

Delivery Program

2022-26

Operational Plan

2024-25

Six Month Performance Update July to December 2024

CONTENTS

1. Our sustainable shire celebrates our natural environment and outdoor lifestyles	2
2. Our community that welcomes, celebrates, and supports everyone	12
3. Our region of vibrant places and spaces	30
4. Our connected community through reliable and safe infrastructure networks	42
5. Our engaged community with progressive leadership	49


KEY

Completed	
On Track	
Off Track	
Withdrawn	



1. OUR SUSTAINABLE SHIRE CELEBRATES OUR NATURAL ENVIRONMENT AND OUTDOOR LIFESTYLES

1.1 – MOVE TOGETHER FOR A SUSTAINABLE FUTURE


1.1.1 - Build community awareness of opportunities to live more sustainably





Action	Service	Progress Update	Status
1.1.1.1 Promote sustainable practices, and deliver education programs associated with energy, waste, water and climate resilience	Environmental Planning and Management	From July to December, 38 events were held reaching 3,595 people across our school, business, and residential communities. Attendees participated in education programs relating to energy, waste, water, and climate.	
Measure		1 July to 31 December 2024	
Number of education programs		38	


1.1.2 - Investigate and encourage renewable energy and technologies for Council and the community

Action	Service	Progress Update	Status
1.1.2.1 Continue to seek renewable energy supply for 100% of Council's electricity demand	Environmental Planning and Management	Council negotiated a new renewable energy electricity contract for small sites to commence 1 January 2025. Renewable energy now supplies 78% of council's electricity.	
1.1.2.2 Advocate to NSW and Australian governments for further support of Electric Vehicles	Environmental Planning and Management/ Transport	Council is working with the Canberra Region Joint Organisation to develop an advocacy piece on behalf of the 11 member councils. Feedback has been provided to grant bodies regarding constraints and recommendations for their programs.	






1.1.3 - Facilitate waste management services guided by the strategy and asset management plan


Action	Service	Progress Update	Status
1.1.3.1 Build, renew, operate and maintain waste landfill sites and transfer stations	Waste Management	Operations at the Brou and Surf Beach landfill facilities and Moruya Transfer Station are on target with no major incidents.	



		<p>The bushfire recovery landfill expansion projects at Brou and Surf Beach Waste Management Facilities are progressing.</p> <p>Council is in the final stages of engaging a contractor to undertake construction works to complete the expansion of the organics processing area and prepare the new landfill cell for accepting waste at Surf Beach.</p> <p>The NSW Department of Planning have issued a gateway determination for the Brou expansion and Council will proceed with engaging a consultant to undertake an environmental impact statement.</p>	
1.1.3.2 Manage kerbside collection and annual hazardous waste collection	Waste Management	<p>The collection of domestic waste has progressed as per the contractual arrangements, servicing approximately 26,000 households and 46,000 bins per week.</p> <p>Approximately 717 tonnes of hard waste was collected during the annual hard waste collection and 336 tonnes of recyclable steel recovered.</p> <p>The annual hazardous waste collection was well received by the community with approximately 19 tonnes of waste material disposed of at community drop off points.</p>	
1.1.3.3 Consult on the Eurobodalla Waste Strategy and Resource Management Strategy and finalise	Waste Management	<p>A draft Eurobodalla Waste and Resource Management Strategy has been prepared following initial public consultation and engagement with key stakeholders. The draft strategy will be provided to Council seeking resolution to place the draft strategy on public exhibition. It is anticipated that a draft strategy will be presented to Council for adoption before the end of the 2024-25 year.</p>	
1.1.3.4 Partner in regional collaborations and develop strategic partnerships for sustainable waste practices	Waste Management	<p>Council continues to collaborate with the Canberra Region Joint Organisation (CRJO) and member Council's in the region. The CRJO secures funding for Council to assist with the delivery of waste programs such as annual household chemical cleanout, and community and school waste education programs.</p> <p>Recently the CRJO secured free certificate three and four training for its member Councils to upskill staff in waste management.</p>	
1.1.3.5 Coordinate Clean Up Australia Day activities	Waste Management	<p>Council supports Clean up Australia Day, the largest grass roots environmental campaign in Australia. Promotion and coordination of Clean up Australia Day commenced in December 2024 in the lead up to the event on 2nd of March 2025.</p>	



1.1.3.6 Investigate and manage illegal dumping incidents	Public and Environmental Health	135 customer service requests received, investigated and reported to Environmental Protection Authority as part of the Regional Illegal Dumping (RID) Program	
Measure		1 July to 31 December 2024	
Kerbside collection customer requests attended to within timeframes		100%	
Number of illegal dumping incidents		135	



1.2 – VALUE, PROTECT, AND ENHANCE OUR NATURAL ENVIRONMENT

1.2.1 - Protect and enhance the landscape and biodiversity values of Eurobodalla			
Action	Service	Progress Update	Status
1.2.1.1 Implement programs that support threatened species protection	Environmental Planning and Management	Milestone one of NSW Environmental Trust Critical Cockatoos grant project was completed – outcomes included planting of corridors in gang-gang and glossy-black cockatoo hotspots on private property locations across the shire and numerous community and school education opportunities and events. Milestone two is underway – this will include planting on additional properties.	
1.2.1.2 Review Eurobodalla's existing urban tree canopy with a view to establish targets	Environmental Planning and Management	A review of urban tree canopy has been undertaken and urban tree canopy across the Eurobodalla local government area have been mapped. A draft report has been prepared that: establishes a rigorous methodology for mapping urban tree canopy; provides maps of existing urban tree canopy, identifies canopy percentages, shows where canopy gaps exist, and provides recommendations including targets.	
1.2.1.3 Identify and validate the location and boundaries of regional and local biodiversity corridors	Environmental Planning and Management	A preliminary review of existing wildlife/biodiversity corridor mapping has been undertaken for the Eurobodalla LGA, including methodology used and published maps.	
1.2.1.4 Establish virtual fences within priority wildlife corridors	Environmental Planning and Management	5.7kms of virtual fencing will be installed in the coming months at the Dunns Creek and Tomakin Roads hotspot. University of NSW research project is underway. Existing virtual fences are being monitored.	
1.2.1.5 Provide invasive weed and pest management programs	Environmental Planning and Management	Biosecurity inspections are underway in the Malua Bay area. <i>Juncus acutus</i> control is underway between Runnyford and Currowan. Works completed during the first half of the year include:	

		<ul style="list-style-type: none"> • First control run for Alligator Weed in Benandarah (10ha) and Malua Bay (1ha). • Priority weed control across major coastal reserves between South Durras and Broulee. • Rabbit control across northern areas. • Boneseed inspections, mapping, and control, including cultural burn to promote soil seed bank germination at Wimbie Beach headland. • Bitou inspections and mapping at Kianga, Tomakin, and Barlings area. • Serrated Tussock inspections at Bingie. • African Love Grass control run between Moruya and Bodalla. • Juncus acutus inspections and mapping along the Clyde River and Buckenbowra River from Batemans Bay to Currowan and along the Cullendulla Creek from Square Head to Long Beach / Princes Highway intersection. 	
1.2.1.6 Undertake flying fox camp monitoring and deliver community awareness programs	Environmental Planning and Management	Regular camp monitoring is continually being undertaken, website remains updated, and education events are being planned. Four camps are currently occupied, which include Moruya Riverside Park (highest numbers recorded at camp so far - 9,000), Moruya East Town, Tuross Head and Catalina Golf Course.	
Measure	1 July to 31 December 2024		
Percentage of complying biosecurity inspections	100%		


1.2.2 - Maintain healthy waterways and catchments by finalising and implementing estuary management plans and monitoring impacts			
Action	Service	Progress Update	Status
1.2.2.1 Undertake the estuary health monitoring program	Public and Environmental Health	Estuary monitoring continued across the six major estuaries in Eurobodalla.	
1.2.2.2 Participate in the Beachwatch program	Public and Environmental Health	Council continues to participate in the NSW Government's Beachwatch program ensures that water quality at 11 popular beaches in Eurobodalla is monitored during the warmer months. Weekly sampling commenced in November and continues through to the end of March with results posted on the Council website each week during this period.	


		An audit by the Department of Planning and Environment reported excellent compliance with Council's testing procedures.	
1.2.2.3 Deliver the Onsite Sewage Management System inspection program	Public and Environmental Health	797 inspections were carried out with 92% compliance	
1.2.2.4 Undertake water, sewer and waste monitoring	Public and Environmental Health	Monitored in accordance with NSW Health requirements and Environmental Protection Licences	
Measure		1 July to 31 December 2024	
Percentage of complying onsite sewer management system inspections		92%	




1.2.3 - Work in partnership to provide natural resource management to develop community awareness of environmental opportunities, issues and impacts			
Action	Service	Progress Update	Status
1.2.3.1 Assist Landcare and community groups to deliver environmental projects	Environmental Planning and Management	25 Landcare groups and over 300 individual volunteers were supported. Council continued the provision of PPE, materials, contractor assistance, training and advice to groups. The majority of groups coordinate and deliver a monthly working bee in their local suburb with a focus on weed control, litter collection, erosion control and/or native plant revegetation. Volunteers benefitted from the provision of first aid training and inclusion in education events such as spotlighting, bird watching, threatened species fauna monitoring and pest animal trapping.	
1.2.3.2 Monitor, inspect and respond to public and environmental health matters	Public and Environmental Health	Council received 520 customer service requests for public and environmental health related matters such as noise, air, land, water pollution, waste, invasive species and development compliance.	
Measure		1 July to 31 December 2024	
Number of Landcare groups supported		25	
Number of public and environmental health matters responded to within timeframes		72	


1.3 – RESPOND TO OUR CHANGING CLIMATE AND NATURAL HAZARDS

1.3.1 - Improve Eurobodalla's resilience to the effects of man-made climate change through the implementation of the Climate Action Plan


Action	Service	Progress Update	Status
<p>1.3.1.1 Design and implement programs for plantings, and or, artificial shading of strategic urban streetscapes, council carparks and playgrounds</p>	<p>Environmental Planning and Management</p>	<p>Council implemented a program of planting new street trees and replacement of plants in garden beds in key locations, including CBDs, carparks, parks, and roundabouts, as well as refreshing established garden and street/urban areas, works included:</p> <ul style="list-style-type: none"> • Four magnolia little gems planted in River Road Moruya, adjacent to the hospital and Chesher Park to create a small grove/feature for the area. • Replacement of 100+ star jasmines throughout various carparks to improve amenity and refresh the gardens. • Implementing the garden bed maintenance program as per biannual schedule. • Replanting and mulching roundabouts along Princes Highway Narooma. • Replanted and/or replacing tired plantings (approximately 300 Tinekas, 300 Dianellas and 3 x Tuckaroo native trees along Clyde Street Batemans Bay). • Planting out new garden beds at the revamped recreation park in Malua Bay. • Servicing more than 10,000 sq m of garden beds throughout the shire. <p>Other efforts during the period included:</p> <ul style="list-style-type: none"> • The scheduling and resourcing of vegetation control works was reviewed, and higher use areas prioritised. • End of life mowers were replaced and new sport field mowers purchased, enabling Council to achieve a more consistent level of service across the shire. • Approximately 1,950,000 sq m of mowed park area was serviced on an average fortnightly schedule. • Roadside and reserve slashing covers approximately 2,435,000 sq m and was undertaken on a six-weekly cycle. • Council purchased a sport fields de compactor, which has allowed council to decompact sports fields more 	

		<p>regularly. This is continuing to improve the experience for user groups. Sports fields cover approximately 338,000 sq m and are mowed at least once a week.</p> <ul style="list-style-type: none"> • Conducting 581 playground safety inspection, complying with Australian standards. • Conducting approximately 200 tree inspections. • Council have reviewed the maintenance requirements of our timber assets and are currently retrofitting timber assets with timber look alike powder coated aluminium to reduce ongoing maintenance costs and improve the life span of the assets. Council has approximately 1,200 timber assets that require ongoing maintenance. 	
1.3.1.2 Facilitate a Climate Change Advisory Group	Environmental Planning and Management	<p>The final meeting of the Climate Change Advisory Group for the December 2021 to September 2024 Council term was undertaken in August 2024.</p> <p>Council endorsed formation of a new committee for the new Council term September 2024 to September 2028 at their December 2024 meeting.</p>	

1.3.2 - Manage coastal hazards by implementing coastal and management studies and projects			
Action	Service	Progress Update	Status
1.3.2.1 Continue North Batemans Bay coastal management works	Strategic Planning	<p>Concept design of buried sloped rock revetments were prepared by consultants to provide to the community information session held in December. The feedback provided will be used to guide scope and design refinements. Monitoring and maintenance of the area will be ongoing until works can commence.</p>	
1.3.2.2 Finalise the Wagonga Inlet Living Shoreline project	Environmental Planning and Management	<p>All community infrastructure components of the project were completed in November 2024 including signage, accessways, boardwalk, jetty and floating pontoon.</p> <p>The remaining component of the project is a sculpture which is planned for installation early 2025.</p>	
1.3.2.3 Implement environment programs to support the Coastal Management Programs	Environmental Planning and Management	<p>A three-year grant funded project commenced July 2024 to deliver ten actions from the Estuarine and Open Coast Coastal Management Programs.</p>	




		A funding application was submitted to Crown Lands for funding to assist in restoring Surfside Beach.	
1.3.2.4 Manage lake openings	Stormwater	Joes Creek was opened in accordance with lake opening procedures through an emergency permit.	


