



**FEDERATION
COUNCIL**

ANNUAL REPORT 2021-2022

22/35434



Pictured below is Bangerang Elder, Uncle Dozer Darren Atkinson and Federation Council staff and Councillors at the 2022 Naidoc Week celebrations at the Corowa Civic Centre, with Dozer performing a wonderful smoking ceremony. This is believed to be the first ever such ceremony at the Corowa Civic Centre.



TABLE OF CONTENTS

WELCOME _____	5
A message from the Mayor and General Manager _____	5
INTRODUCTION _____	10
Purpose, context and how to read this report _____	10
Community vision _____	10
Community values _____	11
Council's role in achieving the community priorities _____	11
Our Planning and Reporting Framework _____	12
Governance _____	13
OVERVIEW _____	15
Location _____	15
Organisational Structure _____	17
Executive Team _____	18
PROGRESS AND PERFORMANCE _____	19
Performance Snapshot and Summary _____	19
Built Federation _____	20
Economic Federation _____	27
Natural Federation _____	32
Social Federation _____	35
Well Governed Federation _____	43
STATUTORY REPORTS _____	54
Activities funded via a special rate variation _____	54
Disability Inclusion Action Plan _____	56
Councillor Induction Training and Professional Development _____	58
Councillor Facilities and Expenses _____	59
Contracts Awarded over \$150,000 _____	60
Rates and Charges written off _____	61
Legal Proceedings _____	61
Works carried out on Private Land _____	62
Environmental Upgrade Agreement _____	62

Financial Assistance Grants _____	63
External bodies that exercised functions of Council _____	65
Council interest in other organisations _____	65
Council participation in other organisations _____	65
Equal Employment Opportunity _____	66
Staffing _____	66
General Manager and Senior Staff Remuneration _____	67
Capital Works Projects _____	67
Companion Animals Management Activities _____	68
Planning Agreements in force _____	70
Recovery and Threat Abatement Plans _____	70
Swimming Pool Inspections _____	70
Summary of Government Information (Public Access) Act Activity _____	71
Public Interest Disclosures _____	72

WELCOME

A message from the Mayor and General Manager

Welcome to the 2021/22 Annual Report which details the many achievements and challenges experienced across Federation Council over the last 12-month period. 2021/22 has been another significant year for Federation Council as we continued to provide the many valued services and programs along with delivering many fantastic projects, supporting our many and diverse communities and visitors to this great region. This year especially saw Council as an employer along with its community in many ways, move from the depths of Covid management across 2020 and the early stages of 2021, into more of a 'living with Covid' approach.

We are proud of the way Council through its fantastic committed staff, our fabulous volunteers of which there are so many, along with our valued contractors and many other partners, were able to lead the way and support each other across the many and varied challenges. We have learnt or been reminded, as an organisation, and I think as a community, that crisis creates opportunities. There were so many examples of this both within Council, and right across the community, in individuals and clubs, as well as businesses, who all adapted and innovated in service delivery to not only survive but thrive in some cases.

Of course, in addition to the devastating personal losses associated with Covid, and the ongoing mental and social impacts, Council's business units such as the Urana and Ball Park Corowa Caravan Parks, and the Corowa Aquatic Centre, were severely impacted financially due to the movement restrictions and in some cases orders to close facilities. Council is looking forward to 2022/23 and beyond as we continue to bounce back working with our communities, to continue to deliver our many valued services, programs, and projects for the benefit of our residents and visitors.

For our agricultural industry, the 2021 and 2022 calendar years were considered very good years. This of course was much needed coming off the back of some of the driest years on record across 2018 and 2019. However, towards the end of 2021, and now continuing in 2022, the region has been wearing the full brunt of the La Nina weather pattern posing significant challenges to not only Council assets such as roads, but for the agricultural sector especially.

In December 2021 we saw Council elections with four new Councillors joining Federation Council, and five returning Councillors. The new Council are working together well as a team and are looking to continue on the work in progress of the previous Council along with new opportunities also.

It almost seems to be the norm now to be referring to “unprecedented events” in our communications. A significant rain event occurred in Corowa in January this year, with records indicating 182mm of rain fell in four hours. Believed to be well above any previous records, this 1 in 2000-year (estimated) event resulted in 40 to 50 homes being severely impacted with over the floor flooding, along with damage to Council assets, industrial/commercial properties as well as several Caravan Parks being inundated. Council provided immediate support to those most impacted, and assisted with large volumes of waste removal, and opened the Corowa Waste facility for free waste disposal for flood affected items to assist residents at this time.

The diversion of resources during these events is not easily absorbed, particularly when staff who are also members of the community are directly impacted by these events themselves, or are assisting family members who are impacted. The resulting cost to Council and its ratepayers to repair and maintain infrastructure as a result of these events is significant and ongoing. Council has been successful in several State of Natural Disaster declarations which will help facilitate recovery for residents and businesses as well as support for cleaning up and restoring council assets.

The decision by Council to develop our first ever Climate Change Action Plan across the 2022/23 and 2023/24 years, will be a very important step in identifying many of the longer-term challenges for Council and the community, faced by the changing climate, and with consultation, agree on measures and strategies to continue to manage this risk. Of course, there will be financial implications to be considerate of in this work, and we will look to partner with the State and Federal Government where possible. The recognition that climate change is not isolated to one or two functions of Council is an important factor to ensuring a whole of council approach. This will enable the foundations to be laid for future action supported by identification of potential partners and funding opportunities. Everything from carbon emissions, to extra shade, and continuing to ensure developments are more considerate of the impacts of a changing climate, including designing Council infrastructure, which in days gone by, was not designed to cater for these extreme events.

The establishment in 2021/22 of a Local Roads Advisory Committee will also provide a key component of our roads strategy and priorities moving forward. The committee, comprising of local residents spread across the Council area, staff and Councillor delegates, is now active and will meet at least quarterly to:

- Develop and review the principles underlying the provision of the road network within the Council area – Road Hierarchy network.
- Monitor and provide information/advice to Council in relation to the issues arising out of Council's Road network.

- Review strategies and provide advice to Council and staff regarding the management, maintenance, service levels, renewal and upgrading of roads within the council area.
- Review and provide advice on the downgrading or closing of roads within the Council Area.

With the arrival of Japanese Encephalitis detected for the first time in NSW in February this year, and sadly a local resident passing to this virus, Council has provided its ongoing support to NSW Health on in monitoring and educating our community on the associated risks. This includes ensuring awareness activities and environmental health priorities are circulated and our services are equipped with the knowledge and resources to help prevent the spread of this disease throughout our community. The risk to our community is high given the ideal breeding conditions along our river system.

Despite these now “not so unprecedented” events that requiring diversion of resources we are extremely pleased to be able to report on some of our many achievements over the year. Many of these projects and programs have been close to the hearts of our people who reside in or adjacent to our towns and villages.

- Urana and surrounding villages flood management plan finalised, and now focussing on seeking funding for implementing physical mitigation works such as the Urana levee and actions for Boree Creek and Morundah, with these three towns considered the most vulnerable to flooding of the areas studied.
- Significant progress on the Corowa Saleyards major upgrade including new roof, truck wash, amenities/administration building, roads, and drainage. This fantastic project is being supported by significant State Government funding, and will provide much needed improvements to animal and worker/visitor welfare and conditions, effluent/environmental management, and vehicle movement and safety. It will also potentially open other opportunities for Council to partner with industry and Government potentially. Council as part of the project were able to purchase a significant parcel of land to the back of the site which has further potential.
- First twelve months of operation of the new Corowa Aquatic Centre with staff doing a fantastic job and the community embracing this year-round facility. Council has recently adopted a new Business Plan for the centre to continue to work on improving its financial sustainability including strategies aimed to reduce costs and increase visitation.
- Council representation secured on the regional Jobs and Skills Taskforce. Jobs and housing go hand in hand and Council is keen to continue to work on the worker shortage and housing shortage issues with key partners.
- Signing of a Memorandum of Understanding (MOU) with Moira, Indigo and Berrigan Councils to formalise collaboration to achieve greater cost efficiencies and greater service delivery

outcomes. Particularly important given it is a cross border agreement with our two Victorian neighbouring Councils.

- Creative projects, workshops and a youth community art expo held for NSW Youth Week.
- Adoption of long-term strategic plans including a revised Community Strategic Plan, Delivery Program and Operational Plan, Long Term Financial Plan, Workforce Management Strategy and Asset Management Strategy.
- Continued improvement in financial performance with a focus on Council's longer-term financial sustainability to ensure that Council is well placed to deliver the services that the community expects into the future.
- Roads Strategy developed and adopted by Council, including a suite of supporting plans.
- Council's Audit Risk and Improvement Committee has met five times to provide oversight of Council's financial and operational activities including internal audit reports and reviewing its Terms of Reference and Annual Workplan.
- The Corowa to Mulwala bike/walking trail, a joint funded project in conjunction with Albury and Berrigan Councils, is very close to completion. This long-awaited project provides an opportunity to encourage exploration along the Murray River and integrate towns and villages across the three LGAs.
- A RAP Reconciliation Action Plan (RAP) Working Group has been established to support the development of a 'Reflect' RAP in accordance with the Reconciliation Australia process to better partner with our local aboriginal groups across so many areas to continue to learn and grow our cultural awareness.
- Delivery of many smaller projects, programs and our ongoing services despite the many challenges presented including from Covid management.

Council has continued to make great progress on our financial sustainability journey that we first embarked on in mid-2019. Council is aware of its challenges to continue to ensure it remains financially sustainable into the future, but we are proud of the way Council continues to balance these challenges with delivering so many projects and services valued by the community, as well as planning for our future.

If the proposed Special Rate Variation is approved over the coming years, combined with ongoing efficiency and savings measures, including service reviews, it will provide an increased investment into the assets from 2023/24, and a clear pathway to an operating surplus including depreciation in the year

2027/28 and beyond. Planning well for maintenance and operations of our assets is critical and has been a high priority over the last 12 months especially.

The ever-increasing involvement of local Councils on many broader priorities provides many new opportunities to work with various other agencies across all three tiers of government, as well as with private sector and non-government stakeholders. Council is committed to ensuring we have a voice in the higher levels of government, and provide feedback where possible on issues that impact on our residents. This will be continued through the many advocacy and engagement forums attended as well as submissions prepared to present and highlight the sometimes unique, local challenges faced by our community.

Please take the time to read this report and as always, provide any feedback to ensure Council can continue to be engaged with our residents as we strive to create opportunities and celebrate community!



Pat Bourke
Mayor



Adrian Butler
General Manager

INTRODUCTION

Purpose, context and how to read this report

Federation Council is pleased to present its final Annual Report which provides the community with a report on the progress of the actions committed to by Council for the period 2021/22 as outlined in its Delivery Program 2018/2022 adopted in June 2021.

The actions we have focused on delivering in our Delivery Program are derived from the priorities identified in the Community Strategic Plan (CSP). The CSP is the highest-level plan in Council's suite of plans as it sets the community's long-term vision and strategy for the Federation Council area for the next 10 years. Councils have a custodian role in preparing this on behalf of the community. Extensive consultation with the community carried out in the first half of 2018 captured the community's long-term vision and priorities. The CSP was then re-consulted once the new/current Council was elected, and an updated CSP was adopted on 1 July 2021. These priorities are grouped into themes according to key service areas, which set the framework for Councils Delivery Program and Operating Plans and also inform other strategy documents Council prepares from time to time on specific areas such as roads, waste, growth, and recreation ground masterplans for example.

Community vision

Federation – Creating Opportunities, Celebrating Communities

Federation will be home to a community rich in spirit, thriving through the opportunities of our unique history, rural landscapes and waterways.



Community values



Maintained and improved infrastructure that meets the needs of residents and industry.



Growing, progressive and prosperous communities that build on sustainable manufacturing, agriculture and tourism, close proximity to other centres on both sides of the Murray and affordability.



Sustainable rural landscapes and waterways offering tranquility and attractive recreational spaces.



Close-knit and welcoming communities where people come together and support each other.



Strong civic leadership and governance supporting equity across communities and effective communication with residents.

