incidents.
5.3.2 Make decisions in a transparent and accountable manner for the benefit of the community	
5.3.2.1 Provide receptive and responsive development assessment services	Council now has a full complement of fully qualified planning staff for the first time since merger. Council offers a pre-DA service by appointment and all developers are strongly encouraged to take advantage of this service. At this meeting Council staff will assist you with the information required to submit with an application and highlight any obvious issues. It is not a full assessment, however highlights some of the obvious and potentially complicated issues that need to be addressed during the assessment process and ease the progress through assessment. In the coming 12 months Council will be undertaking a series of developer and community workshops to assist in providing information to the public regarding the development process. In addition, Council's website information and processes are currently undergoing a review to identify opportunities to communicate the pitfalls and regulations of the planning process as well as opportunities to improve Council internal processes to smooth the process.
5.3.2.2 Provide high quality contract management	Contracts are managed as per Councils' policies.
5.3.2.3 Implement effective governance	Effective governance practises have been implemented. Introduction of live streaming of all Council Meetings. Procurement policy.

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5.3.2.4
Respond to customer/
community complaints

Customer and community complaints are managed as per council policy and procedure.

5.3.3
Manage the assets and resources of Council ethically, prudently and efficiently on behalf of the community

5.3.3.1
Manage land and facilities under Council's ownership or control to achieve a return for the community

Council identified this as a growth area and developed a new Property Officer role. Community land and buildings managed by council offer either modest returns to the community or subsidised rent to community based organisations.

5.3.3.2
Responsibly manage Council's finances and maintain Fit for the Future status

Development and implementation of Technology One platform - one operating system across all locations. The implementation is part of councils long term financial plan to maintain Fit for the Future status.

5.3.3.3
Embrace technology that increases efficiencies

Council has begun implementing the Technology One platform to replace the three platforms that have been in operation across the three former shires.

5.3.3.4
Implement risk management processes

Council adopted a new Risk Management Plan on May 2 2018. Implementation of the plan has begun.

5.3.4
Provide a positive, safe and supportive working environment for employees

5.3.4.1
Develop and improve organisational culture & Leadership through learning, development and career progression opportunities

Introduction of the Hilltops High Performance Program which involves leadership coaching and development, team building and business excellence. Program to be rolled in the first half of the 2018/19 financial year.

5.3.4.2
Build workplace capacity

Ongoing training and use of Local Government Skills Strategy.

5.3.4.3
Align the workforce with corporate goals and objectives

Council has identified the need to introduce a new Performance Management Review system. A new system will commence in late 2018.

5.3.4.4
Grow our own

Development of Performance Review guidelines. Linked to the Local Government Capability Framework. Identified need to conduct a Skills Gap Analysis to identify skill shortages and implement skill development programs to build internal capacity. Workforce Management Strategy developed for adoption in 2018/19

5.3.4.5
Develop a strategy for ongoing succession planning

Quarterly staff newsletter to be implemented in 2018/19. Noticeboards in use for information display. HR email addresses to be implemented in 2018/19.

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5.3.4.6 Increased accessibility of human resources information across Council	The need to improve communication methods across council was identified. Strategies to improve accessibility to human resources information are being formulated and will be implemented in the first half of 2018-19.	5.3.4.12 Promote health & wellbeing throughout the Council	Council's Employee Assistance Program provider is well promoted, health and wellbeing promotion to be held for staff annually. 'Healthy Mind Healthy Body at Work' program to be investigated. Fitness program to be implemented with staff.
5.3.4.7 Senior Management to maintain commitment to safety leadership	Identified non-compliance in a number of areas. Policy, planning, implementation, measurement and evaluation and management review. These gaps will be addressed following a formal audit to be undertaken by State Cover NSW. Action Plan will then be prioritised.	5.3.5 Work with Council committees and representative groups to ensure that Council is receiving sound advice	
5.3.4.8 Ensure compliance with WHS Legislation	Council have identified gaps in this area. Council requested State Cover NSW to conduct WHS audit which is programmed for October 2018.	5.3.5.1 Work in partnership with the community on key projects	Council has worked with community groups to assist with their projects. These include Village plans, sportsground development, event management, the Joint use Library working group, Community Strategic Plan consultation.
5.3.4.9 Senior Management commitment to effective consultation & communication	Managerial training will commence in 2018-19 reporting period. Managers will receive one on one coaching to assist and validate the skills and techniques they have acquired.		
5.3.4.10 Maintain commitment to injury management and recover at work system	Identified gaps in incident reporting, actions to be determined following audit results.		
5.3.4.11 Build & maintain a safety culture within Council	Accredited return to work coordinators. Ongoing compliance with Workers Compensation and Workplace Injury Management ACT.		

HILLTOPS COUNCIL COMMUNITY PARTNERS



Council is a member of the Canberra Region Joint Organization (JO). The JO was formed as part of the changes to the Local Government Act and provides a regional voice for Council. The JO has been the leader in undertaking strategic planning for the region and holds a monthly meeting of which the Mayor and General Manager are Council's representatives. The JO recently appointed David Rowe as its inaugural Chief Executive Officer. Prior to this appointment, David had been the GM the Yass Valley Council. Gabrielle Cusack continues in a new role of Government Relations Manager. The JO has a number of working parties in the areas of asset management, governance, tourism and economic development. Hilltops staff participate in these working parties which provide useful linkages to other Canberra region councils as well enabling staff to participate in how regional priorities will be shaped.

Council has maintained an associate membership of CentROC the Central West Region of Councils. CentROC has provided benefits for Council including procurement initiatives, advocacy especially with the Olympic Highway, joint tendering and service panels and staff training initiatives.

Council is a member of Southern Tablelands Arts. (STARTS). STARTS is a regional arts development organisation which is funded through a partnership between the JO councils together with the State Government.



STARTS provides strategic direction for sustainable arts and cultural development in the region. STARTS employs three staff members who coordinate and implement a regional arts and cultural development program across the contributing local government areas in their region. Council has received benefit through these programs being delivered in the area for the creative industries. Council has also benefited through Susan Conroy the STARTS Executive Director being appointed to the Hilltops Section 355 Regional Arts and Culture Committee. STARTS provided assistance with a lantern making project for the Lambing Flat Chinese Festival which saw over 2000 local school children make lanterns for the lantern parade as part of the festival.

Community committees and organisations have assisted Hilltops Council in achieving its goals over the past reporting year. Under Section 355 of the Local Government Act 1993, Hilltops Council may delegate some of its functions to a committee of Council. Council uses this delegation

and appoints community people to manage its facilities or functions through a committee of management. Management committees provide an opportunity for local communities to develop ownership of facilities and services and play an active role in the provision of them. Council cannot perform all the tasks necessary to provide a high standard of services and facilities for the community and Hilltops region volunteers provide an invaluable service to the community.

Section 355 Committees provide services for Council in the towns and villages. These include management of halls, mowing and spraying, community activities and the provision of advice to Council. All Committees have a staff member and Councillor assigned to the Committees. Councillors and/or staff regularly attend meetings and the Council formally consider issues brought up by the committees via their minutes which are presented as part of the Council's monthly business paper. Section 355 Committees have been very active in their communities with a

number being successful in their grant applications to have their facilities upgraded through the Building Stronger Country Communities funding. Over the next year major works will begin on community facilities. Council is grateful for the work that all Section 355 volunteers put in to our communities to make them a better place to live.

As well as formal section 355 committees there are other forms of village committees in existence that operate completely independently of Council. These separate entities take the form of Incorporated Associations, trusts (such as crown trusts) and unincorporated associations (i.e. groups of community members working together without any formal/legal governance arrangements in place). Groups including Murrin-go Community Association, Jugiong Advancement Group, Galong Progress Association and Wombat Progress Association.

COMMUNITY EVENTS



Every year, our towns and villages hold events for their respective communities. The Hilltops Tourism and Events team plan and manage the three largest events in the region, The Boorowa Irish Woolfest, The National Cherry Festival and the Lambing Flat Chinese Festival and provide support to the Harden Kite Festival.

Hilltops Council is proactively seeking to attract more of the Chinese tourist market to the region and have employed a dedicated Mandarin-speaking staff member who works to enhance and promote our tourism sector. This role has been invaluable in strengthening our ongoing relationship with the Chinese Embassy in Canberra, the Chinese Consul General, as well as exploring ways to manage and facilitate the relationship between our Chinese Sister City which will be pivotal in developing projects that are in the pipeline that will really put our region on the map when it comes to Chinese tourists.

Our cultural connection to the Chinese community is strong with our shared heritage celebrated each year during the Lambing Flat Chinese Festival. This places us in a position that appeals to the growing number of Chinese visitors coming to Australia.