1.3.3 - Protect communities through developing and implementing floodplain risk management plans

Action	Service	Progress Update	Status
1.3.3.1 Finalise the Batemans Bay and Moruya Flood Studies	Strategic Planning	The Batemans Bay Floodplain Risk Management Plan (FRMP) is underway and on track. A draft FRMP is anticipated by mid-2025. The Moruya Flood Study has been completed (overall project is 95% complete) and the Moruya Flood Risk Management Plan is underway. This is anticipated for delivery by mid-2025.	


1.4 – WORK TOGETHER IN THE MANAGEMENT AND USE OF OUR VALUABLE RESOURCES



1.4.1 - Provide safe, reliable and sustainable water and sewer services, guided by the Integrated Water Cycle Management Strategy

Action	Service	Progress Update	Status
1.4.1.1 Deliver programmed capital works (build and renewals) for the water supply network	Water Services	Water main renewal projects completed during the first half of the year include: <ul style="list-style-type: none"> • Broulee Rd/George Bass Drive, Broulee • Veitch/Church Street, Mogo • Sunpatch Parade, Tomakin • Herarde Street/Heradale Street/Golf Links Drive, Batemans Bay • Sunnyside Crescent, Kianga • Baldwin Avenue, Kianga • Francis/Spencer/Bergalia Streets, Moruya • Hawdon Street, Moruya 	
1.4.1.2 Operate and maintain the town water supply system	Water Services	Water supply system and infrastructure operations and maintenance activities were undertaken per Council's programs and schedules. Treated water complies with Australian Drinking Water Guidelines for microbiological and chemical targets.	
1.4.1.3 Deliver programmed capital works (build and renewals) for the sewerage network	Sewer Services	The programmed capital works has required adjustment, and some deferrals made to better	

		<p>align to current staff resourcing, based on priority works.</p> <p>This will see the Tomakin Sewerage Treatment Plant augmentation and the Tuross effluent reuse scheme upgrades deferred to future year works programs.</p> <p>Work has finalised at Nelligen, with residents now connected to water and sewer services, and Tuross Sewer Pump Station upgrades are progressing well, to be complete within budget before the end of the financial year. The new Moruya Hospital sewer connection is also progressing on schedule and budget.</p>	
1.4.1.4 Operate and maintain sewerage system	Sewer Services	Council operates and maintains six sewage treatment plants. Sewage treatment plants and infrastructure operation and maintenance activities were undertaken as per council's schedule and in accordance with NSW Environmental Protection Authority licence conditions.	

Measure	1 July to 31 December 2024
Length of water mains maintained	928km
Number of water customer	22,184
Percentage of water meters replaced	1.5%
Volume of water treated	1,852 ML
Length of sewer mains maintained	588km
Number of customers on reticulated sewer	21,727
Number of sewerage pump stations and treatment plants maintained	141 sewerage pump stations, 6 sewage treatment plants
Number of sewer spills	64




1.4.2 - Increase water security through construction of the Southern Water Supply Storage			
Action	Service	Progress Update	Status
1.4.2.1 Continue the construction of the Southern Water Supply Storage/Dam	Water Services	Poor ground conditions and wet weather has delayed works on the Southern Storage project beyond anticipated timing. Despite these challenges, the dam clay core, downstream shoulder and upstream embankment continue to progress and are close to completion. Filling of the dam is expected to commence in early 2025-26. The project is 83% complete.	
Measure	1 July to 31 December 2024		
Percentage of dam complete	83%		

1.4.3 - Provide opportunities and incentives to encourage responsible use of resources by the community and at Council			
Action	Service	Progress Update	Status
1.4.3.1 Promote and issue rebates and incentives to help conserve water and energy	Water Services	17 toilet rebates were issued along with 88 washing machine rebates. Letters were written for another 14 applications that were not eligible.	
1.4.3.2 Provide treated effluent for reuse in the community	Water Services	Treated effluent was supplied for reuse at Catalina Country Club, Hanging Rock sporting complex, Moruya Golf Course, Moruya High School playing field, Moruya Riverside Park, and Tuross Golf Course.	
Measure		1 July to 31 December 2024	
Number of water rebates issued		105	


2. OUR COMMUNITY THAT WELCOMES, CELEBRATES, AND SUPPORTS EVERYONE


2.1 – ACKNOWLEDGE OUR BEGINNINGS, EMBRACE OUR DIVERSITY






2.1.1 - Acknowledge and involve the traditional custodians of Eurobodalla and deliver the outcomes of the Aboriginal Action Plan

Action	Service	Progress Update	Status
2.1.1.1 Coordinate the Aboriginal Advisory Committee and associated projects	Community and Cultural Development	The August meeting of the Aboriginal Advisory Committee was attended by elected community representatives including Local Aboriginal Lands Council representation. Projects discussed at the meeting included the Dhurga Timeline project and Potato Point Road - roadside management. Council staff provided updates regarding the Coastal Headland Walk, Wagonga Inlet Living Shoreline project, Eurobodalla Shire Coastal Zone Emergency Action Subplan, and the development of Council's Indigenous Cultural Intellectual Property policy.	
2.1.1.2 Collaborate with Aboriginal Elders, leaders and representatives	Community and Corporate Leadership	Council sought support and guidance on selection and development of Aboriginal art works for corporate use, engaged through events for Welcome to Country and for dance or other artists performance. Council collaborated with Aboriginal led community groups for event organisation (Mogo Big Day Out, Cobowra Community Days and Reconciliation Week) and sponsorship. Work occurred with the Aboriginal Education Unit at TAFE to support learner drivers.	
2.1.1.3 Celebrate NAIDOC Week with events, activities and grant opportunities	Community and Cultural Development	Council provided administration, financial and promotional supports to the organising committee of the 2024 Mogo Big Day Out NAIDOC Community event and participated at the event by providing engaging activities for children and youth. The event had approximately 1,500 attendees. Council recognised and celebrated NAIDOC Week through Council's annual flag raising ceremony and morning tea event on the	




	<p>forecourt of Council's administrative centre in Moruya.</p> <p>Council also worked with community organisations to help them celebrate NAIDOC Week by implementing a Smoking Ceremony component to their community events. Council's Youth team worked collaboratively to support a film screening event with other youth services with 30 community attendees. The NAIDOC Week theme for 2024 'Keep the Fire Burning', was celebrated with a journey of fire at a range of community led events across the shire, representing kindling the sparks of pride and unity and igniting a renewed commitment to acknowledging, preserving, and sharing the cultural heritage that enriches everyone.</p> <p>Council's annual NAIDOC Week grants program received 11 applications with nine applications meeting the eligibility criteria to receive grant funding totaling \$5,500.</p>	
Measure	1 July to 31 December 2024	
Number of meetings of the Aboriginal Advisory Committee	1	
Number of activities and grants full subscribed	9	





2.1.2 - Manage and promote our natural, cultural and historical heritage identity guided by the Heritage Strategy			
Action	Service	Progress Update	Status
2.1.2.1 Coordinate the Heritage Advisory Committee and provide heritage advice	Community and Cultural Development	<p>Council formally adopted the Eurobodalla Heritage Strategy 2024-28 at their 16 July 2024 meeting.</p> <p>The Committee awarded the Fergus Thomson OAM Heritage Award 2024 to Michelle Garcia and Lynne Thomas for their original song 'Country comes first' about putting country first and the importance of protecting our environment using successful Indigenous practices.</p>	
Measure	1 July to 31 December 2024		
Number of meetings of the Heritage Advisory Committee	2		
Number of heritage advice sessions	36		

2.1.3 - Provide services that meet changing community needs and celebrate our diversity			
Action	Service	Progress Update	Status
2.1.3.1 Provide support services for seniors and their carers	Community Care	Social Support Group and Individual programs are on track. However, we are not meeting our required outputs in our Respite program, due to	



		clients receiving respite support via Home Care Packages instead. Home Care Package client numbers within our program are steady.	
2.1.3.2 Facilitate citizenship ceremonies	Community and Corporate Leadership	Council has hosted one citizenship ceremony on the 3 September 2024 with 14 new citizens making their pledge.	
2.1.3.3 Provide Families Week activities	Children's Services	Families Week occurs in May. Planning has commenced and activities have been scheduled.	
2.1.3.4 Coordinate Youth Week events	Youth Services	Planning for Council's annual youth 'Currents - Battle of the Bands' event, and other activities to be held across the shire during Youth Week in April 2025, is underway. Collaborative activities are planned in partnership with schools, community groups, and local youth service providers to ensure a range of experiences are offered and young people can build connections within community that are sustainable after youth week concludes.	
2.1.3.5 Deliver Children's Week activities	Children's Services	Council hosted six events across Eurobodalla to celebrate Children's Week, with over 1,000 participants joining the festivities, these included: <ul style="list-style-type: none"> • Children's Week Fun Day: Held at Jack Buckley Park in Tomakin, children and families enjoyed dancing, outdoor games, and arts and crafts. • Picnic in the Botanic Gardens: This event celebrated grandparents, featuring food provided by Meals on Wheels, a scavenger hunt, and storytime. • Science Space Museum: The University of Wollongong brought their science exhibits to Narooma, where the community explored topics such as insects, dinosaurs, space, and more. • Playdates with Emergency Services: Events in Batemans Bay, Moruya, and Narooma saw locals meeting and engaging with local emergency service providers, making the events both fun and educational. 	
2.1.3.6 Deliver community programs to support wellbeing	Community and Cultural Development	Council delivered seven healthy eating and social connection workshops to 85 community members under the funded 'Be Well Eat Well' program. Council worked with community organisations to promote financial, living and development support opportunities including Rotary, Community Food Relief and Supports for victims	

	of domestic violence, Mission Australia/Carers Gateway, and Local Club Grants committee and assisted with promotion, application and provision of community grants. Work continued with community service providers, high schools, and employers to develop a youth employment program for the Care industry in Eurobodalla.
Measure	1 July to 31 December 2024
Number of seniors supported	599
Number of senior services volunteers hours provided	804
Number of direct support workers	37
Number of direct service hours provided	899
Number of citizenship ceremonies held	25

2.1.4 - Provide services and strengthen opportunities to retain and attract youth, supported by the Youth Action Plan			
Action	Service	Progress Update	Status
2.1.4.1 Coordinate the Youth Committee and associated projects	Youth Services	Council facilitated three youth committee meetings with 59 youth representatives from each of the five local high schools participating, including one joint meeting with the members of the Eurobodalla Workers with Youth Network stakeholder group. Council funded and accompanied five youth committee members to attend the three-day bi-annual NSW Council Youth Conference held in Bankstown.	
2.1.4.2 Provide youth outreach services	Youth Services	Council coordinated 23 outreach sessions to 263 young people. Activities included music, art and craft, sporting and information referral. The mobile youth van had presence at large community led events including NAIDOC Big Day Out, Sustainable Choices Festival, Youth Climate Summit, Colour Run and Cobowra Local Aboriginal Lands Councils Community Day and headspace open day.	
2.1.4.3 Provide the Y-Drive project	Youth Services	34 volunteer mentors assisted 211 learners in accumulating driving hours and provided literacy support to help them pass the learners test. Together, they drove 21,142 kilometres and logged 2,720 hours over 511 driving sessions. As a result, 62 learners obtained their provisional licenses, and 58 pre-learners earned their learner licenses. Additionally, 31 participants attended the Safer Driver Course.	

