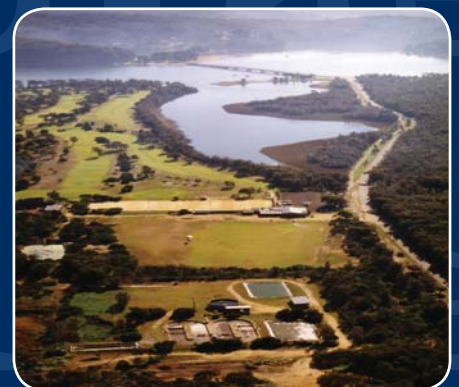
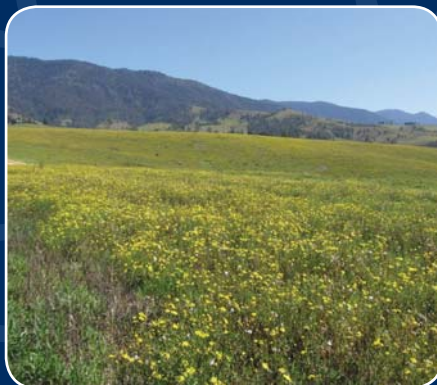


ANNUAL REPORT



Bega Valley Shire Council

2011/2012

annual report 2011/2012

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bega valley shire council

annual report 2011/2012

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Bega Valley Shire Council

your place, **our place, great place**

The Bega Valley Shire is a community that works together achieving a balance between quality of life, enterprising business, sustainable development and conservation of the environment.



A Liveable Place



An Enterprising Place



A Sustainable Place



An Accessible Place



A Leading Organisation

This vision and these themes were adopted to guide the community strategic plan “Bega Valley 2030” first developed and adopted in 2011, and subject to periodical review in line with performance reporting and community engagement.

The 2011/12 operational plan was the first such plan developed, adopted and operated under the new integrated planning and reporting framework.

council's goal future success

Services	Location	Settlement	Water	Waste	Health	Education	Employment	Recreation	Community	Environment	Transport	Other
Water	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Waste	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Health	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Education	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employment	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Recreation	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Community	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Environment	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Transport	Woolongah	Woolongah	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Who we are

The Bega Valley Shire is located at the south-eastern extremity of New South Wales. The Shire's coastal fringe extends from Wallaga Lake in the north to Cape Howe and the Victorian border in the south. Collectively this 220 kilometre section of coastline forms the beautiful Sapphire Coast. Inland the higher peaks of the Great Dividing Range give way to rolling hills and numerous rivers and streams. Approximately 73% of the Shire's 6,052 square kilometres is National Park or State Forest.

The Shire has a relatively small population of approximately 32,999 people (2011 Australian Bureau of Statistics Census data). The Shire's combination of natural beauty, temperate climate, its proximity to Sydney, Melbourne and Canberra and its range of towns, villages and recreational opportunities and commercial enterprises has attracted visitors and new residents for many years.

Our Banner Statement

Your place, our place, great place.

Our Vision Statement

The Bega Valley is a community that works together achieving a balance between quality of life, enterprising business, sustainable development and conservation of the environment.

The Future

In addition to the conduct of normal Council functions a number of specific tasks have been set by the Council as part of the General Manager's performance plan. Tasks are identified in full in the 2012-2013 Operational Plan and 2012-2016 Delivery Plan. Significant tasks that will be undertaken in the year ahead include:

- Review and update of the Community Strategic Plan, and other key Integrated Planning and Reporting documents including the review of policy with the newly elected Council
- Development and implementation of a performance management framework associated with implementing the State Governments new integrated planning and reporting framework.
- Implementation of the adopted Comprehensive Local Environment Plan (CLEP) and Development Control Plan (DCP).
- Preparation of supporting organisational strategies including workforce strategy, business growth strategy, and strategic business plans for water and sewer
- Major capital works such as the central waste facility, proposed Merimbula Airport masterplan, Bega Town Hall proposals, Bega traffic study, flood risk study and Eden and Merimbula airport we presence.
- In addition, improvement to the Shire's tertiary educational options, development of a cultural centre, and supporting development of the south east regional hospital; growing our regional economy, and supporting tourism signage development; effluent reuse initiatives, development of the coastal hazards plan and reporting on carbon emissions; review of the CSP and our organisational structure, and developing our performance measurement and reporting ability are all key strategic plan projects for the year ahead.

elected members councillors

2011/2012



Mayor

Cr Tony Allen
110 Country Boundary Road
Cobargo 2550



Deputy Mayor

Cr Michael Britten
PO Box 204
Merimbula 2548



Cr Pat Campbell
PO Box 7169
Tathra 2550



Cr Russel Fitzpatrick
109 Yowaka River Road
Pambula 2549



Cr David Hede
42 Lake Street
Merimbula 2548



Cr Keith Hughes
1021 Dr George
Mountain Road
Bega 2550



Cr Paul Pincini
327 Bald Hills Road
Pambula 2547



Cr Liz Seckold
C/- Bega Valley Shire
Council PO Box 492
Bega 2550



Cr Graeme Wykes
C/- Bega Valley Shire
Council PO Box 492
Bega 2550

your council what we do



How Council operates

Council is a local statutory authority with powers and responsibilities conferred from State and Federal Parliament. The main piece of legislation that details the powers of local Councils is the Local Government Act 1993. Council provides a range of day-to-day services for our community and is responsible for issues that affect our daily lives. Bega Valley Shire Council is committed to ensuring that the Council and the community work in partnership to achieve the best outcome for the Shire.

Councillors

Bega Valley Shire Council is controlled by nine elected Councillors. The Councillors are elected every four years. Councillors provide political leadership, establish policy and strategic direction for the organisation and determine the annual rates and charges.

There are no wards or ridings in the Shire so the nine Councillors are elected by voters from across the entire Shire. The Council elects the mayor and deputy mayor annually. Councillor Tony Allen was elected Mayor of Bega Valley Shire Council for the 2011-12 year.

The election of Councillors for the 2012 - 2016 period was held in September 2012.

Corporate structure

Council's General Manager, Peter Tegart is responsible for the implementation of Council's policies as well as the administration and management of all Council day-to-day business. Peter reports to the Council (Councillors).

The General Manager is supported in his role by three group managers and two executive managers, these managers report to the general manager.

- Group Manager Community and Relationships - Leanne Barnes.
- Group Manager Planning and Environment - Andrew Woodley.
- Group Manager Infrastructure, Waste and Water - Wayne Sartori
- Executive Manager Organisation Support - this position is currently vacant.
- Executive Manager Business Performance - this position is currently vacant.

Council meetings

Everyone is invited to attend meetings of Council. Council meetings are now held every third Wednesday. The meetings start at 2pm and are held in the Council Chambers at Zingel Place Bega. Extraordinary meetings are held from time to time to attend to urgent matters which require the decision of the full Council, these meetings are advertised in the local papers. For the period of the annual report, meetings were held on Tuesdays.

The meeting agenda is available on Council's web site after 5pm on the Wednesday or at Council's Offices on the Thursday prior to the meetings. You can also subscribe to Council's E-Agenda which will be e-mailed to you on the Tuesday evening prior to a Council meeting.

Committees of Council

Council has statutory authority under Section 355 of the Local Government Act (1993) to establish committees to undertake identified tasks and functions. There are more than 50 Section 355 committees that operate within the Shire. The majority of these committees are 'management committees' responsible for the day to day care and control of a Council facility or resource. The main groups of these management committees deal with halls, sports-grounds, reserves and cemeteries. The other common committee type is 'advisory committees' which provide guidance and recommendations to Council about specific interest areas such as disability access, youth services, cultural matters and environmental issues.

Volunteers

All of the Council committees are served by a host of volunteers. Currently more than 500 individuals volunteer their time, skills and energy to providing facilities and services to the broader community. Without this effort, Council would not be able to provide the range and quantity of services that are currently enjoyed. Volunteers are a critical resource giving Council the capacity to provide the services it does.

Where we are and how to contact us

Bega Valley Shire Council Administration Centre is located in Zingel Place Bega and is open from Monday to Friday between 9.00am and 4.30pm.

You can contact Council by visiting the office or by post, DX, phone, fax and email or you can ring the after hours number for emergencies.

- Postal Address : PO Box 492, Bega NSW 2550
- DX : 4904 Bega
- Phone : (02) 6499 2222, Fax: (02) 6499 2200
- Email : council@begavalley.nsw.gov.au
- After Hours Phone : (02) 6492 4499

Council's main library is located in Council's Administration Building in Zingel Place Bega with branch offices in Bermagui, Merimbula and Eden.

Opening Hours:

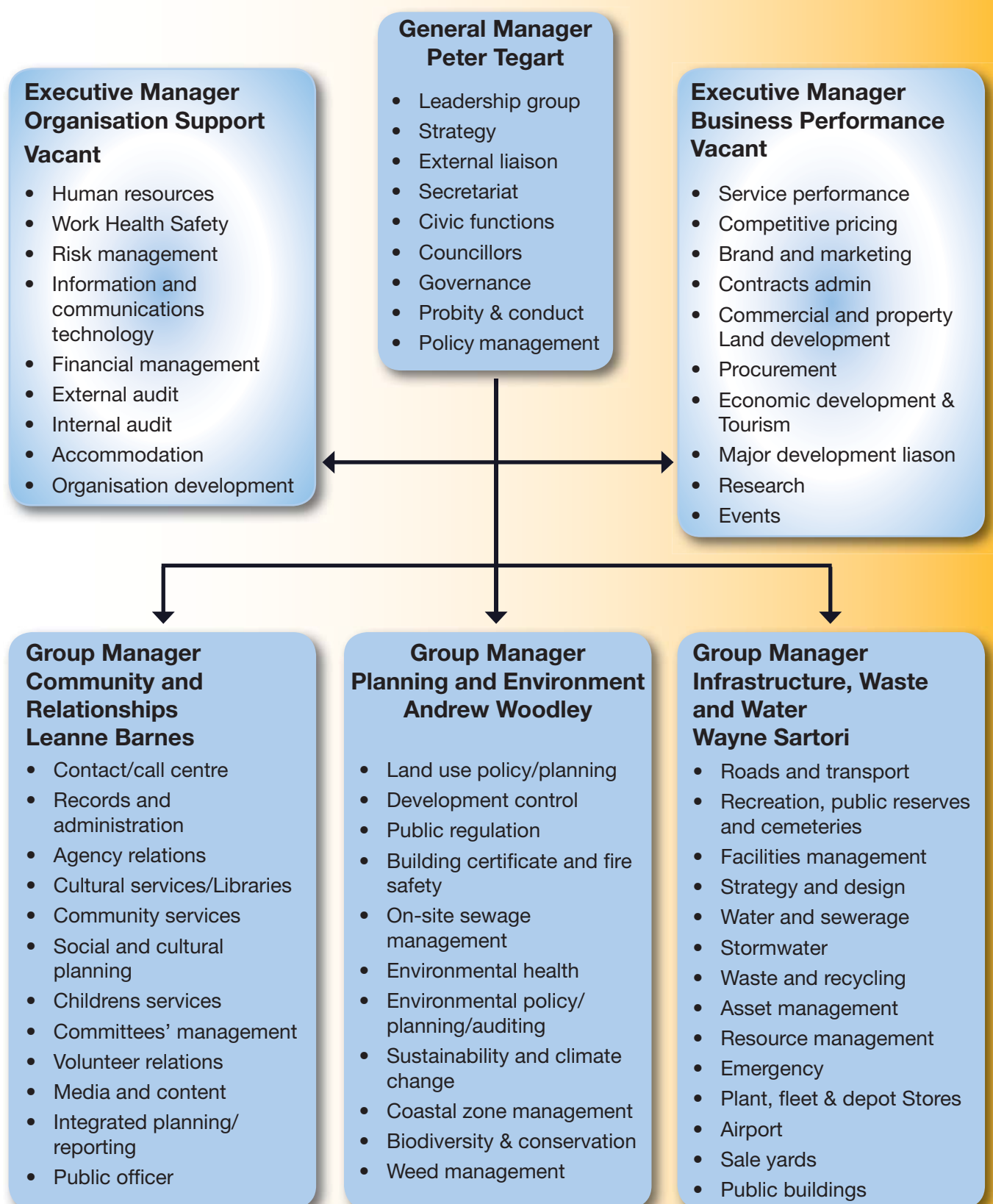
- Bega Library: Open from Monday to Friday, 9.30am to 5.30pm and Saturday 9am to noon. Contact number is 6499 2127.
- Bermagui Branch Library: Open on Monday, Tuesday, Thursday and Friday, 9.30am to 4.30pm and Saturday 9am to noon. Contact number is 6499 2411.
- Eden Branch Library: Open from Tuesday to Friday 9.30am to 4.30pm and 9am to noon on Saturday. Contact number is 6499 2451.
- Merimbula Branch Library: Open Monday, Wednesday, Thursday, Friday from 9.30am to 4.30pm and Saturday 9am to noon. Contact number is 6499 2482.

Council also has a Regional Gallery, located in Zingel Place, Bega, just a few hundred metres from the town's main street. It is open from Tuesday to Friday, 10am to 4pm and Saturday 9am to noon

How we keep you informed

The Bega Valley Shire Council keeps the community informed with its Annual Report, Community Strategic, Delivery and Operational Plans, Website and Facebook site, Council Meetings, Media Releases, E-News, E-Agenda and Brochures.

the organisation structure



mayor's message

Councillor Bill Taylor
Mayor



I write this report after only five weeks as Mayor and only two months as a Councillor after a break of four years. As I was not a Councillor over the period of this report, I acknowledge the Mayor for the the past year Cr Tony Allen and commend him and his fellow Councillors for the work they have done as representatives of the community. The results and achievements of the Council during the period are easy to identify. The \$70m Sapphire Marketplace opened in December 2011 This has changed the face and nature of Bega for the better. Planning for this project commenced when I was last an elected representative and it is a testimony to Councillors and staff who have worked with the developers, State Government and the community over the extended period to see this come to fruition.

Also significant has been the new Local Environment Plan adopted by Council, ready for gazettal by Minister Hazzard after extensive consultation, consideration by Council and review by staff and the community. Also The Central Waste Facility was approved by the Joint Regional Planning Panel.

Council joined with the community again in response to the devastation caused by floods. Renewal works equating to over \$20million over the past three years have been carried out. Council staff are to be commended for their work in being able to assist the community and rebuild flood damaged facilities and still achieve key planned works.

The Bega River to Yellowpinch water pipeline construction was completed and the \$23million project was officially commissioned. Supported by the Federal and State Governments, this project demonstrates the need for levels of government to work together to drought proof and support communities.

The Sapphire Aquatic Centre had its first full year of operation. This is a great facility run by local volunteers and financially sponsored by Council. The General Sports and Recreation Committee projects, funded by Council's special rate variation continue to support local volunteers in providing accessible and up to date facilities for sports people across the Shire.

Following considerable community consultation, the Littleton Square masterplan was adopted and a pathway to rebuilding of Bega town hall was commenced. Already the area is taking on much more of the feel of a town square. Consistent with Council's support for local businesses, the Council has facilitated the possible siting of an NBN earth satellite tracking station in the Shire. This will accelerate faster broadband access for local people, businesses and other activities.

A really pleasing achievement was seeing the new Merimbula library opened in December last year in what can be described as a stunningly beautiful library site. After many years in a sub-standard building this is a real treasure.

The internationally regarded Four Winds Festival was successful in gaining a significant Regional Development Australia Fund grant which will see this facility used year round to support local cultural development. The Sound shell is now constructed at Bermagui at a cost around \$2m. Council is pleased to have been able to assist as a vocal advocate for grant funding for this continuing project.

Council has continued to liaise with State and Federal government Ministers and officers to ensure key outcomes for the area, and it was pleasing to see the Bega bypass construction commenced and the excellent level of consultation by the Roads and Maritime Authority in relation to this project. In addition, the South East Regional Hospital site near Bega was secured during the year and designs commenced.

The recently elected Council has all the attributes necessary to continue and to enhance this work. There are still issues for the Council and staff to address to ensure that the community is fully appraised of opportunities and decisions being considered by the Council. The consideration of a communication strategy early in the term of the new Council will assist in this process. I look forward to working with the community, my fellow Councillors and staff to achieve the clearly articulated outcomes of the community.

Cr Bill Taylor, Mayor

general manager's comments

Peter Tegart
General Manager



The 2011/12 year was a busy and productive period for the Bega Valley Shire Council. This year was the first of the Council's newly adopted community strategic plan cycle which was developed following extensive community consultation.

A key process undertaken in the year saw Councillors and staff undertake an intensive, independently facilitated asset and services review process aimed at focussing our plan implementation on ensuring it includes 'achievable and affordable' outcomes. This process saw the refining of the long term financial plan, revision of the 2012-2016 Delivery Plan and implementation of the 2011-2012 Operational Plan, the first such plan developed under the integrated planning and reporting framework.