Lambing Flat Chinese Festival

In March 2018, the Lambing Flat Chinese Festival relocated to Boorowa Street which attracted thousands of visitors to the central business district of Young. This year, the event featured the Sunset Lantern Parade, Lambing Flat Chinese Festival Sculpture Wood and Big Art Exhibition, Lion Dancing by the Australian Yau Kung Mun Association, a Local Schools Future Faces Performance, Traditional Chinese Music by David and Eva, delicious and authentic food and market stalls and a colourful street parade. In the lead up to the event School participated in Lantern Workshops with over 2,000 lanterns being decorated.



Long Lazy Lunch

The Cherry Blossom Long Lazy Lunch is held annually in one of the breathtaking orchard landscapes of the Hilltops region, covered in pink and white blossoms, and home to Australia's best cherries in Cherry Capital country. Long trestle tables, exceptional Hilltops food and wines, and the rustic charm of one of the region's most picturesque orchards combine for a promising experience during the spring time blossoms. As part of the Annual National Cherry Festival this event signifies the start of cherry season and is a fundraiser for the Cherry Queen Entrants to raise funds for their chosen local charities.

Anzac Day

Anzac Day was celebrated by 16 commemorative services in 12 centres across Hilltops. Dawn services were held in Boorowa, Rugby, Galong, Harden Murrumburrah, Koorawatha, Wombat Young, Bendick Murrell, Bribbaree, Jugiong, Monteagle, Murringo, Wirrimah and Crowther. Harden Murrumburrah, Koorawatha, Boorowa and Young held second services and/or marches during the day.

12th Annual Harden Kite Festival

The Harden Kite festival is a family friendly annual event run by the local community and supported by Council. It was held on 14 October 2017 and attracted record numbers (close to 4,000 up by 30% from the previous year) to the Harden Racecourse. The big blue skies of the Hilltops come alive with colourful kites while on the ground, live entertainment, market and food stalls provide a fun and carnival like atmosphere. Every year the entertainment on the ground increases with children's activities and carnival rides making an afternoon to remember for the whole family.



Australia Day

Australia Day in the Hilltops was well worth getting up and about for in 2018. Good old Aussie breakfasts, duck racing to fishing competitions, there was something for everyone. With a temperature of around 36 degrees, slip slop and slapping was the order of the day.

The Boorowa Lions/Apex Citizen of the Year was awarded to Mike Ward. The Rotary Young Achiever of the Year was awarded to Natalie Ramirez. Ella Cross was awarded Junior Sportsperson of the Year - 12 years and under and Cooper Cross was awarded Junior Sportsperson of the Year -18 years and under. Senior Sportsperson of the Year was awarded to Les Winters. Phoebe Stuart was the recipient of the Len and Joan Oxley Memorial Award.

Harden Murrumburrah 2018 Citizen of the Year was awarded to Les Cameron with Junior Citizen of the Year Award going to Emma James, and Senior Citizen of the Year being honored on June Spencer.

Narelle White was the recipient of the Community Involvement in Sport Award. Narelle had been associated with the swimming club, including the Shine Shield. She has also been involved with soccer, cricket, netball, basketball, tennis and little athletics. Narelle was unable to be present to receive her award.

Young's Australia Day Citizen of the Year for 2018 was awarded to Heather Ruhl while Cassie Boland was named Junior Citizen of the Year.

Wombat's Senior "Wombatian" was Kevin Williams with Melanie O'Farrell the Junior "Wombatian". Tania Cahill was awarded the Senior Sportsperson of the Year and Quade Bloor the Junior Sportsperson of the Year.

21st Annual Irish Woolfest

Celebrating 21 years the Irish Woolfest continued to welcome thousands of visitors (approx. 10,000) to the region to celebrate the Wool industry and Boorowa's Irish heritage. The main event, the Running of the Sheep, was complemented by a range of other highlights such as the Rovers Reunion, Boorowa Rodeo, St John's Anglican Art Show.

The crowds also enjoyed the Quick Shear, Street Parade, live entertainment, handmade Craft and food Stalls, antique engines and tractor display. Other features of the event were the National Flyball Team, working dog demonstrations, ecumenical blessing of the fleece, and the Australian Champion Whipcrackers.



68th Annual National Cherry Festival

An event that has been running for nearly a lifetime continues to showcase the region's cherry industry. The cherry season attracts thousands of people to the region over several weeks to celebrate all things Cherry. Each year the Cherry season is launched with the Cherry Blossom Long Lunch.

The Cherry and Charity Queen competition raised a record amount of funds for their chosen charities and the National Cherry Festival Committee. The weekend, despite the record rain fall, continued with alternate wet weather venues including Cherry Queen Coronation, a spectacular Friday night fireworks display, a pipes and drum spectacular, a bush poets' competition, the big breakfast, cherry pie and pip spit competition, and live entertainment by local performers held in the Town Hall.



Cherry Chase:Chase the Colour

The 2017 Cherry Chase:Chase the Colour community event was held at Chinamans Dam and was conducted by the former Young Youth Council and Young PCYC.

Over 650 people took part in either the 10km or 5km fun run or the colour run, some bravely took part in multiple events. The 10km events were won by Nathan Wells in a time of 39 minutes and 51 seconds and Ellie Silk of Young in 44 minutes and 57 seconds. The 5km events were won by local runners, Jacob Lucas in a new record time of 19 minutes and 3 seconds while Annabel Turner was the first lady home with a respectable 23 minutes and 31 seconds. Council supported the event. Participants travelled from as far afield as Wollongong, Sydney, Orange, Canberra and Wagga. Funds raised have been set aside for the purchase of two water refill stations for the Netball/Hall Bros precinct and Police Citizens Youth Club.

ORGANISATIONAL STRUCTURE

Hilltops Infrastructure by Service

Dr Edwina Marks (Sept 2018)

General Manager

Lee Furness

Executive Director Corporate and Community

Finance

Accounts payable
Accounts Receivable
Expenditure
Financial planning & budgeting
Investments
Payroll
Rates & utility billing

Governance

Archiving
Customer service
Government information (Public Access) (GIPA)
Information Technology
Insurance
Public enquiries
Records
Risk

Human Resources

Recruitment
Staff engagement
Training professional development
Work Health & Safety

Integrated Planning & Reporting (IP&R)

Community Services
Grants
Library branches
Property Licensing

Tourism & Events

Regional promotion & marketing
Event management
Tourist promotion

Sharon Langman

Director Sustainable Growth

Building Services

Building approvals
Building certifications
Building inspections

Environmental Health

Drinking water monitoring
Environmental monitoring
Food shop regulation & inspections
Public health campaigns
Public health inspections
Routine & incident testing

Planning

Development assessments
Heritage advice
Land use planning
Local Environmental Plan (LEP) development
Strategic planning
Subdivision assessments
Urban & rural planning

Priority Weeds Management

Private works spraying
Property inspections
Roadside spraying

Regulatory Services

Development control
Animal control & management
Complaint investigation
Compliance & enforcement services
Ranger services
Regulated parking

Waste Management

Recycling & Green waste
Transfer station management

Ken Fox (Acting)

Director Infrastructure

Asset Management

Asset renewals
Aerodromes
Bridges, roads, streets & maintenance
Caravan parks
Cemeteries
Childcare centres
Footpaths
Leisure centres
Plant & fleet
Pools & venues
Public facilities management

Engineering Systems

Critical incident response
Emergency services coordination
Reactive maintenance

Service Delivery

Parks, gardens & reserves
Procurement & Stores
Project & contract management
rural road network extensions
Sewer infrastructure maintenance
Spatial & mapping
Trade waste
Waste & water treatment
Water infrastructure maintenance
Workshop & depots
Urban streetscape renewals

Service Planning

Facility management planning
Project design & planning
Sewer network planning
Transport Planning
Water network planning

Other Service support provided by Council

Communications Manager

Economic Development Officer

Business promotion & development

The Organisation

Equal Employment Opportunity (EEO) is a set of principles which Council is required to follow to ensure that all employees and potential employees are treated fairly in all aspects of their employment. This includes appointment to positions, benefits, training opportunities and/or career development opportunity within the organisation, ensuring people will be equally considered, based on their relevant skills and qualifications. It is the opportunity to compete with others and be fairly considered without being excluded by attitudes, practices, policies or procedures.

Council believes the implementation of an EEO Policy, and program will create a more productive workplace, where diversity is valued and will result in better services to the community. This policy applies to all staff, contractors and volunteers. All staff are obliged to follow non-discriminatory practices in the workplace, and Council, as the responsible employer, is legally accountable for discrimination in employment matters. This policy is consistent with existing policies and aims to strike a balance between work performance and good conduct, privacy and the rights of individual employees.

