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# Community Strategic Plan 2017/18 - 2026/27

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Adopted: 28 June 2017



# Introduction

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This Community Strategic Plan has been developed to provide Lachlan Shire with clear direction to achieve our community's priorities. It is the primary planning document that directs Council's strategic business and features the aspirations and priorities identified by its communities. It takes a long term view (ten years) and is linked to the Delivery program which takes a medium term (4 year) view and has more specific actions which will be taken by Council.

This is Council's second Community Strategic Plan. It meets the requirements of the Local Government Act and addresses social, economic, environmental and civic leadership matters in an integrated manner.

To clearly understand the issues facing our community, extensive community engagement was undertaken. We consulted broadly with the community and used a consultative style rather than public meetings. We went to the residents in all major towns and tried to have one on one or small group chats. We also consulted with local businesses, service providers, business groups and community groups. Our community consultation process and the number of people consulted is detailed in the Community Engagement section shown below.

In order to fund its activities and remain financially viable Council will be increasing its rates by 7.4% for the next three years. This will amount to about \$1 million in additional income by 2019/20. This money will be used to fund Capital Projects which involve the renewal of existing assets and the acquisition of new assets.

Council will also be completing \$8.4 million worth of flood damage works in 2017/18 and this has impacted on the Capital Works Programme set in previous years budgets.

For the first time the Disability Inclusion Action Plan (DIAP) is incorporated with the Community Strategic Plan. Council is committed to providing residents who have a disability, the best possible services and resources available to improve the quality of their lives.

The relationship between the Community Strategic Plan (CSP), Council's Delivery Program and annual Operational Plan is shown in the diagram on page 6. Each of these documents are available on Council's web site. The Delivery Program deals with the work Council can do to achieve the aspirations in the CSP. Those strategic outcomes in the CSP where Council has a role flow through into the Delivery Program and the annual Operational Plan.



Councillor John Medcalf  
Mayor

# Shire Profile

Lachlan Shire Council is geographically, the Heart of NSW. The seat of local government is Condobolin which is located 500km west of Sydney. The Shire covers an area of 14,965 square kilometres and has a population of 6,775 with the main towns and villages being: Condobolin, Lake Cargelligo, Tottenham, Tullibigeal, Burcher, Derriwong, Albert and Fifield. Council operates two administrative centres and three depots from its three main towns all in excess of 100kms apart.

A map of the shire is shown below.



The Shire is the home to many traditional farming cultures and is one of the largest grain producing areas of NSW. It is a rich agricultural area and in addition to grain is significant producer of sheep, wool, beef and cotton. The agricultural sector accounts for nearly a third of economic activity.

Whilst Lachlan Shire represents less than 0.01% of the total population of NSW which now exceeds 7 million, and 3.8% of the Central West, from a productivity perspective in the area of agriculture, Lachlan is a great contributor.

Lachlan Shire produces approximately 17% of the NSW wheat and oat crops the total agricultural income to NSW. Farmers from Lachlan Shire were responsible for producing 36.48% of these oats. Lachlan is responsible for producing 14% of the State's total broad acre crops such as oilseeds and safflower, by dollar value (ABS 2010/2011 Agricultural Commodities). The total Gross Domestic Product for the region is \$275 million.

A small but very successful light-manufacturing sector has been established in both Condobolin and Lake Cargelligo for some time now. Council has also established industrial estates in order to promote further growth.

Lachlan Shire Council manages the largest road network of any local council in the State, responsible for maintaining a massive 3,918 kilometres of roads, with over 1,000km of these sealed.

Tourism is an emerging industry with the natural beauty of the Lachlan River, the picturesque Lake Cargelligo and Gum Bend Lake, and centres being recognised as RV friendly. Lachlan shire has some of the best free camping spots in Australia being in Lake Cargelligo, Condobolin, Tottenham and Tullibigeal.