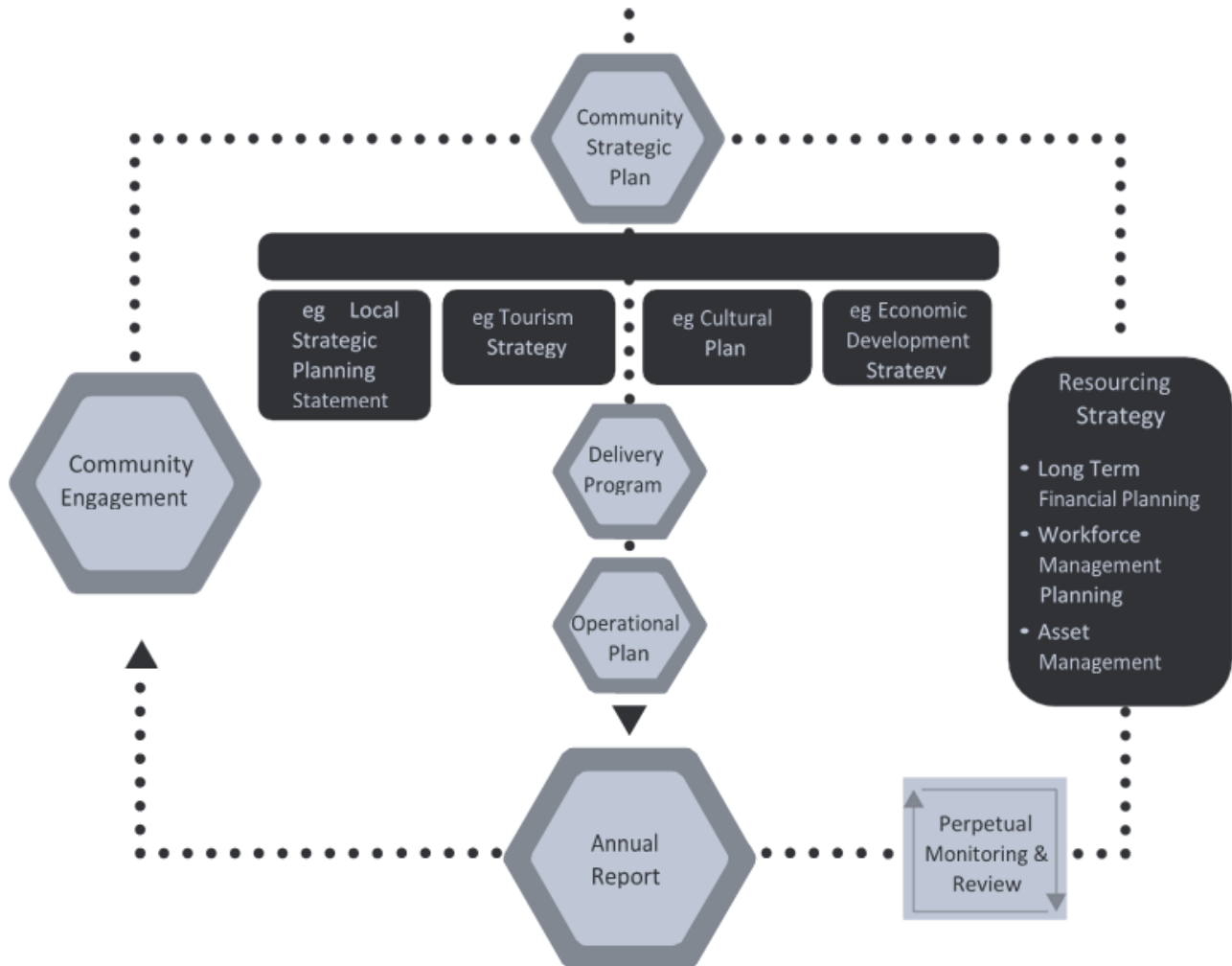
Council's role in achieving the community priorities

There are three ways in which Council may be involved in the achievement of the Community priorities and these are outlined in the table below:

Community concern
Where Council does not have direct control or influence but could play an educative, advocacy or lobbying role on behalf of the local community. For example, Council does not have direct control or influence over the area's schools or telecommunications - but as they are important to the local community, Council is committed to advocating and lobbying for improving them.
Council influence
Where Council has partial or shared responsibility for the outcome with the community and other groups, and is distinguished from the traditional sphere of local government. This is Council's role in the majority of strategies set out in our CSP. For example, in relation to economic development Council cannot control the outcome; increased economic activity is also dependent on businesses that operate in this area. Council can and does work with partners to support the economy in a number of ways.
Council control
Relates to Council's areas of core service provision and other statutory responsibilities. This includes roads, rates and waste management, as well as a range of governance and planning activities.

Our Planning and Reporting Framework

The diagram below shows the perpetual cycle that is referred to as the Integrated Planning and Reporting process or IP&R.



The Annual Report is one of the key points of accountability between a council and its community.

It focuses on our implementation of the Delivery Program and the Operational Plan actions that are under Council control.

This Annual Report includes information about Federation Council, including statutory and progress reports tabling the advancement for each of the priority areas of the Delivery Program 2018-2022 and Operational Plan 2021-2022, as outlined within the key themes identified in the CSP (Built, Economic, Natural, Social and Well-Governed).

Governance

Federation Council has nine elected Councillors including the Mayor, who is elected by Councillors every two years. There are no wards or ridings in Federation Council. Councillors are elected by the people to represent the interests of all ratepayers and residents. A Councillors role is to provide leadership and guidance to the community, and to encourage communication between Council and the community.

	<p>COUNCILLOR (Cr.) PATRICK BOURKE</p> <p>Elected to Council 2017 Elected to Council 2021</p>		<p>COUNCILLOR (Cr.) SHAUN WHITECHURCH</p> <p>Elected to Council 2017 Elected to Council 2021</p>
<p>Cr. Bourke was elected Mayor in 2021</p>		<p>Cr. Whitechurch was elected Deputy Mayor in 2021</p>	
	<p>COUNCILLOR DAVID FAHEY OAM</p> <p>Elected to Council 2021</p>		<p>COUNCILLOR SALLY HUGHES</p> <p>Elected to Council 2021</p>
	<p>COUNCILLOR GAIL LAW</p> <p>Elected to Council 2017 Elected to Council 2021</p>		<p>COUNCILLOR DAVID LONGLEY</p> <p>Elected to Council 2017 Elected to Council 2021</p>
	<p>COUNCILLOR ROWENA BLACK</p> <p>Elected to Council 2021</p>		<p>COUNCILLOR ANDREW KENNEDY</p> <p>Elected to Council 2017 Elected to Council 2021</p>
	<p>COUNCILLOR AARON NICHOLLS</p> <p>Elected to Council 2021</p>	<p>Council elections are held every four years. The 2020 NSW Local Government Elections were postponed due to Covid-19 and took place in December 2021.</p>	

Below is the impressive Andrew Whitehead sculpture of the late, much loved former Boree Creek local, former Deputy Prime Minister Tim Fischer AC, at the Tim Fischer Community Park in Boree Creek NSW.

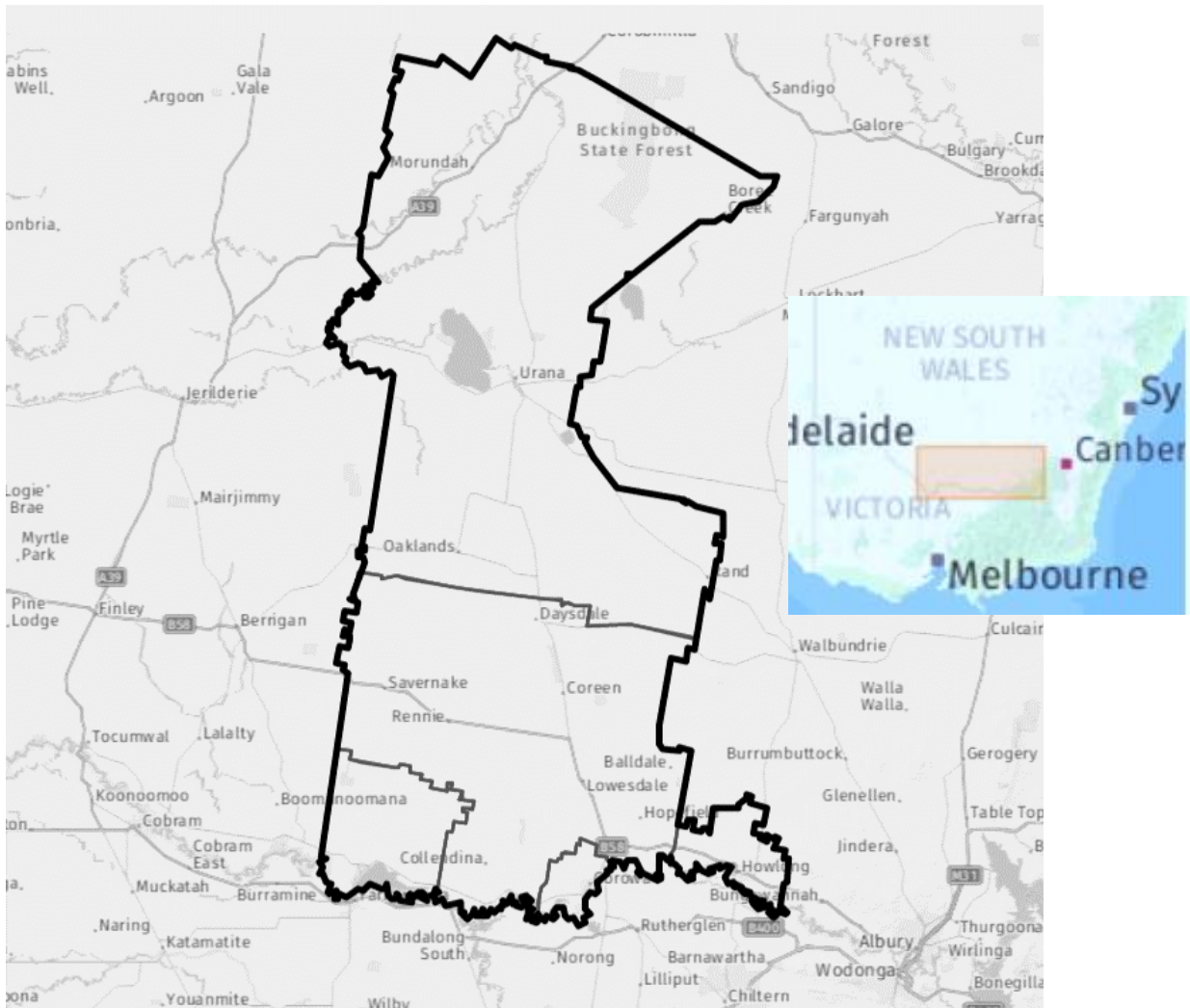


OVERVIEW

Location

Federation Council is located in the Riverina region of New South Wales, Australia. This area extends westward along the Murray River from the larger urban areas of Howlong across to Corowa and Mulwala. Stretching north past the Newell Highway passing through its northern most village of Morundah and east across to the township of Boree Creek. Other villages spread across the area includes Balldale, Buraja, Coreen, Daysdale, Hopefield, Lowesdale, Rand, Rennie and Savernake as well as the central towns of Urana and Oaklands. It is bounded to the south by the Murray River and the state of Victoria.

Comprising of an area of 5,685 square km Federation Council has a significant road, bridge and other assets network spread linking the many towns and villages. With an overall replacement cost in excess of \$960,000,000, our roads make up almost 51% of this overall replacement cost (\$493,420,000) at 30 June 2022.



Quick Stats



Population 2021 12,899. ¹	In 2021, 7.3% of people were born overseas, compared with 12.2% in Regional NSW. ¹	69 Residential Building Approvals in 2021. ²	Gross Regional Product \$708m. ⁴
---	---	---	---

Living in 6,541 dwellings. ¹	The three largest ancestries in 2021 were English, Australian and Irish. ¹	Dwelling structure Medium Density 2.9%. ¹	5,571 jobs in the year ended 30 June 2021. ⁴
---	---	--	---

Average household size of 2.20 persons. ¹	In 2021, 2.3% of people spoke a language other than English at home. ¹	7.4% of households with a mortgage were making high loan repayments of \$2,600 or more per month in 2021, below the NSW average of 19.3%. ³	In 2021, the Goods related sector accounted for 44.8% of employment. The importance of this sector has increased over the last 10 years (43.2% in 2011). ⁴
--	---	--	---

¹ Australian Bureau of Statistics, Census of Population and Housing 2016 and 2021. Compiled and presented in profile.id by .id (informed decisions).