Senior Staff Remuneration

To comply with clause 217(1b) and (1c) Local Government (General) Regulation 2005, Council provides the following report on the number of senior staff employed by the Council and the total amount payable in respect of their employment. Three senior staff members and the General Manager were employed in this category during 2017/18. Total remuneration paid to the Interim General Manager and the Acting General Manager, including terminations payments was \$428,584.

The total remuneration comprised in the remuneration package of other senior staff in 2017/18 is as follows:

Senior Staff	Payment
i) Total value of the salary component of the package	\$426,838.75
(ii) Total amount of any bonus payments, performance payments or other payments made to them that do not form part of the salary components of their packages	Nil
(iii) Total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor	\$42,405.10
(iv) Total value of any non-cash benefits for which any of them may elect under the package	\$26,416.04
(v) Total amount payable by the council by way of fringe benefits tax for any such non-cash benefits	Nil
Total Senior Staff Remuneration	\$495,659.88

It should be noted that this amount reflects only 6 months employment period of the Director of Infrastructure, Council has utilised a consultant to provide this resource.

ORGANISATIONAL STRUCTURE

Lee Furness

Executive Director
Corporate and Community



Sharon Langman

Director
Sustainable Growth



Ken Fox

Acting Director
Infrastructure



Council employ staff to undertake many of the services it provides to the community. Council staff continue to provide a high level of service with efficiencies being gained through the implementation of one technology platform across the entire organisation. The new Local Government Information system will enable Council to provide a much better level of service and enable processes to be streamlined.

In March, Council concluded its employment relationship with the Interim General Manager Anthony McMahon. Mr McMahon had been appointed as Interim General Manager as part of the arrangements during the amalgamation process. The Council thanks Mr McMahon for his leadership during the period of administration. Between March and June, Mr David Aber was appointed Acting General Manager. Mr Aber had previously served as Acting General Manager of the former Young Shire and was Deputy General Manager for the first six months of the new Hilltops Council.



DISABILITY INCLUSION ACTION PLAN

In June 2017 Hilltops council adopted the Disability Inclusion Action Plan. This policy shall be reviewed within 12 months of an election, and thereafter at four yearly intervals at least, to ensure it meets all statutory requirements and the needs of council. It may also be reviewed at other times as determined by council.

All Councils in New South Wales were required to undertake disability inclusion action planning by June 2017 as part of their commitment to improving access for those with a disability.

Subject to the provisions of the Local Government Act and/or Regulation, this policy may be amended or cancelled by council at any time without prior notice or obligation to any person.

The plan aims to change perceptions of people with disability and promote inclusiveness and accessibility within Hilltops Council communities. A range of barriers have been considered such as

access to information, services, buildings and facilities. This plan explains how we will improve the lives of people with disability in our community.

Following the September 2017 council election, the strategies and actions were integrated into our Integrated Planning and Reporting framework. Disability Inclusion Action Planning for amalgamated Councils is an eight-step process. We have reviewed Council's policies and services and identified potential barriers and improvements across Council's portfolio. We asked the community about the barriers they face and their ideas for improvement.

Strategies and actions were prepared with consideration to legislation and plans, as well as to the unique needs of our newly formed local government area. The Disability Inclusion Action Plan went on public exhibition to seek feedback and comment from the community. Council executive will have accountability and ownership

of our plan and will play a key role in championing inclusion throughout Council. The Hilltops Healthy Shires and Access Committees will support the development, implementation and evaluation of our plan.

This Disability Inclusion Action Plan is an important step in building strong communities that meet the needs of all residents and visitors. It is important to the people of Hilltops that our community grows together to become an inclusive and accessible place where all people can participate equally.

- **Equity:**

We are committed to overcoming unfairness caused by unequal access to economic resources and power. We will support fair allocation of resources and entitlements without discrimination.

DISABILITY INCLUSION ACTION PLAN

- **Access:**
We support fair access to the resources, services, and opportunities essential to meet their basic needs and to improve their quality of life.
- **Participation:**
We provide opportunities for people to genuinely participate in discussions about decisions affecting their lives.
- **Rights:**
We believe in equal rights of all members of our community. Council applies these principles in its decision-making and considers each of the four elements when considering projects and services. The social justice principles have been applied across the eight stages of disability inclusion action planning.

Hilltops Council Disability Inclusion Action Plan 2017-2021 6 Policy and Legislative Context State and Commonwealth legislation make it unlawful to discriminate against a person with disability. The principles of the UN Convention on the Rights of Persons with Disabilities promote and protect equal rights and opportunities for people with disability.

This plan aligns with the National Disability Strategy 2010-2020 and the NSW Disability Inclusion Action Plan, which identifies four priorities for creating an inclusive community:

- Developing positive community attitudes and behaviors
- Creating livable communities
- Supporting access to meaningful employment
- Improving access to services through better systems and processes



Council has been operating under the new Audit Risk Improvement Committee (ARIC). Council was not due to introduce the new regime until 2020 but made a decision to take the opportunity to implement the new arrangements early. The Committee meets quarterly and is providing oversight on the Council's finances and seeking assurance on the way Council meets its statutory obligations. As part of the ARIC framework, Council is undertaking regular internal audits which provide an extra level of assurance. Two internal audits were undertaken last financial year.

Council has also put in place a number of new policies and will continue to do this as the need arises. Council has strengthened its procurement practices through the appointment of a Procurement Manager. The Procurement Manager has been active in re-writing Council's procurement policies and procedures to enable Council not only to obtain value for money through its purchases but to also provide assurance to businesses and the community that when they are providing goods and services it is done in a manner which is fair, consistent and transparent.



Council was fortunate to be selected to be part of the Crown Lands Pilot Project. The project is a joint State Government, Council, Young Local Aboriginal Land Council and NSW Aboriginal Land Council initiative designed to ensure the efficient and effective management of the Crown estate into the future. Council is currently in the process of assessing all Crown land within its jurisdiction with a view to identifying all parcels it has an interest in. An interest is assessed on whether or not Council infrastructure is situated on the land or whether there is continual community use. The Young Local Aboriginal Land Council is undertaking a similar task and a three-way negotiation will be undertaken with Crown lands being allocated to the Council or the Young Local Aboriginal Land Council with any remaining parcels being retained by the Crown. The process will streamline processes associated with the management of Crown Land and will give certainty to Council on the land which it manages on behalf of the Crown.

Moving forward with Murrumbidgee Creek Plan

Hilltops Council is moving forward with spending the \$1.1million dollars that was allocated to Murrumbidgee Creek as part of the Stronger Community Fund and have engaged the services of landscape architect consultants to undertake the development of a precinct plan. The aim is to make Murrumbidgee a vibrant place for locals to enjoy and for visitors to stop and shop as they pass through on the Burley Griffin Way. The brief was to ensure the precinct plan created a village centre that provided a strong sense of arrival and highlighted the relationships between the existing businesses and major attractions including the Light Horse Memorial, Harden Murrumbidgee Museum, The Old Courthouse, The Mill Site including the Federation Star and Bill the Bastard, Roberts Park, Coddington Park and of course Murrumbidgee Creek.

Burrangong Creek upgrade

As part of the Stronger Community Fund the Burrangong Creek Beautification and Connectivity Project was allocated \$1.5million.

Burrangong Creek is one of the key natural features and attractors of the Young community and Hilltops area similar to the Boorowa River in Boorowa and Murrumbidgee Creek in Harden. The Young community have gradually invested over the years in creating a more attractive, better utilised and connected Creek precinct. A number of ideas, plans, and environmental investigations have been developed in the past which will assist in informing the detailed scope of the project.

This project will focus on improving Burrangong Creek in four categories; Connectivity, Recreational, Environmental and Cultural. The draft Project Plan outlines the anticipated expenditure related to those categories and highlights where along the Creek the work will be undertaken.