The Lachlan Shire Council Local Government area residential population, as estimated by the ABS, in 2015 is 6,767. Other key statistics are shown below:

## Key stats



16%

OF PEOPLE ARE ABORIGINAL  
WITH 36% UNDER 15 YEARS



90%

OF THE LACHLAN  
POPULATION LIVE IN OUR  
LARGEST THREE TOWNS



1 in 5

PEOPLE ARE OVER  
65 YEARS OLD



59%

OF BUSINESSES  
IN THE REGION  
ARE AGRICULTURAL



27%

OF CHILDREN ARE  
DEVELOPMENTALLY  
VULNERABLE



20%

OF PEOPLE ARE UNDER  
15 YEARS OLD.  
UNEMPLOYMENT IS HIGHEST  
AMONG YOUNG PEOPLE



30%

OF PEOPLE OVER 15 YEARS  
OLD VOLUNTEER



MEDIAN WEEKLY INCOME IS

2/3

OF THE NATIONAL AVERAGE  
WITH 3 IN 5 PEOPLE IN THE  
LABOUR FORCE



1 in 3

HOUSEHOLDS DON'T HAVE  
ACCESS TO THE INTERNET

Image supplied by Growing Lachlan

# Council Values & Commitment

The values of the elected members, management and staff of Lachlan Shire Council are:

**Responsive**  
**Cooperative**  
**Effective**  
**Proud**  
**Respectful**

## LACHLAN SHIRE COUNCIL'S COMMITMENTS ARE:

### FOR OUR COMMUNITY

To maintain principles of democracy, public participation and fairness in decision making

To have a positive influence on community attitudes

To promote, provide and plan for the needs of people of all ages

To encourage and stimulate economic growth and prosperity in the Shire

To establish a safe, caring and clean community environment

To create a dynamic area sustaining its agricultural and natural heritage

### FOR OUR RESIDENTS

To provide professional, friendly and innovative service

To apply principles of access and equity with facilities and services to encourage and promote a strong sense of community

### FOR OUR ENVIRONMENT

To maintain and enhance the reputation of the built environment

To protect and enjoy the natural, built and cultural environment

To promote economic sustainability and technological advantage for agriculture and industry

To develop and maintain effective road transport and infrastructure networks

### FOR CUSTOMERS AND SUPPLIERS

To conduct business with integrity and respect

To ensure consistency and accountability in service relationships

To communicate requirements accurately and precisely

To exercise and expect honesty in business dealings

# Integrated Planning and Reporting

The following is a description of the documents that make up the integrated planning and reporting structure.

Due dates/ frequency	Plan/strategy	Description/requirements	Legislative reference
For use during development of the Community Strategic Plan and councils' other planning activities.	Community Engagement Strategy	A strategy based on social justice principles for engagement with the local community when developing the Community Strategic Plan.	s402(4) (Act)
From 2012, endorsed by 30 June in year following election. Review every four years, and roll forward so remains at least 10 year horizon. Exhibit for at least 28 days, copy of plan and amendments to plan to DLG within 28 days of endorsement.	Community Strategic Plan (CSP)	Plan which identifies the main priorities and aspirations for the future of the local government area.  Minimum 10 years.	s402(1)– (7) (Act)
Review in detail every 4 years as part of CSP review. Update annually when developing the Operational Plan.	Long Term Financial Planning	Included in the council's Resourcing Strategy for the provision of resources required to implement the CSP.  Minimum 10 years.	s403(2) (Act)
	Workforce Management Planning	Included in the council's Resourcing Strategy for the provision of resources required to implement the CSP.  Minimum 4 years.	s403(2) (Act)
	Asset Management Planning	Included in the council's Resourcing Strategy for the provision of resources required to implement the CSP. Comprises an Asset Management Strategy and Plan/s.  Minimum 10 years.	s403(2) (Act)
From 2012, adopt by 30 June in year following election. Exhibit for at least 28 days.	Delivery Program	Details the principal activities to be undertaken by the council to implement strategies established by the CSP.  Four years' duration.	s404(1)– (5) (Act)
Adopt prior to beginning of financial year. Exhibit for at least 28 days. Post copy on website within 28 days of council endorsement.	Operational Plan	Details the activities to be engaged in by the council during the year, and annual budget.  Annual sub-plan of Delivery Program.	s405(1)– (6) s532 s610B – s610F s706(2) (Act) cl201(1) (Reg)

# Community Engagement

The public consultation process has been extensive. We tried a more consultative approach for this Community Strategic Plan and Delivery Program. For the first time, instead of holding public meetings, Council held a series of community consultation sessions in public parks and small community halls where attendees were encouraged to individually talk with senior staff and highlight their issues. It is amazing the depth of issues which came out of this process. This type of direct consultation encouraged participants who wouldn't normally speak up at a town meeting.