<p>2.1.4.4 Provide youth employment opportunities at Council through the apprenticeship and traineeship program</p>	<p>Workforce Development</p>	<p>In the first six-months of 2024-25, the two remaining trainees from the 2023-2024 Youth Employment Training Scheme (YETS) program completed their traineeships. Both have been successful in securing fixed-term contracts within their host teams at Council.</p> <p>The 2024-2025 program is progressing, and two trainees are gaining skills and experience in their current Community, Arts and Recreation teams. They will complete their Certificate III Business early in 2025 and roll straight into their Certificate IV. At the same time, they will rotate into new teams for their second year.</p> <p>Planning is underway for the 2025-2026 program – where we will be taking on four trainees and for first time have roles in our Information Technology and Coordination and Communication teams. Trainees will rotate through two teams – a year in each with two different rotations to choose from:</p> <ul style="list-style-type: none"> • Coordination and Communication (Public Relations) and Property Services Rotation; or • Finance and Information Technology Rotation <p>The four trainees are expected to start on 3 March 2025.</p>	
<p>2.1.4.5 Deliver programs and events for youth</p>	<p>Youth Services</p>	<p>Council delivered 45 separate community events to 2,916 youth and community members, including seven school holiday workshops, six large scale community events in partnership with a range of local youth stakeholders and facilitated a Lovebites healthy relationships sessions to local high schools.</p> <p>The Employment Projects team delivered employment and education programs to 164 young people including, a jobs drive, first aid, care sector bootcamp and entrepreneurial workshops.</p> <p>Three school visits to promote Council youth traineeships to approximately 100 students occurred.</p>	
<p>2.1.4.6 Coordinate, maintain and work actively with the Workers with Youth Network to support and promote local service delivery and stakeholders</p>	<p>Youth Services</p>	<p>Council coordinated the Eurobodalla Workers with Youth Network email group, with 236 members and 90 information shares.</p> <p>Two meetings were planned and delivered to 36 network members, including a joint session between members of the network and representatives from the Council's Youth Committee.</p>	
<p>2.1.4.7 Collaborate with stakeholders and not-for-profit providers to deliver</p>	<p>Youth Services</p>	<p>Council collaborated with local services on youth health and wellbeing initiatives for youth through the facilitation of the Eurobodalla</p>	


<p>health and wellbeing initiatives for youth</p>		<p>Workers With Youth Network, the Eurobodalla Youth Employment Stakeholder group, and the Youth Committee.</p> <p>Collaborations include the Lovebites healthy relationships program, Mental Health Month study support, Wear It Purple Day, Youth Climate Summit, headspace Day and Youth Against Domestic Violence Colour Run.</p> <p>Council is also represented on the Eurobodalla headspace consortia, the Eurobodalla Domestic Violence Committee, Police Liaison Committee, and attended five Eurobodalla Community Network meetings.</p> <p>Coordination of the Eurobodalla Youth Instagram account and cross promotion of 39 youth wellbeing programs or events, including projects centred on social connection, creative expression, regional career and grant opportunities and diversity and inclusion, reaching 3,815 accounts occurred.</p> <p>Stakeholder collaboration regarding youth mental health and wellbeing included the Winter SOULtice youth led event that was awarded Outstanding Work with Regional Young People at the 2024 NSW Youth Work Awards.</p>	
<p>Measure</p>		<p>1 July to 31 December 2024</p>	
<p>Number of meetings of the Youth Committee</p>	<p>3</p>		
<p>Number of L licences achieved via Y Drive</p>	<p>58</p>		
<p>Number of P licences achieved via Y Drive</p>	<p>62</p>		
<p>Number of youth apprenticeships and traineeships offered</p>	<p>4</p>		







<p>2.1.5 - Support people with disability and their carers and implement the Disability Inclusion Action Plan</p>			
<p>Action</p>	<p>Service</p>	<p>Progress Update</p>	<p>Status</p>
<p>2.1.5.1 Coordinate the Disability Inclusion Advisory Committee and associated projects</p>	<p>Community Care</p>	<p>Two meetings were held in the first half of the year.</p> <p>Issues addressed include a review of the Disability Inclusion Action Plan (progress on previous years' actions), advice on Batemans Bay Masterplan and project design activities.</p>	
<p>2.1.5.2 Provide support services for National Disability Insurance Scheme participants</p>	<p>Community Care</p>	<p>Council provided 24/7 support to ten clients at two residential facilities in Moruya and one in Batemans Bay.</p> <p>Council provided community-based supports and plan management to 60 clients and supported coordination to 46 clients during the period.</p>	



Measure	1 July to 31 December 2024
Number of meetings of the Disability Inclusion Advisory Committee	2
Number of NDIS participants supported	114
Number of direct service hours provided	899
Number of direct support workers	37

2.2 – ENCOURAGE COMMUNITY SPIRIT AND ENABLE HEALTHY LIFESTYLES

2.2.1 - Strengthen community spirit through community development initiatives






Action	Service	Progress Update	Status
2.2.1.1 Provide volunteering opportunities through various programs	Various	<p>A variety of Council services are supported by volunteer efforts. During the reporting period, highlights included:</p> <ul style="list-style-type: none"> • Community Transport and Social Support programs organised a marketing drive to promote services to attract more volunteers - three induction sessions were held, and seven new volunteers onboarded. • The Basil Sellers Exhibition Centre (Bas) has 40 volunteers that support gallery minding, provide visitor information, assist with fundraising and events, and support the installation and deinstallation of exhibitions. • Y drive is supported by 34 volunteers assisting learner drivers log 2,720 hours of driving time to assist them in obtaining their P licences. Additionally, they have spent 324 hours traveling to and from driving sessions. • Embracing Participation has one volunteer who attends weekly sessions supporting families with program activities. • Libraries are supported by 13 volunteers doing seed library and garden support. • An end of year Christmas party was held in December for Community Transport, Social Support, Children’s Services and Y-Drive volunteers, and one for BAS volunteers was held, with 15 volunteers attending. 	


2.2.1.2 Coordinate the community grants program including Healthy Communities, Seniors Week and Youth Grants	Community and Cultural Development	Councils Community Grants Program for 2025 opened on 1 August and closed 22 September 2024. A total of \$18,468 grant funding was available to support 23 community projects and activities led by local community groups and not-for-profits, to be delivered during 2025.	
2.2.1.3 Conduct Local Heroes Award	Community and Corporate Leadership	The Local Hero Awards were held on the 1 November 2024. Council received 14 nominations and judges decided on joint winners - Jan Frikken and Maricel Ceniza for their work within the multicultural community.	
2.2.2 - Provide and manage quality community facilities to meet the needs of the current and future communities			
Action	Service	Progress Update	Status
2.2.2.1 Maintain and manage community halls	Community Facilities	Minor upgrades to nine community halls occurred, including work undertaken for painting, carpet and air conditioning. Council will upgrade another four community halls with carpet or vinyl flooring and painting during 2025.	
2.2.2.2 Continue to implement the Public Toilet Strategy	Community Facilities	Five renovations and three new builds were finalised during the first half of the year. Mogo sports ground upgrade and new toilets work commenced including design, community consultation and order of kit, at John St Mogo. Council liaised with Durras Rural Fire Service to repair lighting and general repairs to enable training on site. Council collaborated with Community and Suicide Prevention Collaborative to place information and resources in public amenities. A new cleaning contract tender for public amenities was undertaken and assessment of soap dispensers conducted and soap in toilets included in cleaning tender specifications occurred. Proactive maintenance continued and included beach showers, water tank top ups and general checks at public amenities prior to holiday periods. Rapid response is in place and working successfully during holidays and events.	
2.2.2.3 Construct John St, Mogo public amenity	Community Facilities	Community engagement for site location was completed, with ongoing updates provided. The design is finalised and kit ordered. Works are anticipated to be completed by end of financial year.	
2.2.2.4 Provide, maintain and upgrade Council cemeteries, including delivering the Narooma Cemetery Expansion project	Community Facilities	Council maintains eight operational cemeteries in Nelligen, Batemans Bay, Narooma, Bodalla, Tilba, Mogo, Moruya and Nerrigundah. Through July to December 2024 Council arranged 37 burials and inurnments.	


		<p>Approvals for upgrades and improvements were received, and clearing was completed in December. This clearing will allow more plots and inurnment walls.</p> <p>All cemeteries were reviewed and are compliant with Cemeteries and Crematoriums NSW, Regulatory Reform.</p>	
2.2.2.5 Manage the Bay Pavilions	Community Facilities	<p>In the first six months of the year there were 143,035 visitors to the facility. The Yuin Theatre hosted 32 shows with a total attendance of 7,058. The average monthly memberships were 1,379, and the average learn to swim enrolments were of 547.</p> <p>The facilities management information system has been implemented which assists with the management of maintenance including programmed maintenance. This assists with the delivery of a consistent level of service and a positive experience for the community.</p>	
2.2.2.6 Introduce energy efficiencies at Bay Pavilions	Community Facilities	<p>The Bay Pavilions Building Management System (BMS) which manages the heating and cooling of the facility is fully operational. In addition, a Facilities Management Information System (FMI) has also been implemented.</p> <p>The implementation of these two systems has enabled Council to reduce energy consumption by approximately 20%. These improvements will be continually monitored to ensure maximum efficiency of operations while minimising power usage.</p> <p>Council will continue to monitor and implement power saving measures at the Bay Pavilions.</p> <p>Now that Council have implemented the BMS and FMI Systems, the energy audit, which was previously conducted will be revisited with the view to further implement any remaining energy saving strategies.</p> <p>A new energy contract was negotiated with Shell Energy, which is more environmentally friendly and cost effective.</p>	


Measure	1 July to 31 December 2024
Number of booking for community halls	3,266
Number of public toilet facilities maintained	67
Number of burials and inurnments	37
Visitation number at Bay Pavilions	143,035





2.2.3 - Plan for, and deliver safe and accessible recreation opportunities, guided by the Recreation and Open Space Strategy and asset management plan

Action	Service	Progress Update	Status
2.2.3.1 Provide and maintain recreation facilities	Recreation	Council has undertaken minor upgrades to four recreation sporting facilities, with another three planned in the next six months. A program of maintenance and upgrade has been completed, in some instances in liaison with community groups and associations.	
2.2.3.2 Continue to upgrade Hanging Rock sporting complex	Recreation	Field construction is complete with field lighting due for completion this year. Building construction is on track with completion also due this year.	
2.2.3.3 Continue works for new playing field at Bill Smyth Oval	Recreation	Bill Smyth new field project is progressing and due for completion this year. This will provide a full size NRL field with an improved playing surface and irrigation.	
2.2.3.4 Complete drainage upgrades at Gundry and Dalmeny ovals	Recreation	Dalmeny Oval drainage including playing field drainage are completed with project budget and timing. Gundry Oval surveys and design are complete. Soil testing is underway and will inform the final scope. Work is expected to start later this year with final works to be completed after the winter 2025 football season.	
2.2.3.5 Manage the contract for Moruya and Narooma aquatic facilities	Recreation	Aligned Leisure is contracted to run the Moruya and Narooma pools and are proactively managed by Eurobodalla Shire Council. As Narooma and Moruya are older facilities, they are continually checked for maintenance problems when they arise. Narooma Pool now has a hoist fitted at the 50m pool to improve accessibility. The toilets at the centre have also been painted.	
Measure	1 July to 31 December 2024		
Visitation number at Moruya Swimming Pool	8,412		
Visitation number at Narooma Swimming Pool	20,305		



2.2.4 - Work in partnership to improve local and regional health services			
Action	Service	Progress Update	Status
2.2.4.1 Work with NSW Government to maximise health outcomes for residents, including progress of Eurobodalla Regional Hospital	Community and Corporate Leadership	Multiplex has been engaged to support local jobs and training for construction workers and to provide advice and engagement in the NSW Health Arts committee for the hospital. Council has participated as a member of the Eurobodalla Regional Hospital Art project, attending meetings during the first half of this year.	



2.3 – PROVIDE RICH LEARNING OPPORTUNITIES AND EXPERIENCES			
2.3.1 - Work in partnerships to improve educational opportunities			
Action	Service	Progress Update	Status
2.3.1.1 Collaborate with stakeholders to advocate for and address local educational needs	Community and Corporate Leadership	Council worked with State Training and local TAFE to successfully reinstate the face-to-face Cert III in Early Childhood Education and Care at Moruya campus. Council has participated in state and national Early Childhood forums to provide advice and perspectives for early childhood workforce and training reforms. Council's Employment Projects team are members of the South Coast and Illawarra local jobs task force. They facilitate the Eurobodalla Community Investment Committee in partnership with Campbell Page and local industry representatives to improve employment and educational opportunities for youth. Council also facilitates the Eurobodalla Youth Employment Stakeholder group working with tertiary education and businesses	

2.3.2 - Provide quality library services, programs and resources, as identified in the Eurobodalla Library Strategic Plan			
Action	Service	Progress Update	Status
2.3.2.1 Provide lending collections, reference, information and online services	Libraries	During the past six months, Councils Libraries have continued to provide access to computers, technology, databases, regular programming, and both physical and digital collections. Achievements for this period include: <ul style="list-style-type: none"> Physical Borrowing: A total of 74,282 physical items were borrowed. New Memberships: 560 new members. Customer Assistance: Staff assisted with 23,786 customer information and 	

		<p>technology requests, ensuring patrons received the support they needed.</p> <ul style="list-style-type: none"> • Digital Downloads: The digital collection saw significant usage, with 10,112 eBooks, 16,860 eAudio books, and 4,528 eMagazines downloaded, highlighting the growing preference for digital resources. 	
2.3.2.2 Explore opportunities to develop intergenerational programming for linking our older and younger community members.	Libraries	<p>Eurobodalla libraries each hosted a Grandparents Day Cupcake Decorating Event. This inclusive and accessible event allowed grandparents and their grandchildren to bond over a fun, hands-on activity.</p> <p>Other activities have included movie screenings, story time and craft activities.</p>	
2.3.2.3 Introduce live streaming of cultural events such as museum tours, seminars and musical performances	Libraries	<p>Eurobodalla Libraries participated in the Headland Writers' Festival held in Tathra during October 2024. The festival celebrates books, ideas, and storytelling, bringing together renowned authors for inspiring conversations and discussions.</p> <p>All three library branches hosted free live-streamed sessions of selected author talks, enabling world-class literary discussions and experiences.</p>	
2.3.2.4 Develop and implement an early literacy plan	Libraries	<p>The Early Literacy Plan aims to identify strategies to enhance early literacy skills among children aged 0-5 in our community. The plan has been developed using the State Library Early Learning and Literacy Framework and benchmarking against other NSW libraries. The plan is driven by 4 key actions:</p> <ol style="list-style-type: none"> 1. Development of an early learning workplan for each branch, 2. increase early literacy resources, 3. ensure staff have skills for implementation, and 4. develop local early learning partnerships. <p>Bay Library has developed a workplan as a pilot to review and refine.</p>	
2.3.2.5 Deliver programs and events via libraries to support life-long learning	Libraries	<p>Council's Library programs and learning opportunities have engaged over 4,790 individuals through 343 diverse events.</p> <p>These initiatives supported life-long learning and community engagement. Highlights include:</p> <ul style="list-style-type: none"> • Author talks and writing workshops. • Interactive early literacy development activities such as engaging story times and rhyme times. 	