Stronger Communities Fund – Major Projects	
Project Name	Project Allocation
Boorowa Caravan park - New managers cabin and camp kitchen	\$200,000
Harden Caravan park - Camp kitchen	\$100,000
Boorowa Urban Growth: relocate Eastern Works Depot out of residential area; clear site and develop for residential subdivision	\$1,000,000
Road network improvement program	\$700,000
Young Regional Library	\$2,000,000
Lambing Flat Chinese Tribute Garden	\$300,000
Solar Power for Council facilities	\$328,995
Murrumbidgee Creek Beautification & connectivity	\$1,000,000
Burrangong Creek Beautification & connectivity	\$1,500,000
Harden playground Refurbishments	\$350,000
Harden pool renewals	\$300,000
Young Swimming Pool Turnstiles & Entrance	\$1,700,000
Trinity Centre Refurbishment	\$100,000
Mechanics Institute Renewals works	\$250,000
Boorowa Playground Softfall and upgrades	\$250,000
Boorowa Tennis Courts	\$300,000
Young Tennis Courts	\$1,000,000
Boorowa Sports Fields Improvements including Lighting	\$500,000

Chinese Cemetery Murrumburrah	\$50,000
Blackguard Gully precinct	\$500,000
Cranfield Oval redevelopment	\$600,000
Museum Extension (Harden)	\$100,000
Harden Sports Fields Broken up as per below (\$1,000,000)	
Harden Race Course	\$242,000
McLean Oval	\$132,000
Roberts Park	\$250,000
Harden Tennis Courts	\$368,000
Tim Doolan Oval	\$8,000

Stronger Country Communities Fund – Round 1	
Project Name	Project Allocation
Young arts and cultural precinct: amenities upgrade	\$150,000
Boorowa Recreation park toilet upgrade	\$130,000
Boorowa Recreation Park lighting refurbishment	\$100,000
Harden Visitors Information Centre	\$100,000
Boorowa disability play equipment	\$240,000
Young Rugby League amenities refurbishment	\$113,500
Young sporting fields linking pathway	\$777,359
Murrumburrah showground linkages	\$178,000

- ① Concrete with integral beads and aggregate pathways along Riverside Drive and Juguing Road. Soil planting of native grasses and groundcovers left over the top adding texture and colour.
- ② 18 degree north-facing along Riverside Drive. Finishing to be fine misted and with wheel stops, no knots and gullies.
- ③ Return existing parking. Add 1000 vehicles with additional screen options.
- ④ Pedestrian nodes as safe crossing points across Riverside Drive. Nodes include planting and a longer signal. Nodes suggested as: Senior Plaza due to its cultural/historical significance. Juguing Road trees are visual markers to direct pedestrians to safe crossing points. Pedestrian nodes to be dwarfed at night to indicate safe crossing points. Validating light to supports. Lighting to be AS/NZS 1338.
- ⑤ Overhead vehicle parking. Juguing roadlights designated parking close to main shopping area for eventised spaces (winemaking, home fairs). Include provision for electric car charging points in two car parking places.
- ⑥ Timber bollards along Riverside Drive pathways. Spacing approximately 5m apart. Lighting to AS/NZS 1338.
- ⑦ Culvert extended by 2.4m (width of segment) to enable parking and seating area with planting areas. Include rustic barrier.
- ⑧ Existing decomposed granite path retained.
- ⑨ Continue decomposed granite path to north to create a safe path and safe pedestrianism from walking on the road.
- ⑩ Way Memorial and Margaret Mary Memorial. Create canteen/outing area from memorial for ceremonial use and also as part of the entrance to Juguing and the Show ground. Upgrade existing dog pole and provide additional. Consider relocation of gates and memorial as future project.



URBAN PAVEMENT ASSET RENEWAL AND UPGRADE PROGRAM

A \$3 million road upgrade program in the Hilltops Region was aimed at restoring roads that form part of a larger freight network used by heavy vehicles transporting goods in and out of the region. In order to provide freight transport with the vital links needed to reach places of significant regional and inter-state importance, Council maintains a network of vehicle routes that provide access to these strategic connection points.

The Urban Pavement Asset Renewal and Upgrade Program included the following roads:

- Urban Heavy Vehicle Routes
- Lovell Street: Zouch Street to Thornhill Street
- Thornhill Street: Lovell Street to Dundas Street
- Cloete Street: Zouch Street to Main Street
- Main Street: Cloete Street to Short Street
- Zouch Street: Boorowa Street to Cloete Street
- Whiteman Avenue: Zouch Street to Russell Street



CAPITAL WORKS SUMMARY

Capital / Reconstruct Summary	
State highway heavy patching (MR78)	Completed
Heavy patching regional roads (RR239; 241)	Completed
Heavy patching urban/rural (local roads)	Completed
Ardenree culverts and drainage	Completed
Bribbaree drainage S2	Completed
MR78 drainage upgrades	Completed
Cranfield oval earthworks	Completed
Sporting field linking paths	In progress
Crowther Creek Bridge	Completed
McHenrys Creek Bridge	In progress
Burrangong Creek Bridge	In progress
Apps lane realignment (MR78)	Completed
State highway MR78 Safety barrier upgrades	Completed
Apps lane pavement upgrade and widening (local network)	Completed
Berthong road pavement upgrade and widening	Completed
Tubbul road pavement upgrade and shoulder widening	Completed
Whiteman av pavement reconstruction and AC wearing course	Completed
Rockdale road trim and seal	Completed

Flood repair (various)	Completed
Gravel resheeting (various)	Completed
MR381 – Jugiong Road	2.93km Completed
Cullinga Mines Road	5.750km Complete
Beggan Road	2.50km Complete
Stapylton Street, Jugiong	0.250km Complete
Bundarbo Road	0.440km Complete
Clarke Street, Harden	1.268km Complete
Derby Street	0.370km Complete
Ward Street	0.355km Complete
Kelly Street	0.200km Complete
Woolrych Street	0.205km Complete
MR 379 – Wombat Road	4.230km Complete
Currawong Road	1.100km Complete
Roberts Road	0.625km Complete
Kalangan Road	3.100km Complete
Brown Street, Galong	0.280km Complete
Barwang Road	4.800km Complete
Neill Lane	0.400km Complete
Bathurst Street	0.160km Complete
Jellambi Road	0.300km Complete

CAPITAL WORKS SUMMARY

Clarence Street	1.220km Complete
Moppity Road	6.80km Complete
Bribbaree Road	3.878km Complete
Tubbul Road	1.75km Complete
Old Forbes Road	3.49km Complete
Wirrimah Road	0.775km Complete
Murringo Road Fixing Country Roads and National Heavy Vehicle Productivity and Safety pavement improvements	5.600km Complete
Cunningar Road Fixing Country Roads Pavement Rehabilitation -from intersection with Hughstonia Road and Galong Road	Complete
Frogmore Road Rehabilitation – Corcorans and Roaring Rock	Complete
Rugby Road Little Plains Intersections	Complete
Boorowa Town intersections pavement and water main upgrade- Brial and Court, Ford Street to Burrowa House, Ford and Parnell, Campbell and Farm, Farm and Brial, Farm and Queen, Queen and Market Street	Complete
Rye Park Road Edges and Pavements	Complete

Darby's Falls edges	Complete
Queen Street pavement	Complete
Brial Street: Stevenson Street to Farm Street	Complete
Pudman Street: Market Street to Stevenson Street	Complete
Pudman Street: Marsden Street to Lane	Complete
Bennett Springs Bridge	Complete
Kenyu Road pavement renewal	Complete
Market Street footpath upgrade	Complete
Long Street pavement renewal	Complete
Acromens Bridge/ Rugby/Brial Road pavement	Complete
Market Street curb and gutter upgrade	Complete
Little Street Rehabilitation	Complete
Gurney Place pavement	Complete
Market Street pavement	Complete
Frogmore Road culvert replacement	Complete
Kenyu Road Causeway reinstallation	Complete
Boorowa footpath repair	Complete

CAPITAL WORKS SUMMARY

Capital Works Program 2017/18 Summary	Completed
Court House gutter/downpipes replacement	Complete
Court House window restoration works	Complete
Trinity Centre electrical upgrade	Complete
Lighthorse Memorial water feature	Complete
Galong Hall upgrade – floors	Complete
Harden Racecourse shower block power upgrade	Complete
Roberts Park Gym	Complete
Wombat Reserve play shade structure	Complete
Harden Racecourse fencing	Complete
McLean Oval irrigation replacement	Complete
Galong Tip land fill rehabilitation	Complete
Murrumburrah landfill cleanup	Complete
Trinity Centre refurbishment	Complete
Galong Park shade structure	Complete
Station Street footpath	Complete
Rugby League field relocation Boorowa	Complete
Boorowa Showground building renovation	Complete
Boorowa Showground horse stable rejuvenation	Complete
Boorowa Swimming Pool painting- tiling and backwash tank, acid tank, spillway for chlorine	Complete

Boorowa Main Street pot and plant upgrade	Complete
Market Street Subdivision	Complete
Flood damage finalisation on Boorowa local roads	Complete
Water meter replacement throughout Boorowa town	Complete
Sewer main upgrade Pudman Street	Complete
New cricket pitch installation Boorowa	Complete



HILLTOPS COUNCIL (2017-18)

THE NUMBERS IN STATUTORY REVIEW



Council support for Hilltops community groups

Hilltops Council announced \$54 537 in funding for community groups in November 2017 under Councils Donations and Financial Assistance Policy. This funding is in addition to Council's sponsorship program which allocated \$39,280 among 19 local groups to help optimise events that benefit the broader community.