Overall 111 people attended the public consultation sessions. 205 people were randomly surveyed by Micromex, and a further 50 completed the on-line survey. Approximately 108 staff attended meetings, where they were asked for input. Additionally, 84 people completed the two Disability Inclusion Action Plan Surveys.

The Council considered the outcomes from all the consultation at its strategic planning workshop on 21-23 April and gave its input into the plan. The times and locations of the community consultations are shown below.

The issues which came out of the consultation were broadly included in this Community Strategic Plan and more specifically included in the Delivery Program where Council felt that it had a role to play.

<b>Time &amp; Location</b>	
Condobolin	Condobolin Chamber of Commerce, Wednesday 8 <sup>th</sup> March, 6pm, Council Chambers
Burcher	Tuesday 14 <sup>th</sup> March from 5.30pm til 7pm at the Community Hall
Tullibigeal	Wednesday 15 <sup>th</sup> March from 5.30pm til 7pm at the Community Hall
Condobolin	Friday 17 <sup>th</sup> March Friday 24 <sup>th</sup> March both days from 9am til 1pm at Renown Park
Tottenham	Tuesday 21 <sup>st</sup> March from 5.30pm til 7pm at the Memorial Hall
Lake Cargelligo	Wednesday 22 <sup>nd</sup> March 5.30pm til 7pm at the Memorial Hall following the Council meeting
Lake Cargelligo	Meeting with Community Connection Officers, Monday 6 <sup>th</sup> March at Lower Lachlan Community Services
Lake Cargelligo	Friday 31 <sup>st</sup> March Meeting with Senior members of Murrumbidgee Health District
Aboriginal Advisory Committee	Thursday 6 April 2017
Community Wide	Staff & Public survey from 13 <sup>th</sup> March to 20 <sup>th</sup> March
Condobolin	Councillor workshop, Friday 21 <sup>st</sup> April at Duntry League Golf Club