Asset management plans in the areas of recreation, buildings, roads, bridges, water and sewer were adopted and major projects outlined in the long term financial plan were adopted and funded including the Merimbula CBD bypass.

The ABS statistics were released and the Shire grew by around 1000, slightly under 1%pa. It is obvious however that there is considerable "churn" - people coming and going. The Council is now looking at trying to review reasons for this and to address education, health and employment opportunities for the future.

Development values remain over \$100million per year, yet turnaround times for approvals have improved 50% in last four years.

Council made major submission on the national and state strategies such as National Ports and Freight Strategies, NSW Transport Masterplan, and South East Regional Action Plan. This allowed for progressing of the Eden Port strategy and projects, including presentations and site meetings with Ministers, the Deputy Premier, TASCO CEO, Infrastructure Australia CEO, Sydney Ports Corporation, and Port Of Eden Marina group. Council directly funded wave and marina feasibility studies for Eden.

The Merimbula airport strategy, runway tenders and presentations to government and carriers were progressed with the newly elected Council yet to consider final strategy and tenders.

Across the organisation the Council has achieved some significant reductions in service costs and implemented key efficiency measures resulting in Council's staff and support backroom support costs moving to less than 8% of operational expenses. This work is seen as a ongoing model to work to ensure effective and efficient government. Council's efforts in turning around its finances and means of managing its assets received a positive independent assessment from NSW Treasury Corp, and recently a NSW infrastructure assessment. The financial auditor has continued to present a healthy audit of council's accounts.

The local government sector is also being reviewed state wide with significant work being championed by the State Government under the Destination2036 review. The results of this review will be presented in mid 2013. Bega Valley Shire Council, along with its Southern Councils Group colleagues, has been identified as a leader in piloting some key resource and intelligence sharing projects which will feed into the review process.

As this is the final report of the Council term 2008 – 2012, I also refer residents to the End of Term report on Council's website which highlights key projects and initiatives of the Council from across the past years. I thank the Councillors for their support and hard work, and congratulate them and staff on the achievements over the period and particularly the past year when works staff managed flood and storm events, and still accomplished the bulk of the works program .

Peter Tegart, General Manager

the year in review

July 2011

- Bega Valley 2030, the 20 year community strategic plan, Bega Valley 2011-16 (delivery program) and Bega Valley 2011-2012 (the annual operational plan) and the resourcing strategy incorporating the long term financial, asset and workforce plans were adopted. Replacing previous management plans from 2006, the plans brought together contributions from several thousand people, and provide a visionary long term plan, broader strategic directions, and key operational outcomes.
- Council welcomed four Australian citizens into the community in a ceremony conducted by the Mayor, Cr Tony Allen, in the Council chambers. Each recipient was presented with a Certificate of Australian Citizenship as well as small gifts from Council and the Federal Government as Cr Allen said that choosing to become an Australian citizen was an important expression of loyalty and commitment to our country.
- As an initiative of the 'Sustaining Our Towns' project funded by the NSW Government through its Environmental Trust, the Bega Valley Shire Library launched their "Home Sustainability Kits", containing all that you need to assess homes and gardens in a bid to make them more sustainable.
- Bega Valley Medallions were presented at a ceremony, attended by family and friends of the recipients as well as Bega Valley Shire Councillors and committee staff, to seven residents of the local community in recognition of outstanding contributions, for several years across numerous organisations, giving their time selflessly to make the Shire a great place to live, and working beyond their own interests for the good of the community.
- Bega Valley Shire Council was given approval, by the Southern Joint Regional Planning Panel to approve the central waste facility at Wanatta Lane, Frogs Hollow. Key issues of concern to the community included site selection control of leachate and stormwater, litter, noise, odour and dust were considered thoroughly in the environmental impact statement, and during the public consultation period for the proposal. The announcement means that Council can progress with its waste management strategy with greater certainty, including staged closure and rehabilitation of its existing landfill sites.

August 2011

- The Bega Valley Shire Council Tertiary Scholarship moved to recognise and support young people undertaking further education in the Shire by funding seven scholarships for tertiary students, announcing \$5,000 of council tertiary scholarships on offer. Available to students aged 25 years or under who are enrolled and attending a tertiary institution in a full time capacity and not in receipt of any other financial scholarship, the scholarships have both social and economic benefits for the Shire and raise the profile of successful young students and promote further education for young people in the Shire.
- The dedicated volunteer hall committees and Council staff who worked together to develop a Shire-wide standard of management over four years were congratulated as the importance of the Hall's role in the daily lives of many in the Shire, was recognised. The changes will protect committee members from legal liability under new Health and Safety legislation.

- A new migrant and multicultural service, tailored to the needs of the Bega Valley Shire, was launched at the Bega Regional Gallery, with the service helping new arrivals become self-reliant and become a part of the community. The new part-time service will hold information sessions on various topics and will develop a community group to promote the varied cultural and language backgrounds of people living in the community. The service was made possible through funding from the Community Relations Commission and Department of Immigration and Citizenship via the Queanbeyan Multilingual Centre.

September 2011

- Council's E-News was revamped to disseminate accurate information about council news, council meeting outcomes, council issues and activities. In response to online communication fast becoming the preferred media for the younger demographic, Council determined to provide the latest news on infrastructure development, community service activities, changes to laws affecting residents and local government, Councillor comings and goings, and issues that affect the Shire, such as population change, business development opportunities, cost-shifting, investment and tourism in an online E-News service.
- The Four Winds Festival was successful in its bid for funding from the Regional Development Australia Fund. The award-winning festival had provided a first class cultural and music experience to the people of the Shire and beyond for the last twenty years and were worthy recipients of the \$1.67 million dollar grant, which will go toward the construction of a new permanent stage and facility for the event, held at Barragga Bay, near Bermagui every two years.
- Bega Valley Shire Council upgraded its computer systems managing correspondence and customer requests in response to the need to update the technology in use, and establish a platform from which Council will be able to deliver additional internet based services during 2012. New services in development include plans to implement new internet facilities such as secure access to personal account information, electronic lodgement of requests, tracking of development applications, online certificates and web- based payments direct to Council.

October 2011

- Eight investigations referred to the Independent Commission Against Corruption by Council were satisfactorily concluded with no further action taken. As a sign of confidence that Council acts on complaints seriously, the public and staff were encouraged to come forward to expose any wrong-doing noting that anonymity is available where necessary. Resulting organisational changes to systems, procedures and governance will see Council continue to make improvements in this area, and a new procedure clearly setting out how to make a complaint, who can receive such a complaint and timelines associated with responding to complaints is now available.
- The Bega Valley Shire welcomed three new Australians into the community in a ceremony conducted by the Mayor, Cr Tony Allen, on behalf of the Minister for Immigration, in the Council Chambers. Each recipient was presented with a Certificate of Australian Citizenship as well as small gifts from Council and the Federal Government. Cr Allen said that choosing to become an Australian citizen was an important expression of loyalty and commitment to our country.
- Family history resource "Find My Past" was made available, online, at all Shire libraries. The Find My Past suite of UK, Irish and Australasian records contains the complete UK census collection from 1841 to 1911 as well as parish records, migration records, military records, birth, death and marriage records. In addition, the Griffith's Valuation of Ireland is an important census substitute for Irish research. The Find My Past Australasia edition includes records from Australia, New Zealand, the Pacific region and Papua New Guinea.

November 2011

- Bega Valley Shire Council ran an awareness campaign about the use of natural water sources and water treatment methods used to make water safe to drink. By following some simple advice, it is possible to avoid getting sick: Check how it looks. Choose water that is free flowing . Avoid collecting water from watercourses downstream of camping area, areas where disturbed soils are present, agricultural areas and unsewered towns and villages.
- The Bega Valley Shire Council announced former managing director of the landscape division of Hassell Adelaide, Ted Dexter, would design the new masterplan for the Bega civic precinct, which includes Littleton Gardens. Having been a member of the community consultative group Mr Dexter is in an excellent position to understand the needs of the community and business and will keep the public abreast of developments through a column in the Bega District News.

December 2011

- Celebration of National Year of Reading 2012 kicked off in the Shire's libraries with a well-received 'Bingo!' game offering a fun way to discover and rediscover the joy of reading at your local library. The first of a range of inspirational programs and events to be held throughout the year, the game promotes the vital skill of being able to read.
- Bega Valley Shire Council flicked the switch for free Wi-Fi services around the Bega Valley. The "BVSC Wi-Fi" service comes free to users and free to ratepayers as Council has been able to use existing infrastructure to provide the service. Provided in Eden, Bermagui, Bega and Merimbula, the service will provide access to the internet to those on holiday, for mobile workers and for people travelling through the area. Anyone can use it simply by connecting to "BVSC Free Wi-Fi", when in range of the signal.
- The Sapphire Marketplace officially opened in Bega. The \$7.5 million shopping mall opened to the sounds of St Pat's children's choir who sang the national anthem. The work of the Bega Chamber of Commerce was recognised, especially Robert Hayson; the Bega RSL Club, the late John Rood, also Leo Papalia, business owners, stakeholders and the Bega community. Congratulations also went to Council staff, and everyone who has worked hard on seeing this development come to fruition.

January 2012

- The Bega Valley Shire's official Australia Day celebration was held in Littleton Gardens, Bega. The official ceremony, include a citizenship ceremony, reaffirmed our communities loyalty and commitment to Australia and its people.
- Phil Harris was honoured for his contribution to the Bega community as Bega Valley Shire Citizen of the Year and Olivia McPherson of Pambula as the Shire's Young Citizen of the Year for 2012
- Dr Cindy Pan, a medical practitioner, author, television presenter and media spokesperson was announced as the 2012 Australia Day Ambassador for Bega Valley Shire.
- Bega Community Citizen of the Year was awarded to Bryson Banfield and Bega Community Young Citizen of the Year was awarded to Bega High School student Christian Bond.
- Ten people became Australian citizens in special ceremonies at Merimbula and Bega.
- The 'See Yourself in a New Life' campaign to encourage people to move from cities to country towns was initiated stress the key benefits of moving from the city. The New Life campaign and

campaign website, www.newlifensw.com.au, was launched in support, along with an advertising campaign.

February 2012

- Council's 'war on weeds' began with the receipt of \$111,000 from the State Government to undertake on- ground control and implement education and extension activities with the community to combat weeds.
- Bega Valley Shire Council's rangers increased their education efforts regarding responsible cat ownership, and the impact of cats on local native wildlife, and highlighting a need to ask cat owners curfew their cats at night.
- Bega Valley Shire Council tip sales at Eden and Merimbula have been so successful that tip sales will be held every Saturday at all sites, recycling quality, reusable goods.
- The Bega Valley Shire Council's photographic competition, as part of its Australia Day celebrations, was won by Bald Hills woman Louise Yeoman's photo 'Nippers', chosen as the entry that most effectively symbolised "Who We Are". She received the first prize of a \$100 photo package sponsored by Fletchers Fotographics, Bega, with second and third place prize Australia Day packs going to David Winkworth (second) and Alice Gordon (third).

March 2012

- Once again, the Shire experienced significant rainfall and associated flooding, causing damage to infrastructure including roads, bridges, drainage culverts and water supply and sewerage systems in most serviced towns. With Council work crews out effecting repairs, the community was encouraged to visit the Council web site for details of current road closures.
- Seniors Week 2012 continued the theme of previous years, "Live Life", encouraging older people in the Bega Valley Shire to participate in healthy activities, not only during Seniors Week but all year. With the 'Golden Gig' on March 21 once more a huge success "Seniors' Week celebrates the many ways older people enrich our lives and the community in which we live.
- The Bega Valley Shire Senior Citizen of the Year award was awarded to Mrs Maurine Cochrane of Bega.
- Council resolved to accept the tender of Cleanaway Pty Ltd for provision of the Shire's waste collection services for a period of five years commencing July 2012. With a strong track record in delivering waste collection services to councils, the community can look forward to continued delivery of high standard waste collection services under the new contract.
- Bega Valley Shire Council resolved to extend the exhibition period for the Littleton Gardens masterplan by 10 days to ensure the public has enough time to consider the plan and make their submissions.

April 2012

- With continuing rain in the region, fireweed germinations were apparent, and a mix of control methods was actively promoted by the Council to avoid any outbreaks.
- Bega Valley Regional Gallery's YOOF Tube short film competition was an outstanding success due to the number of films that young local film makers submitted. The J D Shaw prize of \$1,000 for

best film by an under 20 year old, was awarded to Kristy Clinton for her film, 'Around the World in 80 Ages'.

- Bega Valley Shire Council sought expressions of interest for the redevelopment, of the Bega Town Hall. Advertisements in local newspapers, the Sydney Morning Herald, Canberra Times and the Melbourne Age called for interest in the design and construction of a new modern facility, built to an agreed functional brief with a budget of \$5.5 million.
- The free magazine, Home Comforts, produced by the NSW government funded Sustaining Our Towns project was launched, explaining easy and affordable methods to create a comfortable stylish home using good design. It also explains what you need to consider when buying land and building a home. In plain language you can read about BASIX, managing bushfire risk and council planning requirements.

May 2012

- Bega Valley Shire Council accepted a tender for the upgrade of Wanatta Lane in Wolumla, from the Princes Highway intersection to the entrance to the new Central Waste Facility – a distance of approximately 1600 metres, with works commencing on May 14, 2012, and taking about two months, depending on the weather.
- Council engaged consultants SMEC Australia to undertake a flood study for the Bega and Brogo River catchments, as an initial stage towards development of a comprehensive Floodplain Risk Management Plan, in accordance with the NSW Floodplain Risk Management Manual 2005. Funding and support is provided by the Office of Environment and Heritage (OEH).
- Bega Valley Shire Council chose a tenderer to run its waste transfer services for five years, for bulk bins of mixed waste to landfill and bulk cardboard to recycling from the four waste transfer stations at Wallagoot, Cobargo, Bemboka and Candelo following separation from the new waste collection contract that has been allocated to Transpacific Cleanaway.
- Bega Valley Shire Council signed an agreement with the Ordos People's Government in Inner Mongolia to continue to develop a sister city relationship between the two organisations following a short, but productive, visit to the Shire of a delegation from Ordos
- Bega Valley Shire Council agreed in principle to enter into a licence agreement with RBA Holdings Pty Limited for the occupation of Council's Bermagui water reservoir site in Barragoot Street for a five metre high digital television transmission equipment.
- Following a series of workshops considering the organisation's capability of delivering the Delivery plan and Levels of Service, Council doubled its annual expenditure on asset renewals in its bid to manage the asset backlog at a level the community can afford, in line with the revised 10 year Financial Plan, managing the infrastructure backlog; scale of flood renewal works; predicted demand and opportunity for growth in services, scale of annual revotes (incomplete works and projects), size and movement of annual surpluses and reserves, and existing and potential cost recoveries.

June 2012

- Some 2,000 rural households moved from a weekly garbage service to a new waste and recycling service which would be more convenient and result in greater diversion of waste from landfill. The services, delivered with maximum efficiency using a single split-body collection vehicle is great news for residents keen to participate in household recycling.

- Members of the Bega business community attended a seminar, organised by Council and sponsored by Regional Development Australia Far South Coast, in the Bega Valley Shire Council chamber to learn how best to “bypass- proof” the town. Two speakers who were closely involved during the construction and planning of the Kiama/Shellharbour bypasses shared their experiences. A number of options that could act as solutions for the post-bypass future were discussed.
- Bega Valley Shire Council successfully moved two motions at the 2012 National General Assembly of Local Government in Canberra. The two motions submitted by Council dealt with superannuation legislation and foreign ownership of significant water, mineral, or food resources in Australia.



planning our framework



How we plan what we do

Bega Valley Shire Council has a tiered corporate planning framework that cascades organisational plans from a 20 Year Plan time frame through to annual Operational Plans. Linking the visionary and operational levels allows our teams to make the transition from concept to action. In 2009 Council adopted the new framework for development of its first Community Strategic Plan (CSP) as part of the integrated planning and reporting framework. Work on the component parts of the Plan including the adoption of the financial strategy, workforce plan, community engagement strategy and associated procedures and strategies was carried out between 2009 and 2011. In May/June 2011, the final draft CSP and delivery program were adopted. After the first full year of operation, the CSP, delivery program and operational plan were updated, re-exhibited and adopted in May 2012.

Community strategic plan

The CSP, *Bega Valley 2030*, has a 20 year focus. It identifies and expresses the community vision held for the Bega Valley Shire over that period and develops clear values for the Shire. The community, Councillors and staff all worked together to identify the direction for the Shire's future in this plan. This document forms the basis of the long term plans required by the NSW Government. Following Council elections in 2012, the CSP and delivery program will be reviewed by the newly elected Council, and following public engagement and exhibition, will be adopted for the term to come.