		<ul style="list-style-type: none"> • Digital inclusion workshops helping to bridge the digital divide. • Community Building such as movie afternoons, book clubs, health and lifestyle workshops, artist talks and exhibitions for connection and wellbeing. 	
Measure		1 July to 31 December 2024	
Number of library borrowings		74,282	
Number of library visitations		63,686	
Number of new library members		560	
Number of library programs and events provided		343	




2.3.3 - Develop and provide early education services and programs that promote learning and development			
Action	Service	Progress Update	Status
2.3.3.1 Coordinate the Family Day Care service	Children's Services	<p>One new educator has commenced to bring the team to nine educators across the Eurobodalla. The service waitlist has reduced from 141 children last year to 85 children. There have been eight enquiries from prospective new educators who were unable to start due to qualifications or planning requirements.</p> <p>The service provided 1,797 occasions of care year to date.</p> <p>Educators have updated first aid qualifications and have been supported with compliance requirements. Annual work health and safety assessments of educator's premises were conducted in December and operational policies and procedures were reviewed.</p> <p>Council coordinated a local early years conference in Batemans Bay that educators and other services attended. The service hosted the annual Children's Week Fun Day, National Torres Strait Islander Children's Day, and participated in other local community activities such as Playdates with Emergency Services.</p>	
2.3.3.2 Provide Out of School Hours and Vacation care	Children's Services	<p>The centres have provided a total of 5,937 occasions of service provided for the year to date.</p> <p>Council's Out of School Hours (OOSH) programs provided children with excursions to local recreation businesses such as golf clubs, pools, airport, and cinema, as well as local beaches and parks. Centre-based activities included craft, science experiments, gardening, cooking, and physical games.</p>	





		The service has celebrated and participated in NAIDOC Week, National Science Week, Families Week and Children's Week. The OOSH attended professional development at the Batemans Bay Early Years conference held in November.	
2.3.3.3 Deliver grant funded child and family development programs	Children's Services	<p>The 3Bs playgroups provided nine playgroups across seven locations in the Eurobodalla to an average of 168 families each fortnight.</p> <p>The 3Bs playgroups have provided community events including the Westpac helicopter discovery day, Cheeky Tunes interactive music performance, University of Wollongong's science space exhibition, Children's Week Fun Day, transition to school activities, as well as participating in community events such as NAIDOC week.</p> <p>The Embracing Participation program has strong demand for the Embracing Babies stream being delivered to new parents across three locations collaborating with the local Community Health and Tresillian Nursing service. This has seen more families being supported with early child health and development and parenting concerns. This period has seen more families requiring support to access early childhood services due to waitlists and limited paediatric services in our shire.</p> <p>Community events have included Children's week activities, Playdates with emergency Services, The Early Years Conference and collaborative play sessions with other services including Campbell Page and The Family Place.</p>	
2.3.3.4 Provide more professional development for local educators	Children's Services	<p>Council has continued with advocacy and community networking events to improve capacity of our local early education and care services. The network group met quarterly and discussed topics relating to staffing issues, child development and vulnerability. Positive outcomes for Eurobodalla include the roll out of free health and development checks for 4-year-old children attending long day care and preschool services provided through the brighter Beginnings program, Southern Area Local Health.</p> <p>Council coordinated and hosted an Early Years Conference in November with well-known key industry professionals. Educators from across the shire and neighbouring regions attended increasing their knowledge in leadership, pedagogy, curriculum, outdoor learning and culturally informed practice.</p>	




Measure	1 July to 31 December 2024
Number of facility day care occasions of care	1,797
Number of family day care educators	9
Number of vacation care occasions of care	1,006
Number of Out of School hours occasions of care	4,931

2.4 – FOSTER A SAFE COMMUNITY





2.4.1 - Collaborate with partners to address issues of community safety


Action	Service	Progress Update	Status
2.4.1.1 Coordinate the Police Liaison Committee	Public Order and Safety	Two meetings were held. Key issues discussed include road safety, event management (e.g.- new year celebrations) and youth matters.	
2.4.1.2 Review and update the Eurobodalla Road Safety Plan and provide road safety programs	Public Order and Safety	During the period, the following activities have been undertaken: <ul style="list-style-type: none"> The Road Safety Plan 2025-28 has been drafted and is undergoing final edits and graphic design before seeking further internal and external feedback. Kings Highway Road Safety Partnership conducted the summer campaign launch in December 2024 RBT means Plan B - Win a Swag promotion is ongoing. Plan B, alternative transport is ongoing with five hospitality venues across the shire. Three 65Plus seniors workshops were conducted. Coffee with a Cop at Bodalla, Hold My Hand – LBDF - pedestrian safety, Caravan Weighing Day were completed 	
2.4.1.3 Coordinate the management of beach safety through the Lifeguard contract	Public Order and Safety	The Australian Lifeguard service continued to provide professional beach patrol services during the summer season. Patrols started at Eurobodalla beaches on 19 December 2024. From this time until the end of December and during patrol times there were 35,667 visitors attending our beaches. Attendance is now tracked on the Surf Lifesaving Patrol app, with information provided at the end of the contracted summer season. The lifeguard contract also supports the installation of Councils mobility mats that assist members of the community with disability or	



		low mobility with beach access. Feedback on the mats continued to be positive so far of this summer season.	
Measure		1 July to 31 December 2024	
Number of Police Liaison Committee meetings held		2	
2.4.2 - Deliver legislated health protection and regulatory programs			
Action	Service	Progress Update	Status
2.4.2.1 Promote and undertake the food inspection program in accordance with the Food Authority guidelines and Scores on Doors program	Public Order and Safety	Council conducted a total of 125 food premises inspections with 80% receiving a 4 star or 5 star rating.	
2.4.2.2 Undertake commercial public pool water quality inspection program	Public Order and Safety	29 inspections were carried out.	
2.4.2.3 Undertake liquid trade waste inspections and/or audits	Public Order and Safety	137 inspections carried out with 90% compliance.	
2.4.2.4 Monitor, inspect and respond to issues in relation to public safety	Public Order and Safety	Council received 210 customer service requests for matters relating to public safety such as abandoned vehicles, unsafe parking and illegal camping.	
Measure		1 July to 31 December 2024	
Percentage of complying food inspections		80	
Number of commercial public pool inspections		29	
Number of liquid trade waste inspections		137	

2.4.3 - Provide companion animal services, guided by the Companion Animal Management Plan 2018			
Action	Service	Progress Update	Status
2.4.3.1 Respond to public safety matters associated with animal control	Public Order and Safety	Council received 472 customer service requests for matters relating to animals, such as straying/roaming animals, dog attacks and nuisance barking dogs.	
2.4.3.2 Promote and encourage desexing, microchipping and registration of animals	Public Order and Safety	Council undertakes monthly audits of the NSW Companion Animal Register and sends correspondence to animal owners who are required to lifetime register and/or desex their animals by 12 weeks of age. Community education is provided via media releases and Council website.	
2.4.3.3 Manage animal impounding and rehoming	Public Order and Safety	73 animals were impounded with 84% returned to owners or re homed. The remaining animals were assessed as being unsuitable for re homing and were assessed as feral cats or dogs assessed	

		<p>with aggressive temperaments or declared as menacing or dangerous dogs.</p> <p>A report regarding a proposed new animal shelter was presented to Council at their 19 November 2024 meeting. As a result of the updated motions and concerns from users of the stock yards, it was decided to re-position the new animal shelter to accommodate the stock yards.</p> <p>Architects have received an updated brief, and additional surveys are being undertaken to facilitate amended designs.</p>	
Measure		1 July to 31 December 2024	
Percentage of seized animals reunited with their owner		84	

2.4.4 - Work with agencies and emergency services to support coordinated emergency management and improved resilience			
Action	Service	Progress Update	Status
2.4.4.1 Support emergency services, Government agencies and supporting organisations in planning, preparing, responding, and recovering from natural disasters through the Emergency Management, Rescue and Far South Coast Bushfire Risk Management Committees	Public Order and Safety	The Local Emergency Management Officer chaired two Local Emergency Management Committee meetings, attended two Local Rescue Committee meetings, attended one Regional Emergency Management Committee meeting, attended one Bush Fire Management Committee meeting, participated in a regional tsunami training exercise, and audited the Emergency Operations Centre and Council owned buildings used for emergency evacuation.	
2.4.4.2 Advocate for strategic review of emergency and recovery services including the transfer of the annual cost for the Rural Fire Service, State Emergency Service and NSW Fire and Rescue to the NSW Government	Public Order and Safety	Council gave evidence to the Parliamentary Accounts Committee Inquiry into the assets, infrastructure, and funding of the NSW Rural Fire Service (RFS) to have the RFS assets vested in the RFS and not Council.	
2.4.4.3 Continue to work with the NSW Government to deliver the Eurobodalla Regional Co-located Emergency Services Precinct	Public Order and Safety	Council continues to work with the Commonwealth and NSW Governments to deliver the Eurobodalla Regional Co-Located Emergency Services Precinct. Council entered into a funding agreement with the Commonwealth Government in August 2024. The \$5 million in grant funding through the Priority Community Infrastructure Program will enable Council to work with our local volunteers and our partners at the NSW SES, to construct the new SES Moruya facility at the new site.	
2.4.4.4 Undertake fire mitigation program on Council controlled land	Public Order and Safety	Council treated 173 hazard reduction sites in accordance with the Bush Fire Risk Management Plan to monitor and maintain the Asset Protection Zone (APZ) including:	






		<ul style="list-style-type: none"> • 36ha asset protection zone slashing • 7ha asset protection zone hand clearing • 1.1ha asset protection zone grooming 	
2.4.4.5 Advocate to the NSW and Australian governments to fund improved resilience of local roads and bridges, evacuation centres, water and sewerage systems, power supply, telecommunications and highways	Public Order and Safety	The Eurobodalla Critical Infrastructure Resilience Plan provides a framework for improving the resilience of public infrastructure to natural disasters. Council continues to seek funding to implement actions identified in the plan.	