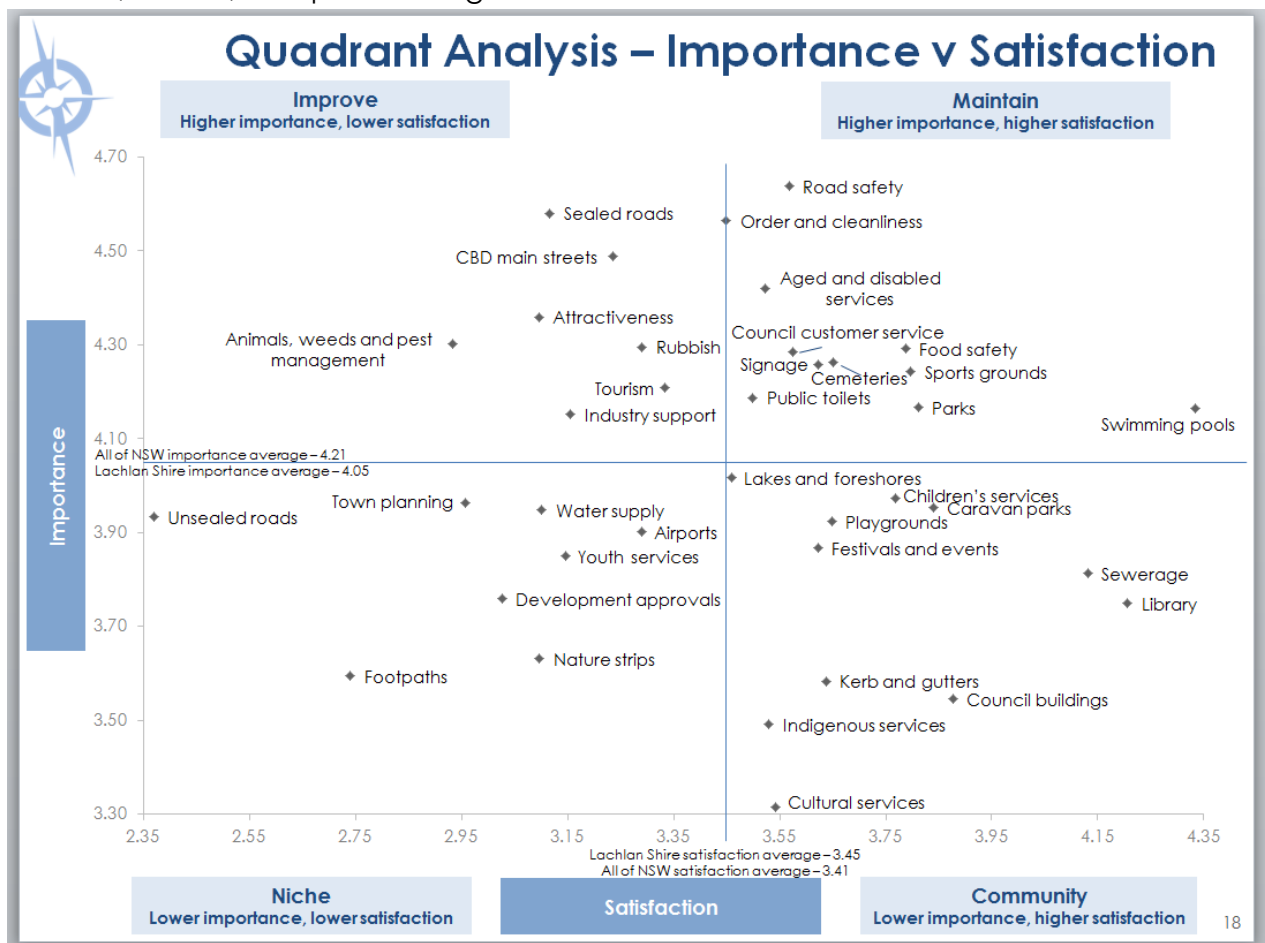
Condobolin Outdoor Staff	Monday 1 <sup>st</sup> May, 8am, Council Committee Room
Condobolin Indoor Staff	Monday 1 <sup>st</sup> May, 3pm, Council Committee Room
Lake Cargelligo Staff	Tuesday 2 <sup>nd</sup> May, 10am, Lake Cargelligo Depot
Tottenham Staff	Friday 5 <sup>th</sup> May, 10am Tottenham Memorial Hall

Broadly the biggest issues which came out of the consultation process were; The condition of Roads, the condition and lack of footpaths; the importance of economic development; the lack of retail options in the town; the need for more playground equipment and the lack of availability of childcare.

### Micromex Survey

The Micromex survey identified the issues of importance and identified satisfaction levels. The results of the survey can be seen below.

From the results you can see the issues identified as high importance to the community but low satisfaction (in the top left hand corner of the quadrant). These include, sealed roads, attractiveness in the towns and villages, tourism, industry support, tourism and animals, weeds, and pest management.





## **Disability Action Inclusion Plan (DIAP)**

For the first time residents were consulted about issues surrounding disability inclusion and access to services. This was done at the Community meetings, through a public survey conducted on-line by Council, through a staff survey and as part of the random survey conducted by Micromex.

Council is required to complete a DIAP. Council chose to do this in conjunction with its CSP and delivery program.

Specific statistical data on people with disabilities within Lachlan Shire is not available but anecdotal evidence suggests that Lachlan Shire, with its high indigenous population and low socio-economic profile, would have at least the Australian average of people with disabilities.

National Statistics show that 18.5% of the population have some form of disability. Based on the current population 6,775 this equates to about 1,252 people.

As our population ages, and people live longer, the number of people who have profound or severe disability and require help with core activities such as transport, meals and home care will increase.

The primary issue identified by people with disabilities consulted in this process was the lack of special health services in the towns and therefore sourcing transport to attend their medical appointments. Other key DIAP issues identified are the need for better footpaths, the lack of community transport, the location of disabled parking spots, the camber of roads being too steep and the lack of disabled facilities in some Council controlled buildings.

With its high indigenous population Lachlan Shire Council is particularly concerned of the number of its residents requiring dialysis combined with this service not being available in its towns. Consequently, people in Condobolin need to make a 200km round trip while people in Lake Cargelligo and Murrin Bridge need to make a 250km round trip, several times per week to access this life saving service. Council sees its role to advocate with the Department of Health to get access to these services in its towns.