Delivery program and operational plan

The Delivery Program (DP) is a four (4) year program of work, detailing actions, projects, timelines and estimates required by Council to deliver against the CSP. This is then further linked to each functional area in the one (1) year Operational Plan (OP), which seeks to address issues, specify objectives and detail relevant performance measures. The DP is developed with input from the community and Council and the OP provides the detailed one (1) year actions. Together, the plans are supported by a Resourcing Strategy (RS) and Long Term Financial Plan (LTFP). Annual budgets are submitted to executive management and Council for review, endorsement and adoption.

Organisational plans

Each section of Council has its own operating plans which informs their work plans for the next twelve (12) months. Each of these outlines the program areas, key outcomes and performance measures. Progress reports on the implementation of the key outcomes and performance measures are provided to Council every six months, aligned to the OP. Each employee is assessed on the extent to which they have fulfilled their objectives over the previous twelve month period.

reporting our process

How we report what we do

Complementing our planning framework is a tiered reporting process that defines our progress in meeting our objectives. This connection allows management and employees to further refine their strategies to achieve the organisation's vision.

Executive reporting

Each section monitors its outcomes internally for consideration, monitoring and to inform decision making. Quarterly executive reporting outlines progress against operational performance indicators, budgeting and other key financial information, to inform and advise the executive as part of the performance management process.

input: workgroups > management > executive > feedback

Operational plan reviews

Six monthly OP reports provide progress updates on the theme areas and performance measures outlined within the operational plan. If necessary, this reporting process allows for adjustments or fine tuning to be made to the OP and also allows for reporting of progress against the DP. The reports provide the community with progress updates on all initiatives contained within the OP.

input: management > executive > councillors > feedback

Annual report

The annual report details our progress and challenges in meeting the specific activities, key outcomes and performance indicators outlined in the OP. The annual report also provides information required under the Local Government Act and integrated planning and reporting framework that must be disclosed by councils each year. The annual report also contains detailed externally audited financial statements. In all, it is a comprehensive document aimed at accountability and clarity in reporting organisational performance.

input: management > executive > councillors > department of local government > feedback

Feedback mechanisms

The Community Engagement Strategy has been developed to ensure input from the community and to provide the opportunity for feedback at all stages of the planning and reporting processes. Feedback is crucial in planning and delivering services within a sound performance management framework.



operational plan performance



Leanne Barnes
Group Manager
Community and
Relationships

The following is an update on major activity during the year. The full outline of Council projects and performance against them is contained in the fourth quarter review which can be accessed on Council's website www.begavalley.nsw.gov.au under the link [Leading Organisation > Annual Report](#). This is the council's first report against the operation plan (OP) as defined in the integrated planning and reporting framework.

This report is complemented by the End of Term (EoT) report produced in August 2012, in line with the requirements under the integrated planning and reporting framework for outgoing Councils to produce a progress report at the end of any given council term. This report can be accessed on the Council website under [Leading Organisation > End of Term report](#).

Operational plan performance

The following is an update on major activity during the year. The full outline of Council projects and performance against them is contained in the end of term which can be accessed on Council's website www.begavalley.nsw.gov.au under the link [Leading Organisation > Annual Report](#). This is the Council's first report against the Community Strategic Plan and associated documents, and precedes the adoption of a formal performance management framework.

The 211-2012 Operational Plan introduced the new delivery structure that aligns all functional areas against 5 theme areas. These relate to:

- Liveability
- Enterprising
- Sustainability
- Accessibility and
- Leading Organisation.

The organisation levels of service

The organisational structure aligns to the Themes through service delivery to achieve outcomes as directed by the community strategic plan.

Levels of service define Council's organisational core services. Structured by theme, the level of service document describes the core services and sets out expected annual outcomes in terms of quantity and quality.

Staffing complement required for the effective delivery of service is specified, including full time equivalents and casuals, particularly relevant to services subject to seasonal demands. Values of relevant assets, sources of funding and the mix of operating expenses to employment costs are all defined.

As an emerging organisational approach to defining service delivery alongside Council's integrated planning and reporting suite of documents, the levels of service is currently in its first iteration and has set the direction for future amendment and refinement. Delivery of services in the first year of operation has been successful and no significant issues have been documented in relevant service delivery.

The level of service document can be located on the Council website.



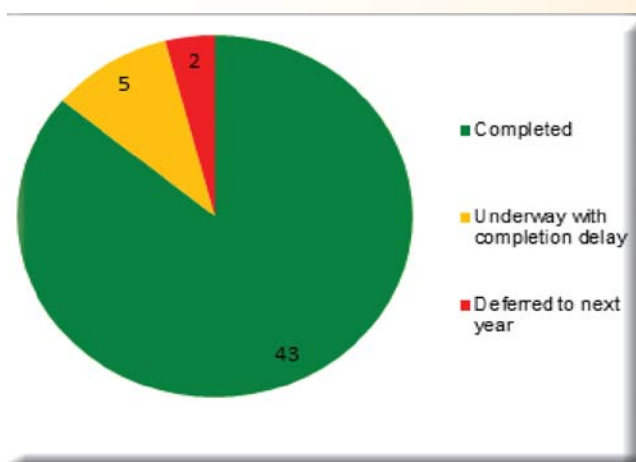
Wayne Sartori
Group Manager
Infrastructure, Waste and
Water



Andrew Woodley
Group Manager
Planning and
Environment

2010/11 report against key operational plan targets

Liveability



The audit of the Liveability program area has found that by the end of 2011/12 Operational Plan period 43 actions out of the proposed 50 actions will have been completed.

5 Operational Actions have been identified as underway, but with anticipated delays in completion and 2 have been identified as being deferred to next year.

Diversity

- Consultation programs to engage Aboriginal families in children's services programs completed, with projects due to commence in 2012-13
- Indigenous recruitment and employment strategies have now been linked to the Council wide strategies, and staff are in place to manage implementation of these.
- Approach to Cultural and Social Plan revised in March 2012 with priorities being incorporated into corporate planning documentation and developed as cultural and social issues reports
- Recruitment to Aboriginal liaison officer position was approved and review of the Memorandum of Understanding commenced as per plan
- Implementation of the South Coast Tourism Ltd Cultural Heritage Program has been initiated and is in progress with target date for completion in 2012-13

Safety and Security

- Issues of community safety are to be addressed in the social and cultural issues papers, and will also be included in the Community Strategic Plan suite of documents in the 2012-13 period
- School parking safety programs have been carried out and compliance enforcement has been included in the Council Levels of Service
- Professional beach life saving services along with volunteer life guard services were provided at 7 beaches in the shire during Christmas school holidays and beach lifesaving service at nominated beaches for peak periods in place
- Administration and engineering functional support provided for the RFS and SES emergency services and construction of a new SES building in Bermagui, and extension to Eden headquarters was completed.

Health Services and Infrastructure

- Support for the South East Regional Hospital as well as the ongoing provision of services at Pambula Hospital was provided, and remains a key activity for years to come
- The launch of a mobile student led clinic is now operational in Eden every two weeks, investigating options for Bega in consultation with the University of Canberra
- Funding submission for a Healthy Communities Initiative, to promote healthy environments and activities, was successful, and the program started in March 2012 with the appointment of staff
- The sports and recreation special variation has been expended to meet priorities in line with the

Recreation Asset Management Plan

- Development of a cancer services directory has been completed in partnership with the Cancer Council and Can Assist.

Culture and Artistic Expression

- Festivals workshop sessions led by South East Arts, were supported in 2011/12 and the outcomes are being incorporated into the cultural issues paper.
- Sessions were held in support of South East Arts plans for engaging with local Aboriginal artists, and were well attended and outcomes will be presented, along with issues relating to the regional gallery and cultural needs to Council regarding cultural needs.
- The future role and location of the regional gallery have been explored and are being incorporated into the cultural issues paper, along with the outcome of the review into the cultural assets of the Shire
- The need for online, conference, meeting and performance facilities as part of the Bega Town Hall development were included within the functional brief

Character and Place

- Initial scoping work for towns and villages 'Themes' and tourism signage program was completed and town workshops and community engagement scheduled for 2012-13

Housing

- Identification of land targeted for affordable housing projects, and negotiation with developers and industry has been carried over to 2012-13
- Community Services staff are now attending the homelessness forum

Learning

- Review of service operations, (plant) resources and management structures for Children's Service has been completed in preparation for implementing the National Early Years Learning Framework. (EYLF)
- The move to the new (temporary) Merimbula Library location was successfully completed and increased use of the library resulted in reopening an extra day a week. The next stage of permanent location is planned for 2012-13
- Strong learning centre partnerships are in place with the ANU and University of Wollongong, and others, with TAFE, AUSWIDE, Marine Discovery, Eden Marine High are developing.
- New technologies have been introduced including Mac editing suites in 3 libraries, the introduction of RFID self-check progressing and development of a new media Room at Eden library
- Council's scholarships have been awarded and the Council is a key member of the local Community Training Partnership

Volunteering

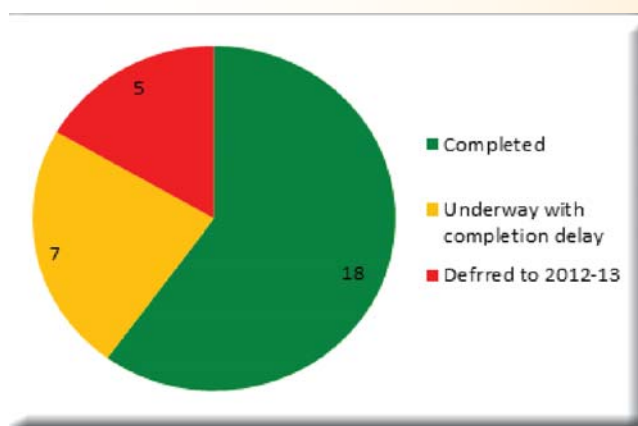
- As part of the ongoing need to find a funding source for the establishment of Volunteer Resource Centre, internal volunteer/management processes have been reviewed
- Volunteers and Cemeteries Coordinator position was approved to support the new operational model for hall and cemetery committees. Halls and Cemeteries guidelines and operating procedures adopted by Council
- Continued consultation with sportsground and reserve committees will lead to development of a suitable model and guidelines in 2012-13
- 30 home library volunteers were trained, with police checks completed, and development of a new

volunteer management system underway.

Engaging Youth

- Youth Council (PCYC) funding attracted to address capital works which are now scheduled to be completed by December 2012. Funding for the operation of youth space continuing.
- Council employ 2 school based traineeships and report has been adopted to expand this by 2 in 2013 with appointments to be made at end of school year.
- Engaging older people and those with disabilities
- The development of a Disability Action Plan for Council has been delayed to 2012/13 year with work to commence with input from the new Access Committee appointed in July 2012.

Enterprising



The audit of the enterprising program area has found that by the end of 2011/12 Operational Plan period 18 actions out of the proposed 30 actions will have been completed.

6 Operational Actions have been identified as underway, but with anticipated delays in completion and 6 have been identified as being deferred to next year.

Business Growth and Capacity

- Significant work, with the Australian Bureau of Statistics and idProfile, has gone into understanding the demography of the Shire, and how this feeds into our planning processes. Much of this is completed, with a report on Council role and function, identifying key demographic and regional statistics, uploaded onto the Council website
- A temporary Project Officer was appointed to support business and economic growth projects and this has helped in the development of our web presence and the progression of a number of significant projects
- The Merimbula lands project was launched, with a view to identifying potential which might be made available for industrial development. This will be continued into 2012-13.

Tourism

- Support has been provided to South Coast Tourism's implementation of the Australia Coastal Wilderness program and ACW's implementation plans, all stages of which have been completed
- Council resolved to support South Coast Marine Development Centre (SCMDC) to express interest in Mobil site in Eden Council supported CTP and SCMDC National Maritime College project
- The Tourism signage plans for our towns was initiated, with initial concept work being completed and workshops planned for consultation with the community
- Funding was announced for Monaroo Bobberrra Gudu roadway and Bundian Way project

Traditional Industries

- Work to support our traditional industries in forging new areas includes economic gardening, the promotion of key industries and facilitation in developing partnerships and new approaches. This

work is scheduled to begin once permanent resource is in place.

Vibrant Centres

- Significant progress has been made with the Littleton Gardens development and Civic Precinct Plan for Bega and this will be continued in 2012-13
- Proposals were put to Council on the future options for Merimbula airport and significant steps were made towards reaching agreement. This will be a priority area for Council in 2012-13
- A concept design was commenced outlining the “liveability” and “affordability” aspects of what are proposed as growth areas for the Shire and this will be continued into 2012-13

Employment

- Support has been provided to community training partnership and the report commissioned from population experts idProfile has provided the demographic statistics which will underpin further developments in 2012-13 when resources are identified to lead these

Innovation

- Council hosted several workshops in 2011/12 to discuss ways to encourage business growth including business approaches and technologies such as electronic marketing and cloud computing

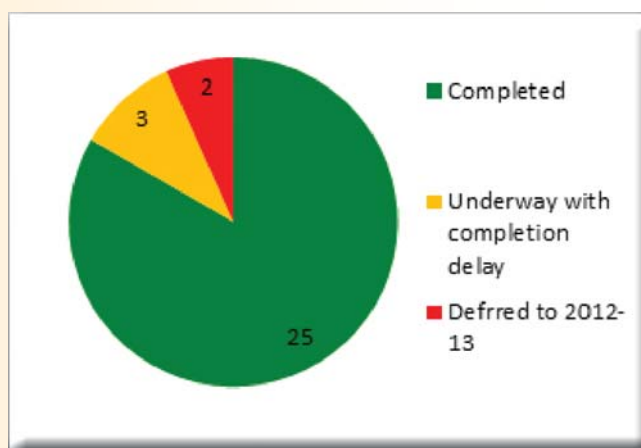
Infrastructure

- The Transport Asset Management Plan was adopted and initiated, setting our future direction investing in our infrastructure to meet business needs
- Lease process for Merimbula airport saw the lease extended for a further 12 months, and a subdivision process implemented for sites/leases at airport. The process involves Crown consent, and is anticipated to be complete in 2013-13

Sustainability

The audit of the Sustainability program area has found that by the end of 2011/12 Operational Plan period 25 actions out of the proposed 30 actions will have been completed.

3 Operational Actions have been identified as underway, but with anticipated delays in completion and 2 have been identified as being deferred to next year.



Natural Environment Protected

- A Community Environmental Improvement program for incorporated not-for-profit groups to undertake environmental improvement and rehabilitation projects has been implemented
- Natural Resource Management partnership with Southern Rivers Catchment Management Authority formalised and in place
- Training with regards environmental assessments for Council projects was deferred to 2012-13

Manage Development

- Tender documents for the continuing development of the Coastal zone management and hazard plan have been prepared and will be progressed in 2012-13

- Bega River Estuary Management Plan due to be reported in 2012-13 to Council
- Review of Environmental Factors (REF's) for all applicable infrastructure projects, ensuring decisions do not impact upon our "Natural Advantage" are being prepared
- Updated bushfire hazard mapping has been submitted to Rural Fire Service for final approval which will enable the implementation phase to start
- European Heritage assessment criteria in CDCP and aboriginal study and protocols ensuring that cultural heritage management reflects legislative requirements as well as community expectations and values is underway
- The Council Local Environment Plan (CLEP) was completed and submitted for gazettal. The Council Development Control Plan (CDCP) review is ongoing.

Live Sustainably

- The Corporate Sustainability Policy & Strategy was drafted for submission to Council
- The OEH Sustainability Advantage was Implemented and the corporate 'footprint' was defined and measures identified enabling future reporting to be conducted
- An ongoing program of waste minimisation community education programs, with dedicated resource, was designed and is in place
- Pedestrian and cycle plan was commissioned. Findings will inform future plans
- Councils waste management team is currently providing, through partnership with SCPA, support to community projects and initiatives such as farm gate sales and "locally grown" markets

Towns and Villages

- Desired character/outcomes for individual towns have been formally included in the CDCP. These are the focus of workshops being held in terms of signage for the towns, which will be progressed into 2012-13
- Development of policy, procedures and processes for new committee members and volunteers as well as training and support programs was agreed and initiated

Water Cycle

- Project aimed at construction of water treatment facilities in accordance with the adopted Asset Management Plan was launched and is in the data acquisition and design stage, In addition, a flood plain management study and asset and condition data collection have both been commenced
- A Merimbula effluent study, considering how to increase beneficial effluent reuse is 90% complete with outcomes being evaluated in line with ongoing regulatory requirements

Climate Change

- A Draft Climate Change Policy was developed
- A climate change risk management and adaption strategy has been initiated and is in drafting stage in anticipation of adoption of policy

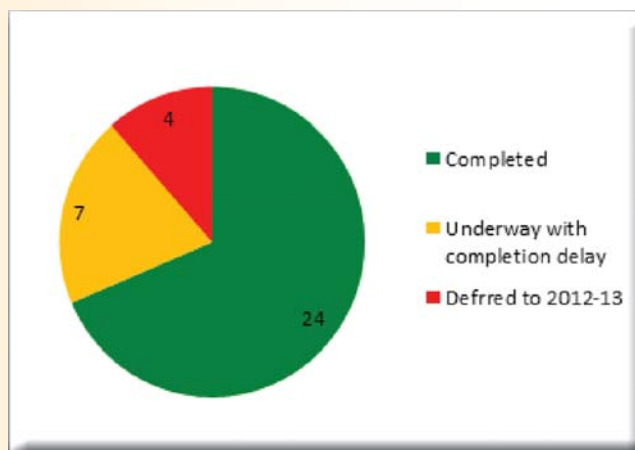
Health Of Natural Systems

- Natural resource management partnership with Southern Rivers Catchment Management Authority formalised to bring a more integrated approach to the funding and management of natural resources within the Shire
- Revised weed and vegetation management program implemented, along with plan to phase in staff recruitment and ensure succession planning

Accessibility

The audit of the Accessibility program area has found that by the end of 2011/12 Operational Plan period 24 actions out of the proposed 35 actions will have been completed.