Council Donations and Financial Assistance - Round 1	
HARDEN KITE FESTIVAL	\$1,500.00
YOUNG SOCIETY OF ARTISTS	\$ 500.00
FROGMORE HALL & RECREATION RESERVE TRUST	\$121.00
MILVALE PROGRESS ASSOCIATION INC	\$500.00
MILVALE PROGRESS ASSOCIATION INC	\$1,791.00
200 ARMY CADET UNION - BOOROWA & YOUNG	\$500.00
HARDEN POLOCROSSE CLUB INC	\$7,000.00
YOUNG & DISTRICT GIRL GUIDE SUPPORT GROUP	\$825.00
BENDICK MURRELL RECREATION RESERVE TRUST	\$10,000.00
BOOROWA MUSICAL & DRAMATIC SOCIETY	\$500.00
BOOROWA GUN CLUB INC	\$10,000.00
HILLTOPS DOMESTIC & FAMILY VIOLENCE	\$1,500.00
TUBBUL CAMPDRAFT	\$10,000.00
HARDEN & DISTRICT JUNIOR CRICKET & HARDEN CRICKET CLUB	\$4,000.00
YOUNG FOOD HALL	\$1,000.00
BOOROWA COMMUNITY LANDCARE GROUP INC	\$2,300.00
FROGMORE HALL & RECREATION RESERVE TRUST	\$500.00
HARDEN MURRUMBURRAH HISTORICAL SOCIETY INC	\$500.00
MURRUMBURRAH LIGHT HORSE HERITAGE TROOP	\$500.00
HARDEN MURRUMBURRAH RUGBY LEAGUE	\$500.00
Total	\$54,537.00

HILLTOPS COUNCIL (2017-18)

THE NUMBERS IN STATUTORY REVIEW

Council Donations and Financial Assistance - Round 2	
YOUNG DISTRICT POULTRY CLUB	\$500.00
YOUNG DISTRICT HOSPITAL AUXILLARY	\$500.00
YOUNG CAMERA CLUB	\$750.00
YOUNG DISTRICT MULTICUTURAL SOCIETY	\$500.00
MARGARET THORNHILL	\$500.00
HARDEN MURRUMBURRAH CAMERA CLUB	\$500.00
COUNTRY EDUCATION FOUNDATION BOOROWA	\$1,000.00
YOUNG SOCIETY OF ARTISTS	\$1,000.00
YOUNG PORCELAIN DOLLS CLUB	\$250.00
Total	\$5,500.00

Education Support	
ST MARY'S PRIMARY SCHOOL	\$120.00
YOUNG PUBLIC SCHOOL	\$120.00
HENNESSY CATHOLIC COLLEGE	\$200.00
YOUNG HIGH SCHOOL	\$200.00
TAFE NSW - YOUNG	\$200.00
MURRUMBURRAH HIGH SCHOOL	\$200.00
MONTEAGLE PUBLIC SCHOOL	\$120.00
YOUNG NORTH PUBLIC SCHOOL	\$120.00

BOOROWA CENTRAL - HIGH SCHOOL SECTION	\$200.00
ST JOSEPH'S BOOROWA	\$120.00
RYE PARK PUBLIC SCHOOL	\$120.00
RYE PARK PUBLIC SCHOOL	\$120.00
BRIBBAREE PUBLIC SCHOOL	\$120.00
MAIMURU PUBLIC SCHOOL	\$120.00
BOOROWA CENTRAL SCHOOL - PRIMARY SECTION	\$120.00
NEW MADINAH COLLEGE	\$120.00
MURRUMBURRAH PUBLIC SCHOOL	\$125.00
TRINITY CATHOLIC PRIMARY SCHOOL	\$125.00
WOMBAT PUBLIC SCHOOL	\$125.00
JUGIONG PUBLIC SCHOOL	\$125.00
MURRINGO PUBLIC SCHOOL	\$120.00
KOORAWATHA PUBLIC SCHOOL	\$120.00
MURRUMBURRAH PUBLIC SCHOOL	\$120.00
TRINITY CATHOLIC PRIMARY SCHOOL	\$120.00
WOMBAT PUBLIC SCHOOL	\$120.00
JUGIONG PUBLIC SCHOOL	\$120.00
NAIDOC WEEK SCHOOL INITIATIVES	\$450.00
Total	\$3,990.00

HILLTOPS COUNCIL (2017-18)

THE NUMBERS IN STATUTORY REVIEW



Sponsorship Fund	
YOUNG CAMERA CLUB	\$1,380.00
ROTARY CLUB OF YOUNG INC	\$2,500.00
NSW HEALTH	\$1,000.00
YOUNG RODEO ASSOCIATION	\$2,500.00
YOUNG BOWLING CLUB LIMITED	\$2,500.00
YOUNG DRESSAGE ASSOCIATION	\$2,500.00
WOMBAT PROGRESS ASSOCIATION	\$500.00
HARDEN KITE FESTIVAL	\$5,000.00
RYE PARK PROGRESS ASSOCIATION	\$650.00
BOOT THE BAG HILLTOPS	\$5,000.00
BOOROWA COMMUNITY LANDCARE GROUP INC	\$1,000.00
JUGIONG ART EXHIBITION	\$2,000.00
HARDEN DISTRICT EDUCATION FOUNDATION	\$4,500.00
YOUNG DARTS ASSOCIATION	\$2,500.00
HILLTOPS CHOIR INC	\$1,000.00
YOUNG ABORIGINAL EDUCATION CONSULTATIVE GROUP	\$1,000.00
200 ARMY CADET UNIT 3 PLATOON YOUNG	\$1,000.00
YOUNG & DISTRICT ANTIQUE ENGINE AND TRACTOR CLUB INC	\$500.00
SW SLOPES FIRE CADETS	\$500.00
YOUNG COMMUNITY TRANSPORT	\$1750.00
Total	\$39,280.00

Harden Sports Infrastructure Funds	
RACECOURSE	\$180,000
ROBERTS PARK	\$250,000
TENNIS COURTS	\$350,000
MCLEAN OVAL	\$114,000
TIM DOOLAN OVAL	\$3,000
MOST COMMUNITY BENEFIT (RACECOURSE, TENNIS COURTS, ROBERTS PARK)	\$103,000
Total	\$838 000



A Heritage Advisory Service has been operating in the former Young Shire since 2008 and in the former Harden Shire since 2014. In the past two years activity has focused on expanding the reach of the service across the region. Attention has focused on strategic projects and liaison with property managers regarding the application of large grants. Advice has been provided on community infrastructure such as Blackguard Gully, Carrington Park, History House and the Trinity Centre in Harden, and the Murrumburrah Court House. The Heritage Advisor has also worked with various stakeholder groups to secure grant funding for strategic projects. Most pleasing has been the allocation of Heritage Near Me funding to conservation and restoration projects in the Village of Murringo.

In the last year Council's Local Heritage Fund has provided financial support for works on 13 properties across the region. It is pleasing to see many rural buildings, including shearers' quarters, a stockman's cottage, and shearing sheds being stabilised and restored. Many of these buildings had fallen into disrepair and were at risk. The Heritage Advisor has worked closely with the owners to achieve very pleasing outcomes.

Local Heritage Grant Funds 2017-18	
ARDRESIER HOMESTEAD HARDEN	\$2,000.00
FORMER BANK OF NSW GALONG	\$3,000.00
FORMER BANK OF NSW MURRUMBURRAH	\$2,500.00
BENDICK MURRELL MEMORIAL HALL	\$2,500.00
CHRIST CHURCH ANGLICAN CHURCH MURRINGO	\$1,000.00
COTTAGE 7a RYAN ST GALONG	\$1,000.00
COTTAGE 66 SCOTT ST HARDEN	\$1,500.00
CROWTHER CREEK OFFICE & STORE "COOYONG"	\$1,000.00
CROWTHER SHEARING SHED CROWTHER	\$3,000.00
CURRAWONG STOCKMAN'S COTTAGE HARDEN	\$2,000.00
LOUVAIN SHEARERS QUARTERS MURRINGO	\$3,000.00
LOWER COOLEGONG SHEARING SHED BULLA CREEK	\$1,000.00
ROSEVILLE STONE STABLES KINGSVALE	\$2,500.00
ST CLEMENTS RETREAT GALONG	\$2,500.00
FORMER ST JOSEPH'S KINDERGARTEN YOUNG	\$1,500.00
ST MARKS ANGLICAN CHURCH CURRAWONG	\$2,000.00
UNITING CHURCH HALL HARDEN	\$2,000.00
WEIRVIEW HOMESTEAD HARDEN	\$2,000.00
Total	\$37,000.00

Funding win for new library in Young

Hilltops Council has been successful in its application to the State Government's Regional Cultural Fund for \$3 million to go towards a new library for Young.