Council staff were also consulted through a staff survey and through staff meetings once the results from the public meetings were established.

Specific actions addressing the abovementioned items are considered in the Delivery Program and Operational Plan which flow from this document. To understand how these documents are related refer to the diagram on page 11 of the Delivery Program.

# Strategic Goals & Challenges

Following the community consultation Council met at a Strategic workshop where it prioritised three strategic challenges.

They are:

1. **To grow our population**
2. **To maintain a skilled workforce**
3. **To advocate and lobby on behalf of the community**

It was decided to pursue the following actions in order to meet these strategic challenges.

<b>Population</b>	<b>Skilled Workforce</b>	<b>Advocacy</b>
Action 1 – Make the Shire attractive so we attract business and jobs	Action 1 - Make the Shire attractive so we attract the right skilled labour	Action 1 – Develop community advocates
Action 2 – Grow tourism – identify the type of tourist to be attracted, and give an increased focus to an Indigenous theme	Action 2 - Train our own residents, particularly our youth	Action 2 – Make the Shire attractive to support the advocacy
Action 3 - Attract industry to the Shire	Action 3 - Address the housing shortage	Action 3 – Support decentralisation to bring government offices and facilities to the Shire.

# Themes

This Community Strategic Plan has been segmented into seven key themes which are reflected in Council's Delivery Program and Operational Plan. Each theme is linked to a range of strategic outcomes.

This is the guiding document for Council's four year delivery plan and annual operational plan. The strategic outcomes stated in this plan guide the actions in the Delivery Program and Operational Plan.

The themes have also been linked to the NSW Government's State Plan.

The themes are as follows:

## **1. Community Services**

Council provides Community Services to enhance the lives of all people in the Shire. All residents and visitors have the opportunity to access services such as libraries, child care, home and community care, youth services and arts and culture, as well as services for those with disabilities.

## **2. Tourism & Economic Development**

This theme is concerned with the economic viability of the Lachlan Shire. It involves encouraging and increasing business investment, employment and retail activity.

## **3. Transport**

Council's responsibility is to ensure it meets the needs of the community. This is the biggest area for Council's expenditure. It involves the provision of a high standard network that includes adequate, roads, footpaths, public transport, and general infrastructure for the transport of goods and services.

## **4. Governance & Financial Control**

Governance & Financial Control ensures that Council can deliver on its strategic objectives while still remaining financially sustainable. It also ensures Council is democratic and leads the community in a responsible manner.

## **5. People and Environment**

This theme ensures that Council provides a safe and healthy environment for people to live in. It also ensures that Council preserves its natural environment. Strategic outcomes in this area involve waste management, the control of animals and noxious weeds, community safety and preservation of our heritage.

## **6. Recreation**

This theme involves the provision of infrastructure and services to enable residents to undertake recreational and cultural pursuits. Services in this area include the supply and maintenance of community buildings, streetscapes, recreational grounds, and the areas surrounding lakes and rivers.

## **7. Service Infrastructure**

This theme involves the provision of water, sewer & drainage services to all residents within the Shire.

# Community Services

## Vision

That everyone in Lachlan Shire receives the services that they need to enjoy a rich and diverse lifestyle.

## Community Contribution

The community has identified the following areas:

1. Increased access to childcare
2. More services for people with disabilities
3. Needs of aged persons
4. Reliable access to community transport
5. More Youth Activities
6. Better access to health services

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
1.1	Connecting with our Aboriginal Communities.	Advocate Facilitator	Social Civic Leadership Improved social and community outcomes for aboriginal people in the shire and surrounds.	LSAAC WSC LALC
1.2	Successful transition from school to training to employment.	Facilitate Advocate	Social Economic	ISIC WSC TAFE Mining Industry & Job Networks Schools Government Agencies Workforce Plan outcome numbers 1.1.2 and 1.1.4
1.3	Council supported strategic education and training	Provider Facilitator Advocate	Economic	Shire Libraries WSC WPRD and LLCS Youth Services Multicultural Groups
1.4	Childcare services and facilities that meet the needs of young families.	Provider	Social	Community Government Agencies Carers Business
1.5	Increase community participation in arts and cultural activities.	Advocate	Social Economic	Arts out west LALC Historical Societies Arts and Crafts Group WSC WAG WPRD Forbes Shire Council
1.6	Improved health care for the community.	Provider Advocate Facilitator	Social Economic	AMA WNSWLHD RDN