7 Operational Actions have been identified as underway, but with anticipated delays in completion and 4 have been identified as being deferred to next year.



Transport

- 3 spans off Towamba bridge deck replaced and 5 additional spans ordered
 - Commenced a program of 'flood proofing' bridges and causeways
 - Concrete repairs to Mogareeka and Merimbula bridges
- 1 km Barragate road sealed
 - A11 unsealed streets in Cobargo sealed
 - Renewal program on local roads and streets commenced
- Road design for Merimbula CBD bypass 50% completed.
- Black spot funding applications submitted for Reid St roundabout
- Traffic light tender accepted and installation programmed for early 2012/13

Information

- Inventory of all road signage has been completed

Asset Planning and Management

- In partnership with Essential Energy, the installation of demonstration solar panels on Bega library and trial of LD street lighting has been completed
- The road hierarchy was amended to introduce Local collector roads. These will be sealed as priority
- A survey to gauge community reaction to Council strategy and plans for coping with heavier than normal demands on infrastructure (both Council-owned and privately owned) has been held over to 2012-13

Community Assets

- The process to consolidate partnerships with community groups in managing and maintaining community assets has been completed for halls and cemeteries, and initiated for sportsgrounds.
- Sports and recreation special variation has been expended to meet priorities from the Recreation Asset Management Plan

Location

- Development of a disability action plan has been initiated, and ABS Census findings, reflected in id profile reports have identified disabled population across the region. In addition, forecast demographic

changes are modelled and available through idProfile to be used for modelling and planning activities

Telecommunications

- Discussions with NBN Co. on roll-out schedule for broadband connection within the Shire have been carried out

Port and Airport

- Development of the Eden Port strategy, with input from industry and the community has been initiated and will be commenced into 2012-13
- Options for Merimbula airport were investigated and proposals, including options for the infrastructure as well as a management model, drafted for decision

Water and Sewerage

- Refurbished and replaced water supply and sewerage system assets. Capital works programs implemented on time and on budget over a three year rolling period.
- Water main breaks and sewer choke occurrences are less than those specified in the section business plan consistent with the levels of service.
- Water supply, sewerage and effluent reuse fixed assets operated and maintained in accordance with all regulatory requirements.
- Plans for the Kiah water treatment system is in the data acquisition and design stage, the aim being construction of water treatment facilities in accordance with the adopted Asset Management Plan.
- Consultants GHD have been engaged to develop a community consultation strategy considering the fluoridisation of all water supply systems
- Lobbying of the State Government is ongoing as part of the Merimbula Effluent Options Study, seeking potential subsidies for upgrading STP works
- NSW Public Works has been engaged to undertake strategic business plans, to be completed in the 2012/13 year.

Waste

- In support of developing a central waste management facility, Wanatta Lane reconstruction is complete. EPA scheduled development works licence issued. Construction certificate pending some additional design details.
- The tender for waste and recycling collection across the Shire were successfully carried out and awarded

Energy

- Energy suppliers have been included in consultations relating to the CLEP

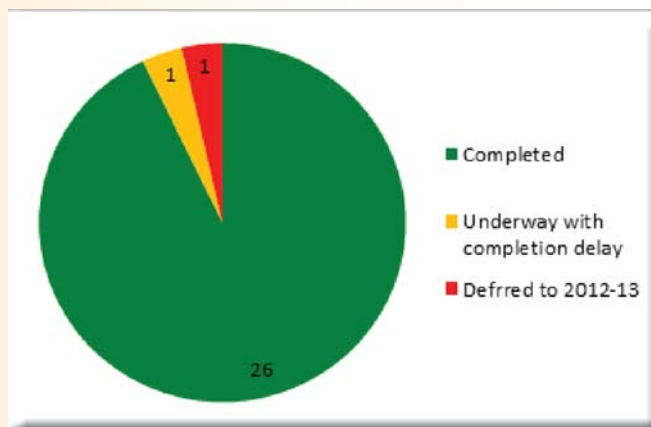
Emergency Planning

- Administration of the Local Emergency Management Committee has been conducted, but further progress in this area is required for 2012-13

Leading Organisation

The audit of the Leading Organisation program area has found that by the end of 2011/12 Operational Plan period 26 actions out of the proposed 28 actions will have been completed.

1 Operational Actions have been identified as underway, but with anticipated delays in completion and 1 has been identified as being deferred to next year.



Civic Leadership

- Councillor workshops provided by Department for Local Government & NSWEC, supported by Council, as well development of Councillor induction kits, in anticipation of elections
- Women's sessions for potential Councillor candidates conclude
- Council's Code of Conduct and Code of Meeting practice reviewed and reported to Council
- Councillor induction kit prepared for implementation

Community Engagement

- Implementation of the Council's community engagement policy scheduled under the Integrated Planning and Review program for 2012/13
- Development of a community engagement suite of tools, including communications strategy was initiated and is targeted for implementation in 2012-2013
- Community survey commissioned and to be undertaken late 2012

Customer Service

- Organisational customer service charter and customer service standards were prepared and will be put to Council for adoption in 2012-13
- Service level agreements for some parts of council have been finalised and a policy and procedure manual for contact centre staff is being finalised and revised.
- A more sustainable solution for the after hours telephone support service is currently being proposed moving to
- Six months project implemented to review standards and systems, to be reviewed in December 2012
- Communications strategy to be adopted in 2012/13

Integrated Planning

- Community strategic plan, delivery program and operational plan reviewed and adopted in May 2012
- Performance management framework, including performance measures designed to report progress to the community against the plan objectives initiated, and performance indicators included in adopted plans
- Asset and service review, along with consultation with community on long-term options for funding the

future undertaken and completed November 2011.

- Review of Bega Valley 2030 and suite of documents planned for the start of the new Council term, incorporating views of newly elected Council as well as outcomes of community survey to be held late 2012

Resource Management

- Outcomes of service review incorporated within asset and financial sustainability review (AFSR)
- Identified the introduction of cost attribution and adjusted fees and charges to narrow the gap between operating expenses and own source
- Provision of a Help Desk for all system users. All information communication and technology requests received, logged, prioritised, allocated and monitored for completion. Design and implementation of information technology solutions that assist Council staff in the performance of their roles has been maintained.
- Contract registers (>\$150k for annual report/GIPAA, and >\$50k for QBR report) set up. Contract management system to ensure contract managers monitor performance/milestones to be developed, along with contract management procedure.

Workforce Management

- Finalised computer skills training needs analysis – 25 existing employee traineeships implemented. Other training programs implemented across all Council to further develop existing skills in use of computer software packages, eg Word/Excel/Outlook.
- 11 out of 12 Council workplace agreements (WPA's) terminated,
- All Council employees and volunteers completed training course on new workplace health and safety legislation. Designated work groups realigned to match organisation structure and new health and safety representatives elected.
- Significant saving in workers compensation premium achieved (\$500K).
- Developed and Implemented annual corporate training plan – (outlines corporate, mandatory (legislative based) and employee performance training priorities and budget parameters for all training related activities across Council)
- New recruitment process templates created to assist in streamlining selection processes.
- Achieved Incentive payments related to risk and workers compensation received totalled \$70,000 (maximum level achieved)

special variation report

Application to Minister for Local Government for Special Variation

2007/2008

The 2007/08 operational plan implemented a special variation approved by the Minister for Local Government of 9.76%, raising an additional \$720,572. These funds were targeted at infrastructure, continuing services in branch libraries, the regional gallery, tourism visitor information centres and the weeds program. This variation was approved on an ongoing basis.

	Program Budget amount offsets in 2007/08	Total Expenditure in 2009/10	Total Expenditure in 2010/11	Total expenditure 2011/12
Branch libraries	\$150,000	\$157,300	\$164,384	\$168,986
Regional Gallery	\$100,000	\$134,100	\$109,589	\$104,157
Tourism (incl VICs year 1 then tourism infrastructure)	\$150,000	\$126,980	\$0	\$65,715
Weeds management	\$320,572	\$490,070	\$351,312	361,149
Total	\$720,572	\$908,450	\$625,285	\$700,007

2008/09

The 2008/09 operational plan implemented a special variation approved by the Minister for Local Government of 9.33%, raising an additional \$887,720. These funds were directed at infrastructure rehabilitation and provision of ocean lifeguards over the busy summer holiday season at beaches not serviced by a Surf Lifesaving Club, but still popular with visitors. This variation was approved on an ongoing basis.

	Program Budget amount offsets in 2007/08	Total Expenditure in 2009/10	Total Expenditure in 2010/11	Total expenditure 2011/12
Rural sealed road rehab program	\$218,000	\$295,370	\$231,496	\$237,978
Armco culvert rehabilitation	\$100,000	Included above	\$106,191	\$109,164
Bridge rehabilitation	\$100,000	\$205,750	\$106,191	\$109,164
Footpath trip hazards	\$7,000	\$35,000	\$7,433	\$7,641
Recreation buildings and pools	\$70,000	\$94,300	\$74,334	\$76,415
Ocean lifeguards	\$150,000	\$147,565	\$159,287	\$156,450
Urban street construction	\$200,000	\$234,795	\$212,382	\$218,329
Kerb & guttering	\$61,620	\$104,400	\$45,365	\$46,635
TOTAL	\$906,620	\$1,117,180	\$942,679	\$961,777

2009/10

The Minister for Local Government approved a special variation of 3.01% above rate pegging for a total rate increase of 6.51%. The special variation to rates was approved for five years and is to be spent on sports and recreation infrastructure and accessibility of these facilities.

The total amount of the increase above rate pegging raised \$450,000 in the first year. A General Sports and Recreation Committee has been established as a committee of Council. This group is working with Council to identify priority projects for this fund and has been focussed on using the Council contribution to leverage additional funds through grants, sponsorship and volunteer endeavour. The General Sports and Recreation Committee has now established a funding application and assessment cycle and will assess applications prior to recommendation to Council.

	Total Expenditure in 2009/10	Total Expenditure in 2010/11	Total Expenditure in 2011/12
Bega Recreation Ground			
George Brown Oval			
Pambula Sporting Complex			
Evans Park			
Cobargo Skate Park			
Towamba Oval			
Bemboka Sportsground			
Bermagui Sportsground			
George Griffin Oval Bega	\$0	\$747,978	\$474,627
Candelo Tennis Club			
Pambula Panthers			
Wyndham Pony Club			
Ford Park			
Towamba Oval			
Pambula Sporting complex			
Bega Angledale Cricket Club			
Total	\$0	\$747,978	\$474,627

2010/11

In 2010/11 Council was granted a Special Rate Variation of 6.35% by the Minister for Local Government, this represented a 2.95% increase above the 2009/10 general rate yield. The increase was for the 2010/11 financial year only. The impact of the proposed variation on residential ratepayers is significantly reduced due to the concluding of a rate increase of \$553,000 granted for 10 years in 2000. Of the \$583,000 raised by the rate variation, \$250,000 was raised from the business sector for tourism development and \$333,000 was raised from all rateable properties and provided funds toward the redevelopment of Merimbula's antiquated jetty. Funds will also be allocated for further planning to refurbish the runway of the Merimbula Airport prior to releasing of the facility

	Total Expenditure in 2010/11	Total expenditure 2011/12
Tourism Development	\$250,000	\$0
Merimbula Jetty	\$333,000	\$0
Total	\$583,000	\$0

2011/12

In 2011/12, a special variation was approved by IPART under the new assessment process. It continued the 2010/11 approval for tourism and the resurfacing of the existing tarmac at the Merimbula airport. The approval is for 20 years.

The amount of variation also includes an amount of 0.14% for a 'Crown Land Adjustment' which the Council is able to apply for under the Local Government Act 1993 and which the Division of Local Government recommended be included in the Council's special variation approval.

			Total Expenditure in 2010/11	Total expenditure 2011/12
Merimbula Airport	\$584,148	\$0	\$0	\$0
Tourism development and promotion (SCT Ltd)	\$250,000	\$250,000	\$250,000	\$250,000
Total	\$834,148	\$0	\$250,000	\$250,000

environmental levy achievements

Council's Environmental Levy has been in place since 2003 with permanent approval from the Minister for Local Government issued in 2006. At the time Council was one of the few Council's in NSW that had a permanent Environmental Levy in place to ensure that environmental management initiatives were adequately funded.

The following amounts show actual income and expenditure for the reporting period:

- Actual net income 2011/12 \$342,385.58
- Actual expenditure 2011/12 \$346,379.03

The main expenditure areas are listed below:

- Community Environmental Works: \$31,250.00
- Vegetation Management: \$42,762.00
- Noxious Weed roadside control: \$40,000.00
- Towamba Valley Vegetation management: \$10,000.00
- Crofton, Saggitaria & Chilean Needle Grass: \$11,000.00
- Stormwater management: \$60,000.00
- Rehabilitation Works Bega River Junction: \$65,442.00
- Sustainability & Energy Footprint initiatives: \$23,500.00
- Environmental Education Initiatives: \$17,425.00
- Estuary Management: \$ 5,000.00
- Environmental Monitoring: \$25,000.00
- Pambula Lake Program: \$ 5,000.00
- Love our Lakes Program: \$10,000.00

Expenditure marginally exceeded the income for the Environmental Levy in 2011/12. This additional expenditure was derived from carried forward funds from previous years.

The Community Environmental Works program is a new initiative from the Community Strategic Plan and the Operational Plan and was implemented this reporting year. Expenditure in identified projects aimed generally at environmental enhancement and improvement projects was undertaken by incorporated community groups on public lands across the shire to a value of approximately \$31,250.00. Community environmental improvement works were undertaken at Bega, Pambula, Springvale, Bermagui, and Tathra.

Environmental monitoring focussed on water quality studies at Dry River, algae studies at Merimbula Bay, and coastal lakes water quality studies at Cuttagee, Wallagoot Lake, Wapengo, Barragoot, Middle and Pambula Lakes.

Other coastal and estuarine works were also funded including work with the Love our Lakes Program that was launched during this reporting period.

Work also continued in defining Council's energy usage and footprint and building on Council's sustainability obligations.

A total of \$164,511.79 will be carried forward to the 2012/13 year from the reporting year. This carried forward amount has been derived from previous years and was largely from programs that were not able to be completed due to short falls in grant income sources.

Funds from the estuary management program make up the bulk of this carry over and were due to lower than expected grant income and subsequent demand for matching contributions. Some of these funds have been identified to match grant funding in 2012 2013 for the completion of the Shire wide coastal hazards project.