2.4.5 - Continue to support Eurobodalla's natural disaster recovery			
Action	Service	Progress Update	Status
2.4.5.1 Continue to support affected bushfire communities with development assessment	Development Assessment and Building Certification	Council continues to prioritise bushfire rebuild development applications (DA's). Council has received a total of 442 DA's (including modification of existing approvals) lodged for bushfire rebuilds from 1 January 2020 to 31 December 2024. The average processing time for these applications is 42.1 days.	
2.4.5.2 Promote a two-week free green waste drop off period at waste management facilities in conjunction with Rural Fire Service 'Get Ready' program.	Waste Management	Between 16 and 29 September 2024, Council waived approximately \$20,000 in gate fees for the disposal of green waste to support the community in preparing their properties for the upcoming bushfire season. The program was well received by the community with approximately 250 tonnes of green waste received across Council's waste facilities. The cost to deliver the program was approximately \$40,000 plus in-kind support.	
Measure		1 July to 31 December 2024	
Number of bushfire rebuild development and modification assessments received		442	
Number of bushfire rebuild development and modification assessments determined		442	





3. OUR REGION OF VIBRANT PLACES AND SPACES

3.1 – BALANCE DEVELOPMENT BETWEEN THE NEEDS OF PEOPLE, PLACE AND PRODUCTIVITY

3.1.1 - Review, prepare and deliver planning instruments that support sustainable social, environmental and economic outcomes as guided by our Local Strategic Planning Statements

Action	Service	Progress Update	Status
3.1.1.1 Finalise a masterplan for Batemans Bay CBD that identifies options for more housing	Strategic Planning	The drafting of the masterplan has progressed, and it is proposed to report the plan to Council in March 2025 for public exhibition. The preparation of the plan has included consultation with stakeholders. The schedule had previously included reporting the plan to Council for exhibition in December 2024, but the schedule was amended to allow more time for the new Council to be familiar with the project.	
3.1.1.2 Prepare planning proposal to implement the Batemans Bay Masterplan	Strategic Planning	This has not commenced but will be progressed once Council has made a decision to progress the exhibition and endorsement of the masterplan.	
3.1.1.3 Finalise the Dalmeny Land Release Development Control Plan	Strategic Planning	Council made the decision in 2024 to hand the lead for the project over to the landowners and their consultants due to staff vacancies. The masterplan has not progressed due to ongoing discussions between the landowners about how to proceed with the project.	
3.1.1.4 Prepare a housekeeping planning proposal to amend the Eurobodalla Local Environment Plan	Strategic Planning	The housekeeping amendments have not progressed due to staff vacancies and other priorities. Urgent matters such as the Brou waste facility have been lifted out and will be progressed as separate planning proposals. The proposal to change the minimum subdivision provisions for dual occupancy development have been given attention due to the positive impact this is likely to have on the provision of affordable housing. The full housekeeping review will occur in a future year.	
3.1.1.5 Conduct ongoing reviews and update planning controls	Strategic Planning	The review of Councils Development Control Plans (DCP) has commenced with a desk top review of planning controls and an inception meeting with the development industry. Further stakeholder workshops will occur with the	

		development industry as Council reviews and update the plans.	
--	--	---	--

3.1.2 - Provide receptive and responsive development assessment services			
Action	Service	Progress Update	Status
3.1.2.1 Assess and determine development applications	Development Assessment and Building Certification	<p>The average processing time for development applications (DAs) and Modifications (section 4.55) applications was an average of 46.1 days at 31 December 2024, this compared to 62.6 for the previous financial year. Council received 370 development applications/ modification applications - down 16.7% in the same period last year. The total number of applications determined was 336 applications, down 21.7% on the same period last year.</p> <p>Council received 1,018 planning (10.7) certificates, with 76% processed in 2 days or less; 22% 3-4 days and 2% processed in more than four days (note days include weekends).</p> <p>The turnaround time for DA processing has decreased due to the introduction of a trial program of a fast-track planner. This trial program has seen the upskilling of existing staff and a focus on less complex DAs/Modifications. This targeted resource has helped offset the ongoing delays due to the introduction of the NSW Planning Portal.</p>	
3.1.2.2 Provide services that regulate caravan parks, swimming pool barrier compliance and other local approval applications	Development Assessment and Building Certification	<p>Whilst Council do not have a dedicated staff member in the role of swimming pool compliance or caravan parks over the first half of the financial year, through upskilling undertaken by existing staff there has been extensive work in these areas. Council completed 254 swimming pool barrier inspections, issued 58 local government approvals, and have completed six approval to operates for caravan parks.</p>	
3.1.2.3 Provide pre-lodgement advice and assistance to applicants	Development Assessment and Building Certification	<p>Council had 15 pre-lodgement requests with (potential) applicants. There were 16,081 email enquiries or requests to administration staff and 9,566 email responses provided. There were also 6,476 phone calls received and a total of 24,455 interactions with the public concerning development matters over the period.</p>	
3.1.2.4 Assess and determine engineering related applications and roads act approvals	Development Assessment and Building Certification	<p>The continued focus on Subdivision Works Certificates resulted in seven determined, an increase of 16% on the same period last year. Development engineers determined 26 section 68 Local Gov. approvals and 37 section 138 Roads Act approvals. Combined this was a 31% increase on the same period last year.</p>	




		Subdivision Certificates determined were 21 for the period, compared with 27 the same period last year, down 22.2%	
Measure		1 July to 31 December 2024	
Number of development assessments received		370	
Number of development assessments determined		336	
Average net determination days		46.1 days	
Number of pool barrier compliance certificates issued		254	
Number of section 68 approvals for water/sewer/stormwater		37	
Number of section 68 approvals to install moveable dwellings		6	
Number of section 68 approvals to operate for caravan parks		6	
Number of section 68 approvals for solid fuel heaters		15	
Number of prelodgement applications received and advised		15	
Number of prelodgement applications completed (advice provided)		15	
Number of phone enquiries in and out of the development helpdesk		4,587	
Number of email enquiries received and responded to from the development helpdesk		6,954	
Number of subdivision works certificates determined		21	
Number of subdivision certificates determined		21	
Number of s138 Roads Acts approvals		26	



3.1.3 - Work in partnership to encourage and facilitate greater housing diversity and affordability			
Action	Service	Progress Update	Status
3.1.3.1 Advocate for housing supply, diversity and affordability in the region	Strategic Planning	The draft Housing strategy was presented to the Council in late 2024, where Council requested amendments to the draft strategy to include options for affordable housing. Options for the amendment will be brought to Council in early 2025.	
3.1.3.2 Continue delivery of the Moruya Housing Infrastructure project	Strategic Planning	Finalisation activities are being completed on Vulcan, Francis, Bergalia, and John Streets in Moruya. Council continues to work closely with Transport for NSW to progress the approvals and design of the roundabout on the Princes Highway near the Moruya TAFE to provide an access road into the new South Moruya Precinct.	

		Campbell St and Luck St drainage works are planned to commence in February 2025.	
--	--	--	--

3.2 – SUPPORT DIVERSIFIED INDUSTRY AND THRIVING BUSINESSES


3.2.1 - Collaborate with other service providers for business to invest, diversify and grow guided by the Economic Development Strategy

Action	Service	Progress Update	Status
3.2.1.1 Facilitate and advocate for assistance and resources to local businesses	Economic Development	<p>Eurobodalla was one of eight locations across the state to be selected to host a 2024 NSW Small Business Month Expo. The expo featured guest speakers including the Small Business Commissioner and representatives from local, state and federal government business assistance programs.</p> <p>Council produces a monthly business update newsletter circulated to 1,600 subscribers that highlights commercial opportunities, assistance programs and grants. It also contains contact details for business support staff servicing Eurobodalla in addition to resources available on Council’s website.</p>	
3.2.1.2 Work in partnership with chambers of commerce and other industry leaders	Economic Development	<p>Council engages with the five Chambers of Commerce across the shire to share information of interest to members, seek Chamber contribution to key documents and policies, and support economic stimulus activities.</p> <p>Council supported the 50th Anniversary of Moruya Business Chamber, Mogo Day in partnership with the Mogo Village Business Chamber and the Chamber chase conducted by Narooma Chamber of Commerce.</p> <p>Council also recognises the significant voluntary contribution of the Chambers executive members and hosts an annual lunch to discuss achievements and planned activities.</p>	
3.2.1.3 Collaborate with industry groups and bodies to welcome new and emerging industry and promote Eurobodalla as a place to do business	Economic Development	<p>In partnership with the State Government’s investment department, Council hosted a trade delegation of 15 Consul General’s as part of a south coast tour. The delegation was specifically interested in trade and investment opportunities in the aquaculture and cultural tourism. Three businesses/ processing facilities were visited with other industry leaders invited to meet the delegation at a welcome function in Batemans Bay.</p> <p>Council sponsors the Canberra Joint Region Economic Development Working Group that works on a regional level to build key</p>	


		<p>stakeholder relationships. A meeting was held with Canberra Airport to discuss trade and freight opportunities aligned with the return of international carrier services.</p> <p>The development of mountain biking infrastructure in Eurobodalla has attracted investment with the expansion of related services and future developments. Council continues to work with developers and business owners as part of the Ride Ready industry development program.</p>	
3.2.1.4 Review the Economic Development Strategy	Economic Development	<p>The first stage of the review has involved the revision of key data sets to understand changes across industry sectors since the Black Summer Bushfires and implications of the pandemic. Whilst there has been some recovery in the tourism sector, Eurobodalla continues to face challenges in addressing the age dependency ratio and development of skilled employment opportunities.</p>	
3.2.1.5 Promote work opportunities and provide career and training support through the Job Shop and Employment Projects	Economic Development	<p>Council's Employment Projects supported 53 new Job Shop clients, provided individual job seeking assistance to 145 clients, helped 129 people secure employment, advertised 1,568 local jobs, delivered seven training programs, and responded to 656 employment and training enquires. Six Aboriginal identified job vacancies were promoted in Eurobodalla through our weekly Job Alert (27 unique clicks for job vacancies in weekly Job Alert mailout). Seven accessible and inclusive community events were delivered (7 events delivered, 175 total participants, 164 of which were young people under the age of 25). Events included:</p> <ul style="list-style-type: none"> • SEVENmile Entrepreneur Workshop (3 schools participated, 30 students participated) • Subsidised First Aid and CPR course for job seekers (13 attendees - 100% attendance) • Junior Jobs Drive: (over 38 jobs filled, 14,500 young people and their influencers reached through online campaign) • CIC Care Sector Bootcamp (two schools participated, approximately 20 students attended) • Responsible service of alcohol course for job seekers (fully subsidised 13 job seekers, 100% attendance) 	

		<ul style="list-style-type: none"> School visits to promote Council’s youth traineeships (visited 3 local high schools and presented to approximately 100 students) <p>Council is working with Multiplex as the preferred provider to assist them with staff recruitment for the Eurobodalla Regional Hospital build project.</p> <p>Council has staff representatives on the South Coast and Illawarra Local Jobs Taskforce, and the Eurobodalla Community Investment Committee supporting the implementation of education and employment assistance programs in Eurobodalla.</p>	
Measure	1 July to 31 December 2024		
Number of businesses assisted	54		
Number of Job Shop clients	145		
Number of jobs and training opportunities provided	299		


3.2.2 - Support the local tourism industry to be viable year-round and encourage development of sustainable visitor experiences as guided by the Destination Action Plan, Nature Based Tourism study, Wayfinding and Tourism Signage Strategy and Events Strategy

Action	Service	Progress Update	Status
3.2.2.1 Provide support, promotion and networking opportunities to local tourism operators	Tourism	<p>Collaboration efforts included:</p> <ul style="list-style-type: none"> Establishment of a new Visitor Economy Working Group that will collaborate with Council to develop a new approach to managing tourism in Eurobodalla. A new product and experience development initiative designed with Destination Southern NSW to work with industry to develop 'experience' packages that can be marketed to key visitor segments such as families, mountain biking and golf. The Mogo Trails Community Ride Day was staged at the Eurobodalla Regional Botanic Garden precinct on Sunday 20 October, the event was about introducing riders to the trails and recognising the local bike shops for the test rides and tune-ups provided as well as the volunteers from the Batemans Bay Mountain Bike Club who acted as tour guides. Working with destination NSW and Destination Southern NSW to encourage industry to enter the NSW Tourism Awards. Batemans Bay business, Beneath the Bay took the gold 	


		<p>in the category of New Tourism Business. They will represent NSW at the Australian Tourism Awards in March 2025.</p> <ul style="list-style-type: none"> • A sustainability check for tourism businesses. The Strive 4 Sustainability Scorecard is an initiative by Destination NSW and Ecotourism Australia that allows tourism businesses to evaluate their performance across four key pillars of sustainability: environmental impacts, socio-economic impacts, cultural impacts, and sustainable management. • A workshop - Raising the Bar on Healthier Hospitality - was held. It addressed real-world challenges faced by hospitality workers and was created through a collaboration with industry leaders, government bodies, and educational institutions. • Mountain Biking (MTB) tourism check-in survey. With the growing level of interest from the MTB community, the survey was a collaborative effort with Sapphire Coast that was designed to get an updated picture on who is Ride Ready across the region and gather details of operators within the region who are welcoming MTB tourists. The information will enable us to deliver a better experience to MTB visitors to the region. <p>Marketing initiatives were developed to promote The Mogo Trails, Munjip Trail (Coastal Headland Walking Track), and Eurobodalla destination brand.</p> <p>Social media followers on both Instagram and Facebook have continued to grow across the year. Eurobodalla now has 29,000 Instagram followers and 23,000 on Facebook. In addition, there have been a range of media initiatives resulting in free media articles promoting Eurobodalla and/or Mogo Trails that appeared across a range of media channels, including, ABC News, Sydney and Melbourne Weekender, We Are Explorers, Australian Geographic Adventure, Flow magazine and Australian Mountain Bike magazine.</p> <p>Mogo Trails, in particular, is generating plenty of conversation on social channels and is spilling over into the media too. ABC South East NSW despatched a journalist to get the low down on</p>	
--	--	---	--

		the hype leading up to the Eastern network opening in August. We Are Explorers joined in on the conversation and trails excitement, sent out a couple of riders to test the trails, capture some images and write an experience piece for their Mountain Biking Adventure blog. Singletracks also covered the trails with an informative news article. Singletracks enjoys significant reach within the global mountain biking community.	
3.2.2.2 Explore and establish a tourism delivery model to drive the high priority outcomes of the Eurobodalla Destination Action Plan	Tourism	<p>The inaugural meeting of the Visitor Economy Working Group was held at Council offices on Wednesday 20 November. The industry-based visitor economy working group is the first step in delivering a new tourism delivery model - a priority action from the Eurobodalla Destination Action Plan (EDAP) – and will provide industry with greater autonomy and accountability, over how the visitor economy is supported and promoted.</p> <p>The first tasks for the new Visitor Economy Working Group (VEWG) are to:</p> <ul style="list-style-type: none"> • Work with Council's tourism staff to finalise the terms of reference • Present a proposed operating model to the new Council by March 2025 • Identify the priority EDAP projects for the VEWG to work with Council on to achieve tangible results 	

3.2.3 - Develop the Mogo Adventure Trail Hub guided by the Nature Based Tourism study


Action	Service	Progress Update	Status
3.2.3.1 Finalise construction of Mogo Trails including supporting infrastructure	Tourism	Construction of the Mogo Trails, along with supporting infrastructure, is progressing well. All works are on track to be completed by 31 March 2025, with the full trail network scheduled to be opened to the public in April 2025.	