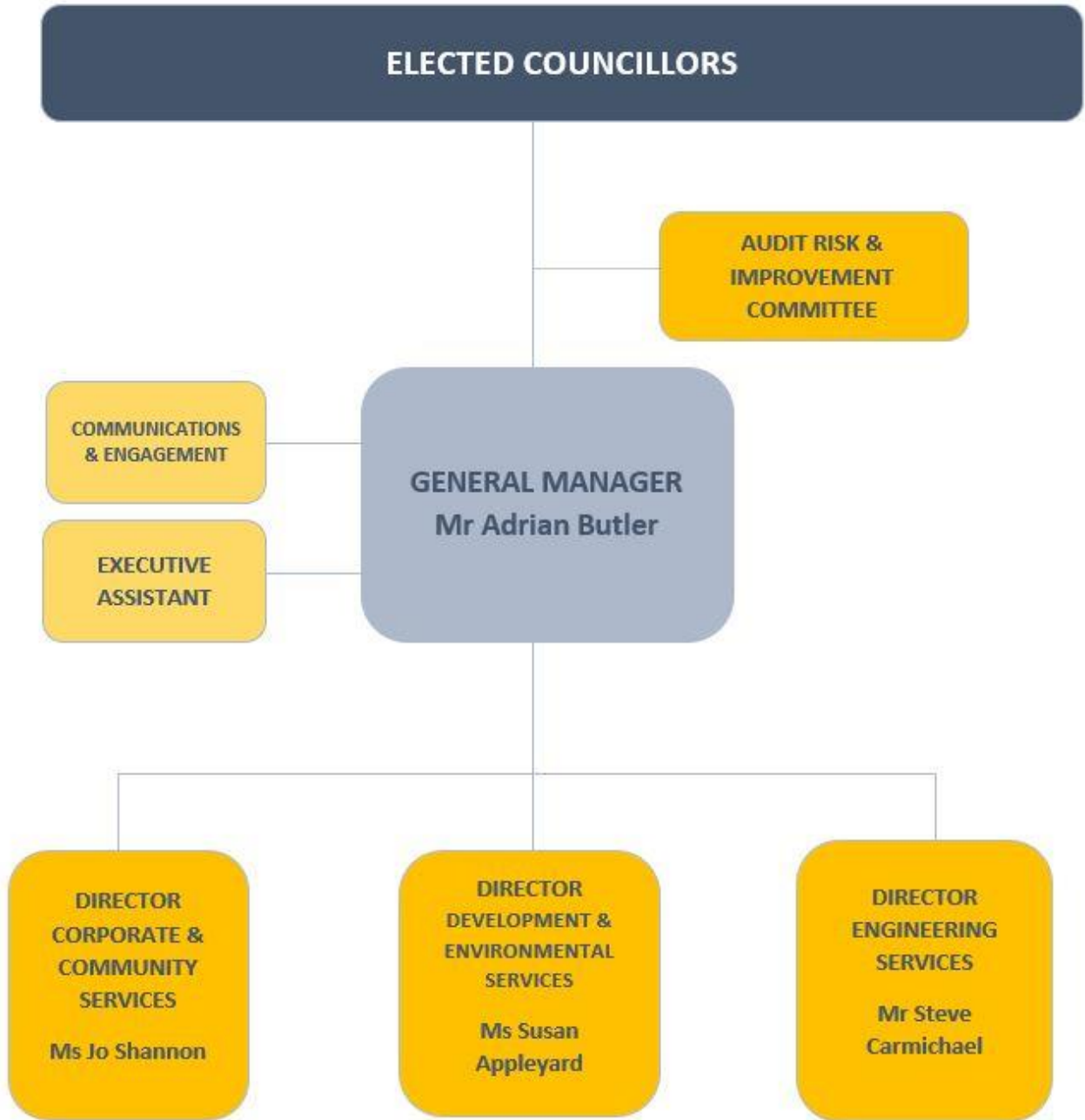
² Australian Bureau of Statistics, Building Approvals, Australia (8731.0). Compiled and presented in profile.id by .id (informed decisions)

³ Australian Bureau of Statistics, Census of Population and Housing 2021. Compiled and presented in profile.id by .id (informed decisions).

⁴ National Institute of Economic and Industry Research (NIEIR) ©2021. Compiled and presented in economy.id by .id (informed decisions)

Organisational Structure

Federation Council comprises of four departments, led by our executive management team, being the General Manager team, along with the three departments led by each Director.



The Executive Team meet fortnightly to discuss and progress strategic and operational aspects impacting on Council functions across each of the Directorates.

Executive Team

Our executive management team has responsibility for the following departments.



Mr Adrian Butler
 General Manager
 Exec Support
 Mayoral support
 Communications and Engagement
 Ball Park Caravan Park



Mr Steve Carmichael
 Director Engineering
 Infrastructure
 Utilities
 Operations
 Recreation



Ms Susan Appleyard
 Director Development and Environmental Services
 Environment, Facilities & Regulations
 Planning & Development
 Buildings and Facilities
 Corowa Aquatic Centre
 Corowa Saleyards Complex



Ms Jo Shannon
 Director Corporate and Community Services
 Human Resources
 Finance
 Corporate Governance / Risk
 Customer Service / Libraries
 Information Technology
 Economic Development / Tourism
 Community Services
 Mobile Preschools

PROGRESS AND PERFORMANCE





Performance Snapshot and Summary

This Annual Report is an important element in a cycle of planning and reporting that Council undertakes in accordance with the provisions of the Local Government Act. This report provides an update on Council progress in implementing the 2018-2022 Delivery Program through the actions and activities of the 2021-22 Operational Plan. It also includes information prescribed in the Local Government Regulations that councils must report on annually, as well as the 2021/22 audited financial reports.

Federation Council's Delivery Program and Operational Plan are its commitment to the community about what Council will deliver in order to progress the objectives and achieve the vision set out in the Community Strategic Plan – Our Community, Our Opportunity.

The Community Strategic Plan includes five theme areas that identify 42 community priorities. Council's Delivery Program and Operational Plan, and this Annual Report, are also prepared using these themes and goals as their basis.

Council has completed 161 of the 241 actions in the Delivery Program with 62 ongoing or progressing, 15 not progressing and 3 not due to commence. A summary of the progress against the themes and goals are outlined in this section. Further detail is provided in Council's twice yearly progress reports for January-June 2022 and July-December 2021. These reports are published on [Council's website](#) following adoption at Council meetings in February and August each year. They can be found at www.federationcouncil.nsw.gov.au/Council/Corporate-Planning/Reporting.

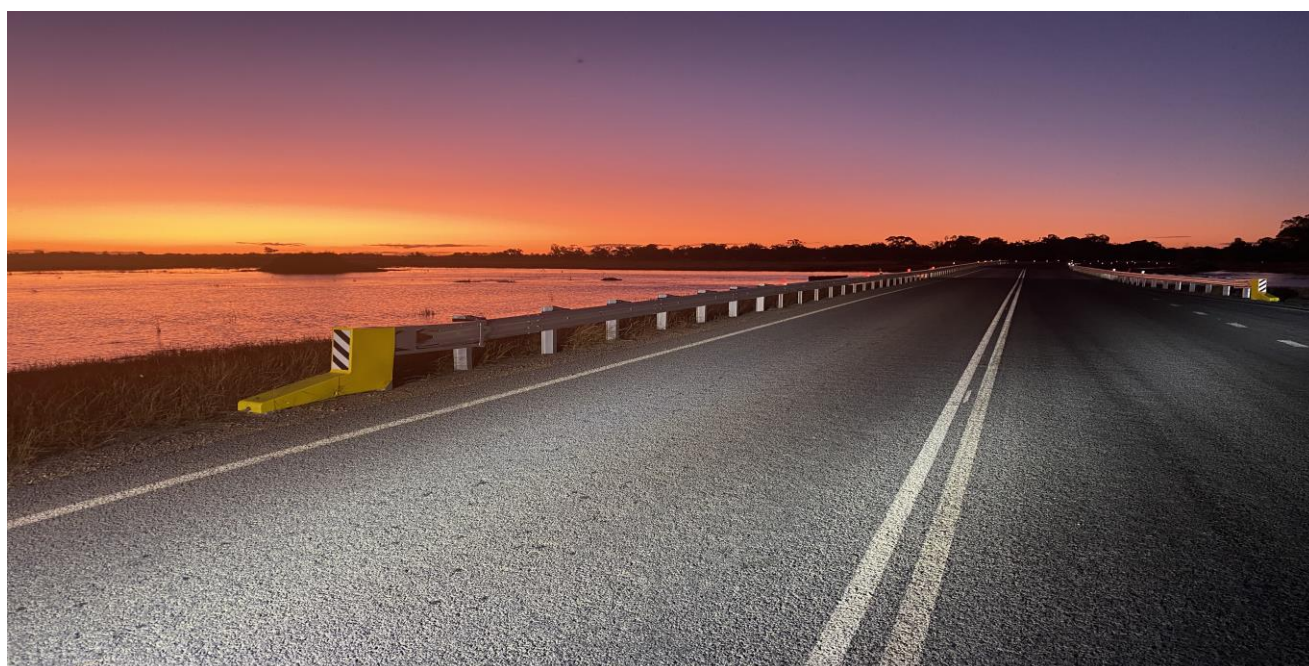
Performance Summary	Number of Actions each theme				
		Completed	Not Progressing	Ongoing / Progressing	Not due to commence
Built Federation	46	20	8	18	0
Economic Federation	34	25	1	7	1
Natural Federation	22	12	4	6	0
Social Federation	68	56	1	10	1
Well-Governed Federation	71	48	1	21	1
	241	161	15	62	3

Built Federation







Maintained and improved infrastructure that meets the needs of residents and industry.

Council secured funding from the Regional Airports Program – Round 2, for much needed upgrades to runways and drainage at the Corowa Aerodrome totaling \$295,210. Council also continued its maintenance and renewal program across its infrastructure classes from available budgets along with substantial progress in major projects such as the Corowa to Mulwala Trail and the Corowa Foreshore Activation works.

Pictured above and below is work underway and the finished product, of a major road and bridge renewal and upgrade project on Federation Way near Daysdale.



1.1 Maintain and improve roads, bridges and footpaths to meet the needs of residents and industry.

Action Code	Action Name	Status
1.1.1	Implement Road Management Services (including road, footpath and stormwater drainage construction and maintenance).	
1.1.2	Implement Capital Works Program for Regional Roads, Rural Sealed Roads, Rural Unsealed Roads, Urban Sealed Roads, footpaths and bridges.	
1.1.3	Scope effective location-based text messaging services for works program and update website.	
1.1.4	Continue to progress Sanger Street Corowa works and to engage with key business and retail operators, as well as community stakeholders to update them about works, and identify further opportunities to enhance the project development into the future.	
1.1.5	Conduct and monitor asset inspections - road, bridges, stormwater drainage and footpaths.	
1.1.6	Continue to lobby NSW State Government for a new bridge over Lake Mulwala.	






Pictured below are new pathways being constructed along the Murray River Foreshore in Corowa under the Crown Lands Improvement Fund grant program.








1.2 Maintain and improve aquatic, recreational and other community facilities to meet the needs of residents.




Action Code	Action Name	Status
1.2.1	Develop long term capital works programs for Council infrastructure.	
1.2.2	Implement Capital Works Program to address priority facility needs	
1.2.3	Develop a Recreation Strategy for the Federation Council area with a prioritised set of actions.	
1.2.4	Develop Masterplan for Memorial Park / Cross Street Reserve Howlong	
1.2.5	Ensure Swimming Pool Management Services are delivered.	
1.2.6	Undertake a review of the Corowa Aquatic Centre's first year of operation.	
1.2.7	Seek funding and if successful, develop new Plan of Management and Masterplan for Kyffins Reserve Mulwala.	

1.3 Maintain and improve water supply, sewerage, and flood protection services and systems to meet the needs of residents and industry.


Action Code	Action Name	Status
1.3.1	Implement Capital Works Program for sewerage and water services.	
1.3.2	Develop a Stormwater Drainage Strategy for urban areas.	
1.3.3	Implement a Water & Sewerage maintenance program.	
1.3.4	Finalise Urana and surrounding villages Flood Management Plan, develop long term works plan and seek funding for implementation.	
1.3.5	Implement, conduct, monitor and review asset inspections - water and sewer.	
1.3.6	Complete funding strategy and ensure long term planning includes construction of a Howlong Water Treatment Plant, Mulwala Water Treatment Plant and a new Corowa Sewerage Treatment Plant.	

Action Code	Action Name	Status
1.3.7	Develop Water and Sewer Systems Capacity Review (Corowa, Howlong and Mulwala).	
1.3.8	Conduct compliance/ process upgrades of water and sewer infrastructure.	
1.3.9	Develop Stormwater / Drainage Systems Capacity Review.	
1.3.10	Develop and implement flood protection strategy.	
1.3.11	Finalise Integrated Water Cycle Management Plan.	


1.4 Work towards utilities that meet the needs of residents and industry.


Action Code	Action Name	Status
1.4.1	Engage appropriately qualified consultants to investigate opportunities to: (a) Reduce Council's current energy consumption; (b) Obtain more favourable energy pricing; (c) Maximize Council's capacity for renewable energy generation via PV solar installations at all of its current sites of consumption with a view to including additional technology for energy storage; and (d) Actively pursue any available grant funding.	
1.4.2	Commit and commence work to become electricity neutral (i.e., generating electricity equal to, or greater than its consumption) by June 2025.	
1.4.3	Finalise the Federation Council Integrated Water Cycle Management Plan.	

1.5 Work toward telecommunications that meet the needs of residents and industry.

Action Code	Action Name	Status
1.5.1	Continue to investigate opportunities to partner with mobile phone and data service providers to increase coverage locally.	

1.6 Work toward public transport that meets the needs of residents and industry.



Action Code	Action Name	Status
1.6.1	Advocate and work to support improved access to community transport throughout the Council area.	

Action Code	Action Name	Status
1.6.2	Finalise Corowa to Mulwala Cycleway project.	
1.6.3	Provide Aerodrome Management Services.	