In addition significant planning has been undertaken for future projects and Council is well placed for the continuation of the Environmental Levy as the key contributor to environmental improvement and protection measures across the Bega Valley. Expenditure areas will continue to be based on the themes of waterways, biodiversity and sustainability. Specific projects in environmental management, estuary management, weed & vegetation management and erosion & sediment control will remain a focus with funds used wherever possible to leverage and expand upon government grants. In addition the Community Environmental Grants program, which was well subscribed in 2011 2012, is expected to continue to grow and will be an area where the community can undertake environmental management works on public land into the future. Further details of the Community Environmental Grants program will be separately reported on Council's web pages.

financial position overview

Financial performance

Budget 2012 \$'000	Income Statement for the financial year ended 30 June 2012	Actual 2012 \$'000	Actual 2011 \$'000
	Income from Continuing Operations		
	Revenue:		
39,340	Rates and annual charges	38,754	37,658
13,136	User charges and fees	14,206	13,082
1,478	Interest and investment revenue	2,727	3,112
5,267	Other revenues	570	405
11,428	Grants & contributions provided for Operating Purposes	25,070	17,211
3,959	Grants and contributions provided for Capital Purposes	5,734	13,291
	Other Income:		
300	Net gains from disposal of assets	930	82
	Net share of interests in joint ventures and associated entities using the equity method	-	-
74,908	Total Income from continuing operations	87,991	84,841
	Expenses from continuing operations		
21,614	Employee benefits and on-costs	26,482	23,976
2,526	Borrowing costs	2,172	2,279
27,511	Materials and contracts	26,537	23,792
12,914	Depreciation and amortisation	18,839	18,174
	Impairment	-	-
5,364	Other expenses	5,073	4,788
	Interest and Investment Losses	-	-
	Net Losses from the Disposal of Assets		
	Net share of interests in joint ventures and associated entities using the equity method		
69,929	Total Expenses from continuing operations	79,103	73,009
13,368	Operating result from continuation operations	8,888	11,832
	Discontinued Operations		(6,159)
	Net Profit/(Loss) from Discontinued Operations		
13,368	Net operating result for the Year	8,888	5,673
13,368	Net Operating Result attributable to Council	5,673	5,673
	Net Operating Result attributable to Minority Interests	-	-
1,020	Net Operating Result for the year before Grants and Contributions provided for Capital Purposes	3,154	(7,618)

(1) Original Budget as approved by Council - refer Note 16

Financial position

Balance Sheet as at 30 June 2012	Actual 2012 \$'000	Actual 2011 \$'000
Assets		
Current assets		
Cash and cash equivalents	52,684	40,267
Investments	1,132	5,272
Receivables	9,967	9,896
Inventories	469	554
Other	-	494
Non-current assets classified as "held for sale"	-	-
Total current assets	64,252	56,483
Non-current assets		
Investments	-	-
Receivables	76	99
Inventories	-	-
Infrastructure, property, plant and equipment	936,078	815,091
Other	-	-
Total non-current assets	936,154	815,190
Total assets	1,000,406	871,673
Liabilities		
Current liabilities		
Payables	5,778	5,753
Borrowings	2,322	2,353
Provisions	6,639	6,469
Liabilities associated with assets classified as "held for sale"	-	-
Total current liabilities	14,739	14,575
Non-current liabilities		
Payables	-	-
Borrowings	29,221	30,541
Provisions	5,238	5,012
Investments accounted for using the equity method	-	-
Investments associated with assets classified as "held for sale"	-	-
Total non-current liabilities	34,459	35,553
Total liabilities	49,198	50,128
Net assets	951,208	821,545
Equity		
Retained earnings	545,489	536,601
Revaluation reserves	405,719	284,944
Council equity interest	951,208	821,545
Minority equity interests	-	-
Total equity	951,208	821,545

Income from Continuing Operations

Actual 2012 \$'000	Year ended 30 June 2012	Actual 2012 \$'000
	Governance	4
958	Administration	598
991	Public order and safety	1,411
92	Health	77
8,165	Environment	8,476
3,173	Community services and education	3,774
1,067	Housing and community amenities	877
15,545	Water supplies	13,074
14,335	Sewerage services	15,227
4,706	Recreation and culture	1,208
1,337	Mining manufacturing and construction	1,509
8,780	Transport and communication	12,676
714	Economic affairs	1,747
59,863	Total functions and activities	60,658
24,978	General purpose revenues	27,333
84,841	Operating result from continuing operations	87,991

Expenses from Continuing Operations

Actual 2012 \$'000	Year ended 30 June 2012	Actual 2012 \$'000
2,797	Governance	2,461
8,213	Administration	3,195
1,852	Public order and safety	1,871
416	Health	483
7,717	Environment	8,617
3,553	Community services and education	4,032
2,526	Housing and community amenities	2,891
8,864	Water supplies	10,477
13,749	Sewerage services	14,223
4,895	Recreation and culture	4,988
2,076	Mining manufacturing and construction	2,262
14,324	Transport and communication	22,108
2,027	Economic affairs	1,495
73,009	Total functions and activities	79,103
	General purpose revenues	
73,009	Operating result from continuing operations	79,103

Financial performance

The financial performance of the Council during this 12 month reporting period is shown in the financial reports. The comparison of that performance with the adopted budget shown in Council's Operational Plan for the period is summarised below:

1 July 2011 to 30 June 2012	Actual 2012	Actual 2011
	\$'000	\$'000
Operating result	8,888	12,240
Add:		
Expenses not involving the flow of funds	20,489	18,097
Add:		
Non operating funds employed	23,480	45,857
Less:		
Funds deployed for non operating purposes	(52,379)	(76,693)
Surplus/(Deficit)	478	(499)
Balance brought forward	14,999	15,498
Balance carried forward	15,477	14,999

local government and other legislation statutory information

Rates written off

Rates and Charges totalling \$519,788 were written off for the period 1 July 2011 to 30 June 2012 and these are detailed as follows:

	1 July 10 to 30 June 11	1 July 11 to 30 June 12
General Rates	56,882.49	154,110.61
Water Access Charges	0.00	57,760.70
Sewerage Availability Charge	0.00	79,021.00
Interest	1,357.96	33,326.31
Waste Charges	0.00	94,232.73
Base Waste Management Charge	0.00	8,249.65
Stormwater Charges	0.00	183.19
Total	58,240.45	426,884.19

The significant increase in adjustments is largely due to a backlog of supplementary changes made by NSW Land and Property Information Service. These changes are a one-off. Write off levels will return to “normal” levels in 2013.

All of these rates and charges were written off as a result of the following adjustments:

- Conservation agreements
- Postponed Rates adjustments
- Re-classification of non-rateable properties to rateable
- Re-classification of rateable properties to non-rateable
- Properties being incorrectly charged for services not provided to the property
- Council properties that had been billed for services but never been issued bills or had access to the services e.g. hall committees, swimming pools, pre-schools

State of Environment report

In line with the principles of ecologically sustainable development (E.S.D.) Council has a major role to play in the protection of the Shire's natural attributes for this and future generations. State of the Environment Reporting remains the best available mechanism to review and evaluate Council's work plans in relation to environmental management and ESD and to ensure that new goals are set for coming years.

The State of Environment Report (SoER) for 2011/12 has been prepared in accordance with the requirements of the Local Government Act 1993. As with previous supplementary reports it is to be read in conjunction with the comprehensive Regional State of Environment Reports that were prepared in 1997, 2000, 2004, 2008 and 2009.

This 2012 report builds on the 2009 regional supplementary report that was prepared with the Australian Capital Region of Councils. The 2012 SoER covers the period 1 July 2011 to 30 June 2012 and is available from Council's website as are previous reports.

This SoE Report is based on the framework recommendations derived from the 2009 Regional Comprehensive SoER of reporting sustainability themes, driving forces and environmental indicators. This meets the current legal requirements and the reporting required for the integrated reporting framework in terms of Council's 1st year of the Community Strategic Plan process. Under these requirements Council must prepare a SoE report that addresses the environmental objectives that are identified in the Community Strategic Plan. The new SoE reporting requirements provide councils with increased flexibility compared to the previous more prescriptive system.

One of the 5 Strategic Priorities identified in Council's Community Strategic Plan, is 'A Sustainable Place'. The key directions goals identified under the Sustainable Place Strategic Priority include:

- S1. Has natural areas that are protected and enhanced.
- S2. Manages development to minimise impact on the natural environment.
- S3. Is a community that lives in a clean and environmentally sustainable way
- S4. Towns and villages are visually unique & centred around a green spaces and natural areas.
- S5. Commits to total water cycle management
- S6. Plans for and takes action to minimise the impact of climate change and other natural events.
- S7. Maintains and improves the health of natural systems that support agriculture.

Although the reporting frameworks have been modified to better meet these requirements the problems with data collection across some of the indicators used have not been resolved. Improvements will need to be made to ensure that indicator information is collected and managed in a way that ensures that the monitoring and evaluation of the data will allow for meaningful reporting on the environmental objectives that are identified as part of the Community Strategic Plan.

The SoER is based on the condition, pressure, response model and includes environmental indicators for catchment and water cycle management, land management, waste, noise and air quality, biodiversity, weed and pest management, population, climate and energy and resource consumption.

The 2012 State of Environment Report can be found on Council's website:

http://www.begavalley.nsw.gov.au/cp_themes/default/page.asp?p=DOCV-HPJ-22-73-56

Condition of Public Works Report

An independent 'Asset Sustainability Review' was completed by consultants GHD in 2010. That review identified an asset back log of 1% for general fund assets and 4% for water and sewer assets, signalling over \$20m was required to restore critical assets.

The financial notes (note 13) indicate assets were renewed in 2010/11 at 85% of the depreciation rate, and this may accelerate the deterioration of assets without injection of capital to renew assets as recommended by GHD. Refer to www.begavalley.nsw.gov.au

Public buildings

- **Council Offices (Bega, Bermagui, Eden and Merimbula)**

The planned refurbishment at the Merimbula office was put aside given the continued consideration of other options for total redevelopment of the site. The building remains in fair condition and is no longer being maintained. Council resolved to enter into a lease to move the Merimbula Library to a Market Street property. The current site has been vacated in the 2011/12, Council will consider options to sell, lease or redevelop the old site.

- **Council halls**

All Council's halls are managed by volunteer committees. The halls are in most part maintained by volunteer community members with emphasis on operational maintenance and hall management to ensure community activities are catered for.

Funding for halls for the year 2011/12 was a total of \$60,500 with most halls committees directing works to kitchen refurbishment and structural repairs.

- **Swimming pool facilities**

Council's has six pool facilities at Bega, Bemboka, Candelo, Cobargo, Eden and the Sapphire Aquatic Centre and one ocean pool at Bermagui. Each of the facilities are in a reasonable condition, however only one is operational year round. The Sapphire Aquatic Centre was officially opened in December 2010. The financial support to the facility and to the operational entity was increased beyond the original estimates on several occasions over the year, to over \$1,500,000. The amount of money estimated to bring other swimming facilities up to a improved standard is now in the order of \$650,000.

Public roads

Council maintains a total length of 1,424 kms of public road throughout the Shire, which is made up of Local roads: 494 kms sealed; 676 kms unsealed and Regional roads: 228 kms sealed; 26 kms unsealed.

Some of the unsealed local and regional roads carry significant traffic and there is considerable community pressure to seal these unsealed rural arterial roads. Council has resolved to only seal the Unsealed Urban Streets (19km) and Unsealed Rural Collector Roads (65km)

This will still require an estimated \$26 million

In 2011/12 Council spent \$6m on road maintenance works and \$5.7m on capital and rehabilitation works.

There are a total of 255 bridges on Council's road network, of these 62 are timber and 163 are concrete/steel. There are also approximately 2,400 other miscellaneous drainage structures on the network comprising culverts and causeways.

In 2011/12 Council spent \$0.64m on bridge maintenance and \$1.52m on bridge capital and rehabilitation.

Since increasing rates by the special levies in recent years the 'gap' between actual and required maintenance has improved.

Stormwater management (drainage)

Council has an 109km stormwater drainage network in the urban areas for which it is responsible.

In 2011/12 Council spent \$170,000 maintaining the drainage systems, a further \$220,000 on capital works and \$250,000 on urban water levy funded works.

Water supply

1. Water supply assets were in a satisfactory condition.
2. Total operating, maintenance and administration (OMA) expenses were \$7,873,000.
3. Direct operations and maintenance expenses were \$5,278,000.
4. Total depreciation of system assets, plant and equipment was \$2,459,000
5. A total of \$4,939,000 was expended on capital works, capital equipment and asset refurbishment

this year. This includes Federal and NSW State Government subsidised capital works.

6. The \$24m Bega to Yellow Pinch Dam pipeline project was completed with \$2,438,833 being expended.
7. The following maintenance, repair and management activities were undertaken for the year:
 - a. Reticulation system work including water main flushing, house service repairs, water main repairs and reservoir cleaning.
 - b. Trunk main maintenance work including flushing, air valve repairs and access track clearing.
 - c. Electrical and mechanical maintenance work on pump stations including valve maintenance, switchboard repairs and servicing of pumps.
 - d. Dam safety surveillance and studies.
 - e. Water quality monitoring and water resources management activities.
 - f. Water meter reading and data maintenance activities.

Sewerage services

1. Sewerage system assets were in a satisfactory condition, particularly the new and upgraded sewage treatment plants and reticulation systems.
2. Total operating, maintenance and administration (OMA) expenses were \$8,513,000.
3. Direct operations and maintenance expenses were \$5,724,000.
4. Total depreciation of system assets, plant and equipment was \$3,904,000.
5. A total of \$1,711,000 was spent on capital works, capital equipment and asset refurbishment.
6. The following maintenance, repair and management activities were undertaken for the year:
 - a. Reticulation system operation and maintenance including CCTV inspections, flushing and jetting.
 - b. Electrical and mechanical work including switchboard maintenance, valve maintenance and pump servicing.
 - c. Electrical and mechanical contract maintenance of treatment works associated with the Bega Valley Sewerage Program.
 - d. Effluent quality monitoring and management activities associated with reuse systems.
 - e. Sewage treatment plant operation and maintenance.

Summary of Assets

Asset	Current Cost	Written Down Current Cost	Nominal life of asset	Estimate (current values) of amount required to bring works to satisfactory standard	Estimate (current values) of maintain works at satisfactory standard	Maintenance Program for Past Year (2011/2012)
Land						
Council owned land operational	23,703,000	23,703,000				
Council owned land community	39,841,000	39,841,000				
Water fund land operational	722,000	722,000				
Sewer fund land operational	14,120,000	14,120,000				
Crown land	25,367,000	25,367,000				
Land improvements						
Rubbish tips	4,781,000	4,781,000	20			
Parks and gardens	13,685,000	13,685,000	20			
Quarry	72,000	72,000	20			
Buildings						
Council Halls	35,631,000	14,473,000	40-100	2,090,000	140,000	50,000
Council offices/library/art gallery	9,054,000	3,731,000	50-100	3,410,000	225,000	176,000
Other (depots)	3,405,000	1,127,000	50-100	2,195,000	110,000	193,000
Sports complexes	18,745,000	9,694,000	50	1,205,000	185,000	190,000
Misc buildings	3,163,000	1,714,000	50	1,965,000	135,000	16,000
Amenities/toilets	5,423,000	2,547,000	50	670,000	720,000	310,000
Roads bridges & f'paths						
Roads	367,956,000	244,224,000	30-100	30,900,000	4,000,000	7,885,000
Bridges	164,515,000	107,602,000	80	3,300,000	600,000	367,000
Footpaths/kerb & gutter	65,336,000	42,302,000	50	1,855,000	150,000	150,000
Aerodromes	2,926,000	1,299,000	50			
Car Parking/ancillary	15,870,000	7,031,000	50	620,000	100,000	49,000
Boat Ramps/Jetties	2,373,000	2,023,000	50	1,400,000	100,000	61,000
Stormwater drainage						
Urban drainage assets	33,132,000	24,141,000	100	2,780,000	500,000	300,000
Water supply network						
Water supply system	279,823,000	181,807,000	20-100	4,703,000	1,820,000	2,766,000
Sewerage network						
Sewerage system assets	267,034,000	178,218,000	20-100	9,680,000	4,315,000	1,023,000
Total	\$1,396,677,000	\$939,505,000		\$66,773,000	\$ 13,100,000	\$13,536,000

Legal proceedings

Set out below is a summary of amounts incurred by Council in relation to legal proceedings taken by or against the Council in the period 1 July 2011 to 30 June 2012.

Subject	Particulars of proceedings	Result	Cost to Council
Debt recovery **	Recovery of rates and charges	Ongoing	240,000.00
Planning	Planning matters	Ongoing	74,000.00
Total			\$314,000.00

** Note: Expenses recouped through the rate recovery process

Councillors expenditure

Fees payable to Councillors

The Mayoral allowance for the financial year of 2011/2012 was \$36,320. The annual allowance for each Councillor was \$15,970. A total of \$180,050 was paid to the Mayor and Councillors from 1 July 2011 to 30 June 2012.

A further \$77,378 was expended on the provision of Councillor Facilities and payment of Councillor Expenses comprising the following:

• Provision of IT facilities including telephone allowance	\$9,622
• Attendance of Councillors at conferences and seminars	\$14,474
• Training of Councillors and provision of skill development	\$18,432
• Interstate visits by Councillors, including transport, accommodation and other out of pocket travelling expenses	Nil
• Overseas visits by Councillors, including transport, accommodation and other out of pocket travelling expenses	Nil
• Expenses of any spouse, partner or other person who accompanied a Councillors	Nil
• Mayoral vehicle expenses	\$11,359
• Travelling expenses and sustenance	\$19,631
• Other meetings and functions	\$3,861

Policy

Council has adopted a policy on Behaviour of Councillors and Staff with a procedure for the Payment of Expenses and Provision of Facilities for Councillors. This policy and procedure can be viewed at any of Council's offices or on Council's web site www.begavalley.nsw.gov.au The policy outlines the services and facilities provided to Councillors, the Deputy Mayor and the Mayor to enable them to carry out the duties and functions of their civic office.

Senior staff payments

Council has four senior staff designated and employed on four and five year performance contracts in accordance with Section 338 of the Local Government Act 1993. The designated positions are set out below together with the value of salary packages (inclusive of superannuation, motor vehicle, salary and other benefits) paid during the period 2009/2010 and 2010/2011.