3.2.4 - Develop the Batemans Bay Coastal Headlands Walking Trail and Observation Point guided by the Masterplan

Action	Service	Progress Update	Status
3.2.4.1 Finalise construction of the Batemans Bay Coastal Headlands Walking Trail	Tourism	<p>Delivery is in progress with all grant funding milestones met.</p> <p>Project works completed to date include:</p> <ul style="list-style-type: none"> • toilet blocks • completion of Observation Point precinct. • the ladder at Mosquito Bay • five footbridges 	



		<ul style="list-style-type: none"> • various viewing platforms • stairs • weed control • concrete footpaths and natural trails 	
--	--	--	--

3.2.5 - Encourage a variety of quality events to drive economic development as guided by the Events Strategy


Action	Service	Progress Update	Status
3.2.5.1 Attract and support quality events that drive visitation to the shire and enhance community life	Tourism	Council's Events team supported and facilitated 30 events between 1 July 2024 and 31 December 2024, ranging from small community events to large festivals.	
Measure		1 July to 31 December 2024	
Number of event applications processed		30	


3.3 – EMBRACE AND VALUE OUR CREATIVE ARTS



3.3.1 - Showcase public art, as guided by the Public Art Strategy

Action	Service	Progress Update	Status
3.3.1.1 Ensure public art owned by Council is included in Council's Asset Management Register	Community and Cultural Development	All public artworks have been included in Council's Asset Management Register. All artworks owned by Council have been documented in the Council Art Collection Schedule.	
3.3.1.2 Provide advocacy and education in relation to current public art practice	Community and Cultural Development	Advocacy and education in relation to Public Art was provided for the following projects: <ul style="list-style-type: none"> - the South Durras oval facilities mural - the Narooma Water tank mural - Indigenous Cultural Intellectual Policy - Sculpture for Clyde 	
Measure		1 July to 31 December 2024	
Number of public art advocacy and educational activities undertaken		4	


3.3.2 - Develop and promote creative arts activities and industries, as guided by the Creative Arts Strategy



Action	Service	Progress Update	Status
3.3.2.1 Provide opportunities for the community to participate in creative arts	Community and Cultural Development	A diverse range of activities was provided for the community to participate in creatives arts. This included: seven exhibitions, six opening events, six artist talks two creative arts workshops. The monthly Arts Canvas newsletter provides marketing for Eurobodalla arts events going out to 2,400 recipients.	


3.3.2.2 Encourage the appreciation and development of Aboriginal arts and cultural heritage	Community and Cultural Development	Council hosted a major Aboriginal art exhibition on loan from philanthropist Christina Kennedy, 'Painting on Country'. Additionally, an Aboriginal artist was featured in the Regional Futures Exhibition, which offered two programs: an online panel discussion and a Walking on Country workshop led by a local Elder. Significantly, for the first time, an Aboriginal artist was named the winner of the Eurobodalla Acquisitive Prize through the national Basil Sellers Art Prize.	
Measure		1 July to 31 December 2024	
Participation in creative arts activities		5,811	
Number of aboriginal arts activities delivered		5	


3.3.3 - Exhibit the arts at Council Facilities			
Action	Service	Progress Update	Status
3.3.3.1 Implement the Basil Sellers Exhibition Centre arts program	Community and Cultural Development	The Basil Sellers Exhibition Centre program has been implemented according to schedule including seven exhibitions in the Bas and Mechanics Institute, including the national Basil Sellers Art prize. The Bas has welcomed 5,531 visitors this year to date.	
3.3.3.2 Coordinate the Basil Sellers Art Prizes and scholarships	Community and Cultural Development	The Basil Sellers Art Prize (BSAP), the Little Sellers Art Prize and the Little Sellers Scholarship Program have been successfully implemented. The BSAP saw an unprecedented 487 applications for the prize coming from all states and territories in Australia. Mr Sellers announced an increase to future BSAP events taking the prize to \$50,000.	
Measure		1 July to 31 December 2024	
Number of Little Sellers entries		155	

3.4 – CELEBRATE OUR UNIQUE REGION THROUGH INCLUSIVE PLACES AND SPACES



3.4.1 - Plan and deliver functional and inclusive public spaces			
Action	Service	Progress Update	Status
3.4.1.1 Work with key stakeholders to develop and implement place activation for towns and villages	Strategic Planning	Council has successfully delivered multiple place activations including our Observation Point and Munjip Trail projects, the Wagonga Inlet Living Shoreline, Brierleys boat ramp, Malua Bay Beach playground, among others. Council's support for events also activates many locations, notably the Narooma and Batemans Bay foreshores.	

<p>3.4.1.2 Work with key stakeholders to develop and implement recreation and open space plans and projects</p>	<p>Recreation</p>	<p>85% of projects in the Recreation and Open Space Strategy (ROSS) are completed, or in the process of being completed. Examples include Malua Bay Playground, Hanging Rock improvements and Bill Smyth Oval.</p> <p>Staff are in the early stages of liaising with internal staff for the purpose of planning to undertake a future review and update of the ROSS and its projects/ actions. It is intended that a future review will incorporate developing a comprehensive renewal and maintenance program for all our playground and skatepark facilities, which would enable Council to have projects ready for grant funding.</p>	
<p>3.4.1.3 Continue to develop plans of management for developed and undeveloped Crown Reserves</p>	<p>Property</p>	<p>Council has begun reviewing several large datasets covering those lots to be included in the developed and undeveloped reserves Plans of Management (POMs). Consistency of approach and accuracy of information is critical and is compared against several databases including the Crown Land data set. There are approximately 1,500 parcels to be included in these POMs. Due to the extent and complexity of land parcels that need to be analysed and compared to the Crown Land Management Portal data, staff are systematically working through this process to develop these POMs that apply to reserves across Eurobodalla.</p>	

3.4.2 - Implement the Batemans Bay Waterfront Master Plan and Activation Strategy			
Action	Service	Progress Update	Status
<p>3.4.2.1 Support traders to have active shopfronts onto the street</p>	<p>Strategic Planning</p>	<p>Council supported Mogo Day - an initiative to activate shops and spaces in the village during the River of Art. Special permits have also been granted for one-off activities such as outside broadcasts to enhance street vibrancy.</p>	

3.4.3 - Provide distinctive, innovative and consistent signage and interpretation that promotes our unique features guided by the Wayfinding and Signage Strategy			
Action	Service	Progress Update	Status
<p>3.4.3.1 Finalise the installation of signage at Tilba Tilba and Central Tilba, Tomakin, Broulee, Mossy Point, Batehaven</p>	<p>Tourism</p>	<p>Signs feature the distinctive laser-cut totem for Yuin Nation Umbarra—the black duck, by Yuin artist Tereasa Trevor, and feature the traditional Dhurga welcome, walawaani njindiwan, ‘safe journeys everyone’.</p> <p>Procurement phases are now complete, with manufacturing underway and installation to commence in early 2025. It is anticipated this phase of signs will be installed by 30 June 2025.</p>	


Measure	1 July to 31 December 2024
Number of town signs installed	0




3.4.4 - Provide a Regional Botanic Garden of Excellence			
Action	Service	Progress Update	Status
3.4.4.1 Continue to provide quality visitor experiences at the Eurobodalla Regional Botanic Gardens	Commercial Entities	<p>44,999 visitors experienced the botanic garden, a 13.3% increase compared to the same period last year. Opening of the 'Mogo Trails' mountain bike trails in August has assisted growth in visitor numbers.</p> <p>The visitor experience was enhanced by accessibility upgrades to roads and paths with an additional 500m of surface sealing now providing full and comfortable access to wheelchairs and other mobility aids.</p> <p>A new bridge and trackwork was completed to improve access for more visitors and provide all weather access to some of the previously more challenging walks. Construction of a grant and 'Friends' funded 'Wellness Walk' commenced which is expected to be completed early 2025. A bird attracting garden including water feature was designed and installed by staff and volunteers around the bird hide which is already attracting many bird species to the facility for the enjoyment of all visitors including serious birdwatching enthusiasts.</p> <p>Garden staff and volunteers continue to provide a range of quality guided walks and school holiday activity programs.</p>	
3.4.4.2 Coordinate the established volunteer network to support the Eurobodalla Regional Botanic Garden	Commercial Entities	<p>Volunteers contributed 7,481 hours, which represents an increase of approximately 1% compared to the same period last year.</p> <p>Volunteers were coordinated by staff in all areas including site maintenance, horticultural work, nursery production visitor services, education programs, guiding and data entry.</p> <p>To ensure manageable levels of volunteer coordination and supervision new volunteer inductions were suspended between August and December as all areas reached volunteer number capacity. Inductions for new volunteers are set to resume in February 2025.</p> <p>Volunteers were provided with training by onsite staff. Volunteers attended a mid-year and end of year Christmas event.</p>	
Measure	1 July to 31 December 2024		
Visitation numbers at Eurobodalla Regional Botanic Gardens	44,999		


4. OUR CONNECTED COMMUNITY THROUGH RELIABLE AND SAFE INFRASTRUCTURE NETWORKS


4.1 – PROVIDE INTEGRATED AND ACTIVE TRANSPORT NETWORKS TO ENABLE A CONNECTED AND ACCESSIBLE EUROBODALLA



4.1.1 - Plan for an integrated and active local transport network, guided by the NSW Government's Future Transport 2056 Strategy



Action	Service	Progress Update	Status
<p>4.1.1.1 Plan for a safe, efficient and integrated transport network that meets current and future needs</p>	<p>Transport</p>	<p>Council has been continuing to deliver actions to achieve our vision of a safe, accessible, integrated, and resilient transport network that provides for the efficient and effective movement of people and goods.</p> <p>Council’s existing transport network is managed and underpinned by:</p> <ul style="list-style-type: none"> • taking a strategic whole-of-network and route approach, rather than a project-specific approach. This is supported by the Northern Area Transport Network Plan (NATNP) and the Draft Southern Area Transport Network Plan that is currently being prepared. • a well-established road hierarchy directly linked to current and planned growth. • a strong focus on saving lives and reducing road-related trauma through implementation of the Eurobodalla Road Safety Plan 2019-22. This plan is currently being reviewed and updated to include the latest crash data and to consider feedback from internal and external stakeholders. • sound asset and risk management, including the integration of resilience outcomes. This is documented within our Asset Management Strategy, Asset 	


		<p>Management Plans, and the Local and Regional Roads Risk Management Policy and Code of Practice strategic integration of multiple projects through advanced route planning and extensive reuse of materials to accelerate delivery of route and network outcomes.</p> <ul style="list-style-type: none"> • integration of active transport through the implementation of the adopted Eurobodalla Pathways Strategy 2017 • a strong focus on improving connectivity, walkability, and liveability of our towns and villages, particularly within our commercial business districts and where major routes pass through our villages. 	
4.1.1.2 Provide traffic management planning	Transport	<p>During the period, Council:</p> <ul style="list-style-type: none"> • reviewed four development applications and discussed traffic impacts to the local area with NSW Police and Transport for NSW members of the Local Traffic Committee. • reviewed four Traffic Guidance Schemes for special events to be held in Eurobodalla in late 2024 and early 2025. • worked with Transport for NSW for their project of Narooma Bridge and Transport Improvements using the Movement and Place framework. 	
4.1.1.3 Coordinate the Local Traffic Committee	Transport	<p>The Local Traffic Committee is primarily a technical review committee, which is required to advise Council on matters referred to it relating to prescribed traffic control devices and traffic control facilities for which Council has delegated authority. The Local Traffic Committee considers the technical merits of various proposals and ensures they meet current technical guidelines. This financial year three Local Traffic Committee meetings have been held so far in July, August, December.</p>	
4.1.1.4 Advocate for improved public transport including compliance with NSW Disability Standards for accessible public transport	Transport	<p>Council continues to work closely with NSW Government and Transport for NSW (TfNSW) and the Local Traffic Committee in supporting improvements to public transport.</p> <p>Council continues to participate in TfNSW's Country Passenger Transport Infrastructure Grants Scheme (CPTIGS). This has led to funding to undertake various upgrades to bus shelters across the shire to improve accessibility and quality of kerbside passenger transport</p>	