1.7 Consistent and appropriate land use planning outcomes.

Action Code	Action Name	Status
1.7.1	Provide Building Control and Planning Services.	
1.7.2	Provide Environmental Health Services.	
1.7.3	Provide Development Assessment Services.	
1.7.4	Provide Strategic Land Use Planning Services.	
1.7.5	Finalise Federation Council Local Environmental Plan including supporting strategies, studies and plans.	
1.7.6	Make planning information including key land use maps, planning instruments and planning processes easily accessible to the community.	
1.7.7	Implement Development Contributions Plan.	

1.8 Improve waste management services.

Action Code	Action Name	Status
1.8.1	Finalise Council wide Waste Management strategy which considers residents and industry needs and includes an appropriate funding model.	
1.8.2	Implement Waste Management Strategy.	
1.8.3	Identify and implement opportunities to discourage dumping.	

Action Code	Action Name	Status
1.8.4	Investigate and implement opportunities to increase recycling.	
1.8.5	Provide Waste Collection and Recycling Services.	
1.8.6	Provide effective management of Council's Landfill Operation Services.	
1.8.7	Participate in Waste Education programs in conjunction with local providers.	

Environmental health update

Council's Environmental Health Officer (EHO) has an important role to assist in the prevention disease transmission and illness within the community.

As part of their role, the EHO completed 110 inspections of food businesses. While a good level of compliance was achieved overall, there were a number of compliance actions taken to protect consumers and ensure food safety standards are adhered to, including:

- 20 re-inspections and follow-ups
- 11 warnings issued
- 11 improvement notices issued
- 1 penalty infringement notice issued
- 1 seizure notice issued
- 1 prohibition order issued

The EHO was also able to conduct:

- 17 inspections of skin penetration business (beauty, piercing and tattooing);
- 53 inspections of onsite sewage management / septic systems;
- 30 inspections of public pools at motels and accommodation facilities; and
- 9 inspections of caravan parks.

The Environmental Health team also assisted NSW Health with their disease surveillance and response to Japanese Encephalitis Virus by implementing a weekly adult mosquito trapping program between March and May 2022. Two were set up every week at two locations in Corowa with any adult mosquitoes trapped being sent to a NSW Health laboratory for testing. No adult mosquitoes trapped tested positive for the virus.



Economic Federation

Growing, progressive and prosperous communities that build on sustainable manufacturing, agriculture and tourism, close proximity to other centres, on both sides of the Murray River, and affordability.

Council continued its strong focus on tourism, with the North of the Murray brand being rolled out via the marketing strategy with great results.

Council also continued work on the Growth Strategy, which will define, shape and guide future development including infrastructure requirements and environmental considerations, across the next 40 years.



Council was also successful in receiving \$9.2M from NSW Government for redevelopment of the Corowa Saleyards with a total budget of \$10,692,000. This funding is part of NSW Government's stimulus program following the impacts of COVID-19.

In 2021/22 contracts were awarded to MKM Constructions for delivery of the new roof over the yards and AP Delaney for civil work, including new truck wash, circulation road, car parking and extension to the existing stormwater basin. Works have also commenced with the construction of the new roof and the stormwater basin.

Council expects to finalise the project in the coming 12 months with further works planned to upgrade the entrance and circulation road as well as construction of a new carpark and public administration building during this time.

Recently, Council was fortunate to secure a further \$900,000 funding from the NSW Government to assist with finalising the project. Overleaf is an aerial view of this significant upgrade taking shape, all the while keeping the fantastic weekly sales operating.


2.1 Work toward achieving higher rates of population and employment growth, especially in youth and young family segments.

Action Code	Action Name	Status
2.1.1	Ensure strategy and long-term planning includes development of projects to achieve higher rates of population and employment growth, especially in youth and young family segments.	
2.1.2	Ensure strategy and long-term planning considers the development of new residential land and industrial land to achieve higher rates of population and employment growth, especially in youth and young family segments.	

2.2 Support workforce development.



Action Code	Action Name	Status
2.2.1	Facilitate training opportunities to support industry development in line with priorities identified in the Economic Development Strategy.	

2.3 Encourage affordability.



Action Code	Action Name	Status
2.3.1	Ensure strategy and long-term planning considers the development of new affordable residential land.	



2.4 Support inward investment.

Action Code	Action Name	Status
2.4.1	Identify and plan for the development of an investment prospectus for the Council area.	
2.4.2	Lobby other levels of government for increased investment across the entire Council area.	

2.5 Support entrepreneurship and industrial diversification.

Action Code	Action Name	Status
2.5.1	Continue building and engaging with networks by industry sector.	
2.5.2	Ensure strategy and long-term planning considers development of industrial land projects.	










2.6 Support a collaborative regional approach to economic development

Action Code	Action Name	Status
2.6.1	Develop a Council wide Economic Development Strategy.	
2.6.2	Facilitate local business support services in line with Economic Development Strategy.	
2.6.3	Convene industry meetings and attract supporting business and infrastructure in line with Economic Development Strategy.	
2.6.4	Support and encourage innovative industry trials and projects.	
2.6.5	Provide support for incoming business/ investment enquiries.	
2.6.6	Build relationships with government, education and industry peak bodies including NSW government agencies, Murray Regional Development Australia, and joint organisations.	
2.6.7	Consider opportunities to work collaboratively with neighbouring Councils, tourism and business associations.	
2.6.8	Progress opportunities from the Regional Economic Development Strategy.	
2.6.9	Maintain membership with Murray Regional Tourism and Destination Riverina Murray and actively participate in regional initiatives.	
2.6.10	Participate in relevant joint organisations.	


2.7 Support the agricultural industry.

Action Code	Action Name	Status
2.7.1	Implement findings and recommendations of agricultural industry gap analysis and feasibility study.	
2.7.2	Provide effective and efficient Saleyard Management and Maintenance Services.	
2.7.3	Deliver Stage 1 of the Masterplan for the Corowa Saleyards, subject to available funding.	

2.8 Increase tourism.

Action Code	Action Name	Status
2.8.1	Maintain a destination website that promotes the products and experiences available in the region.	
2.8.2	Deliver quality information services that meets the needs of visitors.	
2.8.3	Continue to develop and market the electronic newsletter as a means for communicating with tourism stakeholders.	
2.8.4	Continue to implement a marketing plan to promote the Federation Region as a holiday destination of choice.	
2.8.5	Participate in opportunities for regional collaboration that drives visitation to the Riverina / Murray Region.	
2.8.6	Identify opportunities for product development that will drive visitation to the Federation region.	
2.8.7	Advocate for investment in key tourism products, as per the Murray and Riverina Region Destination Management Plan.	
2.8.8	Actively seek opportunities for external funding to support the development of key tourism product.	
2.8.9	Implement the new North of the Murray Branding strategy.	

2.9 Enhance retail.

Action Code	Action Name	Status
2.9.1	Undertake streetscape improvements to make towns and villages more attractive for visitors.	

2.10 Support business development.

Action Code	Action Name	Status
2.10.1	Communicate business development grants program opportunities to relevant stakeholders.	
2.10.2	Collaborate with local and regional business chambers and other business development organisations to achieve shared outcomes.	
2.10.3	Finalise Lease arrangements for the Corowa Aerodrome. Lease negotiations were not successful however this action is now finalised, with Council looking to seek other opportunities.	

Council supported Small Business Month in March this year with the rollout of a North of the Murray Tourism networking session.

Council was represented on the Riverina Murray Jobs & Skills Taskforce by the Acting Manager, Community & Economic Development. Local Jobs and Skills Taskforces meet regularly to support solutions to move people into work or training. This model puts local employer needs at the center of their planned actions whilst addressing the employment barriers of local people.

Taskforces play a central role in connecting, coordinating and leveraging existing programs and aligning efforts on the ground. This approach reduces the risk of duplication and increases the reach and breadth of support to key target groups. Taskforces support the Local Jobs Plan for their respective region, identifying key employment and training priorities, and providing a framework for driving employment outcomes in the context of the local labour market.

Natural Federation






Sustainable rural landscapes and waterways offering tranquility and attractive recreational spaces.

Council continued with its high service levels in presenting the parks, gardens and sporting grounds especially to a very high standard. Masterplanning also was progressed at Lowe Square Howlong, as well as various other projects occurring at the other centres, courtesy of Government funding.

Below is the magnificently manicured John Foord Oval Corowa, with the majestic river red gums by the Murray River as a perfect backdrop.



3.1 Provide quality recreational spaces.






Action Code	Action Name	Status
3.1.1	Implement Parks and Reserves Maintenance program (including Building Management, Caravan Parks, Parks & Presentation, and Cemeteries).	
3.1.2	Provide targeted weed management program across the LGA.	
3.1.3	Continue to implement new Biosecurity Act changes.	
3.1.4	Work with Landcare and Local Land Services for weed management and bush regeneration.	
3.1.5	Provide Building Management program.	

3.2 Ensure attractive and vibrant public spaces.


Action Code	Action Name	Status
3.2.1	Update Lowe Square, Howlong Masterplan.	
3.2.2	Seek funding for implementation of Lowe Square Masterplan, Howlong.	
3.2.3	Provide Street Cleaning Services.	
3.2.4	Provide road side vegetation management, verge slashing and reserve mowing.	
3.2.5	Implement and monitor local litter laws.	
3.2.6	Provide pest control and animal management / compliance services.	
3.2.7	Ensure Long Term planning includes strategies to maintain attractive and vibrant public spaces that consider community place-making initiatives.	
3.2.8	Provide Tree Management Services.	
3.2.9	Develop a Tree Management Strategy to respond to a changing climate.	

Action Code	Action Name	Status
3.2.10	Develop a Tree Register.	


3.3 Conserve and utilise waterways, and develop their frontages.

Action Code	Action Name	Status
3.3.1	Ensure long term planning includes strategies to conserve and utilise waterways and develop their frontages.	
3.3.2	Assist Office of Water to maintain and repair river banks under Council control.	
3.3.3	Progress upgrade to Corowa foreshore (Ball Park Reserve).	
3.3.4	Develop a Masterplan for the Howlong foreshore.	
3.3.5	Update Masterplan for the Mulwala foreshore.	

3.4 Conserve and utilise public lands.

Action Code	Action Name	Status
3.4.1	Support initiatives to manage flora and fauna conservation.	

3.5 Support responsible land management practices.

Action Code	Action Name	Status
3.5.1	Partner with the Corowa and District Landcare to provide education and awareness opportunities for local land holders.	

Social Federation

Close-knit and welcoming communities where people come together and support each other.

Federation library facilities have been very pleased to welcome the community back for various library programs, in a post COVID-interrupted period. Such events have included hosting visiting local author Jenny Congdon as she presented her newly published book *Woodstock: Farm, Family and Food*. Further, the reintroduction of Council's Tech Savvy Seniors Program proved to be very popular. During COVID, many government services fast tracked their changeover to online delivery and as such, created various technological challenges for members of the community attempting to access such services. The Tech Savvy Seniors Program continues to provide support in the development of tools, skills and strategies to navigate such challenges, significantly contributing to the positive experience of senior community members throughout the LGA.







Council's Community Development team provided a range of events, programs and opportunities for involvement throughout the course of the year. Operating under the ethos of promoting participation, engagement and inclusivity, Council hosted a range of events for community benefit which included:

- Youth Week
- Australia Day Awards
- Commencement of the Miki City Sister City Film Project
- Development of the Federation Primary Prevention Team Community Action Plan (funded by the Alcohol & Drug Foundation)

Council also played a role in the rollout of the NSW GROW Program – Growing Regions of Welcome. The program connects people from migrant and refugee backgrounds living in Western Sydney, with lifestyle and employment opportunities within regional NSW.

Council also continued its very successful Mobile Preschool program across Rand, Boree Creek, Urana and Daysdale throughout the reporting period.

4.1 Encourage an age-friendly environment.

Action Code	Action Name	Status
4.1.1	Continue to consult with key stakeholders to identify needs in relation to residential aged care services.	
4.1.2	Update and implement the Pedestrian Access and Mobility Plan (PAMP).	
4.1.3	Continue to engage with older residents when considering the long-term planning of our social needs.	
4.1.4	Implement the actions within the Ageing Well Strategy.	
4.1.5	Celebrate the contribution of senior residents through the delivery of a Seniors Week initiative.	
4.1.6	Finalise purchase of Billabidgee Aged Care Units.	




Below are attendees enjoying a Seniors Week event held in the reporting period.






4.2 Improve healthcare.

Action Code	Action Name	Status
4.2.1	Facilitate networking meetings of key health stakeholders and practitioners to identify any gaps in health care provision.	
4.2.2	Advocate for health services that meet the needs of the community.	
4.2.3	Support Interagency meetings.	
4.2.4	Work with Community Transport Services to improve access to health care.	
4.2.5	Facilitate opportunities to attract and retain General Practitioners to rural towns.	