	2010/2011 \$'000	2011/2012 \$'000	2011/2012 additional contribution to defined benefits scheme
General Manager	220	230	-
Group Manager Infrastructure, Waste and Water	181	196	-
Group Manager Planning and Environment	187	196	\$10.2k
Group Manager Community and Relationships	164	183	-
Total	\$752	\$805	\$10.2k

Contracts

In accordance with Section 428(h) of the Local Government Act 1993, the following is a list of contracts awarded during 1 July 2011 to 30 June 2012 (whether as a result of tender or otherwise) other than employment contracts and contracts less than \$150,000.

Tender Number	Name of contractor	Particulars of the subject of the contract	Estimated amount of the contract
N/A	Fabcot Pty Ltd	Sale of land at Zingel Place and Auckland Street, Bega	
N/A	Surf Life Saving Pty	Provision of professional lifeguard services on BVSC beaches during summer season	\$510,979.15 Inc GST
	Sapphire Aquatic Centre Limited	Provision of management and maintenance services for the operation of the Sapphire Aquatic Centre	\$264,000 Inc GST
12/10	Relining Solutions Pty Ltd	Provision of sewer rehabilitation works in the form of Sewer Relining on Council's reticulated sewerage network.	\$240,000 Inc GST
13/10	Pipe Replacement Solutions Pty Ltd	Provision of sewer rehabilitation works in the form of sewer pipe bursting on Council's reticulated sewer network.	\$275,000 inc GST
0800835	Mitchell Water Australia Pty Ltd	Design, Development and construction of the Bega to Yellow Pinch Dam Water Transfer Pipeline and Associated Works	\$14,609,951.56 inc GST
0800837	Tyco Water Pty Ltd	Supply of Pipes, Fittings, Valves and Associated Components for the Pipeline from South Bega to Yellow Pinch Dam	\$4,640,083.00 nc GST
09/10	Harris Aquatics Pty	Provision of services for the operation of the Bega swimming pool	\$133,352.26 ex GST
09/10	Bemboka Aquatics Pty Ltd	Provision of services for the operation of the Bemboka swimming pool	
09/10	Evaleigh Pty Ltd	Provision of services for the operation of the Candelo swimming pool	\$143,560 Inc GST
09/10	Swansali Pty Ltd	Provision of services for the operation of the Cobargo swimming pool	\$139,554 Inc GST
09/10	JP Aquatics Pty Ltd	Provision of services for the operation of the Eden swimming pool	\$152,896 Inc GST
22/10	Stowe Australia Pty Ltd	Electrical Control Upgrade of Eden Sewage Pumping Station	\$190,850.00 ex GST
06/08	Civica Pty Ltd	Additional software and supported products for Software Licence Agreement	\$211,627.90 Inc GST

Tender Number	Name of contractor	Particulars of the subject of the contract	Estimated amount of the contract
16/10	GMA Waste Water Services Pty Ltd	Provision of sewer jetting and pump station vacuuming services, within Council's reticulated sewer networks.	2011-12: \$250,000.00
N/A	Tenix Pty Ltd	Operations & Maintenance of Council's ten (10) Sewerage Treatment Plants.	2010-12; \$3,050,000.00 + indexation
3/11	ANZ Banking Group	O&M contract Includes provision of STP staff, mechanical and electrical maintenance, and provision of power, chemicals, and associated technical and reporting deliverables, as described within the BVSP Deed of Agreement.	Approx.\$500,000
09/11	GPM Constructions	Provision of banking services	\$457,260
10/11	RD Millar Pty Ltd	Merimbula Boat Ramp & Finger Pontoon	\$410,403.64
T1A	MAN Automotive Imports	Water mains renewal works	\$315,923
LGP707	Westrac	Supply and delivery of Prime Mover/Rigid Tipper	\$379,500
N/A	NSW Public Works	Supply and delivery of CFF Class 15 Motor Grader	\$149,000
N/A	NSW Public Works	Concept development, detail design and technical specification documentation for the provision of chlorination facilities and associated works at the Eden Sewage Treatment Plant	\$175,800
8/12	Transpacific Cleanaway Pty Ltd	Concept development, detail design and technical specification documentation for the provision of chlorination facilities and associated works at the Tura Beach Sewage Treatment Plant	\$868,415
RFT 6/11	Transpacific Cleanaway Pty Ltd	Waste Transfer Services	\$12.6 m Over 5 years
11/12	Hewatt Earthworks Pty Ltd	Waste Collection Services	\$938,065.24
14/12	RD Millar Pty Ltd	Wanatta Lane, Wolumla upgrade	\$157,113
15/12	Bridging Australia Pty Ltd	Littleton Gardens Stage 1A Construction	\$730,250
16/12	Bridging Australia Pty Ltd	Six Mile Creek Bridge Construction	\$611,725
17/12	Kenpass	McCarthy's Creek Bridge	\$1,001,214
18/12	Kenpass	Double Creek Bridge Upper Cobargo	\$1,035,000
RFT 7/10	RTA Operations – Southern Road Services.	Stockyard Creek Bridge Rocky Hall	2011-2012: \$896,169 +/-30%

Bush fire risk management

2011 / 2012 saw Council undertake its regular maintenance program over its extensive asset protection zone network and carry out a number of extra capital works programs funded by the NSW Rural Fire Service.

The Rural Fire Service had requested roadside mulching be carried in a number of locations to improve the ability of the community to utilise these roads as escape routes (e.g. Black Range Rd) or be used as a vital transport / logistics link during a bushfire event (Sapphire Coast Drive).

Roadside mulching was undertaken along the following roads in support of Councils Bushfire Hazard Reduction program – Black Range Rd (Bega), Sapphire Coast Drive, Moncks Rd (Bournda), Towamba Road (Towamba), Upper Brogo Rd (Brogo). Asset protection zones were enhanced or created in Tristania Crt (Tura Beach), Camilla Cart (Mirador), Government Rd and Ida Rodd Dr (Eden).

Councils Bushfire Hazard Reduction program is largely now one of ongoing maintenance and improvement of

access in the urban interface around settlements. This is a reflection of the substantial major works that have been previously undertaken.

Council's annual maintenance program incorporated inspections, some physical works and maintenance of the APZ's and access tracks that have been created and rehabilitated in the last six years. The program took in Council property (Community Land Reserves and Operational Lands) and Council managed Crown Reserves.

Council has also undertaken maintenance of APZ's on Crown Land managed by the NSW Land and Property Management Authority (LPMA), under a contract arrangement. Council continued its role as a member of the Bega Valley Shire Bushfire Committee and has an important role in implementing the new Bushfire Risk Management Plan for the Shire.

Works and maintenance were undertaken in the following locations:

Bermagui / Wallaga Lake: Mulching and slashing maintenance: Fairhaven Point, Bleakley Street, Bermagui Cemetery, Main Road 272, Fairhaven Point Way, Beauty Point Road, Wallaga Lake Heights and George Street.

Tathra: Mulching and slashing maintenance: Oceanview Cres, Wildlife Drive, Panorama Drive, Panamuna Road, Bay Street, and Tathra Pre-School.

Tura Beach: Mulching and slashing maintenance: Tura Beach Drive, Dress Circle, Dolphin Cove, The Point, Headland Drive, Pacific Way, Fauna Crescent, Tura Forest Reserve, Dolphin Cove, Surf Circle, Tura Beach Drive, Nolan Drive, Casuarina Place, High Crescent, Crown Land / Sapphire Coast Drive, and Tristania Crescent..

Merimbula: Mulching and slashing maintenance: Sapphire Crescent, Kowarra Crescent, Wildewoods Crescent, Seaview Avenue, Marine Parade, Arthur Kaine Drive, Wyeebo Street, Tern Close, Lake Street, Beverly Street, John Close, Lake Street, Berrambol Drive, Lakewood Drive, Kiama Place, and Merimbula Drive.

Pambula: Slashing maintenance of APZ's along Crown Land interface around the northern and north eastern sides of the town

Pambula Beach: Slashing maintenance of APZ's along Crown Land interface around the southern side of the village and Council managed reserves on the northern side of Pambula Beach Rd.

South Pambula: Slashing maintenance of APZ's along George St.

Eden: Mulching and slashing maintenance: Flinders Street, Chandos Street, Ida Rodd Drive, Bass Street, Cosham Close, Bay St, Bramble Street, and Eden Cove.

Wonboyn: Ivor Jones Drive, Acacia Avenue and Nadgee Road.

Social planning framework - access and equity activities

Community development and social planning

- Each year Council undertakes a wide range of social planning and community development activities. The social planning, community development and community service provision objectives for 2011/2012 are reflected in Council's CSP, delivery plan and operational plan.
- Council works in partnership with other levels of government, community organisations and stakeholders to plan, promote and support activities and initiatives to meet the needs of isolated and disadvantaged communities in the Bega Valley Shire.

Activities Included:

- Implementation of strategies in the Bega Valley Shire Council Social Plan 2006-2011.
- Participation in consultations on the development of a social issues paper to replace the social plan and act as an informing document for Council and the community.
- Regularly providing information on Council and other services to community groups.

- Promoting Council facilities and services through inter agencies and forums involving government and non-government agencies.

Provision of grant funding to the Mumbulla Foundation for its community grants scheme – community development officers provide advice and recommendations.

- Coordination and support of the Club Grants program with local registered clubs.
- Maintaining and distributing a Community Services Directory for residents in the Bega Valley Shire which is available in a printed version or can be accessed via the internet.

Aboriginal services and activities

- The Bega Valley Shire has a relatively high proportion of Aboriginal people and this population tends to be significantly younger than the population as a whole. During 2011/2012 Council has continued to acknowledge, through a range of activities, a commitment to improve access for Aboriginal people.
- The Aboriginal flag continues to be displayed in Council Chambers.
- Support is given to NAIDOC Week celebrations in Eden, Bega and Merrimans communities.
- Continued observance and work with the Aboriginal community on a range of protocols including cultural heritage studies.
- Ongoing commitment to the Aboriginal employment program within Council, including traineeships and dedicated positions across a range of program areas.
- Council has committed funding for 1 day per week, ongoing, to employ an Aboriginal Liaison Officer from June 2012 with an additional day supported by funding from the Federal Government. Recruitment process commenced.

Young people

The proportion of young people in the Bega Valley Shire is significantly less than the NSW average and the exodus of young people was mentioned in consultations for the 2006-2011 Social Plan. Significant issues for young people are transport, employment and training and leisure activities. Continuing activities included:

- Implementation, promotion, planning and successful implementation of Summer Bus 2011/12 services, an alternative transport system for young people over the summer months.
- Youth Week Program– the successful coordination of a Calendar of events for Youth Week 2010 including the Youth Council Music Project – in partnership with Music NSW featuring young local artists.
- Continuing facilitation of the Youth Service network.
- Implementation of a small grants program in Youth Week resulting in an additional 5 youth events held across the shire.
- Appointment of a new Youth Council by Council
- Representation on the board of the Community Training Partnerships (CTP) that looks at developing pathways for young people to employment training opportunities in the Shire.
- The continuation of a transport voucher project to supplement the Summer Bus Project targeted at reducing incidents of drink driving.

People with a disability

Council continues to recognise the importance of the need to improve access and quality of life for people with disabilities. This includes planning, recognition and community awareness activities and the provision of direct support services funded through the Home and Community Care (HACC) program. Continuing activities included:

- Coordination of Council's Access Advisory Committee which regularly meets to assess development applications and recommend public works to improve access.

- Participation in the local Disability Forum.
- Attendance of Regional interagency for workers in local government.
- Management of the funded Community Options and ComPaks Program which provides services to older people and young people with disabilities.

Older people

The Bega Valley Shire has an ageing population, consistent with the national demographic trend but also influenced by the trend for older people to move to coastal areas. In addition to recognising the need to plan for ageing communities, Council provides a range of HACC funded services to address the needs of frail older people, people with disabilities and their carers. Other activities include:

- Involvement with a range of organisations working with older people.
- Implementation of a small grants program to promote seniors week events resulting in seven additional events across the Shire.
- Celebration of Seniors Week, Council, including the “Senior of the Year” Awards and senior’s concert.

Ageing and disability services (HACC)

Council has continued to meet set objectives in the provision of Home and Community Care (HACC) and NSW Health funded services. Outcomes include:

- Quality assurance review of the Community Options program which was granted a further three years funding.
- Ongoing support and care management of Community Options clients.
- Ongoing coordination of existing Emergency Response funding and disability support funded care packages.
- Continuation of the ComPacks program to deliver additional packages over and above the funding requirement to people in the six week period following discharge from public hospital.

Children

Council has continued to provide a range of services for children and their families with the objective of providing quality child care and support to families in the local government area. In addition, the importance of planning for the needs of children is recognised.

In 2011/12, Council continued to provide a range of quality child care services through Bandara Children’s Services at Bega and the Eden Child Care Centre, Eden Pre School and Sapphire Mobile Children’s Service, providing a valuable service to families in Bemboka and Candelo.

These services:

- Maintained the affordability and accessibility of the services to the community, particularly to Aboriginal, low income and vulnerable families. Some of these improvements have also ensured that the financial management of the two services is now operating using recognised Council systems.
- Worked with the Brighter Futures program to provide quality child care services to vulnerable families who are taking part in programs that build on the strengths of these families.
- Used successful strategies and continued to build partnerships with community organisations to ensure that the child care services are accessible for Aboriginal families. Aboriginal enrolments have continued to increase across all services.
- Worked to provide quality child care services to isolated communities in Bemboka and Candelo through the mobile pre-school.
- Implemented a range of community engagement strategies aimed at enhancing the involvement of parents, families and the broader community in planning and delivering quality services to children.

The Brighter Futures program

Funded through the NSW Department of Human Services, the program targets families who face specific problems or vulnerabilities and have children aged eight years and younger. Services provided to families under the Brighter Futures program include case management support, brokerage, home visiting, quality child care and parenting programs. Strong relations have been developed with the Aboriginal community and Indigenous participation in the program is currently at 10%, a very high up take of the program compared with other areas in NSW.

Culturally and Linguistically Diverse Communities (CALD)

Council's Access and Equity Policy, endorsed in early 2005, acknowledges the different cultural needs of people. It stresses the importance of building flexibility into decision-making and consultation processes that takes into consideration the cultural needs of particular ethnic groups. This will ensure that people are not excluded from local government processes due to a lack of alignment between cultural practices.

At the last census only 3.9 percent of residents were born in a non-English speaking country. This is an issue in itself because it means that there are no large communities and a lack of appropriate services, particularly to provide support to newly arrived people.

Council has secured continued funding from the NSW Community Relations Commission and the Federal Department of Immigration and Citizenship to deliver Migrant and Multicultural Services across the Bega Valley Shire.

The project will work with Migrant communities to agencies on issues affecting people from CALD backgrounds and organises, in partnership with the migrant social group, of Harmony Day activities which was well received by the community.

Women

Domestic violence remains one of the most significant social problems affecting women in rural areas. Council has participated in a number of initiatives to undermine community acceptance of violence against women. This has included:

- Working on specific strategies to address the needs of women and young women as part of the 2006-2011 Social Plan.
- Participating in the Bega Valley Sexual Assault and Domestic Violence Committee to support White Ribbon Day, 16 Days of Activism, Reclaim the night and projects such as Staying Home Leaving Violence. Support for the "Bega Valley Says No to Violence project" has been given via the erection of signs at the edge of towns and villages across the Shire.

Subsidised works on private property

Council's carried out no subsidised works on private properties during the 2011/2012 financial year.

