



I hereby give notice that an Extraordinary Meeting of Council will be held on:

Date: Monday, 30 June 2025
Time: 09:00am
Location: Condobolin Council Chambers

BUSINESS PAPER

Extraordinary Council Meeting

30 June 2025



ACKNOWLEDGEMENT OF COUNTRY

Lachlan Shire Council acknowledges the Wiradjuri people as the Traditional custodians of this land.

We recognise their strength and resilience and pay respect to Elders past, present, and emerging and to all Aboriginal and Torres Strait Islander people who are part of the Lachlan Shire community.

Lachlan Shire –THE HEART OF NSW



Our Vision:

*For the Lachlan Shire to be a resilient community
providing economic and social growth, through
evolving, agricultural, business and mineral activities*

Mission:

*To engage the community, providing and delivering
progressive services whilst implementing a long term
strategic plan leading to the social and economic
benefit of the community*

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1 WEBCASTING

Please note that today's meeting, other than the confidential sessions, are being recorded and will be placed on Council's website. All in attendance should refrain from making defamatory statements. Council takes all care when maintaining privacy, however members of the public gallery and those addressing Council should be aware that you may be recorded.

2 ACKNOWLEDGEMENT OF COUNTRY AND ELDERS

3 APOLOGIES AND REQUESTS FOR LEAVE OF ABSENCE

254a circumstances in which annual fees may be withheld-

- (1) Despite this Division, a council may resolve that an annual fee will not be paid to a councillor or that a councillor will be paid a reduced annual fee determined by the council—
 - (a) for any period of not more than 3 months for which the councillor is absent, with or without leave, from an ordinary meeting or ordinary meetings of the council, or
 - (b) in any other circumstances prescribed by the regulations.
- (2) Despite this division, if a councillor is absent, with or without leave of the council, from ordinary meetings of the council for any period of more than 3 months, the council must not pay any annual fee, or part of an annual fee, to that councillor that relates to the period of absence that is in excess of 3 months."

Councillor	13/12/2024	26/02/2025	26/03/2025	30/04/2025	28/05/2025	18/06/2025	30/06/2025	23/07/2025	27/08/2025	24/09/2025	22/10/2025	26/11/2025	10/12/2025
John Medcalf OAM	P	P	P	P	P	P							
Paul Phillips	P	P	P	P	P	A							
Megan Mortimer	P	P	P	P	P	P							
Melissa Blewitt	P	P	P	P	P	P							
Melissa Rees	P	P	P	P	P	P							
Peter Harris	P	P	P	P	P	P	LoA						
Dennis Brady	P	P	P	P	P	LoA							
Judith Bartholomew	P	P	P	P	P	A							
Robyn turner	P	P	P	P	P	P							
Juanita Wighton	P	LoA	P	P	P	P							
P - Present													
A - Apology													
LoA – Leave of Absence													
NA – No Apology													

4 CONFIRMATION OF MINUTES

Ordinary Meeting - 18 June 2025

- 5 PUBLIC FORUM**
- 6 DISCLOSURE OF INTEREST**
- 7 DECISION REPORTS**

7.1 CORPORATE AND COMMUNITY SERVICES**7.1.1 MAKING THE RATES FOR THE 2025-2026 FINANCIAL YEAR****TRIM Number:** R25/174**Author:** Director - Corporate and Community Services**RECOMMENDATION**

That:

1. The Director of Corporate and Community Services Report No. R25/174 be received and noted.
2. Council resolve to MAKE the Rates, Annual Charges and Water Consumption Charges, and ADOPT the Fees and Charges for the year 1 July 2025 to 30 June 2026, as set out in the 2026 – 2029 Delivery Program, the 2025-2026 Operational Plan, the 2025-2026 Budget (all provided under separate cover), and as listed in the attachment to this report.

PURPOSE

To formally make the Rates and Annual Charges; and adopt the Fees and Charges, for the 2026 financial year.

SUPPORTING INFORMATION

In conjunction with the adoption of the Operational Plan 2025-2026 and the Delivery Program 2026-2029, and associated budgets, it is appropriate for Council to make the Rates and Annual Charges and adopt the Fees and Charges for 2025-2026.

Council has also been provided with a list of new fees and fees that have been discontinued effective from 1 July 2025.

BACKGROUND

The power for Council to make rates and charges is conferred by Chapter 15 of the *Local Government Act 1993*. Part 10 of the *Local Government Act 1993* confers the power to make fees. This is undertaken each year in conjunction with the adoption of the Operational Plan which includes the Estimates of Income and Expenditure for the financial year commencing 1 July 2025.

FINANCIAL AND RESOURCE IMPLICATIONS

Total estimated income in FY2025-2026 from Rates & Annual Charges is \$15.2 million. Failure to make provision for this income would impact significantly on the projected operating result.