4.3 Support young people.

Action Code	Action Name	Status
4.3.1	Facilitate the Federation Youth Council to ensure young people are well represented.	
4.3.2	Support the Youth Council to deliver a youth led initiative during Youth Week.	
4.3.3	Continue to support the development, maintenance and roll out of a directory with youth focused and mental health services listed.	

4.4 Support access to quality education.

Action Code	Action Name	Status
4.4.1	Implement Community Arts Projects in schools.	
4.4.2	Advocate and support the sustainability of our schools.	
4.4.3	Work in partnership with local schools to provide opportunities for students to participate in activities delivered by Council.	

4.5 Work to prevent and reduce the harmful effects of alcohol and other drugs.

Action Code	Action Name	Status
4.5.1	Support the Community Drug Action Team.	
4.5.2	Support agencies to provide Drug and Alcohol information and education to the community and build awareness of available services.	





Pictured below are some of the youths of Federation Council with a great Skateboard painting project ran by the Federation Youth Council.







4.6 Provide sport and recreational opportunities.

Action Code	Action Name	Status
4.6.1	Provide Community Facilities Services.	
4.6.2	Finalise the Community Facilities Strategy.	
4.6.3	Circulate relevant information to sporting clubs to ensure they remain informed and updated.	
4.6.4	Support sporting clubs to access external funding by facilitating grant writing workshops and offering other support where possible.	

4.7 Support childcare and family services.

Action Code	Action Name	Status
4.7.1	Support the communication and distribution of the Family and Children's Services Directory.	
4.7.2	Engage with relevant stakeholders to assess need for more preschool services and support a proposal for investment where appropriate.	
4.7.3	Deliver the mobile preschool service across the LGA.	
4.7.4	Undertake playground upgrades included in the Capital Works Program.	

4.8 Encourage community pride and spirit.


Action Code	Action Name	Status
4.8.1	Support community events and initiatives through the delivery of the Community Grant program.	
4.8.2	Continue to deliver Council run events where possible.	
4.8.3	Establish strong community partnerships that builds capacity and deliver positive outcomes for the community.	
4.8.4	Update the new residents pack, circulate and make available online.	










Action Code	Action Name	Status
4.8.5	Continue to promote and encourage use of the free online community directory.	
4.8.6	Recognise Volunteers in the Federation Council area during Volunteers Week.	
4.8.7	Facilitate volunteer coordination and support.	
4.8.8	Encourage and support new events to the area.	
4.8.9	Finalise Ball Park Foreshore Removable Cafe Project.	
4.8.10	Deliver Cemetery Management Services.	

4.9 Ensure community safety.






Action Code	Action Name	Status
4.9.1	Work with key stakeholders to facilitate forums that focus on community safety.	
4.9.2	Implement the Road Safety Program.	
4.9.3	Manage the Service NSW Agency in accordance with business plan and all guidelines.	
4.9.4	Review and implement the Council's Alcohol-Free Zones.	

4.10 Celebrate the areas rich culture and heritage.

Action Code	Action Name	Status
4.10.1	Support the work of the Arts and Culture Committee	
4.10.2	Develop a program of Arts & Culture initiatives that provides an opportunity for all sectors of the community to participate.	
4.10.3	Consider opportunities for the installation of public art, in accordance with the Public Art Strategy.	

Action Code	Action Name	Status
4.10.4	Celebrate National Aborigines and Islanders Day Observation Committee (NAIDOC) Week.	
4.10.5	Support local artists and galleries to foster a creative community.	
4.10.6	Explore opportunities to develop Arts Trails in collaboration with key stakeholders.	
4.10.7	Develop an annual program of exhibitions and events in the ArtSpace at the Corowa Civic Centre.	
4.10.8	Continue to progress Councils Friendship Agreement with Miki City.	
4.10.9	Ensure long term planning strategies include further development of the Federation Museum.	
4.10.10	Continue to explore online opportunities to support the recording and promotion of the history of the LGA.	
4.10.11	Support historical groups to actively collect and record the stories and experiences of our LGA.	
4.10.12	Investigate any interest from Melbourne based councils with a view of forming a sister city relationship.	

4.11 Work to address disadvantage in all its forms.

Action Code	Action Name	Status
4.11.1	Continue to implement, monitor, evaluate and review the Disability Inclusion Action Plan.	
4.11.2	Facilitate and support the Disability Access Committee.	
4.11.3	Ensure Community Action Plans are represented in long term planning for rural communities.	
4.11.4	Identify Community Access needs and ensure these are included in the long-term planning for community access projects.	
4.11.5	Provide social housing in Howlong, Oaklands and Urana at existing properties.	

4.12 Provide library services and programs accessible to all residents and visitors.

Action Code	Action Name	Status
4.12.1	Maintain libraries in Corowa, Howlong, Mulwala and Urana that are vibrant community spaces and provide opportunities for all members of the community.	
4.12.2	Through its membership with Riverina Regional Library, deliver a mobile library service that ensures library services are accessible to smaller communities.	
4.12.3	Deliver school holiday programs across the council area.	
4.12.4	Provide opportunities for residents to participate in lifelong learning.	
4.12.5	Provide a free delivery service to housebound library patrons.	
4.12.6	Deliver children's programs that lay the foundation for a lifelong love of books.	
4.12.7	Provide free access to public computers and Wi-Fi through Federation Council libraries.	
4.12.8	Encourage library membership by promoting the range of services available.	
4.12.9	Facilitate some interactive programs for young people.	
4.12.10	Facilitate the provision of online cemetery records.	

Well Governed Federation

Strong civic leadership and governance supporting equity across communities and effective communication with residents.

During the 2021/22 year Federation Council ordinary meetings were generally held on the third Tuesday of the month commencing at 9:30am. The meeting location is either the Corowa or Urana Chamber. Please read the meeting agendas for the location of upcoming meetings.

The ordinary meetings of Council are responsible for dealing with matters relating to finance, works, development, planning, health, building and community services. The meetings also enable Councillors to consider Committee and Council Officer recommendations and is the forum for making the final decision of Council.


Residents and ratepayers are welcomed and encouraged to attend Council meetings.

Members of the public have the opportunity to address the Council prior to Ordinary and Extraordinary Council meetings. The forum allows for verbal submissions/presentations from community members on items of business to be considered at the meeting. Conditions are outlined in Council's Code of Meeting Practice.







To request to present to Council, please submit your request to the General Manager for review and determination on our Application to present to Council (Public Forum) Online Form available on Council's website by 12 noon the day before the meeting.





5.1 Ensure rates and fees are in line with community needs.

Action Code	Action Name	Status
5.1.1	Support rates review process and engagement with Rates Review Advisory Committee to inform rating structure.	
5.1.2	Consider ongoing roll out of service delivery reviews and implement findings of previous reviews.	
5.1.3	Implement 2021/2022 Special Rate Variation (subject to IPART approval) and comply with any associated reporting requirements.	
5.1.4	In conjunction with the development of the new Delivery Program, consider options for funding initiatives, including a further Special Rate Variation.	










5.2 Work toward the equitable servicing of all areas.

Action Code	Action Name	Status
5.2.1	Work with regional and state organisations to ensure consideration of cross Council and border issues.	
5.2.2	Ensure Strategies, and Service Reviews include assessment of adjoining Council areas and issues.	
5.2.3	Continue to actively seek grant funding for a range of projects across the council area.	
5.2.4	Deliver projects funded by various state and federal grant programs.	
5.2.5	Report on ongoing service provision and expenditure by area.	
5.2.6	Approve and implement the Grant Management Policy.	


5.3 Ensure good governance and administration.




Action Code	Action Name	Status
5.3.1	Implement Long Term Financial Plan and associated strategies.	
5.3.2	Support NSW Electoral Commission process and conduct of Local Government election 2021.	

Action Code	Action Name	Status
5.3.3	Implement Integrated Planning and Reporting including development of Community Strategic Plan (CSP), following Council election and in consultation with the community.	
5.3.4	Develop and review Council's Integrated Planning and Reporting documents (Delivery Program and Operational Plan) to support delivery of strategic priorities identified in the CSP.	
5.3.5	Provide, regular and timely reports to Council and the community on progress of Councils achievements for actions adopted in its Delivery Program and Operational Plan.	
5.3.6	Review and re-develop Long Term Financial Plan, and Delivery Program and Operational Plan budgets, and ensure consistency with Operational Plan Actions.	
5.3.7	Preparation of Annual Report in accordance with Local Government Act and Guidelines.	
5.3.8	Preparation of State of the Environment Report in accordance with Local Government Act and Guidelines.	
5.3.9	Preparation of End of Term Report in accordance with Local Government Act and Guidelines.	
5.3.10	Demonstrate appropriate, effective and efficient financial services.	
5.3.11	Demonstrate appropriate, effective and efficient delivery of purchasing and contract management processes.	
5.3.12	Ensure Federation Council's key objectives and strategies link to service reviews and business plans.	
5.3.13	Provide Councillor Support Services.	
5.3.14	Council meeting agendas and minutes distributed and available in accordance with Council's Code of Meeting Practice.	
5.3.15	Ensure Policy framework is implemented	
5.3.16	Work with stakeholders to develop and implement processes to support access to information in accordance with relevant legislation and guidelines.	
5.3.17	Implement Council's internal audit program.	






Action Code	Action Name	Status
5.3.18	Review and implement Councils Privacy Management Plan.	
5.3.19	Manage Councils insurance claims in a cost-effective manner and in accordance with customer service charter.	
5.3.20	Review delegations in line with organisational changes and ensure delegations process is integrated with existing recruitment and training policies and guidelines.	
5.3.21	Implement framework for supporting compliance with all council committees.	
5.3.22	Support councillors to acquire the skills necessary to perform their roles in accordance with the LGA S 232. Councillor Professional Development Program as per guidelines - LGR Part 8A-185 and including Code of Conduct.	
5.3.23	Provide Council Records Services.	
5.3.24	Ensure appropriate records are created and registered in Content Manager by providing induction and yearly training of all relevant staff.	
5.3.25	Continue implementation of IT Strategy.	
5.3.26	Consult with key stakeholders to ensure compliance with Crown Lands Act.	

5.4 Ensure extensive communication and consultation with residents.

Action Code	Action Name	Status
5.4.1	Maintain Council online presence via digital channels.	
5.4.2	Implement and maintain Councils Customer Service Charter.	
5.4.3	Implement Council's Community Engagement Strategy.	
5.4.4	Implement Council's Corporate Communications Strategy.	
5.4.5	Implement internal communications and engagement policy.	









Action Code	Action Name	Status
5.4.6	Use Council's visual identity consistently in all public facing communications.	
5.4.7	Encourage media opportunities to showcase the natural assets and tourism offer of the Federation LGA.	
5.4.8	Finalise branding of building and all old signs from former Urana and Corowa Shires, at Corowa Civic Centre and any other required areas.	

5.5 Ensure quality customer service.






Action Code	Action Name	Status
5.5.1	Implement four yearly customer satisfaction surveys to understand strengths and areas for improvement.	
5.5.2	Promote and maintain a user-friendly customer request system.	
5.5.3	Continue to monitor functionality of Council's website.	
5.5.4	Implement actions to improve access to customer service centres.	
5.5.5	Provide public access to cemetery information and process transactions.	

5.6 Provide operational efficiency and effectiveness to ensure a resilient and responsive organisation.

Action Code	Action Name	Status
5.6.1	Undertake actions to improve efficiencies and compliance across the organisation in Risk and Work Health Safety	
5.6.2	Update and implement the Workforce Strategic Plan.	
5.6.3	Continue to implement staff performance reporting.	
5.6.4	Maintain IT and technical support for Council.	


Action Code	Action Name	Status
5.6.5	Ensure staff have required IT skills and an organisational awareness of IT functionality.	
5.6.6	Review security of Council assets, people and property.	
5.6.7	Ensure staff are engaged with and update staff intranet.	
5.6.8	Communicate Council job opportunities through various platforms and liaise with schools and training organisations with regards to employment and trainee opportunities.	
5.6.9	Conduct careers days and volunteer days in collaboration with school and local institutions.	
5.6.10	Implement projects within Federation Risk Management Action Plans and Improvement Plans.	
5.6.11	Provide Risk and Compliance Services.	
5.6.12	Support Council Mapping Systems across the organisation.	

5.7 Effective asset management.

Action Code	Action Name	Status
5.7.1	Develop and implement Asset Management Plans.	
5.7.2	Implement recommendations from Asset Management Planning project.	
5.7.3	Allocate resources to inspect new assets and report on condition.	
5.7.4	Complete external asset audits.	
5.7.5	Complete asset, regulatory and works related financial reporting on time.	
5.7.6	Seek funding for upgrades to the Ball Park Caravan Park.	

Action Code	Action Name	Status
5.7.7	Seek funding for upgrades to the Urana Caravan Park.	
5.7.8	Develop road hierarchy and asset management strategies to protect and improve existing road, bicycle and pedestrian infrastructure.	