Modern libraries provide not only learning and educational opportunities for people of all ages, but they facilitate community. In an increasingly isolating world, communities are integral for society and libraries bring people together.



CONTRACTS AWARDED (OVER \$150,000.00)

Order No	Contractor Details	Contract Title and Description	Contract Amount (GST inc)
RFT 246 of 2015	Calvani Crushing Pty Ltd	Winning and Crushing Gravel	\$207,491.90
RFT 286 of 2016	Crowe Horwath Auswild	External Auditing Services	\$25,700 p.a
RFT 293 of 2016	Care Traffic Services Platinum Traffic SJC Traffic Management Stop Slow Traffic Control	Traffic Control Services (panel contract)	No fixed cost
RFT 295 of 2016	Bald Hill Quarry Pty Ltd Bogo Operations Pty Ltd Bonnyview Quarries (Young) Pty Ltd Denrith Pty Ltd Eulonga Quarries Pty Ltd Glenella Quarry Pty Ltd Millers Metals Sibelco Australia Tegra Australia Pty Young Landscape and Gravel Supplies	Quarry Materials (Panel Contract)	No fixed cost
RFT 282 of 2016	Hardy Bros Mining & Civil Construction Pty Ltd	Pavement Courses & Drainage Structures – Apps Lane Realignment	\$464,435.17
RFT 289 of 2016	Lyall & Associates	Young Stormwater Upgrade	\$203,819.00

RFT 297 of 2016

Bituminous Products Pty Ltd;
Fulton Hogan Industries Pty Ltd

Supply and delivery of bituminous materials

No fixed cost

RFT 300 of 2016

Allcott Plant Hire Pty Ltd
Aqua Assets Pty Limited
Boorowa Bobcat and Tipper Hire
Boorowa Earthworks
CD Earthworx
Central West Hydro Vac Services
Conplant Pty Ltd
D-Group Pty Ltd
Earth Plant Hire
Exact Excavations Pty Ltd
Ezyquip Hire Pty Ltd
GJ MM Slavin
GK Hardy Earthmoving
Grassit Pty Ltd
Greg Piol
Hurleys Excavator Hire Pty Ltd
JA Sinclair
Kennards Hire Pty Ltd
Mick Gorham
NM AA Foley contracting Pty Ltd
Ozcott Excavations
Porter Plant
PremiAir Hire
Rollers Australia Pty Ltd

Plant Hire
(Panel Contract)

No fixed cost

CONTRACTS AWARDED (OVER \$150,000.00)

	Sharpe Bros Sherrin Rentals Pty Ltd Stabilco Pty Ltd Miles Earthmoving Tegra Australia Pty Ltd THE Mining Pty Ltd Tutt Bryant Hire Universal Mobile Tower Hire Yass Earthmovers Pty Ltd Young Landscape and Gravel Supplies		
RFT 313 of 2017	Everdell Constructions Pty Ltd	Construction of Facilities at Hall Bros Oval	\$568,048.17
RFT 303 of 2017	Technology One	Provision of Enterprise Management System	\$2,949,021
RFT 349 of 2017	Nelmac Pty Ltd	Design and Construction of McHenrys Creek Bridge	\$632,500
RFT 350 of 2017	Nelmac Pty Ltd	Design and Construction of Crowther St Bridge	\$456,390
RFT 329 of 2017	A L Banks Boorowa	339 of 2017 - Boorowa Showground Public Amenities Building	\$1,520,798.40

RFT 334 of 2017	InSite Remediation Services	334 of 2017 - UPSS Decommissioning, Site Remediation and Validation	\$163,293.00
BC13.7.29 RFT 298 of 2016	Transbridge Group	Bennett Springs Bridge Replacement - Design and Construct	\$1,022,321.00
RFQ 335 of 2017	Downer EDI Works Pty Ltd	Stabilisation Services 2017/18	Up to \$500k for Hilltops Annually
RFTQ 305 of 2017	Public Works Advisory	Integrated Water Cycle Management Strategy	\$77,349
RFT 331 of 2017	Marsdens Law Group Bradley Allen Love Spake Helmore	Legal Services (Panel Contract)	No fixed cost
RFT 337 of 2017	Interflow Pty Ltd	Sewer Main Renewal Works	\$483,210.57
RFT 381 of 2018	Teilwent Pty Ltd	Cleaning Services for Hilltops Council Buildings	\$532,395
RFT 384 of 2018	Ted Wilson & Sons	Boorowa Showground Sewer Extension	\$190,000

PRIVATE WORKS Section 428 (2) (k) In accordance with Section 67, of the Local Government Act 1993, a Council may, by agreement with the owner or occupier of any private land, carry out on the land any kind of work that may lawfully be carried out on the land. Examples of the kind of work that a Council might carry out under this section include: paving, road access construction, water and sewer connections and curb and gutter works.

Hilltops Council has adopted a Private Works Policy to regulate and stipulate the requirements for the undertaking of private works within Hilltops Council area. The policy is designed to protect public funds and the integrity, security and reputation of the Council and its Staff and maintain a high level of services to the community. Hilltops Council carries out work on private land in accordance with plant hire and labor rates established by Council when setting the Schedule of Fees and Charges. In 2017/2018 the total of such work was \$403,119.48.

Private works Income for Private Works for 17-18 financial year:

WORK TYPE	INCOME
Water Fund	\$4,206.37
Sewer Fund	\$1,090.91
Noxious Weeds	\$249,607.42
General Fund	\$148,214.78
TOTAL INCOME	\$403,119.48



PUBLIC ACCESS AND PUBLIC INTEREST DISCLOSURE ACTIVITY

Legal Proceedings

During the reporting period council did not begin any legal proceedings.

Code of Conduct Complaints

During the reporting period there were two Code of Conduct Complaints reported. One matter of pecuniary interest was referred to Office of Local Government.

One matter remained under investigation at the end of the financial year and had not been finalised.

Independent Commission Against Corruption (ICAC) Matters

ICAC completed an investigation began in the 2016-17 financial year. The investigation concluded that the allegation was unsubstantiated, and no action was required.

Public Interest Disclosures

Nil received

Privacy & Personal Information Protection (PPIP)

There was one Development Application related complaint during the reporting period to the NSW Ombudsman. It was found that there were no statutory regulations not met by council during the process.

GIPA - Access to Information Government Information (Public Access) Act 2009 NSW

The Government Information (Public Access) Act 2009 NSW (GIPA Act) aims to maintain and advance a system of responsible and representative democratic government that is open, accountable, fair and effective.

The main objective of the GIPA Act is to make available government information to the public by:

- Authorising and encouraging the proactive public release of government information by agencies
- Giving members of the public an enforceable right to access government information
- Restricting access to government information only when there is an overriding public interest against disclosure.

Council, as a local authority, is subject to the GIPA Act and accordingly acknowledges the right of the public to obtain information about Council's structure, plans and policies, information about development applications, and any other information as prescribed by the GIPA Act and any accompanying regulations and guidelines.

During the 2017-2018 year, Hilltops Council received five formal GIPA applications from members of the public, a member of parliament and or private organisations. Council received 20 informal applications. Nine applications were for information that had already been provided to the applicant, 1 application was referred to a government agency. Three applications were granted in full, 4 applications were granted in part and three applications were refused in full. Council dealt with all applications within the statutory timeframe.

These applications are in addition to the information that is readily accessible by the community on Council's website. Under section 125 of the GIPA Act, Council is required to prepare an annual report meeting certain statutory obligations.

PUBLIC ACCESS AND PUBLIC INTEREST DISCLOSURE ACTIVITY

The Annual Report focuses on the council's implementation of the Delivery Program and Operational Plan, and the effectiveness of the principal activities undertaken in achieving the objectives in the Community Strategic Plan at which those activities are directed. It also includes some information that is prescribed by the Local Government (General) Regulation 2005. This information has been included in the Regulation because the Government believes that it is important for community members to be aware of it – to help their understanding of how the council has been performing both as a business entity and a community leader. Other legislation also includes a requirement for councils to report annually.



Hilltops Council Library 2017-2018

It has been another busy year for library staff at branches in Boorowa, Harden and Young. Visitors numbered 45,670 this year, with registered members being 4,655. Members borrowed 52,846 items from the physical collection. In addition, there were 38,574 hits on the website to access the catalogue for resources, to manage accounts, to search free databases, access online learning tools and download books, audio and magazines from the e-collection.