		<p>infrastructure in line with NSW Disability standards.</p> <p>Design for two new shelters at George Bass Drive / Rosedale Parade, one shelter at George Bass Drive Lilli Pilli and provision of upgrade works at South Head Road, Moruya Heads have been completed and Council continues to advocate for further improvements.</p>	
4.1.1.5 Provide community transport services	Community Care	Community Transport is providing services to both Commonwealth Home Support funded clients as well as fee for services clients such as people on Home Care Packages.	
Measure		1 July to 31 December 2024	
Number of Local traffic committee meetings		3	
Number of community transport trips		4,832	
Number of community transport volunteer hours provided		4,554	

4.1.2 - Advocate for improved and resilient transport services and infrastructure			
Action	Service	Progress Update	Status
4.1.2.1 Partner with peak bodies to advocate for improved local transport services and infrastructure	Transport	<p>Council is working with Transport for NSW and the Department of Health (Infrastructure) on integration of the Eurobodalla Regional Hospital, the Moruya Emergency Services precinct and the Princes Highway.</p> <p>Council is also working with the South East Australian Transport Strategy Inc (SEATS), and the Roads and Transport Directorate, to advocate on transport priorities for the Eurobodalla, including upgrades to the Princes Highway.</p>	


4.1.3 - Provide safe and reliable local and urban roads, guided by the asset management plan			
Action	Service	Progress Update	Status
4.1.3.1 Deliver the annual maintenance program for local and urban roads	Transport	<p>Inspections completed as per schedule.</p> <p>The pothole grant funding has facilitated significant progress in reducing pavement risks and addressing the backlog.</p>	
4.1.3.2 Deliver the annual capital works program for the local and urban road network	Transport	<p>Road rehabilitation works completed between July and December 2024 include:</p> <ul style="list-style-type: none"> • Ford St and Queen St Roundabout, Moruya • Spring Place, Bingie • Bingie Road, Bingie • Sunnyside Crescent, Kianga • Woodbridge Avenue, Moruya 	

		<ul style="list-style-type: none"> Bellbird Drive, Malua Bay Eurobodalla Road, Bodalla George Bass Drive Stage 1, Surf Beach 	
4.1.3.3 Deliver Potato Point Road flood resilience upgrade	Transport	Preliminary design has been completed, environmental assessment is being finalised, works have been tendered. Works are planned to commence in mid-2025.	
4.1.3.4 Progress intersection upgrades for George Bass Drive	Transport	Design and environmental assessment completed. Enabling works to relocate utilities were completed in December. Road works are planned to commence February 2025	
Measure	1 July to 31 December 2024		
Length of sealed roads maintained	633km		
Length of unsealed roads maintained	390km		
Number of bridges maintained	115		


4.1.4 - Deliver a functional stormwater network guided by the asset management plan			
Action	Service	Progress Update	Status
4.1.4.1 Deliver the annual works program for the stormwater network	Stormwater	Stormwater projects completed between July and December 2024 included: <ul style="list-style-type: none"> Vulcan St, Moruya Trafalga Road, Tuross Heads 	
Measure	1 July to 31 December 2024		
Length of stormwater maintained	205km		


4.1.5 - Promote active and inclusive transport through the provision and enhancement of the pathway network, as guided by the Pathway Strategy and asset management plan			
Action	Service	Progress Update	Status
4.1.5.1 Deliver the annual maintenance program for the pathway network	Transport	Inspections completed as per schedule. Beneficial progress was made reducing footpath risk and addressing the backlog by addressing high risk defects during the first half of the year.	
4.1.5.2 Deliver the annual capital program for Footpaths, Cycleways and shared Paths	Transport	Active transport projects completed between July and December include: <ul style="list-style-type: none"> Foreshore footpath, Nelligen Watergardens footpath and accessibility ramp, Batemans Bay 	
4.1.5.3 Review and update Pathways Strategy	Strategic Planning	A project plan has been created for the review and the process of developing an amended strategy has commenced. A preliminary draft is anticipated to be completed by the end of 2024-25. Progress has been delayed while staff efforts have been directed to addressing amendment requests for the housing strategy.	

		The existing strategy continues to provide value, although many of its high priority tasks have been completed.	
Measure		1 July to 31 December 2024	
Length of pathway maintained		153km	



4.1.6 - Provide car parking, guided by the asset management plan			
Action	Service	Progress Update	Status
4.1.6.1 Deliver the annual car park works program	Transport	Inspections completed as per schedule. Maintenance completed as required.	
Measure		1 July to 31 December 2024	
Number of car parks maintained		147	

4.2 – STRENGTHEN LINKAGES THROUGH AIR, ROAD, AND MARINE TRANSPORT OPTIONS



4.2.1 - Advocate for improved regional roads and freight access in and out of Eurobodalla			
Action	Service	Progress Update	Status
4.2.1.1 Work with key partners to advocate for the progress upgrades of the Princes and Kings Highways	Transport	<p>Council is working with the South East Transport Strategy Inc (SEATS) to advocate for highway and transport priorities for the Eurobodalla, including highway duplication and bridge upgrades.</p> <p>Council is working with the Canberra Region Joint Organisation (CRJO) on transport infrastructure priorities on the Kings Highway and Princes Highway.</p> <p>Council engages in quarterly liaison meetings with Transport for NSW to discuss regional and Council transport projects; road safety, particularly on the Princes Highway; and is a partner in the Kings Highway Road Safety Partnership.</p> <p>Council attended the Transport for NSW Movement and Place Workshop on 4 July 2024 to discuss future options and upgrades to traffic movements in the Narooma locality and is liaising with the department on options for the Narooma Bridge.</p> <p>A submission is being prepared to the draft Transport for NSW South East and Tablelands Strategic Regional Integrated Transport Plan on key transport priorities for our region.</p> <p>Council's Local Traffic Committee works with the NSW Police on reviewing fatalities on the Kings and Princes Highways, to improve safety of the highway network.</p>	

		Roads Maintenance Management Contract work is undertaken by Council on the Kings Highway for Transport for NSW, on projects to improve traffic efficiency and road safety.	
4.2.1.2 Advocate the NSW Government to optimise outcomes from delivery of key regional transport upgrades such as Moruya Bypass and upgrade of Kings and Princess Highway for freight	Transport	Council will continue to work with Transport for NSW for the implementation of the Moruya Bypass, and the integration of the Princes Highway with the South Moruya Housing Infrastructure project, the Eurobodalla Regional Hospital and the Moruya Emergency Services precinct.	

4.2.2 - Provide and enhance the Regional Airport, guided by the Airport Master Plan

Action	Service	Progress Update	Status
4.2.2.1 Operate and maintain the Regional Moruya Airport	Commercial Entities	Rex Airlines continued to operate four flights per day (three flights to Sydney and one to Merimbula). Passenger volumes show a slight decline on last year. With Rex going into administration in July, this is of concern. There is a risk to the future of the service if a buyer for Rex cannot be found. Council has advocated to the Australian Government to ensure the Government is aware of the importance of this service.	
4.2.2.2 Commence implementation of the Airport Strategy and Master Plan	Commercial Entities	The Moruya Airport Masterplan and Strategic Plan are currently being drafted and will be presented to Council in 2025.	
Measure		1 July to 31 December 2024	
Number of landings at the airport		4,188	
Number of passengers		9,728	



4.2.3 - Work in partnership to develop marine infrastructure, guided by the Marine Asset Management Strategy

Action	Service	Progress Update	Status
4.2.3.1 Inspect and maintain Council boating and marine infrastructure	Recreation	Inspections and maintenance completed as required.	
4.2.3.2 Advocate for NSW Government boating and marine infrastructure and ongoing dredging of navigation channels	Recreation	Council is seeking funding under programs including Boating Infrastructure Communities Grant and Recreation Fishing Trust in line with the Grants Strategy to upgrade boating and marine facilities across the Shire. Council is advocating to Transport for NSW to expedite dredging of the Batemans Bay channel and use the dredged material to nourish Surfside Beach as an identified action in the Open Coast Coastal Management Program.	

Measure	1 July to 31 December 2024
Number of marine infrastructure maintained	119

4.3 – ENHANCE CONNECTIVITY THROUGH IMPROVED TELECOMMUNICATIONS AND POWER SUPPLY



4.3.1 - Work with key partners to ensure resilience, consistency and improvements in our networks


Action	Service	Progress Update	Status
4.3.1.1 Advocate for improved power supply resilience to critical infrastructure and vulnerable communities	Public Order and Safety	The Mount Wandera communications site is critical to the Eurobodalla region, and Council is engaged in a grant funded project to improve the resilience of the site to bushfire. Council is working with the National Emergency Management Authority (NEMA) to rescope the project after issues with tenure on the Crown Lands owned site. Council will seek to use the funding to focus on hardening Council and other infrastructure to improve its resilience to fire.	
4.3.1.2 Advocate for improved resilience, coverage and speed of telecommunications including fast internet and reduce mobile black spots	Public Order and Safety	Council continues to work with network service providers to support digital literacy education using our libraries, business events and the nbn Hub. Sharing information on approved developments ensures new infrastructure is aligned with the shire's future growth.	

5. OUR ENGAGED COMMUNITY WITH PROGRESSIVE LEADERSHIP


5.1 – ACKNOWLEDGE OUR SHARED RESPONSIBILITY THROUGH AN INFORMED COMMUNITY

5.1.1 - Proactively provide clear, accessible, timely and relevant information to support and inform the community




Action	Service	Progress Update	Status
<p>5.1.1.1 Manage Council's digital platforms, including websites, social media and newsletters</p>	Communications	<p>Website content updates were reviewed and approved daily, and web editors provided with ongoing training and guidance to improve the content of the pages they are responsible for. This includes corporate, the Bas and Regional Botanic Garden sites.</p> <p>There are four corporate social media accounts: Facebook, Instagram, LinkedIn and YouTube. On average Council posts two to five Facebook posts each week, with ad hoc posting on our other platforms. Facebook remains one of our strongest communications tools with the community, and our audience continues to grow with 18,807 followers. Council's corporate Instagram page has 3,017 followers and YouTube account has 212 subscribers. Instagram reach and engagement increases markedly as we continue to produce more Reels. Our LinkedIn account has 2106 followers. We post on average once weekly, aiming to increase to two per week.</p> <p>Council continues to produce Living in Eurobodalla – a print newsletter distributed quarterly to all households. Electronic newsletters distributed by Council included: Council News, Arts Information Exchange, Business Update, Library News, Bushfire Recovery, Builders and Developers, the Bas, Children's Services Update, Tourism News, What's On in Eurobodalla, The Employment Revolution's Job Update.</p> <p>Council News is the organisation's monthly corporate email newsletter that continues to exceed industry standards, with open rates of 67.8 percent. Council News is now sent to all staff.</p>	
<p>5.1.1.2 Communicate Council's activities to media and the</p>	Communications	<p>There were 45 news items/media releases prepared and distributed on our website and to local and regional media outlets as well as</p>	

<p>community using owned and earned media</p>		<p>stakeholders like state and federal representatives and local community associations.</p> <p>Media queries were received from local, regional and national media outlets, with most responded to within a day. In addition to informal queries, Council responded to 80 formal media queries and arranged 19 interviews between media and Council spokespeople.</p> <p>Councillor representation is promoted by social media posts advertising upcoming Council meetings – including Public Access and Public Forum – with links to the business paper – these are also shared with local media; post-meeting Mayoral video shared on Facebook highlighting important issues; a monthly Mayoral Message that is distributed to media outlets; organisation and promotion of monthly Councillor Catch-up sessions via posters and social media.</p>	
<p>5.1.1.3 Design Council's communications, signage and promotional materials in line with brand and accessibility requirements</p>	<p>Communications</p>	<p>Work continued towards a comprehensive refresh of Council’s brand image. This includes updated printed and signage materials that ensure greater recognisability across the shire and enhance the clarity, user-friendliness, and accessibility of our client-facing communications. The design system has been refined to improve accessibility, incorporating larger font sizes, avoiding small body copy and light fonts, and adhering to web content accessibility guidelines and colour contrast ratios. We are working on updates to our corporate style guide with refreshed design templates for project signage.</p> <p>There is ongoing installation of village signs and interpretive sign projects that celebrate our collaboration with local community and First Nations artists, integrating culturally significant artwork and authentic storytelling.</p>	
<p>Measure</p>		<p>1 July to 31 December 2024</p>	
<p>Website traffic</p>	<p>466,369 page views</p>		
<p>Number of social media followers</p>	<p>24,141</p>		
<p>Number of Council News subscribers</p>	<p>3,707</p>		
<p>Number of media releases distributed</p>	<p>45</p>		
<p>Number of media queries</p>	<p>80</p>		
<p>Number of newsletters published</p>	<p>6</p>		

5.1.2 - Provide a range of opportunities for the community to be consulted and engaged, guided by the Community Engagement Strategy

Action	Service	Progress Update	Status
5.1.2.1 Invite community members to participate in decision-making by providing a broad range of engagement opportunities	Communications	The community is made aware of opportunities to engage in decisions making by way of communications on social media (particularly Facebook), radio advertising and through media releases provided to local and regional outlets. Some projects also engage with community members directly through written or electronic mail. Where appropriate, posters and/or flyers also provide information on community participation. Council's website and online engagement tool OurEurobodalla is used to host engagement information.	