STAKEHOLDER CONSULTATION

The Rates and Annual Charges along with the Fees and Charges have been on public exhibition from 29 May 2025 to 26 June 2025, as required by legislation. As at 5pm on the 26 May 2025, no public submissions had been received.

CONCLUSION

Rates, Annual Charges and Fees are made in accordance with Council's Operational Plan 2025-2026, Delivery Program 2026-2029, and the associated budget.

Council must formally make Rates and Annual Charges and adopt the Fees and Charges for the coming financial year to ensure appropriate income streams are maintained.

LINK TO POLICY AND / OR COMMUNITY STRATEGIC PLAN

Item 4.2.1 of the Community Strategic Plan aims to ensure that "Council is financially sustainable and provides services at a level expected by the community".

ATTACHMENTS

1. Making the Rates and Charges document
2. Fees and Charges for the 2025-2026 financial year commencing 1 July 2025
3. Rating and Revenue Policy Statement
4. Discontinued fees
5. New Fees & Charges

7.1.2 ADOPTION OF THE INTEGRATED PLANNING & REPORTING DOCUMENTS 2025.2026**TRIM Number:** R25/176**Author:** Director - Corporate and Community Services**RECOMMENDATION**

That:

1. The Director Corporate and Community Services Report R25/176 be received and noted.
2. The Operational Plan 2025-2026, the 2026-2029 Delivery Program, the revised Resourcing Strategy, Workforce Plan 2026-2029, Fees and Charges, and the 10-year Long Term Financial Plan be adopted as presented.
3. The Community Strategic Plan 2025 to 2035 be adopted as presented.
4. The Workforce Plan 2026-2029 be adopted with minor formatting to be completed.

PURPOSE

The purpose of this report is to provide Council with:

- copies of the Operational Plan (OP) 2025-2026, the 2025-2029 Delivery Program, the revised Resourcing Strategy, Fees and Charges, and the Long-Term Financial Plan (LTFP). The Budget and Revenue Policy are incorporated within the Operational Plan.
- a copy of the Community Strategic Plan 2025 to 2035.
- a copy of the Workforce Plan 2026-2029 with minor formatting to be completed after adoption.

SUPPORTING INFORMATION

Item 1 documents in the above-mentioned purpose will be provided under separate cover due to their size.

BACKGROUND

The *Local Government Act 1993* and associated regulations set out the requirements for Integrated Planning and Reporting.

ISSUES AND COMMENTS

Council's documents comply with the Office of Local Government's Integrated Planning and Reporting Framework as required by the *Local Government (General) Regulation 2021*. The Framework requires councils to ensure their plans are integrated and provide streamlined service delivery to their community through the optimal use of resources throughout their operations.

Minor formatting improvements will be needed to the Workforce Plan.

Council is under financial pressure, like many other organisations, due to high inflation and cost increases in excess of CPI. Council's Delivery Program shows modest operating surpluses across the life of the delivery program.

Items of note included in the budget for the year commencing 1 July 2025

1. IPART determined rates peg increase of 4.3%.
2. Local Government State Award employee wage increases of 3.0% from 1 July 2025, plus a lump sum payment for employees who were employed as at 30 June 2023.
3. The draft budget was updated to reflect Council's decision not to increase their meeting fees by 3% as recommended by the Remunerational Tribunal.
4. Superannuation will rise to 12% for councillors and ARIC members.
5. The Superannuation Guarantee for employees will increase by 0.5% to 12%.
6. Financial Assistance Grant. Council has been advised that it can expected to receive a prepayment of 50% of the estimated Financial Assistance Grant in June 2025. The timing of the payment will impact operating results in the 2025 financial year. Historically advance payments have been made of 50-75% of the expected grant. This would not be expected to present a cash flow risk to the council.
7. An allowance has been made for the replacement of the Condobolin Water and Sewer treatment plants. It should be emphasised that as the design solution is not yet known, that costs are estimates for the purpose of financial planning. It is assumed that Council will borrow for its 25% contribution, if it is unable to obtain grant funding for this.

FINANCIAL AND RESOURCE IMPLICATIONS

To be provided under separate cover.

LEGAL IMPLICATIONS

The *Local Government Act 1993 NSW* requires:

403 Resourcing Strategy

A council must have a long-term strategy (called its resourcing strategy) for the provision of the resources required to perform its functions (including implementing the strategies set out in the community strategic plan).

404 Delivery Program

(1) A council must have a program (called its delivery program) detailing the principal activities to be undertaken by the council to perform its functions (including implementing the strategies set out in the community strategic plan) within the resources available under the resourcing strategy.

(2) The council must establish a new delivery program after each ordinary election of councillors to cover the principal activities of the council for the 4-year period commencing on 1 July following the election.