5.8 Ensure appropriate emergency management.

Action Code	Action Name	Status
5.8.1	Support the Local Emergency Management Committee.	
5.8.2	Support After Hours Emergency Response.	

As shown in the scorecard, Council continued to progress many actions across this critical area. Council's Long Term Financial sustainability and performance continued to improve, and progress was made on the Special Rate Variation to be submitted to IPART for consideration in early 2023. If approved this will be implemented from 1 July 2023 to ensure Council can continue to maintain its assets and deliver services in a responsible manner.

Council also progressed the strategic asset management project, for finalisation in 2022/23, along with Roads Strategy works. Council continued to grow its engagement practices with consistent increases in the digital online channels engagement statistics.

Council implemented a new agenda management system as a further functionality and efficiency measure, and continued its risk and internal audit program.

CUSTOMER EXPERIENCE



Council received **13,352** telephone calls into its Customer Service Centres at Corowa and Urana and received 12,717 emails to be dealt with by the appropriate departments.



2912 Customer requests for service assistance were logged. This is an increase of 548 (23%) from 2020/21.



Telephone, email and Council's online form on its website, were still the most popular methods of submitting requests, making up 90% of the submissions. Other requests were received:

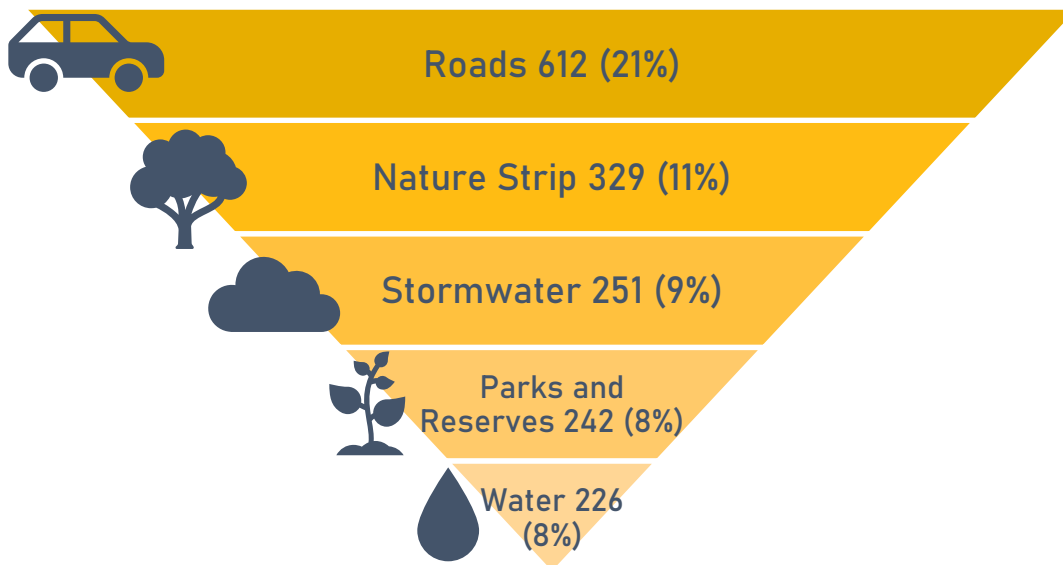


- in person/over the counter (6%)
- logged by staff and categorised as internal matters (2%)
- by the Snap Send Solve app (2% an increase of 1.89%)
- logged by our on-call team (1%)



Consistently, roads make up 21% of our top 5 categories for issues raised. This is an issue across most rural councils and includes bridges, cracks, edge drop, line marking, obstruction, potholes, road roughness, rural slashing, signage graffiti/vandalism, spill, tree canopy lift/maintenance (rural), unsealed roads and fallen tree/branches.

The top 5 categories for customer requests are as follows:



Planning



Almost 4,000 (3,995) calls were received by Council's Planning Department in the year from 1 July 2021 to 30 June 2022.

A total of 155 planning applications were determined during the 2021/2022 financial year.

After Hours



On call or afterhours numbers received 623 calls. This is an increase of 216% from last year with most of these occurring as a result of a storm event which has subsequently been declared a natural disaster. This event had the greatest impact on our water and sewer department due to flooding of private property and roads. The table below highlights the nature of afterhours calls received.

Construction	221
Rangers	129
Water & Sewer	273

Over counter payments



A total of 1,645 rate payments and 1,471 water payments were made in person at one of our offices located in Corowa, Mulwala, Howlong and Urana. *

* Water supply for Urana and Oaklands is provided by Riverina Water.

Animal registrations



A total of 235 pets were registered. (25 cats and 213 dogs). A Facebook campaign promoting responsible pet ownership resulted in an above average rate for dog registrations during December (up by 187%).

COMMUNICATIONS UPDATE

Corporate Website

www.federationcouncil.nsw.gov.au

The Federation Council corporate website has been live since 21 February 2017 (5+ years) and over this time a significant number of new content pages have been added and best practice web design standards have improved. The Corporate website is the digital central source of Council information and self-service digital front door to Council's business.

Given the feedback from users (including the community, staff and Councillors), in respect to the functionality and best practice web design standards being continually improved, Council set out to undertake a Corporate Website Refresh Project to improve the functionality and design of the corporate website in June 2022. The new refreshed website was deployed live on Wednesday 7 September, 2022.

- Users: 104,991 (+22.54% vs 85,679, 2021)
- Sessions/Visits: 146,053 (+17.54% vs 123,823, 2021)
- Page views: 286,877 (+14.47% vs 250,613, 2021)

Corporate Facebook page

www.facebook.com/FederationCouncilNSW

- Organic Reach: 247,161 (+145.6% vs 2021)
- Paid Reach: 39,120
- Likes: 3600
- Followers: 3933 (Women 70.1%, Men 29.9%)
- Content: The top performing organic post was published on 31 July 2021 in relation to the Corowa to Mulwala trail. This reached 50,299 people

Corowa Aquatic Centre website

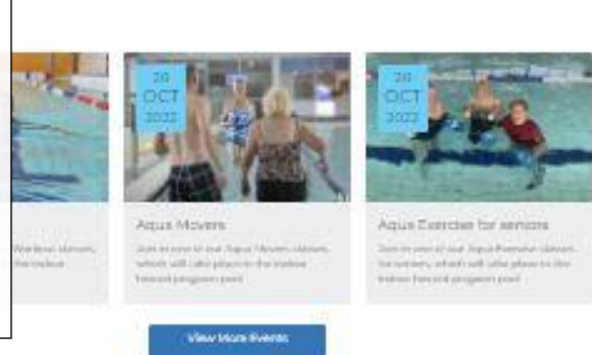
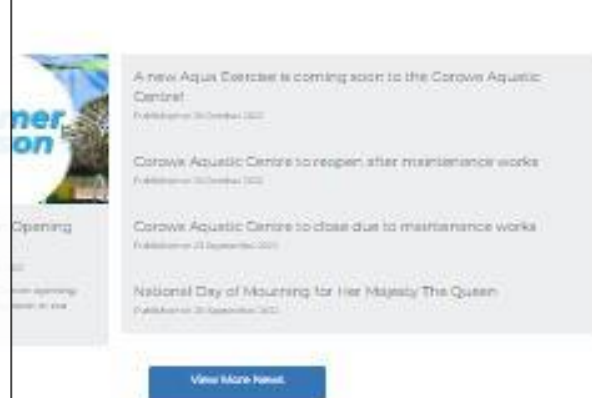
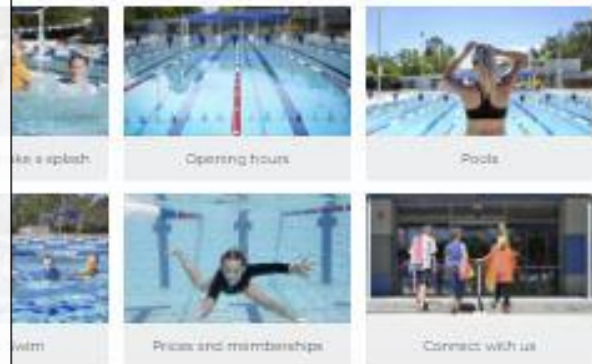
www.corowaaquaticcentre.com.au

Website went live: Tuesday 13 April, 2021, therefore comparison data not provided.

- Users: 10,309
- Sessions/Visits: 16,181
- Page views: 49,733



Welcome to the Corowa Aquatic Centre



Corowa Aquatic Centre Facebook page www.facebook.com/corowaaquaticcentre

- Organic Reach: 26,078
- New Likes: 500
- Followers: 1402 (Women 85.5%, Men 14.5%)
- Content: The top performing organic post was published on 22 September 2021 in relation to the Corowa Splash Park. This reached 8,975 people.

North of the Murray Website www.northofthemurray.com.au

- Users: 50,737 (+172.82% vs 18,597, 2021)
- Sessions/Visits: 61,049 (+169.46% vs 22,656, 2021)
- Page views: 107,486 (+97.69% vs 54,372, 2021)

North of the Murray Facebook and Instagram pages <https://www.facebook.com/NorthoftheMurray>

- Facebook Reach: 1,246,321 (+125.5% vs 2021), include organic and paid
- Instagram Reach: 204,518 (-19.5% vs 2021)
- Facebook Likes: 7821 (Women 60.5%, Men 39.5%)
- Instagram Followers: 1904 (Women 66.3%, Men 33.7%)
- Content: The top performing organic post was published on 31 March 2022 in relation to ancient indigenous and colonial history. This reached 45,074 people

Electronic and Hard Copy Newsletters

Federation Council regularly communicates via electronic email newsletter and the Hard Copy Urana District Newsletter to residents and visitors to targeted audiences that have previously subscribed.

- Community Conversations, 175 subscribed email addresses, 11 editions, average open rate of 59.8%.
- Business Support, 542 subscribed email addresses, 11 editions distributed, average open rate of 34.9%.
- Tourism Stakeholders, 595 subscribed email addresses, 11 editions distributed, average open rate of 34.8%.
- Tourism Visitor, 459 subscribed email address, 4 editions distributed (seasonal), average open rate of 39.3%.
- Corowa Aquatic Centre, 538 subscribed email address, 13 editions distributed, average open rate of 66.24%
- Monthly runs of over 600 Urana District newsletters (over 7200 for the year!).

THE HOUSEHOLDER
POSTAGE PAID AUSTRALIA

JUNE 2022



The sun shone down on the many guests who came together to celebrate Volunteer Week at the Waterfront Pavilion in Urana recently. Read more on page 14.

www.federationcouncil.nsw.gov.au

**URANA DISTRICT
NEWSLETTER**

CREATING OPPORTUNITY CELEBRATING COMMUNITY

STATUTORY REPORTS

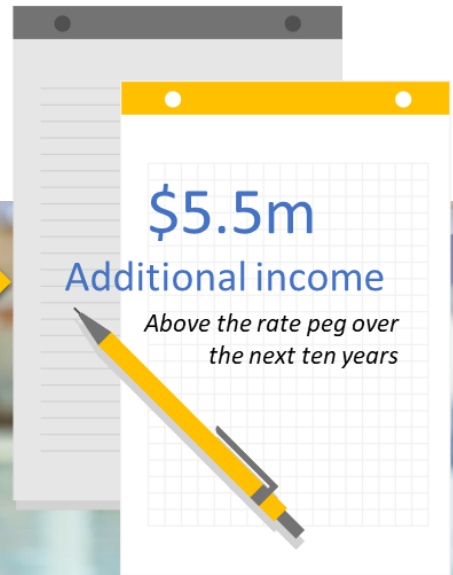
Activities funded via a special rate variation

Legislative requirement: Special Rate Variation Guidelines* 7.1

On 14 May 2022, IPART approved Council’s application to permanently increase general income through a special rate variation (SRV) of 8% inclusive of the rate peg for 2021/22.

Corowa Aquatic Centre that was in the pipeline for over 25 years opened to the public on 26th April 2021. The additional income from the SRV is to assist in funding the ongoing operating expenditure of the new Centre. The SRV will bring in additional \$5.5 million income above the rate peg over the next 10 years.

	2021-22	2022-23	2023-24	2024-25	2025-26
Rate Peg	2.00%	2.50%	2.50%	2.50%	2.50%
SRV	6.00%	-	-	-	-
SRV income above rate peg (\$'000)	\$495	\$508	\$520	\$533	\$547
	2026-27	2027-28	2028-29	2029-30	2030-31
Rate Peg	2.50%	2.50%	2.50%	2.50%	2.50%
SRV	-	-	-	-	-
SRV income above rate peg (\$'000)	\$560	\$574	\$589	\$603	\$618



Corowa Aquatic Centre expenditure

The SRV expenditure budget for 10 years average was \$1,218,092 per annum to operate the aquatic centre. The funding of the operating expenditure was to be funded by 47% from pool users and remaining 53% from ratepayer.