The lending collection of 34,232 items consists of books, magazines, DVDs, CDs, Talking Books,

Language Kits and Technology aids. During the year 3,194 items were acquired, including 606 donations, and 5,935 items were discarded. Requested resources, including new items, and exchanges are undertaken weekly to update and invigorate branch collections. Public access to the Internet totalled 3,503 hours, and Wi-Fi was recorded at 667 hours during the year.

Much time and energy has been focussed on the implementation of an RFID solution, which was funded by a grant application for Public Library Infrastructure from State Library of NSW. Encoding all items was undertaken and a campaign to encourage members to utilise the self-serve kiosk has been ongoing. Of course, the personal service and reference advice remains a strong ethic of library staff. However, the aim is to enhance the functions of the library with technology and to allow staff to introduce new programs for the benefit of the Hilltops community and visitors to the region. The Libraries play a vital role providing information, education and entertainment to all sectors and age demographic in the region. Outreach services and online resources can be accessed where physical visits are not possible. Items are delivered to our residents in nursing homes and villages on a regular basis.

Library Staff encourage community engagement to establish partnerships by request to host programs and presentations which benefit members and residents. Branch Staff visited new Mothers and Babies' groups, Day Care Centres, Pre-Schools and Primary Schools providing information regarding membership, resources and programs.

Activities weekly and monthly cater for every age and every interest. A new initiative at Young branch, "Take 5 on Fridays" has provided a forum for local talent to entertain audiences each week. 45 sessions were held during the year, with 100



individuals or groups performing for 630 enthusiastic followers. Visits by published authors are a highlight and this year 7 authors made presentations to our libraries. “Baby Bounce” with 362 participants, and toddlers’ Storytime for 726 children, and special holiday activities are key activities in the literacy and social development of our younger residents. Summer Reading Club and Simultaneous Storytime are annual events celebrated at the branches.

The Library collection maintains multiple sets of titles for the use of Book Clubs. Other regular activities were Drawing, Writing, Colouring and Knitting attracting participants to weekly or monthly sessions and information sessions included Italian cookery, the NBN, Fitness for Seniors and French for Beginners, to name a few.

Hilltops Council Library staff offer diverse services, programs and resources and encourage community engagement in looking forward to an era of constant and inevitable change in the provision of information and associated services.

Mrs Janice Ottey
Library Manger



COMPANION ANIMAL MANAGEMENT

COUNCIL SEIZURE ACTIVITY	CAT	DOG
Seized	8	272
Returned to owner	0	85
Transferred to - Council's Facility from seizure activities	8	187
ANIMALS IN AND ARRIVING AT COUNCIL'S FACILITY	CAT	DOG
Animals in Council's Facility - (Start of month)	0	0
Abandoned or stray	73	41
Surrendered	0	5
Animals transferred from seizure activities	8	183
Total incoming animals	8	187
ANIMALS LEAVING COUNCIL'S FACILITY	CAT	DOG
Released to owners	8	106
Sold	14	18
Released to organisations for rehoming	21	48
Died at Council's Facility (other than euthanised)	0	1
Escaped from Council's Facility	1	0

EUTHANISED	CAT	DOG
Dangerous dogs	0	2
Owners request	0	3
Due to illness/disease or Injury	2	3
Feral/infant animal	8	0
Unsuitable for rehoming	5	23
Unable to re-home	19	21
Total Euthansed	34	52
Total Outgoing Animals	0	0
Total in Council's Facility - (End of Month)	0	0

ENVIRONMENTAL PLANNING AND ASSESSMENT ACT



Council did not enter into any new Voluntary Planning Agreement's (VPA) during the 2017/18 financial year.

A list of the existing VPA's, with additional information are available in Council's Voluntary Planning Agreement Register on Council's website: <https://hilltops.nsw.gov.au/Council/About-the-council/Council-agreements-and-VPA-s.aspx>



Stormwater charges during 2017/18 applied to all properties, with the following exemptions as specified under the Local Government Act:

- Crown land
- Council owned land
- Land held under lease for private purposes granted under the Housing Act 2001 or the Aboriginal Housing Act 1998
- Vacant land
- Rural residential land or rural business land, not located in a village, town or city
- Land belonging to a charity or public benevolent institution.

Residential Standard Stormwater

A charge of \$25 was applied to all residential properties (including rural residential lands) that are not exempt from the charge.

Development Contributions System

The Developer Contributions are determined through the development of the Section 94 Contributions Plan and Section 94A Contributions Plan, and Sewerage and Stormwater Development Servicing Plans.

Solar Projects

Project for solar installations have been identified and costed at \$460,000 and will be sent to tender. Assessments of Young Sewerage Treatment Plant, Young Aquatic, Young and Harden Administration buildings were carried out through consultant engaged by Centroc. A report will be submitted to Council in August. A Cost Benefit Analysis being completed to determine option for moving forward: traditional design and construct or leaseback arrangement. Expected completion date: June 2019.

Pollution Complaints

Council's Environmental Health Officers respond to and investigate food safety, public health and environmental complaints, including pollution incidents. Education programs included the development of factsheets and media releases for the community on environmental issues including safe disposal of hazardous waste and recycling.

Noise	22
Odor	12
Smoke	8
Illegal Dumping	32
Stormwater / spills	5

Ongoing leachate and groundwater monitoring data is available on Council's website, and any incidents on site are reported to the EPA. In 2017-2018 there was an incident of illegal dumping of asbestos (which was investigated and resolved) at the Redhill site and issues with windblown litter.

In November 2017 Council entered into new a Waste and Recycling Collection Contract with JR Richards, and a new contract with Elouera Association for the operation of the Material Recovery Facility (MRF) in Young.

MATERIALS RECYCLED	Quantity (tonnes)
GLASS GREEN	49.16
GLASS CLEAR	72.2
GLASS AMBER	44.56
P.E.T	19.34
ALUMINIUM CANS	10.88
HDPE MILK	19.86
HDPE MIXED PLASTIC	15.56
STEEL CANS	23.42
DRUMMUSTER	6.46
BATTERIES	1.32
CARDBOARD	1329.09
MOTOR OIL	6700Litres



STATEMENT OF THE ENVIRONMENT



The rollout of the Container Deposit Scheme in December 2017 has seen a reduction in the amount of beverage containers going through the Material Recycling Facility.

The amount of waste to landfill can only be estimated at some sites there is no method of accurately estimating the total being disposed to landfill.

In October 2017 Young hosted Betty – an asbestos education van which was available for school, community and local tradesmen.

In 2017 some of the material diverted from landfill included over 2 tonnes of liquid paint, 60kg of acids, 31.5kg of organochlorine liquid pesticide, 50 kg of toxic inorganic liquid, and 153.6kg of ‘unknown’ chemicals.

Clean Up Australia Day

Clean up Australia Day was conducted on Sunday March 4 across Hilltops. Council facilities were open to accept collected rubbish from registered volunteers and community groups. Many schools also participated, registering online.

The Harden event was supported by Rotary and a small group of regular volunteers took to the streets with gloves and bags. Take away containers, bottles and cans are the main items.

The Young event enable groups and individuals to register on line and self-coordinate clean up areas.

Contaminated Land Monitoring

The *Protection of the Environment Operations Act 1997* (POEO Act) establishes the NSW environmental regulatory framework and includes a licensing requirement for certain activities.

Hilltops Council has been issued four Environmental Protection Licenses by the NSW Environmental Protection Authority (EPA) which include the Young, Harden and Boorowa Sewerage Treatment Schemes as well as the Boorowa Swimming Pool.

The POEO Public Register contains all Environment Protection licenses, applications, notices, audits or pollution studies and reduction program associated with a license. You can access the POEO Public Register here: <http://app.epa.nsw.gov.au/prpoeoapp/>

Under the *Protection of the Environment Operations Act 1997*, Council is required to publish monthly summaries of relevant pollution monitoring data.

- **Boorowa Treatment Works:**

License Point 1 is located at the outlet to Boorowa River via the irrigation channel. Council monitors the quality of discharge to

water as well as the volume. License Point 2 is Water Quality Monitoring 500m upstream of Pt. 1 discharge. License Point 3 is Water Quality Monitoring 500m downstream of Pt. 1 discharge. License Point 4 is final treated effluent quality from maturation pond before discharge to irrigation channel. Council tests for various physical and chemical parameters in accordance with its license.

- **Boorowa Swimming Pool:**

License Point 1 is located at the discharge from Boorowa Swimming Pool to Ryans Creek. Council monitors the quality of discharge to water as well as the volume.

- **Harden Treatment Works:**

License Point 1, Council monitors the quality of recycled water provided to utilisation area located at sporting ovals (McLean Oval, Station Street Oval, Harden Country Club Golf Course). License Point 2 is final treated effluent quality from maturation pond no. 4 before discharge to waters (Murrumbidgee Creek). Council tests for various physical and chemical parameters in accordance with its license. License Point 3 is Water Quality Monitoring 100m upstream of Pt. 2 discharge. License Point 5 is Water Quality Monitoring 100m downstream of Pt. 2 discharge.