405 Operational Plan

A council must have a plan (called its operational plan) that is adopted before the beginning of each year and details the activities to be engaged in by the council during the year as part of the delivery program covering that year.

Section 610F Public notice of fees

Council must not determine the amount of a fee until it has given public notice of the fee and has considered any written submissions made to it during the period of public notice. The council must give public notice (in accordance with section 705) for at least 28 days of the fee proposed.

The *Local Government (General) Regulation 2021* requires

196A Integrated planning and reporting guidelines—the Act, s 406

A council must comply with the integrated planning and reporting guidelines in the document entitled Integrated Planning and Reporting Guidelines for Local Government in NSW, published on the website of the Department, as in force from time to time.

RISK IMPLICATIONS

There are a number of risks to Council in relation to the timing and amount of revenue to be received as well as the ability to collect rates in a timely manner. In particular, changes to valuations and decisions around rating and rating categories are subject to risk.

There are financial risks related to ensuing actual expenditure is in line with budgeted amounts.

It should be noted that all financial figures are unaudited and subject to change.

Forecasts are subject to change as they are reviewed as part of the respective year's annual budget and through amendments during the 2025-2026 financial year through the Quarterly Budget review processes.

Councillors are subject to political risk when making decisions about revenue options and the funding of programs.

STAKEHOLDER CONSULTATION

These documents have been developed after extensive consultation with Councillors and budget input from staff.

The documents were on public exhibition for 28 days, as required under legislation, from 29 May 2025 to 26 June 2025. No public feedback was received.

OPTIONS

N/A

CONCLUSION

The Integrated Planning and Reporting document be adopted as presented.

LINK TO POLICY AND / OR COMMUNITY STRATEGIC PLAN

Outcome 4.2 Strong Effective & Responsive Council

Outcome 4.2.1 Council is financially sustainable and provides services at a level expected by the community.

ATTACHMENTS

1. Delivery Program Budget 2026 to 2029
2. Community Strategic Plan 2025 to 2035
3. Workforce Plan 2026 to 2029

7.1.3 ADOPTION OF THE DISABILITY INCLUSION ACTION PLAN 2025-2029**TRIM Number: R25/177****Author: Director - Corporate and Community Services****RECOMMENDATION**

That:

1. The Director Corporate and Community Services report R25/177 be received and noted.
2. The Disability Inclusion Action Plan 2025-2029 be adopted as presented.

PURPOSE

To seek Council's adoption of the Disability Inclusion Action Plan (DIAP) 2025-2029.

SUPPORTING INFORMATION

As attached.

BACKGROUND

The NSW *Disability Inclusion Act 2014* requires councils to develop a Disability Inclusion Action Plan (DIAP) to ensure that people with a disability have equity of access and inclusion to facilities, services and information provided by Council.

The Act requires the DIAP to have four focus areas

- Attitudes and Behaviours
- Liveable Communities
- Meaningful Employment
- Systems and Processes

ISSUES AND COMMENTS

The previous Lachlan Shire Council DIAP was adopted in 2022. The revised DIAP 2025-2029 will support the objectives of Council by providing practical ways that will enable Council to further enhance accessibility and inclusivity.

The Delivery Program, Operational Plan and Lachlan Shire Workforce Plan all include references to the DIAP.

Reporting on the plan will take place through the Lachlan Shire Council Annual Report which is made publicly available. Annual reporting on outcomes of the plan will be provided to Minister for Families, Communities and Disability Services as required.

The plan will be reviewed and amended accordingly in 2029.

FINANCIAL AND RESOURCE IMPLICATIONS

Nothing in the Disability Inclusion Action Plan proposes an increase in cost to Council. Most actions are similar to previous plans and refer to initiatives that are included in Council's Long Term Financial Plan and draft Delivery Program.

LEGAL IMPLICATIONS

Under the Disability Inclusion Act (NSW) 2014, all NSW Councils are required to develop a Disability Inclusion Plan (DIAP) to demonstrate their commitment to improving access, employment and facilities for people with a disability.

RISK IMPLICATIONS

Legislative risk if Council is not compliant with all requirements under the Act.

STAKEHOLDER CONSULTATION

The document was on public exhibition after the April 2025 Council meeting and no feedback was received.

OPTIONS

Not applicable.

CONCLUSION

It is recommended that the Disability Inclusion Action Plan 2025-2029 be adopted as presented.

LINK TO POLICY AND / OR COMMUNITY STRATEGIC PLAN

Outcome 1.7 Improved Social Outcomes for those with disabilities

Outcome 1.8 Wellbeing of Youth

Outcome 3.2.2 Implement the Disability Inclusion Action Plan

Outcome 4.2 Strong Effective & Responsive Council

Outcome 4.2.1 Council is financially sustainable and provides services at a level expected by the community.

ATTACHMENTS**1. Disability Inclusion Action Plan 2025 - 2029**