	SRV Budget (10 years average)	FY2022 Actual
Income		
User fees and charges	\$ 578,092	\$ 401,896
Special variation income	\$ 554,805	\$ 497,385
	\$ 1,132,897	\$ 899,280
Less: Expenses	\$ 1,218,092	\$ 1,482,593
Excess to be borne by general rates	-\$ 85,195	-\$ 583,312
<i>Percentage of operating cost covered by:</i>		
<i>Pool users</i>	<i>47%</i>	<i>27%</i>
<i>Ratepayer</i>	<i>53%</i>	<i>73%</i>
<i>Special variation</i>	<i>46%</i>	<i>34%</i>
<i>General rates</i>	<i>7%</i>	<i>39%</i>
	<i>100%</i>	<i>100%</i>

In the first 12 months of operations there were over 34,000 admissions to the Centre, the majority of whom were families, adults, and children.

The learn to swim program was launched in Term 4 2021 after delays due to COVID-19 lockdowns with nearly 350 student enrolments in the program. Since commencing it has been a proven success and is one of the key revenue sources for the Centre.

It is recognised that the first year of operations has been challenging with impacts from a milder summer season impacting on admission rates, the COVID-19 pandemic resulting in closures, delays to service delivery and reduced attendance rates as well as reduced visitors and tourists in the region over the peak holiday period. There has also been less membership uptake than predicted and increased costs for labour and supplies such as pool chemicals. As a result, the additional income from SRV only funded 32% instead of the forecasted 46% of the operating expenditure.

Corowa Aquatic Centre future

In recognition of the significant gap, Council have developed and adopted a business plan as an effective strategy for driving success and growth of Corowa Aquatic Centre. It outlines Council's objectives for the facility over the next four-year period for 2022/23 – 2025/26. This was undertaken with community and stakeholder consultation and engagement.

Disability Inclusion Action Plan

Legislative requirement: Disability Inclusion Act 2014 s. (13(1))

Federation Council has continued to actively address barriers faced by people with a disability. This annual report details progress made during the 2021/22 financial year on the delivery of scheduled actions captured in the Federation Disability Access and Inclusion Plan 2017-2021.

Council has progressed implementation of the Disability Inclusion Action Plan in the following areas:

1. Developing positive community attitudes and behaviours

- Continued to meet monthly with the Federation Disability Access & Inclusion Committee and seek their feedback and advice.
- Received regular reports from Councillor delegates on the Federation Disability Access and Inclusion Committee.
- Considered opportunities for funding partnerships to deliver access initiatives and programs.
- Delivered an online campaign as part of Mental Health month including a media release to share information and raise awareness. Community Conversation EDM, corporate social media posts and corporate email signature.
- Ran a special interest piece on local resident, who is vision impaired that travelled to New Zealand for an adventure holiday, highlighting their achievements and success.
- Delivered with Intereach the Access at a Glance Program across the council area to engage and educate communities and businesses on the value of inclusion for both societal and commercial reasons.

2. Creating liveable communities

- Ensured DA compliance is a standard consideration for all areas of the council operations.
- Maintained footpath as per Pedestrian Mobility Access Plan and maintenance program with prioritisation of high-risk areas.
- Run a campaign encouraging residents to maintain vegetation on their property and the nature strip to ensure no footpath obstruction.
- Ensured the Corowa Aquatic Centre and other public swimming pools are inclusive of people with disability including the Learn to Swim Program with Adult Learn to Swim classes, NDIS private one-on-one lessons and Aqua Exercise (supported by MLHD).
- Incorporated accessibility measures into the Community Grant Funding Program eligibility criteria.
- Provided free transport to major community events run by Council such as the annual Seniors Festival and Volunteers Celebration.

- Increased staff awareness of and information on websites on companion cards. Staff accepting Companion Cards.
- Promoted Liveable Housing Design Guidelines (LHD) and a universal design approach via website.
- Continued regular contact with disability organisations to ensure understanding and awareness of current trends and gaps for people with a disability.
- Ran campaigns and contacted service providers to list on Council's Community Directory so people are aware of local or outreaching services in the Federation Council area
- Hosted quarterly Federation and surrounds Interagency Meetings.

3. Supporting access to meaningful employment

- Advocated for community transport and/or on demand transport in the Federation Council area.
- Advocated to State government to raise the profile of the challenges of rural schools and services to cater for children with disability.

4. Improving access to mainstream services through better systems and processes

- Continued to use and offer non-technology reliant communication methods such as local papers, newsletters, community and library event flyers, letterbox drops and tourism collateral.
- Upgraded corporate, tourism, Corowa Aquatic Centre and caravan park websites so they are compliant with Web Content Accessibility Guidelines (WCAG) 2.0 Level AA standard.

Councillor Induction Training and Professional Development

The names of any Mayor or Councillors who completed any induction training course, induction refresher course or supplementary induction courses during the year.

Table 1. LGNSW e-Learning Model Code of Conduct module for Councillors* Virtual

Cr Bourke	Cr Kennedy	Cr Law
Cr Longley	Cr Longmire	Cr Miegel
Cr Thomas	Cr Wales	Cr Whitechurch

Table 2. LGNSW 2 Day Induction Training* Corowa

Cr Bourke	Cr Black	Cr Fahey
Cr Hughes	Cr Kennedy	Cr Law
Cr Longley	Cr Nicholls	

The names of any Mayor or Councillors who participated in any ongoing professional development program during the year.

Table 3. Cybersecurity NSW Essentials* Online

Cr Black	Cr Fahey	Cr Hughes
Cr Hughes	Cr Kennedy	Cr Nicholls
Cr Whitechurch		

The number of seminars, circulars and other activities delivered as part of the ongoing professional development program during the year.

* Mandatory Training

Table 4. Conferences attended throughout the year

LGNSW Water Management Conference - 9-11 February 2022

Cr Hughes

Local Government NSW Annual Conference 2021 - Virtual 23 November 2021

Cr Bourke	Cr Whitechurch	Cr Thomas
-----------	----------------	-----------

Local Government NSW 2022 LGNSW Special Conference 28 February to 2 March 2022

Cr Bourke	Cr Fahey	Cr Kennedy
Cr Hughes		

Local Government, Planning & Environmental Law Conference 8 April 2022

Cr Nicholls

ALGA NGA 19-22 June 2022

Cr Bourke	Cr Whitechurch
-----------	----------------

IPWEA - NSW Local Roads Congress 6 June 2022

Cr Fahey

Legislative requirement: Local Government (General) Regulation 2021 cl 186

Councillor Facilities and Expenses

Table 5. Overseas visits

Details including purpose of overseas visits by councillors, council staff or other persons representing council (including visits sponsored by other organisations).	Nil
---	-----

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a)

Table 6. Payment of Expenses and Facilities

Total cost during the year of the payment of expenses of, and the provision of facilities to, councillors in relation to their civic functions.	\$143,126.40**
Provision of dedicated office equipment allocated to councillors.	\$5,136.00
Telephone calls made by councillors.	Nil
Attendance of councillors at conferences and seminars.	\$18,445.11
The provision of induction training and professional development for mayor and other councillors.	\$7,140.00
Training of councillors and provision of skill development*	Included in above amount
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, being expenses payable in accordance with the Guidelines.	Nil
Expenses involved in the provision of care for a child or an immediate family member of a councillor.	Nil

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a1) i, ii, iii, iv, v, vi, vii, viii

** Includes Mayor and Councillor fees, (\$134,337.16)

* Mandatory Training as shown in Table 3

Contracts Awarded over \$150,000

Legislative requirement: Local Government (General) Regulation 2021 cl 217 1(a2)

As part of the NSW Government funded project for the redevelopment of Corowa Saleyards, the following contracts have been awarded:

- RFT2021-160 Civil Works awarded to AP Delaney for the value of \$2,033,735
- RFT2021-162 Roof and design to MKM Constructions Pty Ltd for the value of \$4,868,050

Contractor	Contract Title/ Description	Awarded/ Estimated Amount Payable Under Contract (GST Inclusive)
Menz Plant Pty Ltd	Bitumen Services (New work and reseals)	Schedule of Rates Contract Estimated Total of Contract for two - year period \$8,200,000
Milbrae Quarries Pty Ltd	Quarry Products 2019/2020	Schedule of Rates Contract; Estimated Total of Contract for two- year period \$1,800,000
Burgess Earthmoving Pty Ltd		
E B Mawson & Sons Pty TA Mawson's		
Lawrence Brothers Quarries Pty Ltd		
Lima South Quarry Pty Ltd		
Longford Civil Pty Ltd		
Judd and Sons Pty Ltd		
Andrew Goldman Excavations Pty Ltd		
Bald Hill Quarry Pty Ltd	Drill blast crush services	Schedule of rates
The Trustee for AM & ST Palmer Family Trust T/A Remlap Company Pty Ltd	Management of Ball Park Caravan Park	\$300,000 ex GST
Gradian Projects Pty Ltd	Lake Mulwala Boardwalk, Design & Construction	\$773,167
Water Treatment Australia Pty Ltd	Emergency repair of Howlong Water Treatment Plant	\$301,309
MKM Construction	Corowa Saleyard Redevelopment Project - Stage 4 Saleyards Roof & Structure	\$5,354,855
Wayne Wilson Builder, Wilson Family Superannuation Fund	Contract of sale for Lot 2 DP 1037767 being part of 91 Almond Lane, Corowa NSW 2646	\$205,000 ex GST
Wayne Anthony Wilson and Jane Elizabeth Wilson	Contract of sale for Lot 1 DP 1037667, 107 Almond Lane, Corowa NSW 2646	\$415,000 ex GST
Murray Construction Pty Ltd	Construction of Billabong Creek Anabranche bridge replacement	\$1,466,250 ex GST
AP Delaney	Corowa Saleyard Redevelopment - Site Civil Works	\$2,237,109
Wangaratta Toyota	Supply of 4 units of 4x4 utility	\$215,692
Naubro Kerb Pty Ltd	Corowa Foreshore Shared Path Construction	\$796,125
RDO Equipment Pty Ltd	Replacement of One (1) Motor Grader	\$461,550 (plus GST), plus on road costs.

Rates and Charges written off

Council has not written off any debts over the 2021/22 financial year.

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a9)

Legal Proceedings

The table below summarises legal proceedings to which Federation Council has been a party during the period beginning on 1 July 2021 and ending on 30 June 2022.

Nature of legal proceedings	Description	Status of progress of proceedings at 30 June 2022 (and if finalised) the result
Land and Environment Court – Class 1 Appeal – DA2020/162 – 335 Lot Subdivision Redlands Road, Corowa	Deemed refusal of development application for 335 lot subdivision in Redlands Road, Corowa.	Court determined refusal of development application DA2020/162
Land and Environment Court – Awesome Corowa Pty Ltd v Federation Council	Costs order relating to Class 1 Appeal	Ongoing at 30 June 2022 Court has since dismissed matter. Costs to be determined.
District Court – Claimant -v- Federation Council	Claim for personal injury	Ongoing at 30 June 2022. Next Court Date 4 October 2023.
Local Court – Federation Council -v- 111 Investments	Proceedings taken regarding illegal camping	Ongoing at 30 June 2022.
NSW Civil Administrative Tribunal – Claimant -v- Federation Council	Breach of privacy complaint	Ongoing at 30 June 2022.

The table below summarises legal amounts and costs relating to legal proceedings for the year ending 30 June 2022.

Description	Amount
Amounts paid in respect of proceedings	\$193,638
Costs received in respect of proceedings	\$0
Amounts paid in out-of-court settlements	\$0
Amounts received in out-of-court settlements	\$0

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a3)

Works carried out on Private Land

Council resolved to endorse the following expenditure for works to be conducted on private land.

Meeting Date	Resolution Number	Works carried out	Works Value*	Amount subsidised
28/9/2021	357/21FC	Installation of a dividing fence to resolve an enforcement matter, Council own the adjoining land the fence divides.	\$14,923	\$14,923

* \$12,134 to install the fence and \$2,789.00 for the cost of three staff and a skid steer to remove the items from council land.

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1) (a4) & Local Government Act 1993 s.67, 67(2)(b)

Environmental Upgrade Agreement

There were no Environmental upgrade agreements entered into during 2021/22.

Legislative requirement: Local Government Act 1993 s. 54(p)(1)

Financial Assistance Grants

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a5)

The Federation Council Community Grants Program enables community groups to develop and drive concepts and projects central to the functioning of an active and engaged Local Government Area. Projects significantly contribute to the vitality and well-being of towns and villages throughout the region, by ensuring that those embedded within communities' drive outcomes that best serve residents.

The 2021/22 Federation Council Community Grants Program **Round 1** closed on 17 September 2021. Grants were awarded to the following community groups.