Community grants

Contributions by way of grants under Section 356 of the Local Government Act for this period were \$196,000

- Community Grants - \$34,000
- Other - \$162,000

Human resources

A wide variety of training occurred during the year at a cost of \$554765 including:

Skills based training programs for 2011/12:

Aboriginal Education & NQS.	Cert 4 Record-keeping
ACSA National conference	Cert IV - Water Industry Operations
AELERT workshop - Legal issues	Certificate 4 - Training & Assessment
Air Conditioning Course	Childcare - update National Regulations
Anaphylaxis training	Childrens Librarian Zone meeting
Arts Funding workshop	Childrens Services Diploma
Autocad Fundamentals	Civica special interest group workshop
Bachelor Civil Engineering	Civil 3d advanced Road Design
Bachelor Environmental Science	Civil 3d survey
Bachelor of Business Management - HR	Combating Illegal Dumping
Bachelor of Civil Engineering	Construction Carpentry
Bachelor of Urban & Regional planning	Dangerous Dog Breeds Refresher Course
Bang the Table Conference	Dangerous Dogs - Part 1 & 2.
Best Practice Erosion & Sediment Control	Diploma Building Surveying
Biological Control of Weeds	Diploma HR Management
Building in Bushfire Prone areas	Diploma of Government (Management)
Building reflective capacity for parents	Drains software
Carbon reporting workshop	Early Childhood Education and Care
Case Management Masterclass	Eco Waste Conference
CCTV Push rod cameras	Ecoforum Conference & Exhibition
Cert 3 Auto (Mech. Hvy vehicle rd transp)	Environmental & Fisheries Presentations
Cert 3 Local Govt - Operational Works	FBT 2012
Cert 3 Water Industry Operations	Floodplain Management
Cert 4 Library/Info Services	Futures Forum
GST for Local Govt.	Healthy Communities Coordinator workshop
Plain English skills	Play Therapy
HR National Conference	Procurement Annual Conference - Local Govt
Information Session	Protection Drinking Water & Backflow Prevention
In-situ Stabilisation course and workshop	QIP from the ground up.
Integrated Risk Management	Rangers Conference
Integrated Strategic planning in Local Govt.	Reflect Inspection & Maintenance Software
Internal Audit workshop	Rescuing Policy
Introduction to flood plan risk management	Rescuing Policy workshop
Landfill Operations	Road Engineering & Maintenance Conference
Lead Auditor Quality Management Systems	SEROC workshop

Leading with Emotional Intelligence
 LGMA - Integrated Planners Network updates
 LGMA Mentoring Programme
 LIAC & DIAYLL Annual forums
 Local Govt Reform workshop
 LPI Local Govt Spatial Seminar
 Managing Flood Risk To Existing Properties
 Ministerial Planning Forum
 Motor Neurone National conference
 MS Project
 My Language conference
 NSW Property Officer's Conference
 NSW Revenue Professionals Conference
 NSW Revenue Professionals Training
 Pipes Wagga
 Zone Children's Librarians meeting

Sexuality & Dementia
 Social Impact Analysis
 Social Media conference
 Southern Councils group meeting
 QIP from the ground up.
 Sustainability Conference
 Swimming Pool Assessment
 Switch Conference
 Team leader training
 UNAA Masterclass / Paul Hawken
 Vegetation Survey & Assessment
 Volunteering National conference
 Weeds - misc training
 Working with POEO
 Young People & Engagement

WHS / Legislative training programs for 2011 / 12:

Asbestos awareness
 Asbestos identification & safe handling
 BVSC - WHS manual
 Chainsaw - Level 1 & 2 x 4
 Chainsaw - Level 1 Cross cut x 5
 Chainsaw - Level 2 Tree felling x 5
 Chemcert x 4
 Conduct civil construction - dozer operations
 WHS - Construction Induction
 WHS Legislation - Update 2012
 WHS legislation responsibilities
 WHS Risk Management for Managers
 Planning for Bushfire Prone areas
 Planning update
 Playground Auditor training
 Playground safety
 SMARTtrain
 Statewide Conference
 Transport of Dangerous Goods
 Transport of Dangerous Goods - refresher

Confined Spaces - full course
 Dam Safety Surveillance
 First Aid x 8
 First Aid refresher x 2
 Grader operations / demo
 Load shifting training & assessment
 MR Drivers Licence x 2
 MR Learners permit x 2
 Post Incident Support
 Protective Behaviours - Call Handling
 Protective Behaviours - Conflict management
 Return to Work Coordination
 RTA - Traffic Controller - stop slow x 6
 RTA - Yellow card x 8
 RTA Red card - Traffic Control at Worksites x 2
 Skin penetration workshop
 Workcover consultation training
 Workcover ticket update
 Working near Overhead Power Lines
 Working near O/head Power Lines - refresher

Workplace Health & Safety

Chainsaw - Level 1 & 2 x 4

First Aid refresher x 2

Chainsaw - Level 1 Cross cut x 5
 Chainsaw - Level 2 Tree felling x 5
 Chemcert x 4
 Conduct civil construction - dozer Ops
 WHS - Construction Induction
 WHS Legislation - Update 2012
 WHS legislation responsibilities
 WHS Risk Management for Managers
 Planning for Bushfire Prone areas
 Planning update
 Playground Auditor training
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 Skin penetration workshop
 Workcover consultation training
 Workcover ticket update
 Working near Overhead Power Lines
 Working near Overhead Power Lines - refresher

Corporate training programs for 2011 / 12:

Authority implementation meetings	CIVICA / AUTHORITY training
BVSC General Induction – 4 sessions	Trim Power User training
Code of conduct training	Power users - TRIM
CRM training	Profile ID - advanced
Cultural Considerations	Profile ID - Advanced - Atlas, Profile, Broadcast
Libero V6 upgrade / training	Profile ID - Exec briefing
BVSC Quality Improvement Planning Day	Profile ID - general briefing
BVSC Induction - childcare only	

Traineeships & Apprenticeships - 2011 / 12:

	2009 / 10	2010 / 11	2011 / 12
Local Government Operational Works	5 trainees	4 trainees	4 trainees
Cert 3 - Local Government – Governance & Admin	4 existing worker trainee	1 existing worker trainee	-
Construction Carpentry	1 apprentice	1 apprentice	1 apprentice
Heavy Vehicles apprentices	1 apprentice	1 apprentice	1 apprentice
Water Industry Operations	2 trainees & 1 existing worker trainee	2 trainees & 1 existing worker trainee	2 trainees & 4 existing worker trainees

Children's Services	2 trainees	2 trainees	2 new entrant trainees
6 existing worker trainees	4 existing worker trainee	1 existing worker trainee	-
Library Information Services	1 trainee	1 trainee	1 trainee
Diploma Conservation & Land Management	1 trainee	1 trainee	1 trainee
School based traineeships	-	2 trainees	2 trainees
Total	11 trainees 2 existing worker trainees 2 apprentices	12 trainees 2 existing worker trainees 2 apprentices	12 trainees 10 existing worker trainees 2 apprentices

Comments

Existing worker traineeships have increased in Children's Services .This is due to the new national requirements for all childcare staff to have the minimum Certificate 3 level qualification by 2014.

As per the corporate training plan, the MS Office up skilling program for all staff, commenced in September 2012. This ongoing program will provide training for all staff, as per the results of the computer skills survey completed in July 2011. As this program progresses, it will increase the number of existing worker traineeships by the end of the current financial year.

The Workforce renewal strategy has also identified the need to increase our existing number of trainees and cadets in the workforce. In addition to existing trainees, apprenticeships and cadets, the following additional traineeships etc will commence in 2013 –

- 2 School-based traineeships (1 field based & 1 indoor based)
- 2 Indigenous traineeships (1 field based & 1 indoor based)
- 2 Diversity Traineeships (EEO identified positions : for people with a disability)
- 1 Ranger traineeship
- 1 Electrician Apprenticeship (WWW (IWW))
- 1 Boilermaker Apprenticeship (Works (IWW))
- 1 WWW Civil Engineer cadet (IWW)
- 1 HR Cadet (re-advertisement) (OS)

Staff undertaking tertiary studies 2011 / 12

	Nos staff	Undertaking course as per Study assistance policy	Undertaking course as per EPR process	Courses
Community & Relationships	18	4	14	Masters of Library Studies Grad Dip Information Studies Dip Library Studies Cert 3 - I.T – Library Adv Dip Community Services Management B Social Science
Organisational Support	10	3	7	Adv Dip Recordkeeping Chartered Accountant Cert 3 / Diploma – Information technology Dip Human Resources B Commerce (Accounting) B Business (Human Resources) Cert 4 TAE (Training & Assessment)
Planning & Environment	5	1	4	Cert 3 Conservation & Land Management Dip Conservation & land Management Dip Building surveying Dip Environment , Health & Building
Infrastructure, Waste & Water	33	11	27	Cert 4 Business admin Masters of Business Cert 3 Water Industry operations Dip Operational Works & Dip Management B Eng Technology B Civil Engineering Cert 3 Construction Carpentry
TOTALS	71	19	52	

Comments

All staff undertaking degree level studies are studying under Council's study assistance policy. The 52 staff who are enrolled in courses as per council's Employee Performance Review process, are undertaking studies at Cert 3, Cert 4 or Diploma level.

Work experience placements for 2011/12:

Section	Nos of placements
Organisational Support – Human resources	1
Customer Service / Administration	3
Engineering – indoor	2
Environmental Services	1
Works – Operational	2
Works – Workshop	3
Library Services	7
Comments -	

Council staff hosted 19 work experience placements in 2011/12. The majority of these placements were for local high schools, but also included the following –

- local mature aged students undertaking university level studies via distance education
- one placement was also undertaken by a local vision impaired Workability client. Council and Workability worked closely together to ensure this placement was a valuable experience for both the client and Council.
- two placements were also completed by mature aged people via the Commonwealth Rehabilitation Services. (CRS)

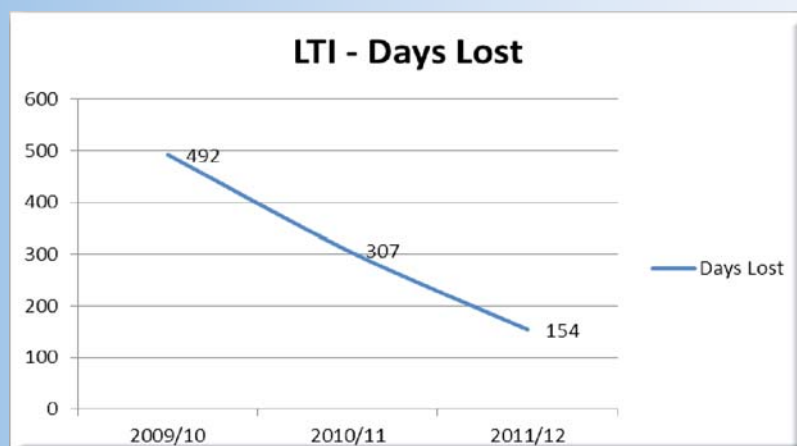
Council will continue to actively support and encourage these work placements to encourage local youth and interested community members to consider Local Government as a potential career path. This ongoing program is an essential component of Council's Workforce renewal / succession planning strategy.

Work Health and Safety (WHS) – including Workers Compensation Claims

A total of 71 incident reports were filed and were subsequently investigated in 2011/12. This is a reduction of 38 compared to last year.

Twenty eight (28) Workers' Compensation claims were lodged during the 2011/12 reporting period which was three (3) more than the previous year. Of this total seventeen (17) were lost time (LTI) claims.

A total of 154 days were lost during the year, a reduction from last year. Lost time injuries (expressed in days) for the previous three (3) years are:



Council's workers compensation insurance premium has reduced significantly from the 2010/11 total (The 10/11 premium was calculated at \$1.3M and the 11/12 adjustment premium is \$786,000). This can be attributed to the reduction in the number of claims for long term injuries and better management of LTI claims/rehabilitation programs during 2011/2012.

Internal WH&S Auditing Systems

Risk Chase Audit

During 2011/12 Bega Valley Shire Council completed StateCover's WHS Self Audit. This comprehensive auditing tool measures our organisation against a range of issues which are critical to the effective implementation of a WHS management system. Council's overall performance was rated above average (76.1%) when compared to the average score for all NSW Council's.

Employee Wellness - Health monitoring

Influenza Immunisations

Staff Influenza Immunisations programs were implemented in April 2012. A total of 95 BVSC Staff participated in the program. This program is a proactive way of managing workplace health and safety and benefits the organisation by reducing absenteeism during winter as a result of staff contracting influenza.

Hearing Testing

Bi-Annual hearing testing was commenced during the reporting period with 87 staff being screened for hearing loss. In accordance with the NSW Work Health & Safety Regulation (2011) Council must conduct audio-metric testing for all staff that are required to wear hearing protection as a means to manage the risks to health and safety from excessive noise.

Skin Cancer Screening

BVSC once again engaged Skin Patrol to conduct a skin cancer screening clinics. This year's clinic focussed on screening field based and indoor staff with 111 employees attending. The aim of this screening is to identify the incidence of skin cancer, improve skin cancer knowledge amongst staff and provide early detection for some possible life threaten skin cancers.

Fourteen employees were referred to their doctors for further examination. Four of the employees screened were diagnosed by the dermatologist as having a lesion suspicious of melanoma.

This Program is well received by staff, and yearly clinics will be undertaken to allow all employees an opportunity to be screened.

WHS Procedures

Procedure 1.2.2(g) Initial Issue of Personal Protective Clothing & Personal Protective Equipment

A new procedure was developed and implemented during the reporting period relating to personal protective clothing (PPC) & personal protective equipment (PPE). The aim of this procedure is to provide guidance and management of the initial supply and wearing of BVSC issued PPC and PPE for outdoor and indoor/field based staff.

Significant WHS Events

State Cover Injury Management Seminar

The Human Resources Manager and the Recruitment and Injury Management Officer attended the State Cover Injury Management seminar, covering topics as Industrial Deafness, Skin Cancer, Ageing Workforce and Psychological Injuries.

NSW Work Health & Safety Act (2011) Training

During this year a in house training program was developed implemented for all BVSC staff regarding the new NSW WHS Act 2011. The aim of the training was to explain the duties and responsibilities to all staff and volunteers under the new legislation.

Workcover Alliance

On 11 November 2011 BVSC and Workcover entered into a strategic alliance whereby each party has agreed to jointly assist in significantly improving workplace health safety and injury management outcomes across BVSC workplace and the Shire in general. This alliance also aims to establish and foster a sound working relationship between two statutory authorities.

Equal Employment Opportunity (EEO)

The Corporate training plan for 2011/12 identified a Bullying and Harassment prevention training program be delivered across all in BVSC workplaces. Council has committed to a bi-annual training program to remind staff about appropriate workplace behaviours. A fresh approach was implemented by engaging a new provider who delivered training sessions based on the principles of Respect, Equity and Diversity in the workplace. Excellent staff feedback was received about sessions. As further support of Council's ongoing commitment in this area, EEO Contact Officers are clearly identified on our new intranet site and notice-boards at all Council worksites.

Council currently employs one female in a non-traditional role within the Works section of the Infrastructure Waste and Water Group and over the next two years, will actively encourage female applicants into traineeships through targeted recruitment processes. Overall, the proportion of female to male employees has remained constant since 2010/11. The areas in which the highest percentages of females are employed are - Organisational Support (47%) and Community and Relationships (61%) As of 30 June 2012, Council's workforce comprised of 66.56% males and 33.44% females.

We currently have 6 indigenous employees across Council, with representation in Infrastructure / Works and Water Operations, Community and Relationships / Childcare and our Environmental Services area. Several indigenous employees assisted in a recent Indigenous Employment Expo as Council representatives.

As mentioned previously, the Workforce Renewal Strategy has also recommended four Diversity traineeships (EEO identified positions: two for people with a disability and two Indigenous) commencing in 2013.

An updated EEO Management Plan was developed in 2010 / 2011, implemented on 1 August 2011. This Plan underpins all Council's policies and procedures ensuring we provide an supportive and positive work environment that encourages good working relationships between employees. The Plan also clearly outlines a number of strategies to support our organisational commitment to EEO principles and practices. This EEO Management Plan clearly identifies all staff and Councillors are responsible for EEO within the Bega Valley Shire Council, particularly those involved in the management and supervision of people. Our Council is committed to providing necessary information and education to all staff and Councillors to ensure that the principles of EEO are practiced at all times.

Functions delegated to other organisations

Body	Function
Hall/Building Committees S355 General Halls and Buildings Committee	Councils peak advisory body on issues related to the management of community halls and buildings. This committee is made up of representatives from each of the individual Hall committees and forms the conduit between each individual hall committee and Council.
Individual Community Committees: <ul style="list-style-type: none"> • Bemboka Memorial Hall Committee • Bermagui Community Centre Committee • Brogo Hall Committee • Candelo Town Hall Committee • Cobargo School of Arts Hall Committee • Eden Log Cabin Committee • Kiah Hall Committee • Murrah Hall Committee • Pambula Courthouse Committee • Pambula Town Hall Committee • Quaama School of Arts Hall Committee • Rocky Hall Hall Committee • Tanja Hall Committee • Tarraganda Hall Committee • Tathra Hall Committee • Towamba Hall Committee • Wandella Hall Committee • Wolumla Memorial Hall Committee • Wyndham Hall Committee 	<p>The various individual hall and building committees have management responsibility delegated to them from Council, including arranging bookings and carrying out maintenance and improvements.</p> <p>Committees also provide information relevant to the development of plans of management for each specific facility.</p>
Cemetery Committee S355 General Cemeteries Committee\	Council's peak advisory body on issues related to the management of cemeteries. This committee is made up of representatives from each of the individual cemetery committees and forms the conduit between each individual committee and Council.
Individual Community Committees	The individual community committees provide care and maintenance of the Shires cemeteries. The role of each committee is to provide a dignified final resting place for members of our community who have passed on. The number of individual committees has reduced over the last few years.
Bemboka Cemetery Committee Bermagui Cemetery Committee Eden Cemetery Committee Wolumla Cemetery Committee Wyndham Cemetery Committee	Committees also provide information relevant to the development of plans of management for each specific facility.