5.1.3 - Provide a welcoming and easy to deal with Council where customers have a positive experience

Action	Service	Progress Update	Status
5.1.3.1 Provide quality customer assistance in main administration building and depots	Customer Service and Records	Council continues to provide customer assistance to the community in the main administration building and depots. From 1 July to 31 December 2024, Council processed 2,946 receipts and the customer service call queue received 18,745 phone calls.	
5.1.3.2 Manage public access to government information (GIPA)	Customer Service and Records	GIPA applications are being managed as they arise. Five GIPA applications have been received this year.	
5.1.3.3 Provide effective records management	Customer Service and Records	Council continues to provide an effective records management system. From 1 July to 31 December 2024, Council received 2,294 hard copy letters and processed 17,882 emails delivered to the council@esc.nsw.gov.au email address.	


Measure	1 July to 31 December 2024
Percentage of phone enquiries to Council's switchboard addressed within time frames	89%
Percentage of customer service requests resolved within timeframes	82%
Number of GIPA applications received	5
Number of GIPA applications determined	1
Percentage of correspondence dealt with within timeframes	70



5.2 – PROACTIVE, RESPONSIVE AND STRATEGIC LEADERSHIP

5.2.1 - Be proactive leaders with a focus on 'community better'

Action	Service	Progress Update	Status
5.2.1.1 Facilitate and support civic functions	Community and Corporate Leadership	The Mayor attended the following civic functions in the year to date: <ul style="list-style-type: none"> • NAIDOC flag raising ceremony • Opening of the Malua Bay Beach Reserve • Dropping the tape - Mogo trails • Royal Visit • Her Excellency the Honourable Margaret Beazley visit 	
5.2.1.2 Administer community grants and donations	Community and Corporate Leadership	Council continues to administer community grants and donations. A total of \$81,114 in community grant funding, donations and sponsorships were awarded between 1 July and 31 December 2024.	
5.2.1.3 Explore opportunities for Councillors to be more accessible to the community	Community and Corporate Leadership	Councillor catch ups have been placed on hold while the new Council is being inducted.	
5.2.1.4 Provide professional development opportunities for Councillors including post-election induction	Community and Corporate Leadership	Council elections were held on the 14 September 2024. The new Council participated in a welcome series comprising of two days with an external facilitator and six additional sessions run by the executive leadership team.	
Measure		1 July to 31 December 2024	
Number of civic functions held		25	
Total value of community grants distributed		\$81,114	


5.2.2 - Implement effective governance and long-term planning

Action	Service	Progress Update	Status
5.2.2.1 Assist the Council in meeting its statutory obligations and roles	Community and Corporate Leadership	Council met on six occasions including six Ordinary meetings. Three Mayoral Reports submitted on: <ul style="list-style-type: none"> • Coastal Protection Works, Surfside Beach • General Manager's Annual Performance Review 2023-24 • Regional Express Airlines Four Notice of Motions submitted on: <ul style="list-style-type: none"> • Eurobodalla Hospital Advocacy • Eurobodalla Shire Council acknowledges the Climate Change (Net Zero Future) 	

		<p>Act 2023 and our obligations in regard to emissions reductions to achieve the targets set out in the Act</p> <ul style="list-style-type: none"> • Vehicular Access to Maloneys Beach • Feasibility of providing recycled water to Narooma ovals and Golf Course <p>One Petition was submitted to Council:</p> <ul style="list-style-type: none"> • Bay Pavilions Mobility Access <p>13 Community members registered to speak at public access session and 40 registered to speak at public forum on matters listed on the Council agenda.</p> <p>Minutes were prepared and published online within one week of each meeting.</p>	
5.2.2.2 Review and prepare Council's plans and reports under the Integrated Planning and Reporting Framework	Community and Corporate Leadership	<p>All plans and reports required under the Integrated planning and reporting framework, have been prepared, endorsed or adopted within the required timeframes, including:</p> <ul style="list-style-type: none"> • Annual Report 2023-2024, including State of the Shire November 2024 • Exhibition of the draft Community Engagement Strategy and Community Participation Plan 2025-2029 • Exhibition of the draft Eurobodalla Shire Community Strategic Plan 2042 (2025 Revision) 	
5.2.2.3 Seek grants funds to support identified priority works and services	Community and Corporate Leadership	<p>To support identified priority works and services, Council continues to seek grant funds as guided by the 2024-28 Grants Strategy,</p> <p>A total of \$8,750,423 in grant funding has been sought from 1 July to 31 December 2024 through various Commonwealth and NSW Government grant programs.</p>	
Measure		1 July to 31 December 2024	
Number of Council meetings		6	
Plans adopted within statutory timeframes		100	



5.2.3 - Advocate and collaborate to advance the region and address local issues

Action	Service	Progress Update	Status
5.2.3.1 Develop and maintain strategic partnerships	Community and Corporate Leadership	Council continues to be a member of Local Government NSW, the Canberra Region Joint Organisation, Australian Coastal Councils Association, South East Arts, South East Transport Strategy Inc and Floodplain Management Association. Council's General Manager is a board member of Regional Development Australia Southern NSW and ACT.	


		Council advocated for the continuation of Rex Airline services, protection works at surfside beach and radiology services at the new Eurobodalla Regional Hospital.	
5.2.3.2 Actively participate in Local Government NSW and other sector organisations	Community and Corporate Leadership	The Mayor and General Manager attended two meetings of the Canberra Region Joint Organisation. The Mayor attended one Country Mayors meeting.	
Measure		1 July to 31 December 2024	
Number of Canberra Region Joint Organisation meetings attended		2	



5.3 – WORK TOGETHER TO ACHIEVE OUR COLLECTIVE VISION






5.3.1 - Provide strong corporate and financial management that is ethical, fair, transparent and accountable




Action	Service	Progress Update	Status
5.3.1.1 Provide sound and strategic financial management and reporting guided by the Finance Strategy	Finance	Council lodged its annual financial statements for the year ended 30 June 2024 prior to the statutory deadline of 31 October 2024. Council presented investment reports to all Council meetings (July to December). Council presented the September Quarterly Budget Review Statement within statutory deadlines to the Ordinary Council meeting November 2024.	
5.3.1.3 Collect rates and charges	Finance	Council levied and issued 26,574 annual rates and charges notices on 30 July 2024, prior to the statutory deadline of 31 July 2024. Council continues to actively pursue overdue rates and charges.	
Measure		1 July to 31 December 2024	
Annual Accounts lodged with Office of Local Government by statutory deadlines		100%	
Quarterly budget review statements presented to Council with statutory timeframes		100%	





5.3.2 - Manage land under Council control

Action	Service	Progress Update	Status
5.3.2.1 Undertake strategic management of Council's operational land portfolio, guided by the finance strategy	Property	Council's Property Strategy is being drafted and will be presented to Council during 2025.	



5.3.2.2 Manage leases and licences	Property	Lease numbers and revenue generated from these continue, now with over 180 leases or licences and growing lease revenue.	
5.3.2.3 Manage the contracts for the operation of Council's campgrounds and Batemans Bay Holiday Resort	Property	NRMA continue to manage the Batemans Bay Holiday Resort (BBHR) with an improved customer experience. Numbers of long-term campers at North Head campground in Moruya have stabilised. Financial performance is more challenging than last year with more difficult market conditions.	
Measure		1 July to 31 December 2024	
Number of leases and licences managed		184	

5.3.3 - Provide effective and professional administration, technical and trade services to support the delivery of services to the community			
Action	Service	Progress Update	Status
5.3.3.1 Provide innovative information technology and geographic information systems services	Information Technology	Over the past six months, Council has focused on maintaining and improving our Information Technology and Geographic Information System including software upgrades. Council has achieved 60% of its security enhancement goals, reflecting our commitment to strengthening the organisation's resilience.	
5.3.3.2 Undertake procurement that provides best value to the community	Plant and Fleet	Council has delivered procurement training across the organisation ensuring staff understand their responsibilities when looking to seek external services or goods. Council continues to maintain compliance with modern slavery requirements. A new concrete supply panel was established during the year which ensures a known cost of service delivery and removes the need for multiple costly procurement processes.	
5.3.3.3 Provide risk and insurance services	Risk and Insurance	All 14 insurance policies have been updated and renewed, ready for commencement from 1 March 2025. Work continued on the implementation of a risk management framework and supporting management system.	
5.3.3.4 Provide depots and workshops	Works and Operations	Depots and workshops continue to provide support for Council operations and requirements during the year.	
5.3.3.5 Manage fleet services	Plant and Fleet	Council supports 188 light fleet vehicles and 52 heavy plant assets. Purchase and disposal of these assets has continued in line with the replacement program.	

5.3.3.6 Undertake a review of existing light fleet to inform a fleet strategy including Electric Vehicle considerations	Plant and Fleet	Council's review of its light fleet was undertaken in August 2024. The recommendations from the review will form the basis for the development of Council's fleet strategy and policy framework.	
5.3.3.7 Provide technical services	Technical Services	Ongoing technical support was provided for works program, customer inquiries, development matters and strategic infrastructure planning. Provision of survey, investigation, design, asset management planning and information, traffic, transport and road safety planning and infrastructure support services continued.	
5.3.3.8 Undertake private works	Works and Operations	84 Private Works Orders were completed, including: <ul style="list-style-type: none"> • 48 Council workshop • 25 Water and Sewer • 11 Operational. 	
Measure		1 July to 31 December 2024	
Number of insurance claims processed		25	
Value of works complete		\$55,372	

5.3.4 - Develop and grow a skilled, motivated and accountable workforce and position Council as an organisation people want to work for			
Action	Service	Progress Update	Status
5.3.4.1 Provide human resource management	Workforce Development	Human resourcing was supported, including recruitment, employee relations, education and development, compliance, health and safety.	
5.3.4.2 Champion the safety and wellbeing of staff	Workforce Development	Council conducted approximately 48 routine health and safety inspections during the reporting period and performed over a 1,000 health and wellbeing activities. Wellbeing interactions were also undertaken including wellbeing checks, employee assistance program, annual bowls and golf day, R U OK activities, and an all-staff breakfast.	
5.3.4.3 Finalise a review of recruitment policy and processes	Workforce Development	Council conducted a comprehensive review of the recruitment process, including an analysis of survey responses. Upcoming tasks include completing the recruitment process mapping and finalising the related policies and procedures.	
5.3.4.4 Link Aboriginal staff with local government networks	Workforce Development	Initial conversations were undertaken with NSW Local Government Aboriginal Employees network and participation in an online network meeting.	

Measure	1 July to 31 December 2024
Number of learning and development opportunities provided	866
Number of participants in health and wellbeing activities	1,054
Number of work, health and safety inspections	48
Workers lost time injury incidents	22
Staff turnover rate	9.5

5.3.5 - Be an agile organisation that champions continuous improvement and efficiencies			
Action	Service	Progress Update	Status
5.3.5.1 Facilitate the Audit, Risk and Improvement Committee	Community and Corporate Leadership	<p>Council endorsed the new Terms of Reference and Internal Audit Charter during 2023-24 which came into effect from 1 July 2024. At Council's 20 August 2024 meeting Grant Doran was appointed as the Chair, and at Council's 29 October 2024 meeting two new independent members, Jodi Keast and Nick Derera, were appointed to the committee.</p> <p>The new ARIC committee has met once, on 25 November 2024 to discuss items including:</p> <ul style="list-style-type: none"> • 2023-24 Annual Financial Statements • Internal Audit updates • 2025 meeting schedule 	
5.3.5.2 Finalise and commence service review program	Community and Corporate Leadership	A draft Service Review Program is underway for Council to review in early 2025. The Service Review Program is informed by the budget reset project, community consultation and research and industry practice. This program will assist Council to identify areas to review through its term, to ensure continuous improvement.	
Measure	1 July to 31 December 2024		
Number of Audit, Risk and Improvement Committee meetings held	1		