- **Young Treatment Works:**

License Point 2 is Volume effluent entering the Young Sewage Treatment Plant. License Point 3 is Effluent quality monitoring point to monitor the concentrations of various physical, chemical and biological parameters. License Point 4 is Volume of effluent discharged to Burrangong Creek. License Point 5 is Volume of recycled water provided to the Young Golf Course. License Point 6 is Volume of recycled water provided to Miller-Henry Oval. License Point 9 is an environmental monitoring point located 500m upstream of discharge point in Burrangong Creek to reference the natural quality of the creek prior to discharge. License Point 10 is an environmental monitoring point located 500m downstream of the discharge point in Burrangong Creek to monitor the quality of the combined stream and effluent flows.

Council's PIRMPs assists Council staff and personnel to correctly identify pollution incidents, reflecting the requirements of the Environment Protection Authority's Guidelines.

Utilisation of these plans aims to improve, monitor and demonstrate environmental performance.

Conservation and Cultural Burns – Using fire as a management tool

The use of fire as a vegetation control method aligns with traditional Aboriginal practices of burning vegetation to stimulate germination of native plants. The ability to implement a “cool burn” is also a strategy to reduce weed infestation and spread.

The Monteagle Cemetery is currently covered by a Voluntary Conservation Agreement. This agreement allows for active maintenance around grave sites. The remaining areas are divided into sections and up to 2 sections are burnt each year on a rotation basis. This is called a “mosaic burn.” The burns are governed by the current climatic conditions, meaning on some years no burns may take place.

Boorowa’s Red Hill is a conservation site within the Boorowa town limits. A Plan of Management was prepared specifically for Red Hill Reserve to guide, initially Boorowa Council, and now Hilltops Council as Trust Manager of Crown Land in the future management of Red Hill Reserve. Hilltops Council are responsible for daily care and management of the land. Preparation of this Plan of Management has and will continue to involve consultation with various stakeholders

(government, user groups, and residents). Through this process the Reserve Manager and Trust will recognise the significant concerns of local residents regarding the future management of Red Hill Reserve. Measures to address these concerns will be reflected in an action plan. A group of citizens within Boorowa has shown interest over a long period of time in the management of the Red Hill reserve. This group is particularly interested in preserving Red Hill for its conservation and biodiversity values as well as enhancing it as a habitat for endemic flora and fauna species. There is also an opportunity in the medium term to develop this site into a Biodiversity Conservation Learning Centre that would allow for nature walks and seminars to be held on the site, for the local community and visitors to the Boorowa District.

Threatened Native Vegetation

The Tarengo Leek Orchid is an endangered native plant that grows on a stock route by a creek close to Boorowa. The Tarengo Leek Orchid reaches to 35cm tall. This species can be distinguished from the more common onion orchids that grow in its habitat by the pinkish-purple base to the leaf. Each plant produces a solitary, tubular, fleshy, dull green leaf, growing to 35cm tall. The flower-spike

emerges in mid spring to early summer from a hole near the base of the leaf. The spike, reaching to 12cm tall, has about 20 fragrant flowers with pointed petals. The flowers are usually a pale whitish-green but can be pink or pale purple. Plants can be very cryptic when growing in small numbers and within tall grasses.

There is a memorandum of understanding with the Office of Environment and Heritage to conduct activities to assist this species. Methods include:

- Protect known populations from changes to land use.
- Do not allow grazing, mowing or other disturbances when above-ground parts are present.
- Establish the most effective means of control or management of competing species.
- Monitor the known populations to ensure that management is retaining populations.
- Mark sites and potential habitat onto maps (of the farm, shire, region, etc.) used for planning (e.g. road works, residential and infrastructure developments, remnant protection, rehabilitation).
- Search for new populations in potential habitat between the known sites.

Pest Animals

A draft plan is in development to be put forward to council for the control of the flying fox camp in Young. This plan will be before council during the 2018-19 year.

Habitat Revegetation

Landcare has facilitated habitat revegetation projects, in conjunction with local schools at Petticoat Gully, Rocky Hill and Chance Gully. Sites have had Eucalypts and Wattles planted. Well over 1000 trees had been planted with these projects or distributed to land holders through “Wattle Day” initiative.

South East Local Land Services invested the following within the Boorowa local area in 2017/18, with funds from Catchment Action NSW and National Landcare Program:

- \$27,385 in 26.8ha of habitat establishment / tree lanes
- \$15,343 in 8.68ha of riparian protection / 2km of streambank protected
- \$55,204 in 934ha invested in sustainable grazing through the subdivision of paddocks.

South East LLS also provided Landcare coordinator and project funding to Boorowa Community Landcare and Hovells Creek Landcare groups through the Community, Industry and Landscapes Fund, a National Landcare Program initiative. BCLG have delivered 10 workshops / field days and HCLG 5 workshops / field days with this funding.

BCLG also hosted North Sydney Bushcare for the 19th year, where 40 volunteers came to Boorowa to plant 6,000 trees over a weekend in September.

Hovells Creek Landcare Group had an Environmental Trust Grant “Habitat Protection at the Gassy Box Gum - K2W Flyways Interface,” investing \$29,000 to plant 550 individual paddock trees.

The Burrangong Creek Restoration program original deadline for works to be completed was early 2019. Extension granted to end of 2019. The reason for this was to enable Hennessy College students time to propagate plants. Works have been delayed until the larger Burrangong Program is finalised and the footpath works complete. Weed removal is scheduled for early 2019. Once the plants have been propagated, planting will likely occur at the end of next year. Focus area will be behind the Miro St Courts with bank stabilisation, planting and erosion control. Planting to be undertaken by students. Landcare will be involved.

Restoration including the planting of native plants such as Wattles and Eucalypts on the Spring Street Reserve has also been undertaken.

Noxious Weeds

On 1 July 2017 an NSW government proclamation dissolved Southern Slopes County Council and with it the functions of the Southern Slopes Noxious Plant Authority (SSNPA). These functions and operations were transferred to Yass Valley Council and Hilltops Council which covers Young, Harden and Boorowa. Hilltops Council has now assumed the functions and operations of the SSNPA and has also signed an agreement to provide these services to Yass Valley Council. Hilltops Council undertook weeds inspections, roadside and reserve spraying on behalf of Yass Valley Council as a service to the member of the former Southern Slopes Noxious Plants Authority. As a result of the change in structure and some staff shortages Council slightly under delivered on the targets of the funding plans as agreed with Local Lands Services.

Sustainability Education

Over the past year, Council staff have been involved in providing an education service to local Schools. Approximately 160 students from 5 Schools throughout the Hilltops region have gained a valuable insight into Councils environmental initiatives. A strong emphasis in the latest education program is Councils recycling program. Students have gained an understanding on what can be recycled, and the consequence of not recycling and not living sustainably. Students have been challenged to think how they can make a positive change at the local level.

A comprehensive A-Z Recycling Guide was released in 2018, followed by material on problem wastes such as E-waste and paint.

An ongoing program of educational material and information will be made available at Council Offices, on the website and via social media.

Next year, Council staff plan to extend the program to more Schools within the region. The scope of the program will extend beyond resource sustainability and include water quality monitoring of local waterways.

Threatened Species

The Southern Pygmy Perch is a small fish growing to approximately 65-85mm in length. Southern Pygmy Perch were once widely distributed throughout the Murrumbidgee and Murray River systems, as well as coastal streams in South Australia and Victoria, north-eastern Tasmania and King and Flinders Islands in Bass Strait. There have been large-scale reductions in their range since European settlement, particularly in inland regions. Populations of Southern Pygmy Perch have recently been discovered in tributaries of the upper Lachlan and upper Murray River catchments that was once widely distributed throughout the Murrumbidgee and Murray River systems. In NSW, the species has suffered dramatic declines in recent decades and as a result it is listed as an endangered species.

Pudman Creek has small very small numbers of the Southern Pygmy Perch. Pudman Creek is a small tributary (approximately 35km length) of the Boorowa River which then flows into the Lachlan River downstream of Wyangala Dam. Pudman Creek flows in a north westerly direction south east of the township of Boorowa. It drains mostly cleared mixed farm land, consisting of grazing and dry-land cropping. Seven sites were established along the creek.

Boorowa Community Landcare Group have an Environmental Trust Grant "Land and Water connection for the Superb Parrot and Southern Pygmy Perch." BCLG have invested \$55,000 in 12ha of revegetation and 21ha in riparian protection including 3.5km of streambank.