Body	Function
Sportsgrounds and Reserve Committees – all S355 committees Bermagui Sportsground Bermagui Indoor Sports Stadium Berrambool Sports Complex Candelo Reserve Eden Sportsground George Brown Sportsground Lawrence Park Montreal Goldfields On-Track Committee Pambula Sports Complex Kianinny Bay Reserve Towamba Sportsground Tura Beach Flora Reserve Wyndham Reserve	To oversee the care and use of Councils sporting and recreational facilities. Committees also provide information relevant to the development of plans of management for each specific facility.
Other Committees:	
• Access Advisory Committee	Recommends assess, design and modification to council's assets and private developments.
• Cultural Planning Committee	Advisory for the development and implementation of Council's Cultural Action Plan under the community strategic plan.
• Bega Valley Bush Fire Management	Bush fire management.
• Bega Valley Shire Medallion	Considers nominations for community service awards.
• Bega Valley Shire Youth Council	Provides a youth perspective on Council decisions.
• Road Safety Group	Representative group providing advice on road safety.
• Waste Committee 2020	Planning for future waste management.
• General Sports and Recreation Committee	Assess and recommend applications for funding for improvements to sport, recreation facilities and access.

Companies controlled by Council

There are no companies controlled by Bega Valley Shire Council.

Partnerships with other organisations

Southern Phone Company

Bega Valley Shire Council is a shareholder as one of 42 local councils in the independent telecommunications company limited by guarantee, and annually receives a dividend as share of profits based on the number of Southern Phone Company clients resident in Bega Valley. Once received, the dividend is reported and allocated to a project at council's discretion.

Tenix Alliance

Council entered into an alliance contract with Tenix in the 2003/4 financial year for construction and operation of sewage treatment plants. This contract is now in its operational phase.

Under the alliance, Tenix also became responsible for the operation of the Shire's ten sewage treatment plants. Annual operational contract payments of \$2,700,000 were made to Tenix this year.

Statewide and Statecover Mutual

Council is a member of four Statewide and Statecover Mutual Insurance schemes, which are operated for Local Government throughout New South Wales. The benefit of a Mutual Scheme is that the members spread their risk so that the impact on each individual member Council is reduced in the event of a major claim. There are three schemes that operate for the following classes of Insurance:

- Statewide Mutual Liability Scheme which, covers Council for Public Liability and Professional Indemnity Insurance Claims.
- Statecover Mutual which deals with employee injury Insurance and other workers compensation matters.
- Property Mutual Liability Scheme which, provides insurance cover for all Council buildings.
- Fidelity Mutual Liability Scheme is an insurance scheme designed to cover Councils against any fraudulent activity by staff and Council Committee members.

Council is obliged to follow best practice risk management guidelines and undertake risk systems audit to be eligible for premium rebates. Annually, Council is subject to two formal external audits from Statewide Mutual. The results of these audits form a percent basis for rebate calculations.

From both Statecover and Statewide Mutual, council received a combined rebate of \$76,000 for the 2010/11 financial year, which is used to fund an WHS/Risk Officer.

The additional benefit is that insurance premiums are contained. The schemes are controlled by a Board of Management comprising of representatives of Councils and expert insurance personnel from Jardine Lloyd Thompson Local Government Insurance. The schemes operate on the pooling of insurance premiums, which are used to pay claims below a certain level, and for premiums for insurance claims that may exceed those levels. Any profits from these schemes are redirected back to the member Councils. This year Council received \$1,300 from the operating surplus pool of the Scheme.

Overseas visits

There were no overseas visits by Councillors or staff for this financial year.

Companion animal management activities

Companion animal management functions and activities are conducted by Council in accordance with the Companion Animal Act 1998 and Regulations.

Expenditure

During 2011/2012 an estimated \$205,000 was spent on companion animal management responsibilities and associated activities. Council employs four Rangers with responsibility for companion animal management being a core function. Council also maintains an animal management facility employing other part time staff to achieve 7 days a week animal care and coverage. Distance remains a significant factor in providing a central facility to a large shire with a dispersed population of 33,000 people.

Companion Animal Facility

The Companion Animal Pound management data collection returns were lodged with the Division of Local Government on 3 August 2012 in compliance with the Act. A new web based monthly collection system was used for the first time this year. An electronic pound register with the ability to obtain statistics on a monthly basis was used this year with a significant time saving. This also allows management to check the ongoing status without logging into the Companion Animal Register.

Desexing / Rehoming

The partnership between Animal Welfare League (AWL) and Council continues to assist in maximising

the number of dogs and cats re-homed and minimising the number of animals euthanised. Councils Desexing policy (requiring all animals re-homed from Council's pound to be desexed) remains integral to this process.

In 2011/2012 Council rehomed to the AWL 13 Cats and 22 dogs which is 11% and 9.6% of the total number of animals received. These are below the state averages. However the number of cats and dogs returned to owners (21 and 111) were 19% and 48% of the total number of animals received. These are well above the state averages of 3% and 41%. The rate of cats euthanised still remains unacceptably high at 55%. The rate of dogs euthanised was 10% which is well below the state average.

(NB. The NSW averages referred to are from the Analysis of Council Data Collection System for Seizures of Cats and Dogs 2010/2011 published in April 2012 by the Division of Local Government)

Dog Attacks / Dangerous & Restricted dogs

During 2011/ 2012 Rangers investigated a total of 66 dog attacks which is an increase on the 2010/2011 total. This equates to 5.5 attacks per 1000 dogs identified in Bega Valley. (Currently 13840) This is above the NSW average of 3.29 attacks per 1000 dogs identified.

As a result of investigation of these attacks 15 dogs were destroyed, 20 penalty notices were issued, 2 intentions to declare dog dangerous were issued but not proceeded with, 2 dangerous dog declarations were issued, 17 warnings were issued, 2 nuisance orders were issued and 16 matters resulted in no action being taken.

Declared dangerous dogs continue to be monitored and inspected annually to ensure compliance.

There has been no activity in relation to restricted breeds in the last 12 months.

Government Information (Public) Access Act 2009 (GIPA)

Council adopted a new policy framework, including Access to Information Policy in June 2010. The policy and procedures have been augmented by the attendance of staff from several sections of the organisation including, community and relationships, customer service and planning and organisation support at formal training sessions regarding the requirements under the GIPA Act.

There were 25 formal applications under GIPA in the 2011/12 period.

Information is available regarding GIPA Applications in the GIPA Disclosure Log on Council's website by clicking on the 'Leading Organisation' tab, then following the links to the policy and procedures for this particular section and opening the 'Access to Information' policy. The GIPA Act Disclosure Log (1.4.4f) provides a record of all applications received.

Privacy and Personal Information Protection Act 1998 (PPIP)

There were no reviews conducted during the 2011/12 period.

Independent Commission Against Corruption (ICAC) Public Statement

There were no matters referred to or from the ICAC and in the 2011/12 financial year.

Code of Conduct Complaints

Two matters were received during the 2011/12 period. These matters were assessed by the General Manager and referred to an independent conduct reviewer and it was determined that there was no breach of the Code of Conduct on either occasion. Both matters were reported to Council following conclusion of the review.

Planning Agreements

Bega Valley Shire Council has no planning agreements in place at June 2011.

National Competition Policy

The National Competition Policy (NCP) was ratified by the Council of Australian Government in April 1995. The policy is being applied to all government business throughout Australia. A key component of the NCP is the Competition Principles Agreement. This agreement identifies six key principles through which governments can distinguish between the regulatory and commercial business activities exposed to competition.

The first four principles are the responsibility of State government. The impact of this work in Local Government is evidenced by the Independent Pricing and Regulatory Tribunal review of pricing policies for water and sewer charges and the application of benchmarking to various activities undertaken by Councils.

Councils are required to recognise and address the impact of the last two principles on their own operations.

Competitive neutrality

The aim of this principle is to ensure that government owned activities and services operate under similar competitive pressures to those experienced by the private sector.

Even though Council may have advantages as a result of size, buying power, specialist expertise etc competition policy does not require that Council competes on an equal footing with private businesses.

However, competitive neutrality does apply to those activities of Council operated as 'businesses'. It does not apply to non-business, non profit activities.

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Key principles

- Provision of independent pricing oversight of government business enterprises.
- Structural reform of public monopolies.
- Review of legislation with a view to removing anti competitive provisions where the cost out weights the benefits.
- Provision of third party access to essential infrastructure owned by the public and private sectors.
- Extension of the Trade Practices Act to Local Government.
- Application of competitive neutrality to significant business activities.

Trade Practices Act

All Council business activities have been subject to the Trade Practices Act since July 1, 1996.

Council has undertaken a review of policies, procedures and practices to ensure that they are consistent with the provisions of the Act. In particular, those sections focusing on anti-competitive behaviour, price agreements, exclusive dealing and misuse of market power.

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similar competitive pressures to those experienced by the private sector.

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However, competitive neutrality does apply to those activities of Council operated as 'businesses'. It does not apply to non-business, non profit activities.

In accordance with this principle Council is required to determine those activities that are classified as 'business'. In order to determine these activities Council has observed the State Government guidelines that suggest consideration should be given to the following:

- What are the objectives that Council has for the activity?
- Is the activity intended to make a profit?
- Is the activity or service provided for a fee or a charge?
- Does the activity bid for external contracts?
- Is the activity in competition with other providers? And
- What economic impact does the activity have in its market?

Once Council has identified those activities that it will treat as business they are required to be classified into two categories according to annual sales turnover. The categories are:

Category 1 business - those with an annual sales turnover of \$2 million or more per annum

Category 2 business - those with an annual sales turnover of less than \$2 million per annum. Based on Council's 2011/2012 financial statements, the following activities have a turnover of \$2 million or more:

Water supply operations

Sewerage service operations

Using the recommended State Government guidelines, Council has identified these operations as Category 1 businesses.

Progressive implementation of competitive neutrality

Council has undertaken a review of its business activities and developed a basis on which it will rely to identify and classify Category 1 and Category 2 businesses.

During the reporting period Council has undertaken a review of its Category 1 businesses to identify and define any basis to fund subsidies provided to customers.

Council has also identified any business benefits arising from Local Government's borrowing position in comparison with commercial rates.

It has also identified a basis for determining a rate of return on capital investment and any areas of cost advantage arising from its status as a Local Government. Payment of dividends from water and sewerage operations will be explored.

Complaints handling

Council has established a complaint handling policy and procedure for competitive neutrality complaints which can be viewed on Council's website www.begavalley.nsw.gov.au/Your_Council/Policies/Policies.htm

Council has not received any competitive neutrality complaints during the review period.

Business Activity – Water Supply Income Statement for Year ended 30 June 2011	Actual 2012	Actual 2011
Income from continuing operations		
Access charges	2,534	2,121
User charges	6,152	5,834
Fees	132	194
Interest	863	1,175
Grants and contributions provided for non capital purposes	1,320	145
Profit from the sale of assets	-	-
Other income	63	387
Total income from continuing operations	11,064	9,857
Expenses from continuing operations		
Employee benefits and on-costs	1,600	1,686
Borrowing costs	7	7
Materials and contracts	6,406	4,859
Depreciation and impairment	2,460	2,312
Water purchase charges	-	-
Loss on sale of assets	2	1
Calculated taxation equivalents	3	3
Debt guarantee fee (if applicable)	-	-
Other expenses	-	-
Total expenses from continuing operations	10,478	8,868
Surplus (deficit) from continuing operations before capital amounts	586	989
Grants and contributions provided for capital purposes	2,010	6,060
Surplus (deficit) from ALL operations before tax	2,596	7,049
less: Corporate Taxation Equivalent (30%) [based on result before capital]	(176)	(297)
Surplus (deficit) after tax	2,420	6,752
plus Opening Retained Profits	102,804	95,755
plus/less: Prior Period Adjustments	-	-
plus adjustments for amounts unpaid:		
- Taxation equivalent payments	3	3
- Debt guarantee fees	-	-
- Corporate taxation equivalent	176	297
less:		
- Tax Equivalent Dividend paid	(3)	(3)
- Surplus dividend paid		
Closing Retained Profits	105,400	102,804
Return on Capital %	0.3%	0.8%
Subsidy from Council	4,968	5,286
Calculation of dividend payable:		
Surplus (deficit) after tax	2,420	6,752
Less: Capital grants and contributions (excluding developer contributions)	(1,662)	(5,804)
Surplus for dividend calculation purposes	758	948
Potential Dividend calculated from Surplus	379	474
Business Activity – Sewerage Income Statement for Year ended 30 June 2012	Actual 2012	Actual 2011

Income from continuing operations	12,147	11,769
Access charges	1,379	1,199
User charges	-	-
Liquid Trade Waste Charges	28	87
Fees	713	582
Interest	120	122
Grants and contributions provided for non capital purposes	-	-
Profit from the sale of assets	6	7
Other income		
Total income from continuing operations	14,393	13,766
Expenses from continuing operations	1,134	1,260
Employee benefits and on-costs	1,586	1,633
Borrowing costs	7,600	7,168
Materials and contracts	3,903	3,733
Depreciation and impairment	-	-
Loss on sale of assets	2	2
Calculated taxation equivalents	-	-
Debt guarantee fee (if applicable)	-	-
Other expenses		
Total expenses from continuing operations	14,225	13,796
Surplus (deficit) from continuing operations before capital amount	168	(30)
Grants and contributions provided for capital purposes	836	576
Surplus (deficit) from continuing operations after capital amounts	1,004	546
Surplus (deficit) from Discontinued Operations	-	-
Surplus (deficit) from ALL operations before tax	1,004	546
less: Corporate Taxation Equivalent (30%) [based on result before capital]	(50)	-
Surplus (deficit) after tax	954	546
plus Opening Retained Profits	81,304	80,758
plus/less: Prior Period Adjustments	-	-
plus adjustments for amounts unpaid:	2	2
- Taxation equivalent payments	-	-
- Debt guarantee fees	50	-
- Corporate taxation equivalent	(2)	(2)
less: - Tax Equivalent Dividend paid		
- Surplus dividend paid		
Closing Retained Profits	82,308	81,304
Return on Capital %	1 %	1.3%
Subsidy from Council	3,674	4,501
Calculation of dividend payable:		
Surplus (deficit) after tax	954	546
Less: Capital grants and contributions (excluding developer contributions)	(557)	(388)
Surplus for dividend calculation purposes	397	158
Potential Dividend calculated from Surplus	198	79

Business Activity – Water Supply	2012	2011
Balance Sheet for Year ended 30 June 2011	\$'000	\$'000
Assets		
Current Assets		
Cash and cash equivalents	14,220	13,314
Investment	-	-
Receivables	1,959	1,436
Inventories	118	119
Other	-	-
Non-current assets classified as held for sale	-	-
Total Current Assets	16,297	14,869
Non-Current Assets		
Investment	-	-
Receivables	-	-
Inventories	-	-
Infrastructure, property, plant and equipment	183,538	123,177
Investments accounted for using equity method	-	-
Investment property	-	-
Other	-	-
Total Non-Current Assets	183,538	123,177
Total Assets	199,835	138,046
Liabilities		
Current Liabilities		
Bank overdraft	-	-
Payables	857	808
Interest Bearing Liabilities	103	2
Provisions	168	142
Total Current Liabilities	1,128	952
Non-Current Liabilities		
Payables	-	-
Interest Bearing Liabilities	6	110
Provisions	20	18
Total Non-Current Liabilities	26	128
Total Liabilities	1,154	1,080
Net Assets	198,681	136,966
Equity		
Retained earnings	105,400	102,804
Revaluation reserves	93,281	34,162
Council equity interest	198,681	136,966
Minority equity interest	-	-
Total Equity	198,681	136,966

Business Activity – Sewerage	2012	2011
Balance Sheet for Year ended 30 June 2011	\$'000	\$'000
Assets		
Current Assets		
Cash and cash equivalents	12,008	9,531
Investment	-	-
Receivables	905	1,012
Inventories	8	3
Other	-	-
Non-current assets classified as held for sale	-	-
Total Current Assets	10,546	10,546
Non-Current Assets		
Investment	-	-
Receivables	-	2
Inventories	-	-
Infrastructure, property, plant and equipment	179,132	119,685
Investments accounted for using equity method	-	-
Investment property	-	-
Other	-	-
Total Non-Current Assets	179,132	119,687
Total Assets	192,053	130,233
Liabilities		
Current Liabilities		
Bank overdraft	-	-
Payables	701	825
Interest Bearing Liabilities	792	742
Provisions	136	112
Total Current Liabilities	1,629	1,679
Non-Current Liabilities		
Payables	-	-
Interest Bearing Liabilities	23,279	24,071
Provisions	20	18
Total Non-Current Liabilities	23,299	24,089
Total Liabilities	24,928	25,768
Net Assets	167,125	104,465
Equity		
Retained earnings	82,308	81,304
Revaluation reserves	84,817	23,161
Council equity interest	167,125	104,465
Minority equity interest	-	-
Total Equity	167,125	104,465

Bega Valley Shire Council

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