1.7	Improved outcomes for those with disabilities.	Social Facilitator Advocate	Social Economic Civil Leadership	Government Agencies NGOs Community (DIAP)
1.8	Wellbeing of youth	Provider Advocate Facilitator	Social Economic Civic Leadership	Community Condobolin HS

Links to the “Premier’s 12 Priorities” Initiative

<b>NSW Government Plan for Aboriginal affairs, education, employment and accountability</b>
Driving public sector diversity
Improving Government Services
Improving Education results
Protecting our kids

# Tourism & Economic Development

## Vision

That Lachlan Shire is a place people want to be and that people who want to work have a job.

## Community Contribution

The community has identified the following areas as priorities:

1. A vibrant tourism industry.
2. Increased business activity through tourism.
3. Increased local employment opportunities.
4. Encourage retail activity.
5. Increased employment opportunities.
6. Improved appearance of each town.
7. Increased promotion of local events.
8. Interesting Town & CBD presentations

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
2.1	A vibrant tourism industry	Provider Facilitator	Economic	Tourism Operators Chamber of Commerce Destination NSW WCC
2.2	A diverse range of employment opportunities	Provider Advocate	Economic Social	Chamber of commerce Business operators Government Agencies Training Provides Job Networks WCC
2.3	Encourage Business activity	Provider Facilitator Advocate	Economic Social	Chamber of Commerce Business Operators
2.4	Access to Reliable current technologies.	Provider Facilitator Advocate	Economic Social	Centroc Libraries NBN Government Business
2.5	Improve the appearance of each town	Provider Facilitator	Economic Social	Chamber of Commerce

Links to the “Premier’s 12 Priorities” Initiative

<b>Rebuild the Economy</b>
Creating Jobs
Improving government services

# Transport

## Vision

To have a world class transport network that enables everyone in the community to be where they want to be when they want.

## Community Contribution

The community has identified the following areas as priorities:

1. The need for improved road networks which are reliable and up to standard.
2. The need for improved footpaths and cycling/walking tracks
3. Linked walking tracks to key locations

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
3.1	Improved transport networks that meet community and business needs	Provider Advocate Facilitator RMS	Social Economic Development. Better transport for isolated people.	Pacific National Department Transport Central West JO ARTC CASA Businesses
3.2	Improved Pedestrian and Cycle paths	Provider	Social	RMS Community (DIAP)
3.3	Upgrade Street lighting	Provider	Social	RMS Essential Energy

## Links to the "Premier's 12 Priorities" Initiative

<b>Creating Jobs</b>
Building Infrastructure
Creating Jobs
Improving government services



# Governance & Financial Control

## Vision

A responsive and sustainable Council with community focus and a can-do attitude.

## Community Contribution

The community has identified the following areas:

1. Active community groups that are well supported
2. A Council that is responsive to the community needs
3. Better communication between Council and its residents

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
4.1	Involved and active community groups	Provider Advocate Facilitator	Social Civic leadership	Community Groups Sect 355 Committees Advisory Committees Volunteers Businesses Government Agencies
4.2	Strong effective and Responsive Council	Provider Facilitator	Civic Leadership	Community OLG
4.3	Enhance communication with Residents.	Provider	Social Economic	Community
4.4	Strategic management of Villages and Crown reserves	Provider	Social Civic Leadership Economic	Community

Links to the "Premier's 12 Priorities" Initiative

<b>Build Civic Leadership &amp; Pride</b>
Creating jobs
Driving Public Sector diversity
Improving government services
Building Infrastructure

# People & Environment

## Vision

Lachlan Shire is clean and green and a safe place to live.

## Community Contribution

The community has identified the following areas:

1. Safe environment for recreational water activities.
2. Recycling services.
3. Sustainable environmental practices.
4. Control of weeds.