- \$3,000 to the Corowa Pony Club to provide a safe fenced sand dressage arena for the members to use whilst learning and practicing dressage.
- \$260 to the Corowa District SHE Shed Inc. for New Equipment - Hand held Router and accessories.
- \$1,500 to the Corowa RSL Ltd for event marketing for the Country Music Round Up event.
- \$1,500 to the Khaki Vehicle Enthusiasts Inc. for promotional hats for the annual KVE event.
- \$3,000 to the Riverina Ramble (auspice by Murray Arts) to create a detailed plan for an annual arts and culture weekend for the Federation LGA.
- \$1,268 to the Corowa RSL Sub Branch for a new 9 metre white flagpole with internal fixtures for Memorial to Vietnam and Korean veterans.
- \$2,600 to the Rotary Club of Corowa to facilitate collaboration between Corowa District Show n Shine, NE Skate Park series, and rotary to bring a weekend long schedule of events to Federation Council and Corowa.
- \$2,900 to the Howlong Progress Association Inc. to assist with start-up progress association for Howlong and the introduction of a website.
- \$2,990 to the Howlong Bowling Club to run a junior bowls program twice a year for the next 3 years.
- \$2,287 to the Howlong RSL Sub Branch for the RSL Reflections seats for Howlong Centapath.
- \$1,400 to Howlong Football and Netball Club for a pilot youth focussed event to educate future generations of drivers on the dangers of both drink driving and distractions while in charge of a motor vehicle.
- \$3,000 to the TunzaFun – Mulwala Progress Association Inc. for a 75 meter Chain Mesh security fence around the new building to extend to existing fence which will include a BBQ and storage yard area.
- \$946 to the Country Women's Association of New South Wales Oaklands Branch to purpose build a suitable ramp & rail for disabled access to assist in the inclusion and participation of all community members.
- \$2,500 to the Coreen Daysdale Hopefield Buraja United Football Netball Club to upgrade facilities to enable access to our clubrooms for wheelchairs, prams and those with limited mobility.
- \$850 to Our Town Balldale Inc. for a Podcast of Football league history.

In addition, Council approved Covid-19 financial assistance to the following organisations at its 28 September 2021 Council meeting.

- \$626 provided to Morundah Bush entertainment Committee for annual rates and charges.
- Corowa Civic Bowls Club received 50% of their annual contribution being \$3600.

The 2021/22 Federation Council Community Grants Program Round 2 closed on 18 March 2022. Ten eligible applications were awarded funding under Round 2, with a total of \$15,788 funding awarded including:

- \$2,200 to the Apex Club of Corowa to assist with costs associated with the Apex Club to Pub fundraiser.
- \$1,775 to the Corowa Public School P&C to support the 000 Program.
- \$1,050 to the Corowa RSL Sub-branch to assist with costs associated with traffic management for the War Memorial Centenary Celebration. Federation Council Ordinary Council Meeting 19 April 2022.
- \$1,555 to the Corowa Amateur Swimming and Lifesaving Club for a shade structure for swimming carnivals.
- \$1,000 to the Howlong Golf Club to assist with marketing cost of the Blitz Golf Tournament.
- \$2,400 to the Mulwala Progress Association to support the Melbourne Street Tree Scape Project.
- \$3,000 to the Oaklands RSL Bowls Club to support the Oaklands RSL Bowling Club Refurbishment Project - Communication Platform Development.
- \$596 to Our Town Balldale Inc. to assist with costs associated with the Balldale Ball.
- \$1,987 to the Yarrawonga Mulwala Cricket Club to support the Lonsdale Reserve Cricket Facilities upgrade.
- \$2,000 to Corowa High School P&C to assist with costs associated with Corowa High Breakfast Club.



External bodies that exercised functions of Council

Council Committees delegated to provide services on behalf of Council.

S355 Committees	
Boree Creek Community Facilities Committee	Oaklands Town Improvement Committee
Colombo Creek Recreation Reserve Management Committee	Oaklands War Memorial Baths & Gardens Committee
Corowa Tourism Advisory Committee	Rand Recreation Ground Management Committee
Daysdale Water Supply Trust	Rand School of Arts Committee
Federation Arts Committee	Rand Town Improvement Committee
Lonsdale Reserve Management Committee	Urana Progress Association
Lowe Square Management Committee	Urana Ski & Aquatic Centre Committee
Morundah Community Committee	Urana Soldiers Memorial Hall Committee
Oaklands Memorial Hall Committee	Urana Victoria Park Recreation Ground Management Committee
Oaklands Recreation Ground Management Committee	Urana Swimming Pool Committee

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a6)

Council interest in other organisations

There were no corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which Council held a controlling interest.

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a7)

Council participation in other organisations

Organisation	Incorporation Status	Membership
Country Mayors Association	Other Incorporated Entity	Financial Member
Local Government NSW (Advocacy and Service Coordination)	Other Incorporated Entity	Non-Financial Member
Local Government Superannuation Scheme (LG Super)	Private Company	Non-Financial Member
Murray Arts	Other Incorporated Entity	Financial Member
Murray Darling Association	Other Incorporated Entity	Financial Member
Murray Regional Tourism Board	Public Company	Financial Member
Riverina Regional Library	Local Government Entity	Financial Member
Riverina Water County Council	Local Government Entity	Non-Financial Member
Riverina and Murray Joint Organisation (RAMJO)	Local Government Statutory Authority	Financial Member
StateCover Mutual (Workers Compensation Insurance pool)	Public Company	Financial Member
Statewide Mutual (Marsh Pty Ltd) (General Insurance pool)	Public Company	Financial Member

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a8)

Equal Employment Opportunity

Federation Council values the principles of Equal Employment Opportunities (EEO). We strive to encourage and support activities and programs that encompass the principles of fairness, equity and respect for social and cultural diversity, and facilitates the elimination of unlawful discrimination, harassment and vilification for all.

The development of policies and procedures underpins this and the practices and behaviours that are demonstrated by our leaders is what models the standard of acceptable behaviours in the workplace. Council have developed and adopted a Workforce Management Strategy with key actions to be undertaken to support the achievement of a strong organisational culture and values system. This includes the development of a Diversity and Inclusion policy.

Council has continued to promote the Employee Assistance Program that provides valuable support for employees and their families in assisting them with both workplace and personal issues. Council has also continued to support work/life balance with a range of different flexible work arrangements.

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(a9)

Staffing

Statement of the total number of persons who performed paid work for the council on the relevant day (Wednesday 25 May 2022), including, in separate statements, the total number of the following:

Nature of employment	Number
Persons employed by the council on a permanent full-time, permanent part-time or casual basis or under a fixed-term contract.	173
Persons employed by the council as senior staff members.	4
Persons engaged by the council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person.	2
Persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee.	3

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(d)(i-iv)

General Manager and Senior Staff Remuneration

The total amount payable in 2021/22 with regard to the employment of Senior Staff at Federation Council is identified below.

This includes amounts payable for salary, superannuation, vehicles, fringe benefits tax and all other costs directly associated with employment.

Senior Staff	Amount
General Manager	\$325,578
Senior Staff (Other than the General Manager)	\$705,301*

* Council employed three senior staff (other than the General Manager) during 2021/2022

Legislative requirement: Local Government (General) Regulation 2021 cl 217(1)(b) (i – v)

Capital Works Projects

Council progressed one project during the financial year that was subject to the Capital Expenditure Guidelines issued by the Office of Local Government.

Project	Budgeted cost (per Capex Review)	Final cost	Amended final cost	Project status	Notes
Corowa Saleyards upgrade (Stage 1)	\$10.7 million	Project currently in progress	To be determined following aware of final contracts for all components	Under construction	This project is scheduled for completion in Dec 2022.

Legislative requirement: OLG Capital Expenditure Guidelines

Companion Animals Management Activities

A total of 389 animals were registered from 1st July 2021 – 30th June 2022, this included 35 cats and 236 dogs. Total revenue from registrations was \$19,196.

Last year Council spent \$84,029 on animal control executing our duties under the Companion Animals Act inclusive of funding received (\$21,556.80) to support Companion Animal Management activities.

Council has prepared a companion animal communication social media plan that commenced in 2021 and will continue into 2022. This campaign is supported by social media posts and brochures relating to de-sexing of dogs and cats released from the NSW Pet Registry.

Federation Council continues to strengthen its collaboration with Wodonga Dog Rescue to rehome unwanted seized dogs.

The Ranger Compliance team undertook the following activities:

- Responding to complaints about animals
- Returning lost animal's home
- Caring for lost animals in our animal shelter
- Investigating aggressive animals and attacks
- Providing a stray cat trapping program
- Responding to stray livestock on roads etc.

Action Taken	Dogs	Cats	Total
Seized	10	8	18
Returned to owner	7	0	7
Rehomed	2	2	4
Euthanised	1	5	6
	20	15	35

There were 12 reportable dog attacks in the Council area over the last 12 months.

Legislative requirement: Local Government (General) Regulation 2021 – Clause 217(1)(f)
Guidelines on the Exercise of Functions under the Companion Animals Act



Off Leash Areas

Federation Council provides the following off leash areas for exercising dogs.

Corowa	Intersection of Federation Avenue and River Street, South Corowa. Eastern end of Edward Street opposite Bangerang Park, adjacent to the tennis courts.
Howlong	South west corner Lowe Square, Hume Street and Victoria Street. Memorial Park section area.
Mulwala	Kyffins Reserve, 4.1km east of Mulwala, Spring Drive.

Planning Agreements in force

Council had no Planning Agreements in force during 2021/22.

Legislative requirement: Environmental Protection Act Regulation 1979 s. 7.5(5)

Recovery and Threat Abatement Plans

There were no Recovery and Abatement Plans to which Federation Council was identified in 2021/22.

Fisheries Management Act S. 7.5(5) s.220ZT (2)

Swimming Pool Inspections

Council completed the following swimming pool inspections in 2021/22:

Tourist and Visitor Accommodation	2
Premises with more than two dwellings	3
Single Dwelling Premises resulting in Certificate of compliance under s22D	56
Single Dwelling Premises resulting in Certificate of non-compliance under cl 21	6

Swimming Pools Act 1992 – s 22F(2); Swimming Pools Regulation 2018 – cl 23

Summary of Government Information (Public Access) Act Activity

On 16 May 2022 a draft Agency Information Guide (AIG) was submitted to the Information Privacy Commissioner (IPC) as part of its annual review of its Agency Information Guide and Open Access information. Proposed changes included the removal of the register of *open access information not published on website* (section 16). Council has now made this available via a separate link on our main Government Information (Public Access) Act (GIPA) page as per advice from the IPC.

Council's Government Information (Public Access) Annual Report for the 2021/2022 reporting year, prepared in accordance with Section 125(1) of the Government Information (Public Access) Act 2009 and Section 8 of the Government Information (Public Access) Regulation 2018, was submitted to the Information and Privacy Commission and the Office of Local Government on 10 and 11 October 2022 respectively.

Council received fifty-seven applications (including withdrawn applications, but not including invalid applications). This figure is more than double that of the previous financial year (21). A significant proportion (91%) of the formal applications processed were for access to planning records prior to 2010 (52). The remaining five applications were for access to information relating to incidents or reports used to inform decision making.

Council granted access in part to 86% of applications. This was to protect the release of personal information that might reveal an individual's identity or compromise safety or to protect the business interests of agencies or other persons. Council did not hold information for 12% of the applications and one application was withdrawn. Three invalid applications were recorded with applicants not proceeding to pay the \$30 application fee.

One application outcome was varied following an external review. All applications were decided within the statutory timeframe or within any extension granted by agreement.

Government Information (Public Access) Act 2009 s 125 (1) Government Information (Public Access) Regulation 2011, cl 4

Public Interest Disclosures

Federation Council is required to report annually on its obligations under section 31 of the Public Interest Disclosures Act 1994 (PID Act) and clause 4 of the Public Interest Disclosures Regulation 2011.

In accordance with the requirements of the PID Act, Council adopted a Public Interest Disclosures Internal Reporting Policy at the 19 April 2022 Ordinary Council meeting. Minor changes to the policy included the addition of internal references, contacts, a section on what constitutes grounds for disclosure and evidence when making a report and how to deal with non complying PID reports.

Council has fulfilled its statutory reporting obligations for completion of Public Interest Disclosure Reports to the NSW Ombudsman under Section 6CA. These were submitted on 28 January 2022 and 8 July 2022 in accordance with the Act.

Staff Awareness activities undertaken

Council has conducted awareness raising activities in the 12-month period that have included:

- Update to staff intranet page to include how to make a report, key contacts, external report agencies, and examples of reportable behaviour.
- Email to all staff regarding
 - review of PID policy
 - reminder to encourage reports
 - further examples of what might constitute a PID.
- Developed a councillor handbook for new councillors following election with information on PID Policy and reporting process.
- PID training opportunities circulated to Leadership Group.
- Corruption video (NSW ICAC) included in all staff inductions

Statistical Information on Public Interest Disclosures

Council had one Public Interest Disclosure reported in the period ending 30 June 2022.

Number of public officials who made PIDs	1
Total number of PIDs received	1
Of PIDs received, the number concerning:	
Corrupt conduct	1
Maladministration	0
Serious and substantial waste	0
Government information contravention	0
Local government pecuniary interest contravention	0
Number of PIDs finalised in the reporting period	0