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
5.1	Modern waste management system including recycling and rationalisation of Waste Management facilities.	Provider Facilitator Advocate	Social Civic Leadership	DECC Contractors Regional Waste Management Groups Net Waste Waste Contributors
5.2	Care for our community land	Provider	Social	Local Land Services
5.3	Ensure that animals are properly controlled	Provider Facilitator	Social	Community NSW Government
5.4	Community Safety	Provider Enforcer	Social	Community Statutory Authorities Police
5.5	Celebrating and preserving our heritage	Provider Facilitator	Social Civic Leadership	WSC LSAAC LALC Community

Links to the "Premier's 12 Priorities" Initiative

	<b>Living in the Natural Environment</b>
	Protecting our kids
	Keeping Our Environment Clean
	Improving government services

# Recreation

## Vision

Foster the need of our citizens recreational and cultural pursuits.

## Community Contribution

The community has identified the following areas:

1. Improved health opportunities
2. More activities for the youth in all communities
3. Improved sporting facilities
4. Improved community halls

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
6.1	Increased recreational use of the lakes and rivers.	Facilitate Provider Advocate	Environment Social	Residents, Chamber of Commerce, Community Groups Tourism Organisations
6.2	Upgrade Community Buildings	Provider	Social Civic leadership	Community Government Agencies Businesses
6.3	New and Visually appealing Streetscapes	Provider	Social	State Library of NSW
6.4	Improved Parks, Gardens and sporting ovals.	Provider	Environment Social	Residents
6.5	Provision of neat, accessible and respectful cemeteries.	Provider	Social	Section 355 and advisory committees.
6.6	Community Gardens in the towns	Provider	Social	Residents

## Links to the "Premier's 12 Priorities" Initiative

Building Infrastructure

Improving government services

Protecting our kids

Tackling childhood Obesity

# Service Infrastructure

## Vision

Provide world class water and sewerage systems in every town in the shire.

## Community Contribution

The community has identified the following areas:

1. Water Availability
2. Access to quality water, sewer & energy services
3. Improved drainage

CSP No	Strategic Outcome	Council Role	Bottom Line Impacts	Who else should Collaborate
7.1	Water, sewer and energy utilities meet best practice standards with up to date technology.	Provider Advocate	Social Economic Development	Office of water Department of Health Public works Essential Energy Central West JO
7.2	Ensure water security for all towns and villages.	Provider Advocate	Social Economic Development	Office of Water
7.3	Adequate town drainage	Provider	Social Economic	Consultant engineers Public works

Links to the "Premier's 12 Priorities" Initiative

<b>Creating Jobs</b>
Building Infrastructure
Keeping Our environment clean
Improving Government Services

# SWOT Analysis

## Strengths

- Road Network supports local/regular freight - HML Standards
- Agriculture productivity
- Gravel/Quarry Management
- Access to rail network
- Delivery of Children's Services to most communities
- Successful hosting of tourism events
- High volunteer participation
- Isolation from major towns
- The Wiradjuri Cultural Centre
- High quality free camping sites
- Recreational lakes

## Opportunities

- Road building/making capability
- Cotton gin
- Mining development (nickel/cobalt/gold/scandium)
- Solar power generation
- Improve water security at Condobolin with Borefields 2 project
- Increased tourism/RV visitation
- Indigenous tourism
- Fluctuating commodity prices
- Resource sharing
- Borrowing to reduce backlog
- Youth services
- New Tourism facilities/truckstop
- Changing of LEP

## Weaknesses

- Water Treatment Plant – Condobolin
- Water security – Tottenham, Burcher, Fifield
- Long distance to regional centres (base hospitals and tertiary education providers)
- Mobile/NBN network coverage
- Electricity network capacity
- High cost of operating regional sports
- Attracting sufficiently skilled employees to the shire
- Lack of Rural residential lifestyle land
- Lack of tourist accommodation
- Water Security

## Threats

- Water availability (drought)
- Ageing infrastructure (water and sewer)
- Projected population decline
- Recruitment/Retention
- Loss of skilled workers/corporate knowledge due to ageing workforce
- Fluctuating commodity prices for agricultural and mining products
- Town businesses closing due to internet shopping.
- People accessing services in Larger Regional towns.
- Town businesses closing due to competition from major retail centres

# Contacts



If you would like more information or would like to submit feedback on this Plan, please send your comments to the General Manager, Lachlan Shire Council:



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[lachlan.nsw.gov.au](http://lachlan.nsw.gov.au)



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